

Presbytery of Waterloo-Wellington  
Kortright Presbyterian Church, Guelph,  
June 21, 2016

The Presbytery of Waterloo-Wellington met at Kortright Presbyterian Church, Guelph, on Tuesday, June 21, 2016 for the regular meeting of Presbytery. Refreshments were served at 6:30 p.m. and the meeting constituted at 7:00 p.m.

### **WORSHIP**

Worship was conducted by the Rev. Alex MacLeod, minister of Kortright Presbyterian Church. The praise band led the presbytery in the hymns. Student Diane Boyd led the congregation in a prayer, praying for the Orlando murders, and the LGBT

The Rev. Alex MacLeod, host minister welcomed the presbytery.

### **CONSTITUTION OF THE COURT AND WELCOME**

The Rev. Brooke Ashfield, Moderator, opened the meeting with prayer and constituted the court.

He welcomed all visitors in attendance asking for them to be introduced.

### **ATTENDANCE:**

**Ministers** - Rev. Brooke Ashfield (Moderator), Rev. Linda Ashfield, Rev. John Borthwick, Rev. Mike Burns, Rev. William Bynum, Rev. Chris Ji Hoon, Rev. Darrell Clarke, Rev. Susan Clarke, Rev. Mark Gaskin, Rev. Alex MacLeod, Rev. Scott McAndless, Rev. Kathy Morden, Rev. Johan Olivier, Rev. John Paeng, Rev. Mark Richardson, Rev. Scott Sinclair, Rev. Greg Smith, Rev. Frank Szatmari, Rev. David Whitecross, Rev. Amanda Wickenheiser, Rev. Karla Wübbenhorst.

**Representative Elders** – Junghee Ahn, Bob Cooper, Janet deGroot, Andrew Foster, Peter Graham, Judith Harrison, Isabel Howell, Marion Hunter, Frank Kivell, Joan Knox. Walter MacNeil, Peggy Lennox, David Ogram, Bob Renton, Ross Rowat, Robert Seim, Jim Zaryski

**Alternate Representative Elders** - Helen Cleghorn, Candace Delane, Aileen Isaac, Erik Kabbes, David Krueger

**Appendix to the Roll** – Rev. Dr. Linda Bell, Rev. Dr. Arnold Bethune, Rev. Dr. Herb Gale, Rev. Nicolae Pavel, Rev. Mary Whitson

**Students** – Diane Boyd

**W.M.S** - Jean Godin

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**Visitors:** Liz Taylor-Samis, Rowena Ridder, Karen Harding (Duffs), Harry Janssen (Duffs), Rev. Andrew Hyde (UofG Ecumenical Ministries)

**Treasurer** - Allan Stewart

**Clerk** - Dr. Wilma Welsh

**REGRETS:**

**Ministers** – Rev. Dr. Aubrey Botha, Rev. Ed Charlton, Rev. Dr. Mark Lewis

**Representative Elders** – Carolyn Boyne, Lydia Maitland, Lenore Arbuckle, Alan Israel

**Alternate Representative Elders** – Gaston St. Louis

**Ministers on the Appendix to the Roll** - Rev. Calvin Brown, Rev. Angus Sutherland

**APPROVAL OF THE PROPOSED AGENDA**

Moved by John Borthwick/Mark Richardson that the proposed agenda be adopted. CARRIED.

**MINUTES**

Moved by John Borthwick/Mark Richardson that the minutes of the regular meeting of presbytery, May 10<sup>th</sup>, 2016, be approved as circulated. CARRIED

**CALL TO THE REV. JANE SWATRIDGE TO DUFF'S PRESBYTERIAN CHURCH, PUSLINCH**

The Moderator advised that the Clerk had examined the Call and ensured that it is in proper form.

**Narration of the Steps**

The Moderator invited the Interim Moderator, the Rev. William Bynum to report on the fulfillment of his duties and to narrate the steps leading to the Call being presented this evening.

**Narration of the Steps Leading to the Gospel Call of**

**The Reverend Jane Swatridge to Duffs Presbyterian Church**

Interim Moderator – Rev. Bill Bynum

The Rev. Marty Molengraaf received a Call to Unionville Presbyterian Church that was sustained by the Presbytery of Waterloo-Wellington at the May 12, 2015 meeting. His last Sunday at Duff's was June 5<sup>th</sup>, 2015.

The Presbytery appointed me as Interim Moderator for Duffs Presbyterian Church, Puslinch and the pulpit was preached vacant on June 14, 2015.

Wilma Welsh, Clerk ([clerkwatwell@gmail.com](mailto:clerkwatwell@gmail.com))

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Following that service a meeting of the Session was held to explain the procedure of calling a new minister, to answer questions, and to assure that pastoral care and the ministries of the congregation would continue throughout the summer.

Pulpit supply was arranged until Christmas and then for the duration of the vacancy.

After receiving permission from Presbytery, the Session formed a Search Committee which represented a wide range of congregational experience. A congregational profile was developed and approved by the Session. The congregational profile was placed on the church's website, the national website, and was available in print. Ad advertisement was placed in the Presbyterian Record.

Profiles of perspective candidates were received from Canada, Europe and Africa. All profiles were thoughtfully and prayerfully considered. The Search Committee travelled to listen to four candidates preach. One candidate was heard twice. Ministry and Church Vocations reported that they were unaware of anything that would prevent this candidate from being considered for The Call. A review of a recent Vulnerable Persons Police Check indicated nothing. Based upon the information contained in the profile, the hearing of two sermons, and interaction with one candidate after the worship service, this one candidate was invited to Preach for The Call at Duffs Presbyterian Church on Sunday, May 29'16.

All Communicant Members and Adherents were contacted by mail to inform them of a Meet & Greet Open House to meet the Candidate on May 28'16. They were invited to remain for lunch following the Sunday service, and then remain for a vote of support for the candidate. Following the required steps for this meeting, a vote was taken indicating 100% support for The Call by those Members and Adherents present.

The Elders were then tasked with obtaining the signatures of the Members and Adherents not present at the vote.

With all signatures received from all Members and Adherents who were able to be contacted there was 100% support for The Call. With the addition of 3 Members and 5 Adherents who could not be contacted the resulting support for The Call is 96%.

#### Reason For Translation

When the congregation of Duffs Presbyterian Church entered its vacancy there was concern that the progressive and celebratory ministry of the congregation would continue. The congregation

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affirmed its desire to find a Minister who would support and strengthen its present ministries; work with congregation to find new ministries that would meet the needs of the congregation and community; help the congregation explore new and inclusive forms of worship; help the congregation connect with the other religions in the community; work ecumenically; provide leadership within the congregation with a mature wisdom; and love the congregation.

Having investigated The Reverend Swatridge's church and secular experience; heard her preach; met and questioned her; learned of her hopes, dreams and discerned future for ministry; Duffs Presbyterian Church is convinced that The Reverend Swatridge is the Minister that God has prepared for them.

It is Duffs Presbyterian Church's fervent hope that this Presbytery will agree and transmit this Call to the Presbytery of London for its consideration.

