

Presbytery of Waterloo-Wellington
 Tuesday, March 9th– 7:00 PM- Zoom Meeting Call

Worship and Constitution of the Court

The Presbytery of Waterloo Wellington met via Zoom meeting, on Tuesday, March 9th, 2021, at 7pm. Rev. Peter Bush led the Presbytery in worship focusing on the theme of Mark 6:45-52, Jesus walking on water to comfort the disciples during the storm which provides us with similar comfort and guidance as we steer our congregations on Lake Covid. After worship, the moderator, Rev. Peter Bush, constituted the Presbytery and opened in prayer.

Attendance and Regrets

Ministers

Rev. Peter Bush, Rev. Scott McAndless, Rev. Alex MacLeod, Rev. Ed Charlton, Rev. Courtney Crawford, Rev. Hugh Donnelly, Rev. Diane Boyd, Rev. Herb Gale, Rev. Mark Gaskin, Rev. Susan Clarke, Rev. Frank Szatmari, Rev. Kathy Morden, Rev. Nick Pavel, Rev. Mark Richardson, Rev. Michelle Yoon, Rev. Megan Penfold, Rev. Scott Sinclair, Rev. John Borthwick, Rev. Glen Soderholm, Rev. Kristine O'Brien

Representative Elders

Gib Mcllwraith, Janet DeGroot, Andrew Foster, Sue Senior, Daewon Lee, Peter DeVries, Werner Kuemmling, Doug McCaig, Bonnie Street, George Forsyth, Frank Kivell, Louise Sharpe-Berges, Peggy Lennox, Alex McNabb, Alan Israel, Dave Mallet, Todd Cowan, Catherine Hertel (rep. elder pro temp), Jeanette Bomhoff (Gale)

Alt. Rep Elders:, WMS: Jean Godin

Appendix: Rev. Darrell Clarke (Clerk), Treasurer: George Myers

Fraternal Observers: Terri Whiffin, Barb Ferrier

Regrets:

Ministers: Rev. Johan Olivier, Rev. Aubrey Botha, Rev. Bill Bynum

Rep. Elders: Doris Tubman, Walter MacNeil

Appendix: Rev. Walter MacLean, Rev. Greg Smith

The moderator noted the changes to the Roll in the opening prayer: Resignation of John Baxter, Doon and Janet MacDowell, St. Andrew's, Kitchener, and the appointment of Todd Cowan as rep. elder for Doon and Catherine Hertel, alternate rep. elder as rep. elder protem for St. Andrew's

Moved by Mark Gaskin/Meghan Penfold that the agenda as printed be adopted. Carried.

Approval of the Minutes of the Previous Meeting

Moved by Glen Soderholm and duly seconded that the Minutes of the regular meeting of the Presbytery, January 12, 2021, be approved. Carried

Stated Hour 7:30PM: Commissioning of Commissioners, June 6-9, 2021.

At the stated hour, the moderator commissioned the commissioners of the Presbytery of Waterloo-Wellington to this years General Assembly, June 6-9, 2021, with prayer and encouragement to discern the mind of Christ as the commissioners consider issues of importance to the PCC.

Teaching Elders: 1. Rev. Kathy Morden (Captain), Knox, Harriston; 2. Rev. Ed Charlton, St. Andrew's, Arthur and St. Andrew's, Gordonville; 3. Rev. Frank Szatmari, Calvin, Kitchener; 4. Rev. Nick Pavel, Knox-Calvin, Palmerston; 5. Rev. Michelle Yoon, Knox, Crieff

Representative Elders: 1. Knox, Conn, Janet DeGroot; 2. Knox, Guelph, Ann Wilson; 3. Knox, Waterloo, Sue Senior; 4. St. Andrew's, Kitchener, Terri Whiffin; 5. Kortright, Guelph, Barb Ferrier.

Reports

Business Committee – Darrell Clarke (Appendix “A”), p.2

Moved by Scott McAndless/Ed Charlton that the report of the Business Committee be received and considered. Carried

Moved by Scott McAndless/Ed Charlton that the decision of the Business Committee in the distribution of correspondence be homologated. Carried

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Transfer of the Rev. Jeffrey Crawford from the Presbytery of London.

Moved by Scott McAndless/Ed Charlton that the name of the Rev. Jeffrey Crawford be added to the appendix of the roll of the Presbytery of Waterloo-Wellington. Carried

Congregational Covid Fund Applications

Applications were received from six congregations.

Moved by Scott McAndless/Ed Charlton that the applications for a grant from the Congregational Covid Fund, received from the Sessions of St. Andrew's, Guelph, Knox Palmerston, Joonim, Waterloo, Crieff Community, Kitchener East, and Kortright, Guelph be approved, with payment upon receipt of the proceeds of the sale of Knox's Galt. Carried.

Joint Application for the COVID Congregational Fund of the Development Fund and Congregational Renewal Fund

Moved by Scott McAndless/Ed Charlton that the application for a joint grant from the Congregational Covid Fund and the Congregational Renewal Fund, received from the Session of St. Andrew's, Hespeler in the amount of \$18,907; be approved, and that the amount of \$10,000 from the Congregational Covid Fund and the amount of \$8,907 from the Congregational Renewal Fund, with payment to be made upon receipt of the proceeds of the sale of Knox's Galt. Carried.

Presbytery Post-Secondary Student Fund,

As established at the January Presbytery meeting, the deadline for application for grants from the Post-Secondary Student Fund was March 1. This year's grant will be capped at the same amount as last years. Applications were received from three congregations.

Moved by Scott McAndless/Ed Charlton that the applications for grants from the Presbytery Post-Secondary Student Fund, as received from the Sessions of Knox, Waterloo, Joonim, Waterloo and Kortright, Guelph; be approved. Carried.

Congregational Renewal Fund Grants (Implementation Ready)

Application from the Session of Joonim for a Grant from the Congregational Renewal Fund to Establish a New Ministry.

Moved by Scott McAndless/Ed Charlton that the applications for a grant from the Congregational Renewal Fund, as received from the Session of Joonim, Waterloo; be approved. Carried.

The following was presented for information by the clerk.

Program and Capital Grants application deadline is April 15, 2021 for the following The New and Renewed Ministry Fund, Avondbloem Experimental Fund, Chisholm Fund, McBain-Barker Small Community Capital Fund and the Special Projects Fund.

Appendix "E" contains an excellent report on the APCE Annual Conference, from Joni Smith, Family Ministry Coordinator, St. Andrew's Hespeler. It is relevant to our congregational situations as we emerge from the effects of Covid 19.

Congregational Statistical Report is due April 15, 2021. To date, 2 congregations have completed the report.

As of March 1, 2021, 19 of the 25 required police record checks have been updated.

As of March 10, 2021, 43 moderator ballots have been mailed to the clerk and 40 have been received. The deadline is March 15 for the clerk to receive ballots.

Moved by Scott McAndless/Ed Charlton that the report of the Business Committee as a whole, be accepted. Approved.

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Treasurer, George Myers (Appendix “B”, pending with 4 pdf attachments)

Moved by Scott McAndless/Ed Charlton that the report of the Treasurer be received for consideration. Carried

The Treasurer presented his report, noting the excellent return on the portion of the Presbytery’s funds invested in the consolidated fund – 16.6%.

Moved by Scott McAndless/Ed Charlton moved that the Financial Statements to February 28, 2021, be accepted. Carried.

Moved by Scott McAndless/Ed Charlton that the report be accepted as a whole. Carried.

Ministry Committee, (Appendix “C”)- Rev. Ed Charlton

Moved by Ed Charlton/Janet de Groot that the report of the Ministry Committee be received for consideration. Approved

The convenor of the Ministry Committee provided an update on the status exit interviews. There was a request for funding which has been redirected through the Session of the requesting person’s congregation. A request for study leave was received from Rev. Peter Bush, for April 5-12. The focus of the leave is to understand Charles Taylor’s argument regarding disenchantment and re-enchantment of the world in the Secular Age; gratitude as a factor in cross-cultural engagement, and reflection on being “an Ambassador for Christ” and authority of pastors within their congregations.

Moved by Ed Charlton/Janet de Groot that the Presbytery of Waterloo-Wellington approve the study leave request for the Rev. Peter Bush as outlined above. Carried.

