

Presbytery of Waterloo-Wellington Emergent Meeting  
 Tuesday, May 18, 7 PM, via Zoom online meeting.

The Rev. Peter Bush, Moderator constituted the Presbytery with prayer.

### **Attendance and Regrets**

**Ministers:** Rev. John Borthwick, Rev. Peter Bush (Moderator), Rev. Ed Charlton, Rev. Susan Clarke, Rev. Hugh Donnelly, Rev. Dr. Herb Gale, Rev. Johan Olivier, Rev. Scott Sinclair,

**Representative Elders:** Jeanette Bomhoff, Peter DeVries, George Forsyth, Andrew Foster, Pauline Hall, Werner Kuemmling, Peggy Lennox, Doug McCaig, Gib McIlwraith, Nancy Nicol, Vern Platt, Louise Sharpe-Berge, Bonnie Street, Doris Tubman, Dr. Wilma Welsh,

**Alt Rep Elders:** Catherine Hertel, Vaughn Sauve (Knox, Waterloo)

**Appendix:** Rev. Brooke Ashfield, Rev. Darrell Clarke

**Treasurer:** George Myers

**Guests from St. Andrew's, Kitchener:** Janet MacDowell, Bev Middlemass, Bill Hall, Jan Blackburn, Wendy Paterson, Sue & Ron Shane, Carol Alguire, Bob Fewster, Diana Watson, Margie Warren, Dave Mitchell, Paul Spencer, Judy Hight, Mary Brough. Terri Whiffin, Don Upper, Jan Ashton, Festus Moasun,

### **Regrets:**

Ministers: Rev. Alex Macleod, , Rev. Glen Soderholm, Rev. Dr. Aubrey Botha, Rev. Mark Gaskin, Rev. Scott McAndless, Rev. Megan Penfold, Rev. Courtney Crawford, Rev. Diane Boyd, Rev. Nick Pavel  
 Rev. Kathy Morden, Rev. Dr. Frank Szatmari, Rev. Dr. Kristine O'Brien,

Rep. Elders: Dave Mallet Lydia Maitland, Daewon Lee,

Appendix: Rev. Walter Maclean, Rev. Linda Ashfield,

**The moderator welcomed the Presbytery and Rev. Herb Gale introduced the guests from St. Andrew's, Kitchener.**

### **Reason for Emergent Meeting**

This meeting has been convened to receive and consider a Call to the Rev. Marty Molengraaf, presently of Unionville Presbyterian Church, in the Presbytery of Oak Ridges; to Minister, Word and Sacrament, St. Andrew's Presbyterian Church, Kitchener, of this Presbytery.

### **Adoption of Proposed Agenda**

Moved by Peter deVries/Wilma Welsh that the agenda as presented be approved as presented. Carried

### **Business Committee 'Appendix A' – Rev. Darrell Clarke**

Call to Rev. Marty Molengraaf to the pastoral of charge St. Andrew's Presbyterian Church, Kitchener.

The Presbytery has received a call from St. Andrew's Presbyterian Church, Kitchener to the Rev. Marty Molengraaf of the Presbytery of Oak Ridges. The Clerk of the Presbytery has examined the call documents and found them to be in order.

Moved by Scott Sinclair/John Borthwick that the report of the business Committee be received and considered. Carried.

Moved by Scott Sinclair/John Borthwick that the call to the Rev. Rev. Marty Molengraaf, to the position of Minister of word and Sacrament at St. Andrew's Presbyterian Church, in the Presbytery of Waterloo-Wellington, be received and considered. Carried.

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The Rev. Dr. Herb Gale, Interim Moderator, St. Andrew's PC, is invited to complete his work as Interim Moderator of St. Andrew's, and present the Reasons for Translation and Narration of the Steps of the Call to the Rev. Marty Molengraaf.