Rev. William Bynum, Interim Moderator

Moved by Mark Richardson/Mark Gaskin that the action of the Interim Moderator be approved.  
CARRIED

The Clerk was invited to present the Call including the guarantee of stipend and the number of signatures supporting the Call

**Call to a minister of Word and Sacraments  
and guarantee to presbytery of stipend**

We, the professing members of Duffs Presbyterian Church, Puslinch, being well satisfied with your faithfulness to the Gospel and your qualifications for the ministry of Word and Sacraments and confident that the Holy Spirit has led us to you, earnestly and solemnly call you, The Rev. Jane Swatridge, to become the 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, The Rev. Jane Swatridge, may be free to devote yourself to ministry of Word and Sacraments among us, we the congregation of Duffs Presbyterian Church hereby guarantee to the Presbytery of Waterloo-Wellington, of The Presbyterian Church in Canada, that out of our estimated annual revenue of Two Hundred Forty-Two Thousand Eight Hundred Fourteen Dollars

Wilma Welsh, Clerk ([clerkwatwell@gmail.com](mailto:clerkwatwell@gmail.com))

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(\$242,804.00) we promise and obligate ourselves to provide you, as a first charge thereon, the following annually:

Annual Stipend	
Annual Stipend (inclusive of travel)	\$43,695.00
Housing Allowance (inclusive of utilities)	30,000.00
 Total	 \$76,695.00

We agree to make payments of the above amounts on the first day of each month and agree to review 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 annually and at least the minimum allowance as set by the General Assembly.
2. That the benefits of number 1 above shall be cumulative up to five years.
3. To provide five weeks holiday annually.
4. To pay supply during the periods of continuing education and holidays.
5. 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.
6. To pay for Medical and Dental Insurance as provided through the Pensions and Benefits Board of the General Assembly and to make contributions to the Pension Plan in compliance with the terms of the plan.
7. To pay necessary moving expenses.
8. Optional (such as book allowance, entertainment allowance, internet, cell phone, etc).

\_\_Cambridge, May 29, 2016\_\_\_\_\_  
 (Place and date)

\_\_\_\_\_Bill Bynum\_\_\_\_\_  
 (Signature of Presiding Minister)

\_\_Cambridge, May 29, 2016\_\_\_\_\_  
 (Place and date)

\_\_\_\_\_Bill Bynum\_\_\_\_\_  
 (Signature of Meeting Secretary)

#### **Attestation of the Call by Officiating Minister**

I hereby certify that in pursuance of appointment of the Presbytery of Waterloo-Wellington, this call has been moderated in, and that out of a total number of 189 professing member, 141 have themselves subscribed the call and 45 have requested an elder to subscribe to same. (96%)

Wilma Welsh, Clerk ([clerkwatwell@gmail.com](mailto:clerkwatwell@gmail.com))

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Cambridge, ON, June 14, 2016, Signed by: - The Rev. William Bynum

**Attestation of the concurrence by Officiating Minister**

I hereby certify that 39 adherents of the congregation of Duff's Presbyterian Church, Puslinch, have this day signed this concurrence to the Call in favour of The Rev. Jane Swatridge, and 32 have requested an elder to subscribe to same.

Cambridge, ON, June 14, 2016, Signed by: - The Rev. William Bynum

Moved by Scott Sinclair/Scott McAndless that the Call to the Rev. Jane Swatridge, the Presbytery of London be received and considered, and that representatives of Duff's Puslinch, Karen Harding (Parish Nurse) and Harry Janssen be heard. CARRIED

The two representatives Karen Harding and Harry Janssen were heard both speaking to the support of the Call to the Rev. Jane Swatridge.

**Guarantee of Stipend**

Moved by John Paeng/John Borthwick that the guarantee of stipend be deemed acceptable. CARRIED

**Sustaining the Call**

Moved by Ross Rowat/Mike Burns that the call be sustained as a Gospel call and transmitted to the Presbytery of London, the presbytery from which the minister is being called. CARRIED

**Presentation of Call to the Presbytery of London**

Moved by Alex MacLeod/Janet deGroot that in the event that the Clerk is unable to attend the meeting of the Presbytery of London that we request the Clerk of the Presbytery of London to represent the Presbytery of Waterloo-Wellington. CARRIED

**Induction**

Moved by David Krueger/David Ogram that if the call is sustained by the Presbytery of London and accepted by the Rev. Jane Swatridge that the arrangements for the induction service be left in the hands of the moderator, clerk, and interim moderator. CARRIED

As per standing orders the last minister inducted (recognized) will preach (Rev. Susan V. Clarke)

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### **Edict of Induction**

The Edict of Induction is read in the calling congregation the two Sundays prior to the induction. It will be prepared by the Clerk and a signed copy of the edict be returned to the Clerk before the Induction Service.

### **Offering at Induction**

As per the standing orders of presbytery the offering received at the induction service will be used for the ongoing work of the presbytery.

(Update – the Clerk and Marion Hunter, Clerk of Session at Duff’s Puslinch attended the meeting of the Presbytery of London on July 12<sup>th</sup>, 2016. The Clerk presented the Call and Marion Hunter spoke on behalf of Duff’s Church. The Call to the Rev. Jane Swatridge was sustained and accepted by the Rev. Swatridge.)

## **REPORTS**

**BUSINESS COMMITTEE** – presented by Wilma Welsh, Clerk – see Appendix “A”

### **Correspondence**

Moved by Mark Gaskin/Scott McAndless that the actions of the Business Committee in assigning the correspondence be homologated. CARRIED

**Future Presbytery Meetings** - for information – invitations needed from November onward.

September 13, 2016 – St. Andrew’s, Arthur (Communion)

November 8, 2016 –

January 10, 2017

March 14, 2017

May 9, 2017

June 20, 2017

September 12, 2017 (new moderator’s congregation with Communion)

**Police checks** – All police checks for ministers on the constituent roll are now due. They must be shown to the Clerk in their original form. The information will be recorded and the police check will be returned immediately.

### **Presbytery Roll**

The Rev. Dr. John Vissers of Knox College advised the presbytery that the Rev. Nicolae Pavel has been approved by the General Assembly to receive a Call.

Wilma Welsh, Clerk ([clerkwatwell@gmail.com](mailto:clerkwatwell@gmail.com))

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Recommendation

Moved by Mark Richardson/Frank Szatmari that the Rev. Nicolae Pavel be placed on the appendix to the roll of the Presbytery of Waterloo-Wellington. CARRIED

**Commissioners to 2016 Synod of Central, Northeastern Ontario and Bermuda – by rotation**

Nov. 5, 2016 – St. Andrew's, Brampton

**Ministers** - Rev. Ed Charlton, Rev. Scott McAndless

**Alternates** - Rev. Kathy Morden, Rev. Frank Szatmari

**Elders** – Gale, Elmira, Knox Preston Cambridge

**Alternates** - Rockwood, St. Andrew's, Mount Forest

Report as a Whole of the Business Committee be approved on motion of Scott Sinclair/Mark Gaskin. CARRIED

**TREASURER REPORT** – see Appendix “B” – presented by Treasurer Allan Stewart  
Received for information

Moved Andrew Foster/Mike Burns that the Treasurer's report and the Auditor's Report be received and approved. CARRIED

(Auditors Report is found in Appendix “G” of the master copy of the minutes – report sent to all presbyters with their meeting agenda.)

Report as a Whole approved on motion of Scott Sinclair/Andrew Foster. CARRIED

**VISIONING TEAM REPORT** – presented by Convener Mark Gaskin – see Appendix “C”  
Moved by Mark Gaskin/John Borthwick that the report of the Visioning Team be received and considered. CARRIED

**Recommendation 1:**

Moved by Mark Gaskin/John Borthwick that the Presbytery approve a request, from the Presbytery of Waterloo-Wellington, to the Commission on Assets of Dissolved or Amalgamated Congregations of the Trustee Board of the Presbyterian Church in Canada, that \$225,000 be released to fund congregational strategic-planning and congregational implementation-ready projects; and, that \$100,000 be released to the Presbytery, to fund the one year contract



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position, inclusive of expenses, of the Future Directions Facilitator; and that such funds be placed in the Presbytery's Congregational Renewal Fund for such purposes (the total equaling \$325,000). Should, any portion of the amount transferred, not be used for the funding for the work of the Future Directions facilitator, such amount will remain in the Presbytery's Congregational Renewal Fund. CARRIED

Future Directions Facilitator

Task: Hire a Future Directions Facilitator, for a one year contract with the option of renewal, to work with an Advisory Team, to implement Paths 1 and 2.