Moved by Ed Charlton/Janet de Groot that the report, as a whole, of the Ministry Committee be accepted.

Congregational Health (Appendix “D”), Rev. Scott McAndless

The committee convener presented the report to the Presbytery.

The agreement for Rev. Herb Gale, as the interim moderator with an expanded role; and St. Andrew’s Kitchener renews annually. The committee received a request from the session to renew the contract. A committee completed a review meeting with Rev. Gale and with key persons from the congregation.

The original decision of the Presbytery to approve the appointment of an interim moderator with expanded powers did not align with our polity and Presbytery/congregational expectations. This experiment has molded itself to the needs of St. Andrew’s, within the framework of the original agreement (its the six goals and twelve areas of responsibility). Although the experiment has not been as completely successful, *due to the clarity around the role*; progress continues to be made; under the effective leadership of Rev. Gale and the support of the congregation for his ministry.

Note: The Committee feels that the congregation would have been better served by an interim minister or with a conventional interim moderator and some sort of stated supply situation.

The committee also recommends that an extension of the contract beyond the end of 2021 would be extraordinary and would require serious consideration by the presbytery. We also encouraged the congregation to give some serious thought to how the relationship could be brought to a fitting conclusion.

Moved by Scott McAndless/Mark Gaskin that the contract between the Rev. Herb Gale be extended to the end of 2021 if needed and that any further extension would be extraordinary. Carried.

~~Discussion followed and the moderator approved the inclusion in the minutes, of a short explanatory paragraph from Rev. Gale, in response to the documented observations of the Congregational Health Committee.~~

Upon further review, at the May 11th regular meeting of the Presbytery, the Moderator withdrew the approval for a short explanatory paragraph from Rev. Gale, citing that this would be out of order, and that the

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explanatory paragraph be received as correspondence. Upon a challenge to this ruling, the Presbytery voted in of favor of the moderator's decision.

Other Business: Item #1

Review of PWW Funds/Recommendations – Clarke, Platt, Myers and McIlwrath (pdf attached)

Rev. Darrell Clarke, Clerk of Presbytery, and convenor of the special committee of the Business Committee provided an overview of events leading to the establishment of the special committee. The addition of members of the Property and Finance committee, Gibson McIlwrath past-moderator and convener of the property and finance committee, George Myers, Presbytery Treasurer, and Vern Platt, and their invaluable help. The actual composition of the discussion report for review and response, went through several iteration and centers on the current state of the Development Fund and the allocations within it and the anticipated funds from the sale of Knox's Galt: and a series of questions, areas of review and responder, and potential restructuring and recommendations regarding the funds.

The final discussion report with formal Recommendations to the Presbytery will be provided to the Presbytery at the May meeting as a notice of motion. These recommendations will be discussed and voted on by the presbytery at the June Presbytery meeting.

Phase 1 and 2 of the committees scope of work was completed including: providing the Presbytery with a list of all Presbytery allocated funds currently existing and to be established in the near term; providing the Presbytery on all terms of reference, and proposed, where it existed and to identify those committees needing Terms of Reference, recommending changes to terms of reference of the Development Fund, and lastly developing standardized application and reporting criteria were developed to be used for each fund in common.

Rev. Clarke highlighted the next steps (Phase 3 and 4: Presbytery Review and Response Process). Presbyters were invited and encouraged to participate in this phase of the work by reviewing and responding to this discussion document by April 20th. All suggestions related to the terms of reference (for continuing or proposed new funds); proposed adjustments to the allocations of any or all of the recommended continuing funds or new funds; amendments to proposed recommendations contained within this report and any new proposals to establish a fund with its Terms of Reference, will be reviewed.

Most importantly, interested Presbyters are encouraged to join in the work of the special committee to contribute to the final report, including gathering and reviewing all fund proposals, suggested changes to terms of reference, to help with the drafting of documents as needed and to complete the final report for the Presbytery meeting in May. During this process, committee members can also directly participate in these areas through the work of the committee.

In conclusion, Rev. Clarke noted that this is the starting point for this discussion and that the goal of the Presbytery is not to crunch the numbers, although the allocation of funds will require reviewing the numbers, but to discern the future and priorities of the Presbytery for the next 10-15 years and how this is represented in the stewardship of the funds that we have been entrusted with.

Other Business: Item #2

Standing Committee Restructuring – Rev. Peter Bush

Rev. Peter Bush, convenor of the Standing Committee restructuring effort, provided an overview of the current stated of the Presbytery's standing committee's and the need to restructure them to be more effective. At Present there are 4 standing committees: Ministry, Congregational Health, Education, and Issues and Fellowship, Mission and Outreach. These rotate through the 4 quadrants every 3 years. There are two other committees Property and Finance (which was added in 2019) and the Business Committee, composed of the convenors of standing committees and Moderator, Past Moderator, Clerk, and Treasurer.

Rev. Bush reminded the Presbytery that as of Feb. 16, 2021 – Mission and Outreach is non-functioning, and its work is being overseen by the Business Committee and the Congregational Health Committee is doing its job but under stress due to its workload.

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Options include creating 4 standing committees: Mission and Outreach, Congregational Health and Ministry, Property and Finance; and Business Committee.

Each Sept. at the Presbytery meeting presbyters will sign up for the Committee(s) they wish to be part of and are interested in the work of that committee. Presbyters can sign up for two of the four standing committees. Each committee will function from Sept to Sept each year. The out-going committee will present its final report at the Sept. meeting of Presbytery.

Committees will have their reports to the Clerk, for attachment to the Agenda, by 12 midnight on the Wednesday before a Regular meeting of Presbytery.

Rev. Bush then invited interested Presbyters to become involved in the discussion and provide suggestions and to add to this discussion by becoming part of the special committee to document and to gather and reflect on responses from presbyters. Presbyters are also invited to send responses to the Clerk of Presbytery who will forward them to the Special Committee, by until April 20, 2021. Suggestions will help the committee discern the direction of its work and where the Presbytery wishes to focus its resources, as is the case with the Fund committee.

This committee will report to the May meeting of Presbytery, hopefully with a draft plan. There would be opportunity for debate at the May 2021 meeting. The Special Committee will bring proposed changes to the standing orders to the June 2021 meeting.

Next Meetings:

The Presbytery will meet for its next regular meetings (via Zoom) on May, 11 at 7pm, and June 15 at 7pm. The Business Committee will meet on April 6, May 4, June 8, at 10am (all by Zoom)

Historical Moment

The moderator provided an historical on the work of James S Gale.

Adjournment

Adjournment moved by Peter DeVries/Gib McIlwrath. Carried

The moderator closed in prayer.

PROPOSED AGENDA
Presbytery of Waterloo-Wellington
Tuesday, March 9 – 7:00 PM- Zoom Meeting Call

1. Worship: Rev. Peter Bush

2. Prayer and Constitution of the Court – the Moderator

3. Attendance and Regrets

4. Welcome and Introductions

Changes to the Presbytery Roll:

- Feb. 9: Rev. Jane Swatridge, of Duff's PC, in Puslinch, was transferred to the Appendix.
- Feb 16: Todd Cowan became the Representative Elder, for Doon, PC, replacing John Baxter.
- March 4: Janet MacDowell stepped down as the representative elder of St. Andrew's Kitchener after twenty years of service. Catherine Hertel, alternate rep. elder will represent St. Andrew's this evening.