### **Reasons for Translation and Narration of Steps Leading to the Call of Rev. Marty Molengraaf**

St. Andrew's has been without a Lead Minister since November 1<sup>st</sup>, 2018, when Rev. Mark Lewis retired from active ministry in The Presbyterian Church in Canada. At that time Presbytery appointed Rev. Herb Gale to serve as Interim Moderator, and he declared the position of Lead Minister vacant on Sunday, November 11<sup>th</sup>. At a Session retreat on November 17<sup>th</sup>, the Session unanimously agreed that it was not ready to begin the search process until significant progress had been made in meeting the six goals they identified below:

1. Engage in a process of healing and reconciliation for the Session and congregation.
2. Develop comprehensive policies for the use of trust funds to ensure St. Andrew's long-term financial sustainability in support of St. Andrew's vision of ministry and mission.
3. Update the membership roll of St. Andrew's to reflect a more realistic picture of St. Andrew's current membership in order to provide more effective pastoral care.
4. Implement a new model of pastoral care utilizing a Deacon's Court.
5. Review the governance and decision-making structure of St. Andrew's with the goal of developing a simpler and more streamlined process.
6. Determine the most appropriate model and staffing configuration for St. Andrew's ministerial leadership.

In January of 2019, Presbytery approved St. Andrew's request to expand Rev. Gale's responsibilities to guide St. Andrew's in the work needed to accomplish the above goals, naming him as "Interim Moderator (in an expanded role)." At a subsequent retreat in November of 2019, Session determined the congregation had made enough progress in meeting the above goals to begin the search process for a new Lead Minister, assigning the task of Goal #6 as the initial task of the Search Committee. In January 2020, Session appointed a Search Committee composed of fifteen members representative of the different groups and demographics in the church.

After studying St. Andrew's finances projected over the next five years and researching nine congregations of similar size to learn more about their staffing configuration, the Search Committee recommended to Session that St. Andrew's transition to a new staffing model composed of one called Minister who serves as head of staff, overseeing the work of a variety of ministry coordinators, both fulltime and part time. It was determined that this staffing configuration would be financially sustainable for the congregation while allowing more flexibility in responding to the emerging needs and ministry objectives of the congregation. This decision necessitated that the position of Associate Minister of Pastoral Care be dissolved for financial reasons.

In March 2020, the COVID-19 pandemic hit, but the Search Committee was determined to continue its work via Zoom meetings. After consulting with the congregation, the Search Committee identified some of the key priorities needed in its next minister:

1. To prepare relevant and engaging worship services of high quality, keeping in mind the important connection that we have to our television and livestreaming communities, ministries that are seeing increasing significance and growth during the pandemic.
2. To be a team builder who works collegially with and is supportive of all church staff members in order to advance the health, vitality, mission and witness of St. Andrew's.
3. To further the growth of faithful and generous stewardship within the congregation.
4. To be a visionary leader who can help us redefine our purpose as a congregation and help us navigate the changes required to move into the future.

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5. To relate well to all age groups as we seek to become more intergenerational in our approach to worship and ministry.

The committee submitted an updated congregational profile to the PCC's Ministry and Church Vocations Office in July 2020 and began advertising. After receiving applications and interviewing two candidates via Zoom, the Search Committee hosted one candidate to a final in-person interview during the fall of 2020 when churches were allowed to have smaller groups meet indoors if proper safety protocols were followed. This process came to a halt, however, when the candidate decided that housing costs were too high in the region to make a move to Kitchener feasible. Then, on December 27<sup>th</sup>, 2020, St. Andrew's was hit with another setback when Douglas Haas, its beloved organist and music director of 53 years, died after a sudden illness.

Despite these setbacks, the Search Committee resolved to continue its work, this time proactively contacting several ministers who had been recommended as being suitable candidates to see if any of them had an interest in submitting a profile for consideration. The sense of call to Rev. Marty Molengraaf came as a surprise to both the Search Committee and Rev. Marty himself. What began as an informal conversation to get Rev. Molengraaf input into the kind of leadership needed at this stage in St. Andrew's life and ministry soon grew into a sense of call on the part of both the Search Committee and Rev. Molengraaf.