**Recommendation 2:**

Moved by Mark Gaskin/John Borthwick that a Future Directions Facilitator (FDF) Hiring Committee be formed, consisting of the Moderator, 2 members of the Visioning Team and one representative from each Quadrant of the Presbytery; and that the Quadrant Conveners forward the name of the representative by September 9, 2016, to the Vision Team. CARRIED

Note Recommendation 2: The "representative from each Quadrant" need not be a minister or representative elder. It is hoped each Quadrant would appoint someone with the necessary interviewing skills and experience, who would serve on this one-task committee for this short-term period.

**Recommendation 3:**

Moved by Mark Gaskin/John Borthwick that the terms of the hiring and the terms of employment for the Future Directions Facilitator (FDF) be the responsibility of the FDF Hiring Committee and that the name of the person be brought before the presbytery for approval. CARRIED

(the addition to the original recommendation was accepted by the mover and seconder as a friendly amendment.)

Emerging Generations Resource Person

Task: Hire an Emerging Generations Resource Person, for a three year, half-time, flex hours, contract position to develop a tactical plan for engaging emerging generations, in concert with congregational renewal and to develop new ways of being church within the Presbytery.

**Notice of Motion #1:**

The Convener of the Visioning Team gave notice of motion that the Presbytery approve a request, from the Presbytery of Waterloo-Wellington, to the Commission on Assets of Dissolved

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or Amalgamated Congregations of the Trustee Board of the Presbyterian Church in Canada, that \$120,000 be released to the Presbytery, to fund the three year, half time (flex hours) contract position, inclusive of expenses, of the Emerging Generations Resource Person; and that such funds be placed in the Presbytery's Congregational Renewal Fund for such purpose. Should, any portion of the amount transferred, not be used for the funding for the work of the Future Directions facilitator, such amount will remain in the Presbytery's Congregational Renewal Fund." The Team will present additional recommendations at a future meeting.

A Congregational Renewal Fund was created with an investment of \$225,000:  
\$ 75,000 for congregations toward their own strategic planning;  
\$150,000 for congregations with "implementation-ready" projects.

**Recommendation 4:**

Moved by Mark Gaskin that the Terms of Reference for the Waterloo-Wellington Congregational Renewal Fund be approved in principle. CARRIED

**Notice of Motion #1:**

The Convener of the Visioning Team gave notice of motion that that at a future sederunt of the Presbytery of Waterloo-Wellington I will move or cause to be moved that the standing orders of the Presbytery (Section 7.7) be amended to include oversight of the Terms of Reference for the Waterloo-Wellington Congregational Renewal Fund.

Bob Seim spoke about sharing the accumulated data with individual congregations. The Moderator expressed appreciate to Bob Seim.

Moved by Mark Gaskin/John Borthwick that the report a whole be adopted as amended.  
CARRIED

**MISSION AND OUTREACH COMMITTEE** – report presented by Mark Gaskin – see Appendix "D"

Moved by Mark Gaskin/Scott McAndless that the report of the Mission and Outreach Committee be received and considered. CARRIED

**Syrian Refugee Sponsorships**

Recommendation 1:

Moved by Mark Gaskin/Scott McAndless that the Presbytery make available an additional \$20,000 from the Development Fund to congregations seeking to sponsor a refugee family from Syria. (Notice of Motion - May 10 Presbytery meeting). CARRIED

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**Recommendation 2:**

Moved by Mark Gaskin/Scott McAndless that the following equalizing grants for Quadrant 2 sponsorships: \$2,500 for Doon application, and \$2,500 for St. Andrew's (Kitchener) application; and \$2,500 for Knox (Waterloo) application; and, the equalizing grants for Quadrant 3 sponsorships: \$1,667 for Knox-Calvin (Harriston) application; and \$1,667 for St Andrew's (Fergus) application; and \$1,666 for the Knox (Elora) application be approved. CARRIED

**Recommendation 3:**

Moved by Mark Gaskin/Scott McAndless that the following grant for a Quadrant 3 sponsorship of \$5,000 for St. Andrew's (Mt. Forest) application be approved. CARRIED

Alex MacLeod shared that their Syrian family had arrived just recently and are being settled into the Guelph area. This is a joint sponsorship of several congregations in the Guelph quadrant.

**Support for Jeff-a-thon**

The Jeff-a-thon Committee is inviting the Presbytery become a supporter of the Jeff-a-thon event. This would help meet some ambitious fundraising goals that have been set for this event. We would like to see the Presbytery's sponsorship in the following form:  
\$500 for food at the event (Crieff will provide people to cook and prepare it)  
\$500 for Promotional packages and activities  
\$500 for a memorial bench set up in memory of Jeff Veenstra and in celebration of this event to remain in perpetuity at Crieff.

**Recommendation 4:**

Moved by Mark Gaskin/Scott McAndless that the Presbytery become a supporter of the Jeff-a-thon.

Event with a one-time gift of \$1500." (Notice of Motion - May 10 meeting). CARRIED

**Two Rivers Church**

The M & O committee reviewed and approved Glen's June 6 report (see appendix "D").

**Recommendation 5: "**

Moved by Mark Gaskin/Scott McAndless that the Presbytery of Waterloo-Wellington transmit a request for a grant of \$15,000 for 2017 to help fund the position of minister at Two Rivers Church, Guelph, ON and all supporting documents (extract of presbytery minutes endorsing a

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request, narrative description of the ministry, police record check letter, Stories of Mission submission, annual report, financial statements [complete financial statement for last full calendar year, financial statement to date, budget for the forthcoming year]) to Canadian Ministries for consideration. CARRIED

The report as a whole was adopted on motion of Mark Gaskin/Scott McAndless. CARRIED

**CONGREGATIONAL AFFAIRS COMMITTEE** – report presented by Johan Olivier, Convener – see Appendix “E”

Moved by Johan Olivier/John Borthwick that the report of the Mission and Outreach Committee be received for consideration.

Moved by Johan Oliver/John Borthwick that congregations were requested to note the visitation schedule included in Appendix “E”. The Clerk will write to congregations to be visited in 2015 and in January for 2016. Timing for the visitation will be implemented by the Visitation team and the congregation. CARRIED

Report as a Whole adopted on motion of Johan Olivier/John Borthwick. CARRIED

**MINISTRY COMMITTEE** –report presented by Scott Sinclair – see Appendix “F”

Moved by Scott Sinclair/Linda Ashfield that the report of the Ministry Committee be received and considered. CARRIED

#### **Diane Boyd**

The Committee on Ministry has received the correspondence from Education and Reception advising that the presbytery is given approval to examine Diane Boyd for certification for ordination. The Committee on Ministry will schedule this quickly.

#### **Cheryl D’Angelo**

The Presbytery has received correspondence from The Director of Academic Programs at Knox College regarding Ms. Cheryl D’Angelo. The letter states, “Having identified ongoing major concerns the Faculty of Knox College recommends that Cheryl D’Angelo be urged to withdraw as a candidate from the M.Div. and Diploma of the College.” The support committee for Ms. D’Angelo continues to correspond with her regarding her discernment and call to ministry.

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**Inter-mission (Notices of Motion – May 10, 2016)**

The following motions were presented at the May 10<sup>th</sup>, 2016 meeting of Presbytery as Notices of Motion and are presented here as recommendations:

**Recommendation #1:**

Moved by Scott Sinclair/Linda Ashfield that the Presbytery require that all future gospel calls to professional church workers (employed under categories I, II, and III as defined in the Acts and Proceedings of the General Assembly) include the following under the Guarantee of Stipend and Benefits: “To ~~expect and~~ 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.” All inter-mission proposals are to be approved by the Presbytery.