5. Adoption of Proposed Agenda

6. Approval of the Minutes – January 12, 2021 regular meeting of Presbytery

7. Stated Hour 7:30PM: Commissioning of Commissioners, June 6-9, 2021,

Teaching Elders:

1. Rev. Kathy Morden (Captain), Knox, Harriston
2. Rev. Ed Charlton, St. Andrew's, Arthur and St. Andrew's, Gordonville
3. Rev. Frank Szatmari, Calvin, Kitchener
4. Rev. Nick Pavel, Knox-Calvin, Palmerston
5. Rev. Michelle Yoon, Knox, Crieff

Representative Elders:

1. Knox, Conn, Janet deGroot
2. Knox, Guelph, Ann Wilson
3. Knox, Waterloo, Sue Senior
4. St. Andrew's, Kitchener, Terri Whiffin
5. Kortright, Guelph, Barb Ferrier, Appointed Feb. 5, 2020

8. Reports

- a. Business Committee – Darrell Clarke (Appendix "A"), p.2
- b. Treasurer, George Myers (Appendix "B", pending with 1 pdf attachment), p. 13
- c. Ministry Committee, (Appendix "C")Rev. Ed Charlton, - p. 13
- d. Congregational Health (Appendix "D"), Rev. Scott McAndless – p. 14
- e. APCE Annual Conference Report, (Appendix "E") – Joni Smith, St. Andrew's Hespeler, p.15
- f. Other Business (considered separately from the business committee report) p.17
 - Review of PWW Funds/Recommendations – Clarke, Platt, Myers and McIlwrath
 - Standing Committee Restructuring – P. Bush

9. Next Meetings

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Presbytery: 2021 Dates: Mar. 9, May. 11 and June 15 (all Zoom)
Business Committee (July and August as necessary) April 6, May 4, June 8

10. Adjournment

Business Committee “Appendix A” – Rev. Darrell Clarke, on behalf of the moderator

Recommendation #1

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

a. Correspondence:

#	Received/Sent	Topic	Referred to:
21 8	Rev. Darrell Clarke (out)	2020 Stat Report Instructions and Documents	Clerks of Session
21 9	Rev. Darrell Clarke (out)	Nomination of Sue Senior to LMA	Terrie-Lee Hamilton
21 10	Rev. Darrell Clarke (out)	Recertification of Christ Clements, Student for Ministry	Liz Brewer
21 11	Rev. Darrell Clarke (out)	Overture to 2021 GA from the Presbytery	Terrie-Lee Hamilton
21 12	Liz Brewer	Receipt of C Clements Recertification	Clerk
21 13	Terrie-Lee Hamilton	Receipt of Nomination, Sue Senior, LMA	Clerk
21 14	Rev. Phillip Song	Post Secondary Grant Application, Joonim	Bus. Committee
21 15	Terrie-Lee Hamilton	Receipt of Overture, Statistical Reporting Change	Clerk
21 16	Marjorie Copeland	Official Receipt Overture, General Assembly Council	Clerk, Rev. Boyd
21 17	Kathryn Muir	Changes to the PCC roll, January 2021	Presbytery
21 18	Maggie Leung	Presbyterian Sharing Update, Dec. 2020	Presbytery
21 19	Rev. Alex Bisset	Letter of Standing, Rev. P. Reinders	Clerk
21 20	Carrie Thornton	Certificate of Transfer, Rev. Jeffrey Crawford (org. sent Jan 2 2021)	Clerk
21 21	Warren MacEachren	Cong. Covid Fund Application, Knox, Palmerston	Bus. Committee
21 22	Rev. Mark Richardson	Cong. Covid Fund Application, Kitchener East	Bus. Committee
21 23	Margie Warren	Request to renew Interim Ministry of Rev. Herb Gale	Cong. Health Comm.
21 24	Rev. Dr. Roland DeVries	Recommendations for Professor of Pastoral Leadership	Presbytery
21 25	Daewon Lee	Cong. Covid Fund Application, Joonim Church, Waterloo	Bus. Committee
21 26	Rev. Kristina O'Brien	Cong. Covid Fund Application, Crieff Hills Community	Bus. Committee
21 27	Daewon Lee	Congregational Renewal Fund Application, Joonim	Bus. Committee
21 28	Joni Smith	Thank you and Report to the Presbytery of the APCE Event	Presbytery (via PM Agenda)
21 29	Liz Brewer	Guidance Conference Report, C. Clements	Ministry Committee
21 30	Kintail Camp	February 2021 Newsletter	Presbytery
21 31	Rev. Scott McAndless	Joint Covid & Renewal Fund Application, St. Andrews's Hespeler	Bus. Committee
21 32	Rev. Alex MacLeod	Post Secondary Grant Application, Kortright	Bus. Committee
21 33	Kathryn Muir	February 2021, Changes to the Roll	Presbytery
21 34	Rev. Alex MacLeod	Cong. Covid Fund Application, Kortright PC, Guelph	Bus. Committee
21 35	Jennifer Astop	April 15, 2021 Deadline for Grant Applications	Presbytery
21 36	Janet MacDowell	Resignation as Rep Elder, St. Andrew's, Kitchener	Clerk

Recommendation #2

That the decision of the Business Committee in the distribution of correspondence be homologated.

b. Transfer of the Rev. Jeffrey Crawford from the Presbytery of London.

CERTIFICATE OF TRANSFER: This certifies that the Reverend Dr Jeffrey Crawford, on the Roll of the Presbytery of London, is a minister of the Presbyterian Church in Canada, in good and regular standing. He is hereby transferred to the care of the Presbytery of Waterloo-Wellington as of January 31, 2021 and commended to the confidence of the court. Given this second day of January, in the year two thousand and twenty-one, by order of the Presbytery.

Carrie Thornton, Clerk of the Presbytery of London.

Recommendation #3

That the name of the Rev. Jeffrey Crawford be added to the appendix of the roll of the Presbytery of Waterloo-Wellington.

c. Congregational Covid Fund Applications:

#C21-01: St. Andrew's, Guelph

January 20, 2021

Dear Clerk

In March of 2020 we all went online. St Andrew's Guelph started doing "Zoom Church". In the summer of 2020, the session of St Andrew's Guelph approved expanding our online Ministry to allow for live-streaming from our church building. We were seeing 50-70 "Zoom Boxes" every Sunday with the majority of those "Zoom Boxes" having 2 or more people watching them.

This was a boon to St Andrew's as we were seeing only 80-90 people meeting in person on a Sunday morning. The session decided to spend \$5000 to get live-streaming set up so that the congregation could "meet together" in the sanctuary in the fall. Under the leadership of Peter Devries, the tech team developed a multi camera live stream setup that allowed the congregation to worship together and have congregation members participate in the service over Zoom.

On top of the Zoom Church meetings the services were posted on YouTube. During the spring and summer, we were seeing 20 to 50 views. In November, St Andrew's Guelph started to Live-stream directly to YouTube at the same time as we held our Zoom Services. We started to see between 20 and 30 people watch our service live on YouTube on top of the 50-70 "Zoom Boxes" every Sunday. During the week we have another 100-200 views of our service (one service had over 400 views in a day).

We have reports of people watching the entire service from all over the world. Family of members watch in Germany and Scotland. Former members have reconnected with us and watch from Oklahoma and all over Canada.

In December, The Reverend Borthwick spoke to one of his neighbours, who happened to work for Rogers TV about the possibility of doing a Christmas service for Rogers. We ended up producing four 28-minute episodes that were aired multiple times over the holidays on Rogers TV. After they saw what we did, we were offered the possibility to do an hour program each week. These episodes will air 5 times during the week. We are being aired on Rogers in Guelph, Brantford, Stratford and the surrounding area along with the episodes being posted on Rogers' website.

We are asking the presbytery for \$10,000 Grant from The COVID Congregational Fund of the Development Fund to cover the cost of upgrading our camera's, upgrade our editing and presentation software and, to recoup the initial cost to set up this live-streaming system.

As per our Session meeting on January 19, 2021, Session was presented this information and a motion was presented and carried.

***Motion:** That the session approves a request to presbytery for a \$10,000 Grant. \$5,000 will be for upgrading the cameras and \$5,000 to cover our previous expenses for our technology upgrades. Carried.*

Please accept our request from St. Andrew's Presbyterian Church, Guelph

In Gods Peace and Glory, Nancy Nicol , Clerk of Session, St. Andrew's Presbyterian church, Guelph 4

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#C21-02 Knox, Palmerston

The COVID Congregational Fund of the Development Fund could not have come at a better time. Without anticipating the pandemic, we were struggling with an antiquated technology system trying to share our ministry by Zoom and YouTube.

We realized, thanks to Zack Pavel to achieve our goals we needed to begin to update our IT and so we began with limited funds to purchase a better internet plan. With the grant monies we have moved ahead and purchased laptop, cameras, tripods, and other equipment requirements. These updates will allow us better quality and performance as we continue to reach out and live stream through Zoom, YouTube and now Facebook to our ever-growing audience here and abroad. By doing this we also address spiritual support in community, explore new models of evangelicalism and help in building in the community now.