On its part, the Search Committee quickly sensed that here was someone with the experience and the pastoral and communication skills St. Andrew's needs at this stage of its life and ministry: a teambuilder and vision caster with a heart for mission, especially to the most vulnerable in society, and a proven record of forging creative partnerships with the wider community. Progressive, inclusive, unlimited love (love wins), justice, service, kindness, radical hospitality, reconciliation and transformation are words Rev. Molengraaf uses to describe his theological stance – words that reflect St. Andrew's own aspirational goals for its life and ministry.

On his part, Rev. Marty, who was familiar with St. Andrew's through his time serving Doon Presbyterian Church in Kitchener (interestingly, Doon Church was the mother church of St. Andrew's when it was formed in 1855), found himself wondering: could this be where God is calling me next? After a second formal interview, the Search Committee unanimously agreed to recommend Rev. Molengraaf as the sole candidate for the position of Lead Minister. Rev. Marty preached for the call during the televised and livestreamed service on May 2<sup>nd</sup> followed by a congregational meeting via Zoom.

In summary, St. Andrew's is in a transitional, rebuilding phase in its life and ministry. We believe that St. Andrew's can continue to play a unique and leading role in The Presbyterian Church in Canada and the Kitchener-Waterloo Region, but the next decade is pivotal. We are convinced that Rev. Marty Molengraaf has the gifts and experience to help us navigate the changes we have already begun as we seek to redefine ourselves in a rapidly changing world for new generations. If his call is sustained by Presbytery, Rev. Molengraaf plans to begin his ministry at St. Andrew's on August 1<sup>st</sup>.

Moved by Scott Sinclair/John Borthwick that the actions of the interim moderator, the Rev. Dr. Herb Gale, and that he receive the thanks of the Presbytery for his leadership as Interim Moderator and that Rev. Dr. Gale be dismissed at such time as the Rev. Marty Molengraaf is able to take up his ministry and pursuant to the terms of his contact with St. Andrew's Church. Carried.

**Terms of the Call and Attestation of the Call: Rev. Darrell Clarke, Clerk, Waterloo-Wellington  
 Call to a Minister of Word and Sacraments and Guarantee to Presbytery of Stipend**  
*(Appendix A-29 in The Book of Forms)*

We, the professing members of St. Andrew's Presbyterian Church, Kitchener, being well satisfied with your faithfulness to the Gospel and your qualifications for the ministry of Word and Sacraments and

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confident that the Holy Spirit has led us to you, earnestly and solemnly call you, Rev. Marty Molengraaf, to become the Lead Minister of this congregation. In calling you we promise you all due respect, encouragement, and allegiance in the Lord as, together, we seek to use our gifts in the church and in the world to the glory of God.

In order that you, Rev. Molengraaf, may be free to devote yourself to the ministry of Word and Sacraments among us, we the congregation of St. Andrew's Kitchener hereby guarantee to the Presbytery of Waterloo-Wellington, of The Presbyterian Church in Canada, that out of our estimated annual revenue of \$1,118,000 we promise and obligate ourselves to provide you, as a first charge thereon, the following annually:

- Annual Stipend..... \$80,000 (inclusive of travel allowance)
- Housing Allowance..... \$30,000
- Total..... \$110,000
- Cost of utilities

We agree to make payments of the above amounts bi-weekly and agree to adjust the stipend and allowances annually in view of any changes in the cost of living or the needs of our minister. We agree further:

1. To provide two weeks for continuing education and \$1,000 annually.
2. That the benefits of number 1 above shall be cumulative up to five years.
3. To strongly encourage that after five (5) years of service in the denomination, the professional church worker will take an inter-mission (as detailed in the A&P 1992, p. 383-384) and to expect the same after every five (5) years of service are completed.
4. To provide six weeks vacation annually, which shall be used in the year they are given.
5. To pay supply during the periods of continuing education and holidays.
6. In case of disability or extended illness, to continue to provide stipend, accommodation and allowances for a period not less than that set by the General Assembly, and to pay the cost of pulpit supply.
7. To pay for Medical and Dental Insurance as provided through the Pension and Benefits Board of the General Assembly and to make contributions to the Pension Plan in compliance with the terms of the plan.
8. To pay necessary moving expenses.
9. To pay for the monthly cost of a cell phone.