**Amendment**

Moved by John Paeng/Janet DeGroot that the words “expect and encourage” be changed to “strongly encourage”. CARRIED

**Motion as Amended**

Moved by Scott Sinclair/Linda Ashfield that the Presbytery require that all future gospel calls to professional church workers (employed under categories I, II, and III as defined in the Acts and Proceedings of the General Assembly) include the following under the Guarantee of Stipend and Benefits: “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.” All inter-mission proposals are to be approved by the Presbytery.

Motion as Amended – CARRIED

**Hour of Adjournment**

The hour of adjournment having arrive it was agreed to continue until 10:00 p.m.

**Recommendation #2:**

Moved by Scott Sinclair/Linda Ashfield that the standing orders of the Presbytery (Section 9 & 10) be amended to include the policy adopted in Recommendation #1. CARRIED

**Recommendation #3:**

Moved by Scott Sinclair/Linda Ashfield that the Presbytery correspond with the Sessions and/or employers of the professional church workers in the Presbytery strongly encouraging them to

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add the above provision noted in Recommendation #1 to their current staff's stipend and benefit package. CARRIED

**Recommendation #4:** (WITHDRAWN BY THE MOVER AND SECONDER)

That by 2021, all current professional church workers of the Presbytery of Waterloo-Wellington will have completed their first inter-mission.

**Recommendation #5:**

Moved by Scott Sinclair/Linda Ashfield that in cases of financial limitations on the part of the professional church worker or challenges around providing adequate pulpit supply, the Presbytery be creative in ensuring that inter-missions are viable (i.e. providing grants to ministers with limited resources, asking a nearby presbytery or a theological College ~~Knox College~~ for suggestions for pulpit supply, creating temporary two-point preaching charges, inviting partnerships with other denominations, etc.). CARRIED

Moved by Scott Sinclair/Linda Ashfield that the report as a whole as amended be adopted. CARRIED

**EIF COMMITTEE** – no report

**NEXT MEETING**

The next regular meeting of Presbytery (Communion Service) will be held at St. Andrew's Presbyterian Church, Arthur on Tuesday, September 13<sup>th</sup>, 2016 at 7:00 p.m. (refreshments at 6:30)

**ADJOURNMENT**

The business being completed, the Presbytery adjourned on motion of Linda Ashfield. AGREED  
The Moderator closed the meeting with prayer and pronounced the Benediction.

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Rev. Brooke Ashfield, Moderator

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Dr. Wilma Welsh, Clerk

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Appendix "A"

**BUSINESS COMMITTEE REPORT  
BUSINESS COMMITTEE**

**CORRESPONDENCE – May 10 – June 14, 2016**

16-097	Rev. S. Shaffer – E&R report permission granted to Diane Boyd for Certification for Ordination subject to no competent objections	Ministry Committee
16-098	W. Pottinger – re new study resource on the Trinity	All Presbyters
16-099	B. Nawratil – invoice for umbrella coverage for WW Presbytery	Treasurer
16-100	Session of St. Andrew’s Mount Forest indicating support of Refugee application	Mission & Outreach
16-101	ESC News – May 2016	All Presbyters
16-102	Canadian Ministries – re enrollment of children under 4	All Presbyters
16-103	Knox College (J. Vissers) Lisa Dolson’s completion of M.Div.	Ministry Committee
16-104	Knox College (J. Vissers) Rev. N. Pavel completion of requirements For reception as Minister of the PCC	Ministry Committee
16-105	APCE – May 11, 2016	All Presbyters
16-106	PWS&D – May E-news	All Presbyters
16-107	CY2016 – a day in the life of Canada Youth	All Presbyters
16-108	142 GA – invitation to Service of Worship	All Presbyters
16-109	Session, St. Andrew’s Alma – enquiring about loan for front steps	Treasurer
16-110	B. Nawratil – PCC resource distribution now through Augsburg Fortress	All Presbyters
16-111	L&M Agency – external posting re Stewardship & Planned Giving	All Presbyters
16-112	Clerk, Pres. of Pickering re Arabic Ministry	Mission & Outreach
16-113	Knox College posted position – Principal & Pastoral Theology	All Presbyters
16-114	Doon – posting of Tasty Tuesdays	All Presbyters
16-115	Kortright Guelph – announcing arrival of Syrian Refugee family	All Presbyters
16-116	Pension Board – payment arrears, Knox Elora (copy of letter)	For files
16-117	Pension Board – payment arrears, St. Andrew’s Gordonville (copy of letter)	For files
16-118	Pension Board – payment arrears, Rockwood (copy of letter)	For files
16-119	Pension Board – payment arrears, Duffs, Puslinch (copy of letter)	For files
16-110	Promotional material for Jeff-A-Thon	All Presbyters
16-111	UofG – Campus Ministries Annual General Meeting	All Presbyters
16-112	Knox College (J. Vissers) re Cheryl D’Angelo	Ministry Committee
16-113	Former members of Waterloo North Church	Business Committee
16-114	S. Shaffer – re Diane Boyd – approved for certification by presbytery	Ministry Committee
16-115	Canadian Ministries – job description for Community Manager	All Presbyters

Wilma Welsh, Clerk ([clerkwatwell@gmail.com](mailto:clerkwatwell@gmail.com))

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16-116	PWS&D Newsletter – June 2016	All Presbyters
16-117	CNOB Meeting Announcement –	Business Committee
16-118	VBS Poster from Central Cambridge	All Presbyters
16-119	ESC News	All Presbyters

### 1. **Correspondence**

#### Recommendation

That the actions of The Business Committee in assigning the correspondence be homologated.

For information – the Business Committee is meeting with representatives from Waterloo North Church.

### 2. **Upcoming Meetings** – invitations needed from November 8, 2016 to June 20, 2017

- a) Business Committee, Tuesday, September 6<sup>th</sup>, 2016 , 10:00 a.m.– Knox, Waterloo
- b) Presbytery Meeting, Tuesday, September 13<sup>th</sup>, 2016 – St. Andrew’s, Arthur (Communion)
- c) November 8, 2016 –
- d) January 10, 2017
- e) March 14, 2017
- f) May 9, 2017
- g) June 20, 2017
- h) September 12, 2017 (new moderator’s congregation with Communion)

### 3. **Presbytery Roll**

- a) The Rev. Nicolae Pavel has been approved to receive a Call

#### Recommendation

That the Rev. Nicolae Pavel be placed on the appendix to the roll of the Presbytery of Waterloo-Wellington.

### 4. **Police Checks** overdue

### 5. **Future Presbytery Meetings – for information**



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September 13, 2016 (St. Andrew's, Arthur - Communion)

**6. Commissioners to 2016 Synod of Central, Northeastern Ontario and Bermuda – by rotation**

Nov. 5, 2016 – St. Andrew's, Brampton

**Ministers** - Rev. Ed Charlton, Rev. Scott McAndless

**Alternates** - Rev. Kathy Morden, Rev. Frank Szatmari

**Elders** – Gale, Elmira, Knox Preston Cambridge

**Alternates** - Rockwood, St. Andrew's, Mount Forest

Wilma Welsh, Clerk

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Appendix "B"