As a church we have also discussed the need for a program to provide a regular hot meal to those in need here in Palmerston and area. Again, the grant will allow us to continue with this mission which we are calling, "The Lord's Pantry ". Knox Palmerston is very excited that this grant of \$ 10,000 will allow us to move forward and achieve some of our goals in building up the congregation, assisting the ministry, reaching out the community and exploring new ways of evangelism.

EXTRACT: Motion to apply to the COVID Congregational Fund of the Development Fund. The Session of Knox request to access the full amount of \$10,000 in order to cover the cost of updating the IT equipment and online platform along with financing the Lord's Pantry Project. Moved by Christy White, seconded Betty Lambier, and all voted in favor. February 10, 2021.

Thank you for your generosity!
 The Session of Knox, Palmerston

#C21-03 Joonim PC, Waterloo

Application for The COVID Congregational Fund of the Development Fund
To: The Business Committee of Waterloo-Wellington Presbytery, PCC
From: The Session of Joonim Church, Waterloo

1. Break down of the fund to be used

Enhanced Congregational Technology (\$2500)

We have been implementing an online worship service format since March 2020 equipping with a variety of technologies/tools such as audio/video devices, lighting fixtures, Christian Copyright Licensing. We will be enhancing our online services for all ages with separate services for Youth and Sunday school children by purchasing HDMI Live Switcher, HF R800 Video Camera, FHD Monitor, HDMI Cables. It would allow us more stable and better quality services in online format and we are planning to continuously provide online services in post-COVID as well.

Programs to provide spiritual support to the lonely in the community (\$2000)

Gambia Missionary Support and its Christian school scholarship

Partnering with community groups (\$4500)

Food Bank & Waterloo women's crisis shelter

Responding to the hungry, the homeless, in the community (\$3,000)

Ray of Hope in Kitchener Homeless Shelter- Food Expense for Meal service (5 times per year) & Financial support

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2. Extract of the Session minutes

Item 3-2 of Session Minutes (Jan. 17, 2021). Moved by Daewon Lee/Hakyung Seo that a Presbytery Fund Applications to be made: COVID Congregational Fund of the Development Fund (\$10,000). Approved.

#C21-04 Crieff Hills Intentional Community

The Reverend Darrell Clarke, Clerk
 Presbytery of Waterloo-Wellington, February 2021

Dear Friends,

Although Crieff Hills is a ministry that stretches beyond the bounds of the Presbytery of Waterloo-Wellington, we are situated within it and seek to serve those within its bounds. We hope that you will receive and consider our request.

Covid forced us to reimagine the use of retreat houses (Ruth, Shepherd, Dove) when the barrack-style shared accommodations were deemed unsafe by federal health standards due to COVID. Ruth House reopened safely in October 2020 with single accommodations for an Intentional Christian Community with a focus on sabbath living. A gift from The COVID Congregational Fund of the Development Fund would help us to achieve our goals:

- Good stewardship of existing facilities unusable post-COVID
- Hosting public outdoor, informal mid-week worship
- Healing, growth and deepened faith lives of each participant
- Inspiring and equipping individuals to go out and serve God
- Growth, support and enrichment of Crieff Hills' ministry

Specifically, it would allow us to hire facilitators for weekly programs (including public worship) and do further work to make the house comfortable and safe for residents. We are encouraged by the interest shown already and continue to welcome new applications. We look forward to an evaluation of the initiative in December 2021 and would be very glad to share our experience with the presbytery. The following extract of minute is from the recent Maclean Estate Meeting:

MOTION: Foy/Ellis:

“that we ask for the support of the Waterloo Wellington Presbytery in our post-covid initiative, the Intentional Christian Community (Ruth House). The grant would be used for both program and facility needs in its first experimental year and we would report back on its success at the end of 2021.”

CARRIED

Certified as a true Extract, Woodstock, Ontario, February 19, 2021

The Rev. Mark R. McLennan, Secretary for the meeting

With thanks,

Rev. Dr. Kristine O'Brien, Executive Director

#C21-05: Kitchener East Presbyterian Church

To the Clerk of the Presbytery of Waterloo-Wellington, Rev. Darrell Clarke, Tuesday 16th February 2021

From Kitchener East PC Session proposal for Covid-19 Congregational Fund 2021:

In response to the Covid-19 pandemic which hit in 2020, KEPC has needed to make the transition to our worship services, children's stories, Sunday School, Bible studies, and church meetings so that they are available digitally and online. We made this shift at the beginning of April 2020. To improve this change in ministry formats and therefore reaching our own congregation as well as people from outside the church, we are proposing to invest in upgrading our video technology (camera, cables, computer, software, training), as well as acquiring our own Zoom account rather than using personal ones. Also, we had to adopt a fully integrated digital Sunday School curriculum which we plan on continuing to use due to its online features and flexibility.

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Though blessedly not because of Covid-19, we have noted that our congregation has been going through a much higher than normal rate of death of people in our congregation this past year, with the corresponding change in in-person bereavement support. In response, we are beginning an online grief support program for which the registration is already full for the first series beginning the end of February. Being online means that we have been able to welcome grieving people from outside of KW who are looking for a faith-based grief program.

At our regular Session meeting via Zoom on Monday 15th February 2021, all this information was discussed, and the following motion was presented and approved:

“Moved by Dan Fraser and seconded by Lloyd Weeks that our Session approve our request to Presbytery from their Covid Congregational Fund of the Development Fund for a \$10,000 grant for these upgrades to our technology and digital ministry which will cover 96% of the expense. Carried”

Therefore, please accept and consider our request from Kitchener East Presbyterian Church.

In God’s peace, love, and joy,

Mrs. Kerry Weir, Clerk of Session & Rev. Mark S. Richardson, Moderator

#C21-06, Kortright PC, Guelph

Kortright Presbyterian Church, Guelph, March 2, 2021

Dear Clerk,

Like many of our congregations, we were forced to start doing church entirely virtually from March 2020 until churches were allowed to reopen in July 2020.

Kortright Church opted to go with a pre-recorded service, which required video editing software (\$450 CAD), an audio interface for recording (\$500 CAD), a laptop capable of recording and editing (\$1,500 CAD) and eventually a new camera once the one we were using from a congregant broke (\$3,000 CAD). This technology was absolutely integral in not only keeping our community connected, but in creating virtual services with excellence. Additionally, it allowed us to reach out beyond Kortright, as others not currently connected to a church started taking in our virtual services and connecting in our post-service Zoom calls.

When churches were allowed to resume gathering in July 2020, we were faced with the difficult challenge of not being equipped for live-streaming, which would leave the majority of our church unable to join due to the many people that felt unsafe to return to in-person gathering. Over the summer, Justin Sytsma, our worship director, alongside our tech director and a key volunteer, worked toward a live-streaming solution, which involved a digital sound board, a video switcher, a more powerful computer, and a 2nd camera for multi-angled viewing. The total of these expenses were over \$10,000, which was approved by Session in an emergent meeting on Sunday, September 6th, 2020.

Beginning on September 27th, 2020 we were able to successfully implement each of these invaluable pieces of technology. We are now flexible, with the ability to pre-record segments (e.g. we recorded a beautiful virtual version of “O Holy Night” for our Christmas Eve service) as well as livestream. Over the course of the year, we have maintained viewership with the vast majority of our congregation, with over 150 attendees consistently taking in our livestreams. When we have been able to gather in-person, this number has jumped even higher, closer to 200 with in-person and livestream viewers.

This technology, while costly, has been integral in our church not simply surviving this pandemic, but creating meaningful services with excellence.

EXTRACT of the Minutes: Kortright Session Meeting, Feb.16, 2021

MOTION by Louise Sharpe-Berges/Barb Ferrier to approve the application for funds related to equipment needed for live streaming of services. CARRIED.

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We are asking the presbytery for the \$10,000 Grant from The COVID Congregational Fund of the Development Fund to recoup a portion of the cost of our cameras, computers, video and audio equipment.

Respectfully submitted, The Kortright Session

Recommendation #4

That the applications for a grant from the Congregational Covid Fund, received from the Sessions of St. Andrew's, Guelph, Knox Palmerston, Joonim, Waterloo, Crieff Community, Kitchener East, and Kortright, Guelph be approved.