St. Andrew's Presbyterian Church  
54 Queen Street North  
Kitchener, ON N2H 2H2

May 2<sup>nd</sup>, 2021

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Rev. Herb Gale, Presiding Minister

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Margie Warren, Clerk of Session

The terms of the call and the guarantee of stipend to the Rev. Rev. Marty Molengraaf were reviewed by the clerk and found to be in order.

Moved by Scott Sinclair/John Borthwick that as the terms of the call and the guarantee of stipend are in order, thus guarantee of stipend to the Rev. Rev. Marty Molengraaf be deemed acceptable. Carried.

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### **Attestation**

The Clerk of Presbytery of Waterloo Wellington attested to the call: Total number of members 157 who subscribed at a congregational meeting on May 2. A further 138 members subscribed via email and 171 gave permission to their elder to subscribe on their behalf to the call. In total 466 members subscribed to the call.

24 adherents concurred with the call at the congregational meeting, 36 permitted elders to list their concurrence for a total of 60. 6 members did not subscribe to the call as they did not approve., 13 abstained as they had not attended the May 2 service or were not able to watch the broadcast on CTV.

Of total responders, 98.7% approve the call of Rev. Marty Molengraaf.

Moved by Scott Sinclair/John Borthwick that representatives from St. Andrew's Presbyterian Church, the congregation to which Rev. Rev. Marty Molengraaf is being called be invited to speak in support of the call. Carried

Dave Mitchell and Paul Spence, co-chairs of the Search Committee, spoke to the process and discernment by which Rev. Marty Molengraaf was affirmed as the right choice for St. Andrew's at this time and immediate future. Paul spoke particularly of the children's response to Rev. Molengraaf, David Mitchell expressed the search committee's trust in God and the guidance of the Holy Spirit in this selection process. Other members of the Search Committee, Mary Brough and Festus Moasun also spoke to the prayerful consideration of calling rev. Molengraaf, with Festus Moasun niting Rev. Molengraaf's sense of justice and charity, and all the speakers echoed the sense of renewal and engagement of the congregation as a result of this call as noted by Margie Warren, Clerk of Session, spoke to the broad and deep congregational support for the selection of Rev. Molengraaf.

Moved by Scott Sinclair/John Borthwick that the call to the Rev. Marty Molengraaf be sustained as a gospel call and approved by the Presbytery of Waterloo-Wellington and forwarded to the Presbytery of Oak Ridges and that the Rev. Dr. Herb Gale with members of the Session of St. Andrew's, Kitchener present this call to the said Presbytery at their May 18<sup>th</sup>, regular meeting. Carried.

Moved by Scott Sinclair/John Borthwick that the Rev. Dr Herb Gale, Interim Moderator, serve as a mentor to the Rev. Marty Molengraaf for a period of one year from the induction of Rev. Molengraaf.

Moved by Scott Sinclair/John Borthwick that the setting of a date for the induction of the Rev. Rev. Marty Molengraaf, and planning for that service, be left in the hands of the Moderator of Presbytery, the Clerk of Presbytery and the Interim Moderator of St. Andrew's, Kitchener; and that the Rev. Courtney Crawford be invited to preach at that induction. Carried

Moved by Scott Sinclair/John Borthwick that the report as a whole be accepted. Carried

### **Next Meetings** (Information Only)

**Next Business Committee Meeting:** June 8, 2021 via Zoom 10am

**Next Regular Meeting:** June 15, 2021 (via Zoom) 7pm

**General Assembly:** June 6-9, 2021.

Moved by John Borthwick that the meeting adjourn. The moderator closed with prayer.