**FINANCIAL REPORT TO WATERLOO-WELLINGTON PRESBYTERY AS AT MAY 31, 2016**

	<u>to May 2016</u>	<u>Budget 2016</u>	<u>Amount remaining</u>
<b>INCOME</b>			
Assessment Income	71,628	143,257	71,628
Income from services	1,396	1,000	(396)
Other income - interest	380	2,961	2,581
<b>Total Income</b>	<b>73,404</b>	<b>147,218</b>	<b>73,814</b>
<b>EXPENSES</b>			
Synod Assessment	24,504	49,010	24,506
Special project - Two Rivers Church	22,000	22,000	-
Special project - Post Sec. student grants	15,600	15,050	(550)
Special project - Bunun Exchange	1,500	6,000	4,500
Special project - Canada Youth 2016	-	3,500	3,500
<b>Special projects - total</b>	<b>39,100</b>	<b>46,550</b>	<b>7,450</b>
Clerk's honorarium	5,315	12,755	7,440
Treasurer's honorarium	2,805	6,733	3,928
CPP/EI	214	520	306
Liability Insurance	2,695	3,500	805
General and office supplies	792	2,500	1,708
Telecommunications	583	1,900	1,317
Audit and legal fees	400	500	100
Bank interest and service charges	54	300	246
<b>Office expenses - total</b>	<b>12,858</b>	<b>28,708</b>	<b>15,850</b>
Travel and mileage	614	7,000	6,386
Meals and hospitality	-	500	500
<b>Travel - total</b>	<b>614</b>	<b>7,500</b>	<b>6,886</b>
Grants - U of G chaplaincy	6,000	6,000	-
Grants - Students for Ministry	600	4,000	3,400
Grants - New Life Counselling	1,500	1,500	-
<b>Grants - total</b>	<b>8,100</b>	<b>11,500</b>	<b>3,400</b>
Commissioner's Expenses	-	2,350	2,350
Conference Funds	3,592	4,000	408

Wilma Welsh, Clerk ([clerkwatwell@gmail.com](mailto:clerkwatwell@gmail.com))

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Student Psych. assessments/counselling	-	2,000	2,000
Pulpit supply for visitation	-	1,000	1,000
Visitors and Gifts	200	1,000	800
Christian education	500	1,000	500
Clerk's consultation April 2016	550	600	50
Student certification	-	500	500
<b>General expense - Total</b>	<b>4,842</b>	<b>12,450</b>	<b>7,608</b>
<b>Total All Expenses</b>	<b>90,019</b>	<b>155,718</b>	<b>65,698</b>
<b>Surplus/(Deficit)</b>	<b>(16,616)</b>	<b>(8,500)</b>	<b>8,115</b>

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Appendix "C"

**Visioning Team Report  
to Presbytery of Waterloo-Wellington  
Tuesday, June 21<sup>st</sup>, 2016**

Funding the Congregational Renewal Fund and the Future Directions Facilitator

Task: Arrange funding for congregational strategic-planning and congregational implementation-ready projects and the Future Directions Facilitator.

**Recommendation 1:**

That the Presbytery approve a request, from the Presbytery of Waterloo-Wellington, to the Commission on Assets of Dissolved or Amalgamated Congregations of the Trustee Board of the Presbyterian Church in Canada, that \$225,000 be released to fund congregational strategic-planning and congregational implementation-ready projects; and, that \$100,000 be released to the Presbytery, to fund the one year contract position, inclusive of expenses, of the Future Directions Facilitator; and that such funds be placed in the Presbytery's Congregational Renewal Fund for such purposes (the total equaling \$325,000). Should, any portion of the amount transferred, not be used for the funding for the work of the Future Directions facilitator, such amount will remain in the Presbytery's Congregational Renewal Fund.

Future Directions Facilitator

Task: Hire a Future Directions Facilitator, for a one year contract with the option of renewal, to work with an Advisory Team, to implement Paths 1 and 2.

**Recommendation 2:**

That a FDF Hiring Committee be formed, consisting of the the Moderator, 2 members of the Visioning Team and one representative from each Quadrant of the Presbytery; and that the Quadrant Conveners forward the name of the representative by September 9, 2016, to the Vision Team.

Note Recommendation 2: The "representative from each Quadrant" need not be a minister or representative elder. It is hoped each Quadrant would appoint someone with the necessary interviewing skills and experience, who would serve on this one-task committee for this short-term period.

**Recommendation 3:**

That the terms of the hiring and the terms of employment for the Future Directions Facilitator (FDF) be the responsibility of the FDF Hiring Committee.

Wilma Welsh, Clerk ([clerkwatwell@gmail.com](mailto:clerkwatwell@gmail.com))

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**Emerging Generations Resource Person**

Task: Hire an Emerging Generations Resource Person, for a three year, half-time, flex hours, contract position to develop a tactical plan for engaging emerging generations, in concert with congregational renewal and to develop new ways of being church within the Presbytery.

**Notice of Motion:**

That the Presbytery approve a request, from the Presbytery of Waterloo-Wellington, to the Commission on Assets of Dissolved or Amalgamated Congregations of the Trustee Board of the Presbyterian Church in Canada, that \$120,000 be released to the Presbytery, to fund the three year, half time (flex hours) contract position, inclusive of expenses, of the Emerging Generations Resource Person; and that such funds be placed in the Presbytery's Congregational Renewal Fund for such purpose. Should, any portion of the amount transferred, not be used for the funding for the work of the Future Directions facilitator, such amount will remain in the Presbytery's Congregational Renewal Fund."

The Team will present additional recommendations at a future meeting.

A Congregational Renewal Fund was created with an investment of \$225,000:

\$ 75,000 for congregations toward their own strategic planning;

\$150,000 for congregations with "implementation-ready" projects.

**Recommendation 4:**

"That the Terms of Reference for the Waterloo-Wellington Congregational Renewal Fund be approved in principle."

**Notice of Motion #1:**

I give notice that at a future sederunt of the Presbytery of Waterloo-Wellington I will move or cause to be moved that the standing orders of the Presbytery (Section 7.7) be amended to include oversight of the Terms of Reference for the Waterloo-Wellington Congregational Renewal Fund.

Lastly, Bob Seim will speak about sharing the accumulated data with individual congregations.

Next Meeting of Vision Team – Tuesday, August 9, 2016

Respectfully submitted,

Mark Gaskin

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## **The Presbytery of Waterloo-Wellington's Congregational Renewal Fund Terms of Reference**

### **Scriptural Warrant**

*"But God, who is rich in mercy, out of the great love with which he loved us even when we were dead through our trespasses, made us alive together with Christ...For by grace you have been saved through faith, and this is not your own doing; it is the gift of God – not the result of works, so that no one can boast. For we are what he has made us, created in Christ Jesus for good works, which God prepared beforehand to be our way of life." (Ephesians 2:4-5, 8-10)*

### **Background**

After the closure of Waterloo North Presbyterian Church, 70% of the money from the proceeds from the sale of the church (after all debts were paid) was made available for ministry within the Presbytery. Those funds were retained in trust by the PCC's Trustee Board and invested in the PCC's Consolidated Portfolio, awaiting a decision by Waterloo-Wellington Presbytery on their use. At its 2016 May 10<sup>th</sup> meeting, Presbytery passed the following recommendation, growing out of the Waterloo-Wellington's Visioning Team report presented to the Presbytery at that same meeting:

*That a Congregational Renewal Fund be created with an investment of \$225,000:  
\$75,000 for congregations toward their own strategic planning;  
\$150,000 for congregations with implementation-ready projects.  
(c.f. Presbytery of Waterloo-Wellington, May 10, 2016, minutes, page 5264).*

It was understood that the above \$225,000 would come from a portion of the Presbytery funds invested in the Consolidated Portfolio (i.e. about 22% of the total value of the Presbytery's investment in the Consolidated Fund as of April 2016).