#C21-06/#R21-02 St. Andrew's, Hespeler

Application to the Presbytery of Waterloo-Wellington for

The COVID Congregational Fund of the Development Fund and Congregational Renewal Fund

For St Andrew's Hespeler to make it through this present covid season and to come out the other side with renewed life and a reimagined vision will take a serious investment of time, talent and financial resources. St Andrew's Hespeler greatly appreciates the support that is being offered by the Presbytery at this time. We see a close connection between how we are adapting to the covid reality, how we will have to adopt to the post covid reality and how we are going to relaunch and reimagine some of the key ministries of our congregation. Therefore, we hope that Presbytery will indulge us if we submit a combined application to these two funds of the Presbytery. The efforts made to adopt a new reality will overlap and enhance the efforts at relaunching ministry and vice versa. Therefore we would request a grant of \$18,906.95 from the combined funds. This includes HST amounts after Federal and Ontario rebates.

In terms of adopting to the covid realities, the congregation has already made some significant investments to improve the use of technology. When covid began, the congregation had insufficiently reliable and speedy internet. We have now managed to install a good high-speed internet connection which has required some capital investment in new equipment. We will need to complete the installation of new capital equipment and cabling to properly extend the internet throughout the building as needed. In addition, we have needed to invest in new equipment in order to be able to stream live from the sanctuary using existing audio visual equipment.

Moving forward, we anticipate taking some of the covid lessons into the future of the church so that we may continue to live stream effectively from the church even while people are present and worshiping and finding creative ways to integrate the online and in person community. We would like to also be able to continue and enhance the ministry that has been created of posting videos and other content online using YouTube. The congregation did invest in a large screen projection system at the beginning of 2020 which we anticipate using to bring people online into direct connection with people who are present. To do this, we need to invest in additional equipment such as a top quality video camera, microphones and cabling.

Cost: 4118.15 (taxes incl.)

One other area where we want to be prepared for the post-covid reality is through better and safer access and use of our building. This has included installation of touchless and handicapped access, and should include the use of plexiglass shields where warranted and touchless and cashless payment and donation systems.

Cost: 3920.80 (taxes incl.)

St Andrew's Hespeler has a long history of service to the disadvantaged people who live in the village core and in the larger city of Cambridge. We have long been involved in providing hot meals, Food Bank pickups and clothing in particular. We are aware that these needs have been growing in our community since the beginning of the pandemic and even before that, but we have been somewhat limited in what we have been able to do for the last year. We do not take it for granted that it will be easy to relaunch that outreach and to reconceive it for the post-covid reality. In the same way, we anticipate some issues for relaunching and safely bringing people back to public worship. So, our implement ready project will include relaunching both public worship and these outreach ministries in a way that connects more directly to the people in our community and better publicizes the work that we are doing so that people may come and be better served. The congregation has already

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committed to paying a volunteer coordinator 12 hours a week to maintain and restart hope clothing safely and effectively during 2021, and plan to continue to make that commitment moving forward. The congregation and Thursday Night Supper in social committee will commit themselves to cover all costs to provide nutritious food every second week to any who come for half of the year as soon as we are able to allow people to safely, and eat together. We expect that this will create a mutually supportive community of those who gather together on Thursday nights. The congregation is making a substantial financial commitment to restart these ministries.

What we would look to the Presbytery to do is to help us to provide ways of better integrating this ministry into the community by the use of enhances and interactive signage. This would also have the benefit of better connecting all of life of our congregation with the growing population of the Hespeler Village core (as several high-density housing complexes are completed in the near future.

Cost 10,868 (taxes incl)

Recommendation #5

That the application for a joint grant from the Congregational Covid Fund and the Congregational Renewal Fund, received from the Session of St. Andrew's, Hespeler in the amount of \$18,907; be approved, and that the amount of \$10,000 from the Congregational Covid Fund and the amount of \$8,907 from the Congregational Renewal Fund.

e. Post Secondary Student Fund Requests:

#PS21-01 Knox Waterloo Presbyterian Church

Re: Post-Secondary Student Grant for the 2021-2022 year

January 13, 2021

Summary: Knox Waterloo is requesting a grant of \$5,500.00 from the Presbytery of Waterloo Wellington for student ministry support.

Dear Members of Presbytery,

Our congregation is situated in the core of UpTown Waterloo, next to the Light Rail ION station. We are neighbours to 51,000 students from two Universities, the **University of Waterloo (UW)** and **Wilfrid Laurier University (WLU)**, as well as **Conestoga College Waterloo Campus**. Many students take a short cut to the commercial core by walking through our parking lot. Some have walked by the main door to the church many times before they make the courageous decision to try church by participating in a program or attending worship. The Session of Knox Waterloo Presbyterian Church is **applying for a grant of \$5,500.00 in support of the student mission** of this congregation.

Knox Waterloo ministers to over 100 students.

1. Five post-secondary music students are given honoraria as part of our **Music Scholars** ministry. These students become section leads, and both give and receive leadership in our Chancel Choir. In addition, they lead the **Youth Praise Band**.
2. We welcome a group of post-secondary students to **Sunday worship** each week.
3. **"Food for Thought"** (FFT) provides a weekly dinner (provided by church members and adherents) and **Bible Study** for everyone college or university-age (students, working, or in-between). This is an opportunity to develop deep roots in the Christian faith. This remarkable ministry has attracted many Canadian and international students who make Knox their "home away from home." During the pandemic, FFT has been meeting online for study and prayer on Sunday evenings with participants connecting not only from across Canada but from Jamaica and New Zealand. Educational curricula is purchased for this program.
4. For decades, Knox has reached out to approximately 35 students who grew up at Knox Waterloo and have **moved away to attend college or university**. Each one receives a hand-written card of support from a Knox member and periodic "care" packages including home baked cookies and Tim Horton's gift

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cards. Each Christmas (under normal circumstances) Knox would host a gathering of these students following worship to provide a lunch and an opportunity for them to catch up with one another and with their church home.

5. While the pandemic prevented this activity in 2020, Knox plans to continue a long-standing tradition of inviting local **international students** into our homes for a Canadian **Thanksgiving** dinner. This small ministry, with about 10-14 students participating, results in many friendships and long-lasting relationships being formed.

Every year Knox **actively recruits new students**, through our website, twitter feeds and Facebook groups. Developing relationships with students looking for authentic, meaningful and immersive social experiences can encourage a growing spirituality and faith in the gospel. We seek to be a safe space for students to explore their spirituality. It is not home, it is not school, but it is safe. This is a space where they can be themselves and discover God's love in new ways.

We celebrate the investment we make in student ministry. Recognizing what Knox Waterloo is already doing and what we hope to do in the future we respectfully ask that a grant of \$5,500 be awarded to support this mission and outreach to students in Waterloo Region.

Respectfully submitted, Hugh Donnelly

Approved by Knox Session, November 2020, Deborah Schlichter, Session Clerk

#PS21-02 Joonim PC, Waterloo

Application for Post-Secondary Students Grant for 20201-2022

To: The Business Committee of Waterloo-Wellington Presbytery, PCC

From: The Session of Joonim Church, Waterloo

1. The fund to be used

One of the planned ministry in 2019-2020 was to have a mission trip to Cuba, prepared by our students which has cancelled due to COVID-19. We believe that financial supports to the church groups in Cuba that we were planning to visit last year and Holy One Community in Etobicoke, Toronto, that is focusing on young generations in their mission would be the most reasonable and efficient way to continue our ministry instead of planning new programs at this time under the current unpredicted environment.

2. Previous Year's Grant was used in:

- Supported church groups in Cuba: \$2,030
- Supported Holy One Community Church in Toronto & KOSTA (Korean Students All Nations) Rev. Yoo Min-Yong \$1,370

3. Budget from the Joonim's Congregational Contribution:

- Church groups in Cuba: \$3,000
- Toronto KOSTA (Korean Students All Nations): \$2,000

4. Extract of the Session minutes

Item 3-2 of Session Minutes (Jan. 17, 2021)

Moved by Daewon Lee/Hakyung Seo that Presbytery Fund Applications to be made: Post-Secondary Students Grant (\$3,400). Approved.