### **Purpose of the Fund**

The purpose of the Congregational Renewal Fund is to provide congregations with ready access to financial support for renewal projects that will revitalize their congregation's life and ministry. In contradistinction to the Presbytery's Development Fund, which has been primarily used to provide grants and interest free loans to congregations for capital projects to improve their church facilities, the Congregational Renewal Fund is not intended for capital projects in congregations and will not provide loans; rather, it will focus specifically on renewing the life and ministry of congregations within the bounds of presbytery through the offering of seed money and grants to enable congregations to move forward with new programs and ministries. Grants will support congregations in two key areas:

- **Visioning and strategic planning** (up to **\$3,000** will be available per pastoral charge)

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Many congregations have lost the capacity to dream and lack the leadership required to channel their resources into effective areas of ministry; consequently, a portion of the Renewal Fund will be used to enable congregations to pay for outside consultants and appropriate resources to help them in their own strategic planning process and/or to create clear action strategies to implement specific ideas for ministry.

- **Funding for implementation-ready projects** (up to **\$12,000** will be available per congregation)

Congregations ready to move forward with new ministries and programs are encouraged to apply for grants from the Renewal Fund to ensure adequate financial support to launch their projects. Some of the possible areas for renewal include:

1. **Worship** (e.g. making worship more relevant and meaningful for all generations, including the use of new technologies, etc.)
2. **Faith nurture** (e.g. programs that focus on different ways to develop spirituality, prayer, faith and biblical knowledge, etc.)
3. **Congregational life** (e.g. developing programs and activities for different interest groups and age groups; improving communications within and beyond the congregation, etc.)
4. **Mission outreach** (e.g. develop and implement ministries and programs that reach those outside the church; implementing strategies to share faith in today's context, etc.)
5. **Organization** (e.g. helping congregations become more truly the body of Christ; developing creative partnerships with other congregations and community organizations; exploring new forms of ministerial leadership in congregations and new models of being church; developing strong lay leaders in congregations, etc.)

### **Oversight of the Congregational Renewal Fund and applications for funding**

Congregations interested in applying for grants from the Congregational Renewal Fund will apply to Presbytery through the \_\_\_\_\_, or its successor.

The \_\_\_\_\_ will review all applications, give constructive feedback when appropriate and bring the application to Presbytery for information and approval. Applications should include a concise statement on the purpose and goal for the ministry project, people who will be served through the ministry, leaders in the program, expected outcomes, an action plan and timeline, as well as the expected costs for the ministry, including the portion the congregation is investing in the project. Congregations applying for funds need to demonstrate that they are fully invested in the ministry with both financial and human resources.

It is important to emphasize that roles of both the \_\_\_\_\_ and the Presbytery are not so much to critique or place impediments to support but to encourage congregations to become actively engaged in vital, creative ministries in

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service of Christ's redemptive mission in the world. After all, the whole purpose of grants from the Renewal Fund is to encourage congregations to dare to step out in faith and to try something new and creative in ministry, not get bogged down in bureaucratic red tape. Interim and final reports on projects supported by the Renewal Fund will be transmitted to the Presbytery through the \_\_\_\_\_ so that the Presbytery can learn about what congregations are doing, pray for the ministries and celebrate signs of God's redemptive activity in our midst. "Excellent mistakes" will also be celebrated!

**Some questions congregations are encouraged to ask when planning renewal projects**

- A. In what ways is the ministry potentially transformative for all parties?
- B. What elements in the project are new and creative for our congregation and the larger church?
- C. Are there ways to partner with other church and/or community groups to enhance and expand the ministry?
- D. How will this ministry help participants to enter into and/or deepen a vital relationship with God in Christ?
- E. How is this ministry expected to build up the body of Christ and expand God's Kingdom of justice and love in the world?
- F. Does this ministry "stretch" us as a congregation to step out in faith in response to genuine needs and in reliance on God's renewing Spirit?

**Sources of contributions for the Congregational Renewal Fund**

As noted above, \$225,000 of the proceeds from the sale of Waterloo North Presbyterian Church was used as seed money to launch the Renewal Fund. Additional contributions for the Fund may also come from the following sources:

1. Additional funding from the proceeds from the sale of Waterloo North Church or the possible sale of other church properties in the Presbytery.
2. Contributions from congregations who have benefitted in their own ministry from the use of the Renewal Fund and wish to make a thank offering to enable other congregations to receive grants for their own renewal projects.
3. Contributions from individuals who wish to leave a legacy of faith and hope for future generations.



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**Review of the Congregational Renewal Fund's Terms of Reference**

The \_\_\_\_\_ is responsible for reviewing the Terms of Reference for the Congregational Renewal Fund every two years beginning in 2018 to determine if the Fund is meeting its objectives and if updates or changes are required.

Any recommended changes will be submitted by the \_\_\_\_\_  
\_\_\_\_\_ to the Presbytery for approval.

**Ascription of Praise**

*"Now to him who by the power at work within us is able to accomplish far more than all we can ask or imagine, to him to glory in the church and in Christ Jesus to all generations, forever and ever. Amen." (Ephesians 3:20-21)*

Date approved by Presbytery: \_\_\_\_\_

Signature of Moderator: \_\_\_\_\_

Signature of the Clerk: \_\_\_\_\_

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Appendix "D"

**Mission and Outreach Committee Report  
for the Presbytery of Waterloo-Wellington  
June 21, 2016**

Items

**Syrian Refugee Sponsorships**

Recommendation 1:

"That the Presbytery make available an additional \$20,000 from the Development Fund to congregations seeking to sponsor a refugee family from Syria." (Notice of Motion - May 10 Presbytery meeting, p 5242)

Recommendation 2:

"That the following equalizing grants for Quadrant 2 sponsorships: \$2,500 for Doon application, and \$2,500 for St. Andrew's (Kitchener) application; and \$2,500 for Knox (Waterloo) application; and, the equalizing grants for Quadrant 3 sponsorships: \$1,667 for Knox-Calvin (Harriston) application; and \$1,667 for St Andrew's (Fergus) application; and \$1,666 for the Knox (Elora) application be approved.

Recommendation 3:

"That the following grant for a Quadrant 3 sponsorship of \$5,000 for St. Andrew's (Mt. Forest) application be approved."

**Support for Jeff-a-thon**

The Jeff-a-thon Committee is inviting the Presbytery become a supporter of the Jeff-a-thon event. This would help meet some ambitious fundraising goals that have been set for this event. We would like to see the Presbytery's sponsorship in the following form:  
\$500 for food at the event (Crieff will provide people to cook and prepare it)  
\$500 for Promotional packages and activities  
\$500 for a memorial bench set up in memory of Jeff Veenstra and in celebration of this event to remain in perpetuity at Crieff.

Recommendation 4:

"That the Presbytery become a supporter of the Jeff-a-thon Event with a one-time gift of \$1500." (Notice of Motion - May 10 meeting, p 5244)

**Two Rivers Church**

pursuit of congregational status – follow-up

Wilma Welsh, Clerk ([clerkwatwell@gmail.com](mailto:clerkwatwell@gmail.com))

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Glen Soderholm provided an explanation why the TRC community has decided not to pursue congregational status at this time.

report to the June 8 Mission and Outreach Committee meeting

Glen reported that earlier this month he met with his Presbytery Support Group (Bill Bynum and Johan Olivier).

The M & O committee reviewed and approved Glen's June 6 report (attached).

Recommendation 5: "That the Presbytery of Waterloo-Wellington transmit a request for a grant of \$15,000 for 2017 to help fund the position of minister at Two Rivers Church, Guelph, ON and all supporting documents (extract of presbytery minutes endorsing a request, narrative description of the ministry, police record check letter, Stories of Mission submission, annual report, financial statements [complete financial statement for last full calendar year, financial statement to date, budget for the forthcoming year]) to Canadian Ministries for consideration."

For Information

- The Committee spent time reviewing and reflecting on the "round table" discussion at our May 18 meeting with Nick Pavel and Frank Szatmari.

The Committee agreed to voice its support for ventures in church planting and look forward to hearing about (and nurturing) any progress Mr. Pavel makes in this area.