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PS21-03 Kortright Presbyterian Church, Guelph

March 1, 2021

Student Outreach Funding Application to the Presbytery of Waterloo-Wellington

Goal: to secure \$5,000 in funding for 2021-2022 to support ministry to students in Guelph by means of a paid position as well as a hospitality & outreach program focused on community-building events through Kortright Presbyterian Church.

The Background to KPC's Student Ministry

Kortright Presbyterian Church (KPC) was founded in 1980 as a new congregational development in the south of Guelph. Outreach to students at the University of Guelph (U of G) quickly became a priority since KPC was close to the campus and, during its first decade, the church attracted young adults in significant numbers. Many of the young families active within KPC today trace their first involvement in the church back to their student days.

For some years during the 1990s, KPC operated a bus service for students coming for worship services from the U of G campus. In 2005, when the congregation moved into a new and larger facility at 55 Devere Drive, the ministry to students began to wane. Fewer students attended worship services due to the new location being harder to reach via public transit.

From 2005-2012, KPC had a lower number of students involved. Moreover, those who did come were not well integrated into the congregation. In June 2012, the Session of KPC established outreach to the U of G as a focus of a five-year mission plan at KPC. We recruited a leadership team in early 2013 and, with the encouragement of the presbytery through its grant, developed a new program which we initiated in the summer of 2014 and have continued ever since.

In 2019-20, we had approximately 100 students on our list. Lunches were attended by 15-25 students and, on any given Sunday, we will have 20-30 students in attendance at worship. Due to the pandemic, no in-person events have been held since March 2020, but online activity has continued. We hope to rebuild the closer connections that happen when we're together in-person during the 2021-22 year.

The grant money will support a paid position for outreach to students. For 2021-22, this person will coordinate events, some online and some in-person (as permissible and advisable based on public health guidelines), as well as overseeing a ministry of hospitality and mentorship/pastoral care by meeting one-on-one with students. We humbly request that the Presbytery consider again granting us \$5,000 towards the ministry costs outlined above.

Extract of Minute:

Moved by Louise Sharpe-Berges/Joan Pollari to approve our application requesting a \$5,000 grant towards student ministry from the presbytery. CARRIED.

Respectfully submitted,
 Andrew Isaak
 Clerk of Session

Alex MacLeod
 Minister

Recommendation #6

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That the applications for grants from the Presbytery Post-Secondary Student Fund, as received from the Sessions of Knox, Waterloo, Joonim, Waterloo and Kortright, Guelph; be approved.

f. Congregational Renewal Fund Grants (Implementation Ready)

#R21-01: Joonim

Application for Grant from the Congregational Renewal Fund to Establish a New Ministry

*See, I am doing a new thing! Now it springs up; do you not perceive it?
 I am making a way in the wilderness and streams in the wasteland.
 Isaiah 43:19*



To: Waterloo-Wellington Presbytery, PCC
 From: The Session of Joonim Church, Waterloo
 Title : New Ministries of Joonim Church for Toddler & Kindergarten

Joonim church is a Korean congregation, which is serving Korean speaking people in Kitchener-Waterloo region. The church is continually growing in many areas including the number of congregations. One of the best factors of this growth is because of new students are coming into Waterloo and Kitchener for their study in Conestoga college. These students are mostly young married family with infants, toddlers, and kindergartens. Therefore, there were many inquiries and demands for the new ministry of Sunday school for Kindergartens. Currently, Due to pandemic, children are only permitted to attend online worship every Sunday.

New Ministries and The Purpose

At this point, we are planning new ministries:
 Age between New-born to Kindergartens will gather with one or parents to worship together

Original Implementation Date : Jan 5th, 2020 – Completion date : Dec 27th 2020

Place: Online Zoom meeting

Attendance: 15 kids and 15 adults (will be more then 35-40 with teaches)

Pastor for ministry: Mi-Young Um

Teachers: Yun-Chul Cho, Young-Che Lee, Soo-Min Lee, So-Hyun, Ha-Young Kim (5 teachers)

Ministry Plan

1. “Worship” (Weekly Sunday Online Worship Service)

This ministry is a fixed time for worship with young children. They will learn about God through worship and grow together as children of God's kingdom. Through this time of worship, they will use many variety resources such as video, worship songs, worship dances, sermons, prayers, and offerings, we help you learn worship from their childhood.

➤Expectations

- ✓Encouraging children and parents spiritually during weekdays
- ✓Equipping parents to pray for children and others
- ✓Inviting other children naturally to our community
- ✓Introducing the Gospel to non-Christians

- When: Every Sunday (from January to December) at 10:00 a.m.
- Where: Pastor's residence / Zoom online live broadcasting
- Who: All are welcome to attend

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➤Financial Need (Pastoral Support)

➤Expectations

- ✓Introducing our new ministry of Toddler & Kindergarten to church and congregation.
- ✓ Helping both children to encounter God's love and to know the gospel of Jesus Christ
- ✓Helping children to devote themselves to the Lord
- ✓Equipping children to be a worshipper
- ✓Giving children and parents an opportunity to know each other

➤Financial Need: **Total Request: \$12,000**

This is a part-time position, Joonim church would like to be responsible for half of salary, and we ask for the Presbytery's support for the remainder. The total salary is \$24,000

Recommendation #7

That the applications for a grant from the Congregational Renewal Fund, as received from the Session of Joonim, Waterloo; be approved.

For information only:

g. Program and Capital Grants

Springtime marks an important deadline for our program and capital grant programs. Applications for the following grants must be received by **April 15, 2021** to be considered during the spring review:

- The New and Renewed Ministry Fund
- Avonbloem Experimental Fund
- Chisholm Fund
- McBain-Barker Small Community Capital Fund
- Special Projects Fund

h. Appendix "E" APCE Annual Conference Report, Joni Smith, Family Ministry Coordinator, St. Andrew's Hespeler,

i. Congregational Statistical Report has been sent to the Clerks within the Presbytery. Due April 15, 2021. To date, 2 congregations has completed the report.

j. Fraternal Observers to Presbytery: Terri Whiffen (St. Andrew's, Kitchener), Ann Wilson (St. Andrew's, Guelph), Barb Ferrier (Kortright, Guelph)

k. Update on Police Checks (as off Feb 11, 2021)

- 19 have been received and confirmed
- 2 in process/ 3 delayed/ 1 no record

l. Update on Moderator's Ballots (Ballots due to clerk, by Mar. 15)

Ministers (23): 23 notified receipt of the ballot, , 17 mailed their ballot to the clerk /17 received by clerk
 Rep. Elders (27): 22 notified receipt of the ballot, 1 returned/not received, 3 no response. 18 mailed, 16 received by clerk

Recommendation #8

That the report of the Business Committee as a whole, be accepted.

Report of the Treasurer – (Appendix “B”) – with 1 additional document attached.

TREASURER’S REPORT TO WATERLOO-WELLINGTON BUSINESS COMMITTEE FEBRUARY 2021
Interim Financial Report to February 28, 2021

The monthly financial report, to February 28, 2021, is attached. The General Fund operations are very much in line with budget. This report also shows the operations of the other funds, especially the Development Fund. The Budget for 2021 will be covered in part by the Reserve Fund. Congregations will pay only 50% of their Assessments.

PCC Consolidated Fund Investment

There was a strong positive market revaluation at the end of 2020, despite the overall Covid-19 market scare, as reflected in the Q4-2020 report from the PCC Consolidated Fund. After a gain of 8.1% for the three quarters, there was a further 4th quarter gain of 8.5% for a total of **16.6%** for the 2020 year. These market losses and gains may prevent the presbytery from using these gains until the market again settles into a steady growth pattern.

Respectfully submitted,
 George L Myers, Treasurer

Recommendation #1 Receive the Treasurer’s Reports.
 Recommendation #2 Accept the Financial Statements to February 28, 2021
 Recommendation #3 Approve the report as a whole.

Ministry Committee (Appendix “C”), Rev. Ed Charlton

Ministry Committee Report, March 2021

Motion 1: That the report of the Ministry Committee be received for consideration.

The Ministry Committee has completed two of the three exit interviews that we have on our agenda to complete. A request for funding from a member of a congregation for study was also considered. The response of the committee was that it would have to come through their Session.

A request for study leave was received from Rev. Peter Bush. The time frame would be from April 5-12. The projects would include: To understand Charles Taylor’s argument about disenchantment and re-enchantment of the world in the Secular Age, To think about gratitude as a factor in cross-cultural engagement, and to think about the ways in which being “an Ambassador for Christ” speaks to the kind of authority pastors have within their congregations. For all of these there will be reading and writing involved.

Motion 2:

That the Presbytery of Waterloo-Wellington approve the study leave request for the Rev. Peter Bush as outlined above.

Motion 3: Our report as a whole.

Respectfully submitted by:

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Rev. Edward Charlton, Chairperson of the Ministry Committee

Congregational Health (Appendix “D”), Rev. Scott McAndless

Report of the Congregational Health team. March, 2021

The most recent contract between St. Andrew’s Kitchener and the Rev. Herb Gale expired at the end of 2020. Rev. Gale has been serving as Interim Moderator with an expanded role. We received a request from the session to renew the contract.

The congregational Health team set up a committee, consisting of Rev. Scott McAndless and Andrew Foster, to carry out a review. The committee met with Rev. Gale and with key persons from the congregation.

Findings

The committee reviewed the relationship. The original situation – putting in place a moderator with expanded powers – does not really fit our polity. Nevertheless, the presbytery approved it in an attempt to meet the particular needs of St. Andrew’s Kitchener. It might be considered an experiment. We would like to note that we do not feel that the experiment has been particularly successful. No one seems to be particularly happy with how Rev. Gale’s role has been defined. Clarity about the role and its limitations would have been much more helpful. We would like to state that we feel that the congregation would have been better served by an interim minister or with a conventional interim moderator and some sort of stated supply situation.

Nevertheless, that does not mean that progress has not been made and we recognize all of the good work that Rev. Gale has done and the support he has received in the congregation. We feel that it would be least disruptive and most helpful to the congregation at this point to renew the contract without changing the terms.

We would stress, however, that any extension of the contract beyond the end of 2021 would be extraordinary and must be given serious consideration by the presbytery. We also encouraged the congregation to give some serious thought to how the relationship could be brought to a fitting conclusion.

Recommendation: That the contract between the Rev. Herb Gale be extended to the end of 2021 if needed and that any further extension would be extraordinary.

APCE Annual Conference Report, (Appendix “E”) – Joni Smith, St. Andrew’s Hespeler

m. Observations from APCE 2021, Joni Smith, St. Andrew’s Hespeler

Submitted by Joni Smith, Family Ministries Coordinator, at St. Andrew’s Hespeler Pres. Church Mar. 2021

At the beginning of February 2021 I had the pleasure of attending the first ever virtual APCE event. (APCE = Association of Presbyterian Church Educators). There were over 1000 participants from all over North America and the world. It was a chance to connect with other Christian Educators, listen to some dynamic plenary speakers and participate in roundtable discussions and workshops. I am thankful to the Presbytery of Waterloo-Wellington for sponsoring my registration fees.

Here are a couple of my observations (there are many more, but I thought these two might interest you the most).

What will church look like when COVID is over?

There are five models to think about.

1. **In person only:**
 - a. Yes! – we get to see each other again
 - b. No! – some people may not be able to worship with us now
2. **Remote only:**
 - a. Yes – entire family can worship together no matter where they are
 - b. No – no physical contact
3. **Two completely different services; one on zoom and one in person:**
 - a. double the work for worship leaders
 - b. need double the volunteer base
 - c. no interaction between the groups of people
4. **In person and streaming:**
 - a. remotely watch people worship in a building
 - b. watch whenever
 - c. no interaction
5. **Hybrid:**
 - a. we are all still around the table
 - b. a lot of work for worship leaders and tech team
 - c. everyone has mostly the same experience
 - d. can participate no matter where you are

Important Questions and Issues to Consider for Hybrid option?:

- what is the congregational desire
- what are the opportunities and gains
- what are the obstacles and losses
- what is the congregation/staff/volunteer capacity
- what are the technological resources that are needed
- what is the most faithful decision
- how does your space impact how you worship in person or online
 - this is an opportunity to re-imagine the space/needs/uses in the sanctuary
 - should the space be re-configured?

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- can use a simplified bulletin
- increased use of visual & video content
- would enable us to bring in more guests/mission partners – virtually
- worship leaders should lead from all over in order to “de-centre” our space, remembering that “the table” can be anywhere
- engagement and participation can open up when we let go of geographical boundaries
- we would be able to invite remote members into committees/groups, etc.
- need to expand teams: Tech Team onsite and begin to view it as an important ministry
- Invest: equipment, staff, training, stretch, practice!
- when considering budget, consider time expectations
- don’t be fancier than we are!

How will we improve/change our Family Ministries to meet the needs of our families?

For quite some time I have been thinking about how we can help parents and families practice their faith outside of church. How do we talk with our children about God? about church? about the Bible? One of the workshops I participated in solidified my thoughts. We often refer back to the 1970’s, 1980’s and the beginning of the 1990’s as the best years for Sunday School. Our Sunday School was bursting at the seams!

Backtracking:

- children need at least 5 other adults at church to feel a connection with before that church becomes a place where they want to stay at or come back to when school is finished
- PARENTS are the most important role models for children when it comes to faith formation
- prior to the above mentioned timeframe, parents and grandparents were the people who helped their children form their faith
- BUT at the above mentioned time frame churches took over the role of faith formation of the children, churches basically said, “bring your children to Sunday School and we will teach them.”

Present Day:

- we now have a generation of adults who may not know who to help their children form their faith at home.
- what are those important conversations we should be having at home?
- today, parents and families are incredibly busy, so adding on anything extra is unrealistic

The Beginning of Something New:

- helping families with faith formation at home, what might this look like?
 - First idea: to create “Faith Formation Boxes for Home,” these would include items like:
 - specific bibles so that children and families can read the exact passages that are used in Sunday School or on the recordings of the Sunday School lessons (I expect to continue to do this weekly for quite a long period of time), according to what Sunday School group the children might be in
 - include story books that can be read at night that would create a way to start important conversations; books that include: Indigenous stories, Black History stories, Bible stories, etc.
 - not meant to be a craft box.
 - these boxes may or may not come back to the church. These boxes may be good for specific seasons of the church or specific time frames.
 - I plan to work on a budget for this and then apply for a grant for the PCC for the program.
- having children stay in our worship service and be a part of worship at least once per month. This would mean that there needs to be a better space for our children, other than on the floor at the back of the sanctuary. I think we have learned, these past few months, that all of our children are an amazing

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blessing to our lives and to our church. On these days (and all Sundays), when children stay in the sanctuary for the service, the Sunday School lesson would still be posted online for families to access.

Other Business (separated out from business committee report)

- Review of PWW Funds and Recommendations – D Clarke and P and F Committee (See Attached PDF)
- Standing Committees Restructuring

Discussion document

re: Committee System of Presbytery of Waterloo-Wellington

At Present there are 4 standing committees

- a. Ministry
- b. Congregational Health
- c. Education, Issues and Fellowship
- d. Mission and Outreach

These rotate through the 4 quadrants every 3 years.

There are two other committees

- e. Property and Finance (which was added in 2019), and
- f. Business Committee which is made up of the convenors of standing committees and Moderator, Past Moderator, Clerk, and Treasurer.

As it stands on Feb. 16, 2021 – Mission and Outreach is non-functioning (Business Comm. is overseeing the tasks of Mission and Outreach); E.I.F. has not presented a report to Presbytery since Nov of 2019; Congregational Health is doing its job but under duress and with the promise that there will be a change; and Ministry Comm. functions on the basis of a committed Convenor. In other words, the system is broken.

The disadvantages of the present system:

1. Every 3 years the corporate memory of a committee is lost.
2. Committees can not launch projects that take more than 3 years to move from inception to completion.
3. Presbyters are assigned to committees on the basis of geography not passion and ability.
4. Presbyters who carry significant responsibilities outside of presbytery comm. work feel guilty for not carry “their load” leading to bitterness.

A proposed new way:

There would be 4 standing committees:

- a. Mission and Outreach
- b. Congregational Health and Ministry
- c. Property and Finance; and
- d. Business Committee.