- The Annual General Meeting of the Ecumenical Campus Ministry (at the University of Guelph) will be held on Thursday, June 23, 4 pm at Raithby House. This is an opportunity to learn about the progress and directions of ECM, and contribute to the life of this important faith community representing the Anglican, Presbyterian, and United Church on campus. All are welcome. Refreshments will be provided. Visitor parking is available (cost is \$2 per hour). All parking is free after 5 pm.

Next Committee Meeting: Tuesday, August 30<sup>th</sup>, noon at Westside Church

Respectfully submitted,  
Mark Gaskin, Convener

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### **Two Rivers Church – Report to the Mission and Outreach Committee – June 6, 2016**

Given that the church year tends to follow the shape of the school year, Two Rivers Church offers its report in reflection upon the year that began in September 2015.

#### Systemic Health –

- We continue to be extremely grateful for our Leadership Team. The group is made up of the minister Glen Soderholm and three other core participants. The collective wisdom and experience in Church leadership and ministry represented in this group is impressive; and their shared sense of vision and patience has been rich as they seek God together for direction.
- While we don't have any official membership roll as of yet, we have been starting to use the language of covenant partnership with one another. There is a tacit assumption that ideally, each person will intentionally connects in three areas: our regular Sunday Evening Liturgies (twice monthly), our Living Rooms (two spiritual formation communities that meet twice monthly), and in Missional space (neutral site events like our coffeehouse/open mic nights, Knitting Group, The Spirit in Cinema movie/discussion nights, God-talk by the Glass pub nights, as well as Syrian refugee support, newcomer conversation cafes, local community garden, Downtown Neighbourhood Association, YMCA board work, and specific attention to neighbourhood needs and activities).
- Growth areas: more owner/operator opportunities need to be provided so that the responsibility for the mission is spread amongst the whole faith community.
- We are looking at ways to expand the means by which we communicate. The current website, facebook page, and weekly update are good, but we want to explore church smart phone apps, and project management type sites to improve communication.
- We are in the process of setting up teams to specifically focus on stewardship, communication, and worship arts.

#### Spiritual Health –

- In our Town Hall meeting conversation around scripture in our Living Rooms, and developed a coordinated reading plan through Lent which was well received, and will be continued in the summer as well.
- We have been reflecting together on what it means to have a missional spirituality. Creating resources for people to use at strategic points to help them pay attention to what God is up to wherever they are in their day.

Wilma Welsh, Clerk ([clerkwatwell@gmail.com](mailto:clerkwatwell@gmail.com))

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- We encourage each other to think about, and act upon, being faithfully present to God 1) in our listening life of prayer, 2) to one another in friendship and support 3) to neighbours and strangers.
- A growth area has been learning to break into groups of three or four in our Living Rooms in order to get more voices involved in conversation and prayer.
- Our semi-annual retreats have been wonderful opportunities for us to develop community with very focused spiritual growth themes. These are highlights for our church.

#### Incarnational Health –

- How we are present in missional space continues to encourage:
- Engagement with a Syrian refugee family group has been a great opportunity to partner with neighbours in compassion in the community.
- The third annual Love Your Bike event is growing in its community partnership connections and scope as we are seen contributing to community health.
- Participation in Community gardening and Neighbourhood groups continues to open doors to new relationships and partners in the community.
- We continue to intentionally inhabit third spaces in our neighbourhoods, establishing connections, having significant conversations, and extending friendship to neighbours and strangers. Being faithfully present in the neighbourhood continues to be our modus operandi. From this, we have seen newcomers, are often seekers, start to connect with us in the other spaces we inhabit as well.

#### Metrics Health -

- Each year has seen an increase in the community's ownership and support of the mission. The provision of a PAR option for regular giving has established an increased and consistent base of support. But it is not enough. The 2016 budget has provided a significant challenge for the core community to achieve. It remains to be seen whether this is sustainable, given that the current external supports diminish each year.
- The number of people in the core group has remained about the same (around 30) with a not insignificant network of people in the community who have loose ties to the group (45 on the weekly update list). The good news in this regard, is that those in the core group are quite committed and relatively consistent (given current sociological and ecclesiological assessments of what constitutes regular participation). Also, we take into account that participating in the life of church is so much broader and richer than showing up at a worship

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service. We take into account the way we share life and walk in company together in the neighbourhood, as central to being a worshiping community, and as lives are touched, then God seems to count in kingdom ways.

Final Comments

- It remains enormously challenging to grow a church from scratch into a healthy, functioning missional community. But, it is also extremely exciting and life giving. Someone once said that the local church is the hope of the world. When that local church is trusting in the power of the Spirit's reconciling energy, incarnating the presence of Christ, bringing glory to the Father, it is most certainly true. We are grateful for the support of this Presbytery in giving us the chance to do just this.

Yours in Christ,  
Glen Soderholm

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Appendix "E"

**Congregational Affairs Committee Report for June 21, 2016  
2016 - 2020 Presbytery Visitation Schedule  
for Congregations**

**Please Note:**

- 1) We are, ideally, on a five-year rotation schedule for all congregations.
- 2) The Clerk will advise Session Clerks that they are scheduled for visitations as per Standing Orders - Appendix I.
- 3) One Minister and two (2) elders shall conduct a visitation from the congregations as outlined below.
- 4) The minister convenes the Presbytery visitation team.
- 5) Guidelines for conducting a congregational visitation are found in the Presbytery Standing Orders - Appendix I.
- 6) Congregations should not be visited in the first year of a new pastor's establishment - so this schedule may be modified.
- 7) The interim moderator of a congregation will visit a congregation in place of a vacant pastor.
- 8) Multipoint charges will be visited by the same Presbytery visitation team at the same time.

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**Congregations to be Visited Minister & 1st Elder to Visit 2<sup>nd</sup> Elder to Visit (last visit)**

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**2016**

<b>Kitchener</b> , Calvin (scheduled)	Westminster-St. Paul's, Guelph (declined) (Rockwood & Eden Mills substituting)	Knox, Crieff (declined) (Knox, Guelph substituting)
<b>Cambridge</b> , Central (scheduled)	Rockwood & Eden Mills	Knox Galt, Cambridge
<b>Fergus</b> , St. Andrew's	Kortright, Guelph	St. Andrew's, Guelph
<b>Waterloo</b> , Knox	St. Andrew's Hespeler, Cambridge	St. Andrew's, Kitchener
<b>Baden</b> , Livingston	Westminster-St. Paul's, Guelph	Knox, Palmerston
<b>Kitchener</b> , St. Andrew's (2015)	Kitchener East, Kitchener	Livingston, Baden

**2017**

<b>Harriston</b> , Knox-Calvin	St. Andrew's, Fergus	Knox, Guelph
<b>Cambridge</b> , St. Andrew's Hespeler	Knox, Palmerston	Kitchener East
<b>Waterloo</b> , Joonim	St. Andrew's MF & Knox Conn	Knox Waterloo
<b>Palmerston</b> , Knox	Knox Waterloo	Knox, Elora & St. Andrew's, Alma
<b>Kitchener</b> , Doon	Duff's, Puslinch	Westside, Cambridge

**2018**

<b>Cambridge</b> , Knox's, Galt	Joonim, Waterloo	Rockwood & Eden Mills
<b>Elmira</b> , Gale	Knox, Preston, Cambridge	St. Andrew's Arthur & Gordonville
<b>Guelph</b> , St. Andrew's	Doon, Kitchener	Kortright, Guelph
<b>Cambridge</b> , Knox, Preston (2011)	Knox, Guelph	Joonim, Waterloo
<b>Guelph</b> , Westminster-St. Paul's (2011)	St. Andrew's, Kitchener	Knox-Calvin, Harriston