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Each Sept. at the Presbytery meeting presbyters will sign up for the Committee(s) they wish to be part of. Normally presbyters would be expected to sign up for a committee of their choice. Presbyters can sign up for two of the four standing committees. (The Presbytery expects presbyters to commit on average 2 hours a week over the course of 52 weeks to Presbytery work – some weeks it will be more than 2 hours, other weeks less, but the expectation is of at least 100 hours a year.)

Standing comm. will function from Sept to Sept each year. The out-going committee will present its final report at the Sept. meeting of Presbytery. And will include in that report who is remaining on the comm. and what work they anticipate doing in the next year.

The Business Comm. will be made up of convenors of standing comm or the convenor's representative.

The Presbytery will purchase a minimum of 5 Zoom keys – one for each Comm. and one for the Presbytery – this will become part of the annual budget.

Committees will have their reports to the Clerk, for attachment to the Agenda, by 12 midnight on the Wednesday before a Regular meeting of Presbytery.

PROCESS OF DISCUSSION:

1. This discussion document is presented to the Presbytery at its March 2021 meeting.
2. An invitation is issued asking for interested persons to join a committee to build on this discussion document, and to gather and reflect on responses from presbyters.
3. Presbyters will have until April 20, 2021 to send responses to the Clerk of Presbytery who will forward them to the Special Committee.
4. The Special Committee will report to the May meeting of Presbytery, hopefully with a draft plan. There would be opportunity for debate at the May 2021 meeting.
5. The Special Committee will bring proposed changes to the standing orders to the June 2021 meeting.

SECTIONS OF THE STANDING ORDERS RELATED TO THE COMMITTEE SYSTEM, June 2020

7.3. **The Standing Committees:**

The four Standing committees deal with all matters pertaining to their areas assigned below. They will consider all correspondence, data, problems, and challenges, and bring their conclusions and recommendations before the Presbytery for information, approval (adoption) and/or action.

7.3.1 The Standing Committees shall have the right to recommend to the Court that members of congregations within the bounds, not constituent members of the Court, be added to their numbers.

7.3.2 Each member of the Court except the members of the Business Committee shall be appointed to one (and only one) Standing Committee.

7.3.3 Secretaries of Standing Committees are appointed by the Committee.

7.3.4 The following shall be the standing committee assignments for 2019-2022(18/06/19, p. 5916):

- a) Ministry Committee: Northern Quadrant.
- b) E.I.F.: Eastern (formerly Guelph) Quadrant.
- c) Mission and Outreach: Western (formerly Kitchener) Quadrant.
- d) Congregational Affairs: Southern (formerly Cambridge) Quadrant.
- e) Property and Finance: At large ((14/05/19, p. 5897)

i). COMMITTEE ON CONGREGATIONAL AFFAIRS:

7.4 This Committee shall have responsibility for all matters where Presbytery deals with one of the Congregations within its bounds as a congregation. Included in the responsibilities of the committee shall be:

- . Presbyterians Sharing
- . Special Financial Appeals,
- . Presbyterian Church Building Corporation
- . Congregational Finances, including supervision of
 - ~~capital borrowing and review of existing loans.~~ ((14/05/19, p. 5897)
- . ~~Property and Architecture~~ ((14/05/19, p. 5897)
- . Vacancies: appointment of Interim-Moderators; exit interviews.
- . Annual review of Ministers' stipends and Calls
- . ~~Presbytery Visitation.~~
- . Session and Congregational Records (now with the clerk)
- . Boundaries
- . Closing of Congregations
- . Medical/Dental Plan of National Church. (now with the clerk/individual congregations)

ii) COMMITTEE ON MINISTRY

7.5 This Committee shall have responsibility for all matters dealing with Ministry, including the recruiting and pastoral care of students for full time church work. Included in the work of this Committee shall be:

- . Pastoral Care: each September the Committee shall nominate a sub committee (at least 3 ministers and 2 elders) to give pastoral support and/or counselling to professional Church Workers and Presbyters within the bounds. This sub committee is responsible to the Presbytery as a whole, through the Committee on Ministry. (to be revised as per ongoing TF for students – approved 2011)
- ~~. Pensions. (with the Clerk)~~
- . Recruitment and Certification of students to the Colleges of the Presbyterian Church in Canada.
- Process for Certification – **see Appendix J.**
- . Letters of acceptance of ministers trained outside of Canada.
- . Continuing Education, approval for professional

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- Church Workers to be in attendance at continuing education events.
- . ~~Annual Revision of "others on Roll" and Appendix to the Roll (with the Clerk)~~
- . Ministerial Ethics
- . Church Colleges.
- . Sub-Committee on Sexual Abuse and/or Harassment

iii) COMMITTEE ON MISSION AND OUTREACH:

7.6 This committee shall have responsibility for all matters relating to Church and Community. It shall be responsible for "missions" in the broadest sense, including:

- . World mission
- . Church Extension
- . Presbyterian World Service and Development
- Specialized ministries including institutional ministries
- Chaplaincies
- Review of existing loans to Mission and Extension
 - charges - to assist in seeing that the regulations of the Lending Fund are carried out within the bounds.
- International relations
- Ecumenical relations
- Refugee Affairs
- .Oversight and planning of all matters related to congregational and Presbytery renewal. (18/06/19, p. 5916)

iv) COMMITTEE ON EDUCATION, ISSUES AND FELLOWSHIP:

7.7 The focus of this committee is the individual church member in all areas of Education on how they may be better-informed, stronger, and more vital Christians. It will also focus on the various issues that confront Church and Society. It will foster fellowship within the Presbytery. Terms of reference shall be:

- . Family Life and Faith
- . Church Schools
- . Youth Work
- . Adult Education
- ~~Communication Services and Resources (with the clerk)~~
- . Church Periodicals
- . Church Camps
- Evangelism and Social Action – the consideration of contemporary issues
- Church Doctrine and Christian Ethics
- Fellowship and group maintenance.

v) PROPERTY AND FINANCE COMMITTEE (14/05/19, p. 5897)

The Property and Finance Committee provides oversight over the finances and property of the Presbytery (held in trust by the congregations), and make recommendations to Presbytery, as per the Terms of Reference:

- Establish the annual budget of Presbytery in consultation with the Treasurer

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- Provide Financial Updates in consultation with the Treasurer
- Grants and Loans from the Development and Other Funds
- Requests for funding (in consultation with the specific committees of Presbytery)
- Recommend approval of Congregation loans (third party, including lines of Credit)
 Provide Advice and Recommendations on the Disposition of Property
- Improvement to Property (greater than \$100,000 or 33% of a congregation's annual revenue)
- Use of Property (All Leases, and any rental greater than 1 year)

Members:

- ex-officio - Treasurer, Moderator and Clerk
- 3 other Presbytery members (one of which would be chair)
- and 3 other non members of Presbytery
- The treasurer will provide advice to the committee and have the option to sit with the committee, but will remain on the Business Committee

The Quadrant system has been set up in the following manner -

1. Eden Mills; Knox Guelph; Kortright Guelph; St. Andrew's Guelph; Westminster-St. Paul's, Guelph, Rockwood; Knox, Crieff. ~~Duff's, Puslinch;~~ (18/06/19, p. 5916)
2. St. Andrew's Arthur; Knox Drayton; St. Andrew's Fergus; St. Andrew's Gordonville; Knox-Calvin, Harriston; St. Andrew's Mount Forest; Knox Palmerston; Knox Conn; Knox, Elora; St. Andrew's, Alma; Chalmers, ~~Winterbourne.~~
3. Livingston, Baden; Gale Elmira; Calvin Kitchener, St. Andrew's Kitchener; Knox Waterloo; ~~Waterloo North~~ (Sept, 2013). ~~Doon Kitchener;~~ (18/06/19, p. 5916)
4. Central Cambridge; ~~Knox's Galt Cambridge~~ (June 30, 2020); Knox Preston Cambridge; ~~St. Andrew's Galt Cambridge~~ (2011); St. Andrew's Hespeler, Cambridge; ~~St. Giles Cambridge~~ (2011) Duff's, Puslinch; (18/06/19, p. 5916), Doon Kitchener; (18/06/19, p. 5916)