**2019**

<b>Mount Forest</b> , St. Andrew's Conn, Knox	(2011) Knox, Crieff	Calvin, Kitchener
<b>Cambridge</b> , Westside (2011)	Knox, Elora - St. Andrew's Alma	Duff's, Puslinch
<b>Rockwood, Eden Mills</b> (2012)	Gale, Elmira	St. Andrew's, Hespeler, Cambridge
<b>Puslinch</b> , Duff's (2012)	Knox's Galt, Cambridge	Central, Cambridge
<b>Guelph</b> , Kortright (2012)	Westside, Cambridge	Doon, Kitchener

**2020**

<b>Kitchener</b> , Kitchener East (2012)	St. Andrew's, Guelph	Gale, Elmira
<b>Guelph</b> , Knox (2012)	St. Andrew's Arthur & Gordonville	St. Andrew's, Fergus
<b>Crieff</b> , Knox (2012)	Calvin, Kitchener	Westminster-St. Paul's, Guelph
<b>Elora</b> , Knox, <b>Alma</b> , St. Andrew's	Knox-Calvin, Harriston	St. Andrew's Mount Forest (2012) & Knox Conn
<b>Arthur</b> , St. Andrew's (2013)	Central, Cambridge	Knox Preston, Cambridge
<b>Gordonville</b> , St. Andrew's		



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Appendix "F"

**Committee on Ministry**  
**Report to the Presbytery of Waterloo-Wellington Business Committee**  
**June 14<sup>th</sup>, 2016**

**The Committee on Ministry (CoM) has not met since the last meeting of Presbytery.**

**Subcommittee on Students** – There are 2 students to be mentioned at this time.

We have received correspondence from the Life and Mission Agency granting permission for the Presbytery of Waterloo-Wellington to examine Ms. Diane Boyd for certification for ordination. The CoM will ensure this happens promptly.

We have received correspondence from The Director of Academic Programs at Knox College regarding Ms. Cheryl D'Angelo. The letter states, "Having identified ongoing major concerns the Faculty of Knox College recommends that Cheryl D'Angelo be urged to withdraw as a candidate from the M.Div. and Diploma of the College." The support committee for Ms. D'Angelo continues to correspond with her regarding her discernment and call to ministry.

**Continuing Education Courses and Training** – We remind the clergy of Presbytery the CoM is tasked to compile a catalogue of experiences clergy have used as part of their continuing education. This list would be for information only. Clergy are asked to contact Rev. Scott Sinclair and indicate what courses they have taken. These will be shared with Presbytery so others can use them as a resource.

**Inter-mission** – In March, 2016 The CoM received and considered a proposal regarding clergy inter-missions in the Presbytery of Waterloo-Wellington. The proposal was included in our report to the May 10<sup>th</sup>, 2016 meeting of Presbytery and is repeated here:

An Inter-mission as defined by The Presbyterian Church in Canada is quite different from a sabbatical in that it is a "time to be for the sake of self, not for congregation, the Church or for acquiring academic credentials." Inter-mission is offered by our denomination to any minister who has completed more than five years of service and can be taken every five years subsequently. It is a self-funded leave. More details of Intermissions can be found in an appendix attached to this document.

The cost to congregations is an interesting question and one that we are sure will be used as a way of resisting this recommendation. The actual dollar costs to congregations are negligible but we are sure that some would count the cost of an extended absence of their regular minister as

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significant. We would argue that a more significant cost to congregations is dealing with ministers who 'burnout' and require either short term or long term disability provisions or ministers who 'checkout' of one congregation and move on to another or simply 'checkout' within the one that they currently serve. When we fail to consider these kinds of costs for our congregations and the deeper toil that ministry without a rest takes on our clergy, we would argue that we abdicate our responsibility as a Presbytery.

The following motions were presented at the May 10<sup>th</sup>, 2016 meeting of Presbytery as Notices of Motion and are presented here as recommendations:

**Recommendation #1:**

That the Presbytery require that all future gospel calls to professional church workers (employed under categories I, II, and III as defined in the Acts and Proceedings of the General Assembly) include the following under the Guarantee of Stipend and Benefits: "To expect and 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." All inter-mission proposals are to be approved by the Presbytery.

**Recommendation #2:**

That the standing orders of the Presbytery (Section 9 & 10) be amended to include the policy adopted in Recommendation #1.

**Recommendation #3:**

That the Presbytery correspond with the Sessions and/or employers of the professional church workers in the Presbytery strongly encouraging them to add the above provision noted in Recommendation #1 to their current staff's stipend and benefit package.

**Recommendation #4:**

That by 2021, all current professional church workers of the Presbytery of Waterloo-Wellington will have completed their first inter-mission.

**Recommendation #5:**

That in cases of financial limitations on the part of the professional church worker or challenges around providing adequate pulpit supply, the Presbytery be creative in ensuring that inter-missions are viable (i.e. providing grants to ministers with limited resources, asking a nearby

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presbytery or Knox College for suggestions for pulpit supply, creating temporary two-point preaching charges, inviting partnerships with other denominations, etc.)

Respectfully Submitted  
Scott Sinclair – convener

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**Appendix:**

**Intermission Defined (A&P 1992, p. 383-384)**

**SUPPORT FOR PROFESSIONAL CHURCH WORKERS  
 INTER-MISSION FOR PROFESSIONAL CHURCH WORKERS**

**What is Inter-Mission?**

The Policy Committee of the Board of Ministry has been considering sabbaticals for professional church leaders in congregations. The term sabbatical means different things in different institutions but seems most widely known as an educational model. It was decided that a new term was needed. Such words as repose, sabbath, re-formation, re-creation, enrichment, sacred journey, oasis, hospice and inter-mission were all considered. The term inter-mission was chosen as it seemed to describe best what is proposed: A time to get in touch with the Holy Other in our lives. This is done in repose, in line with Jurgen Moltmann's comment about God: "The true completion of creation, however, is on the `seventh day', the day when God takes up active repose wherein the creation is contemplated, blessed, enjoyed and pronounced `very good'." This time is to be for the sake of self, not for congregation, the Church or for acquiring academic credentials. The mode is to be that of follower, not leader, thus the need for a spiritual guide or mentor, to enable reflection and discipline. However, considerable latitude is given to what actually may happen in the time set aside.

In line with reformed tradition, a time set aside is not just to include self, but neighbour as well. Therefore it might be conceivable for a person to spend time on a mission field doing hospital work. Nor need the time apart be seen in the sense of denial of the gifts of God, but more a detachment from them. A fast would not be for its own sake, but only to enhance prayer, for example. Most important, if we wish to maintain the Calvinist tradition, a deep sense of the "mystical union" with Christ will be a strong component.

In his lecture at Princeton Theological Seminary, May 20-23, 1991, Howard Rice reflected on Reformed Spirituality. He noted that balance must always be maintained in Reformed Spirituality between:

- communal and corporate and private and personal
- intelligent thoughtfulness and the experience of the warm heart
- enjoyment of the world's gifts and detachment from them
- action and quietness

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### **Procedures**

The following is the procedure to be followed:

1. Inter-mission is a full-time experience and is for ten weeks.
2. There is to be a five year period of employment in the denomination before an intermission may be granted.
3. No short-term training event may be undertaken within a six-month period of the beginning or end of the inter-mission.
4. Twelve months prior to the anticipated start of the inter-mission, a proposal must be submitted to session and presbytery. The proposal must specify the goals of the inter-mission, plans for the use of the inter-mission time, procedures for supervision and spiritual direction, implications and plans for coverage of the person's normal workload, financial arrangements in place, and the form of evaluation of the inter-mission. The subject of inter-mission will be on the agenda of presbytery visitations.
5. Full stipend and benefits will be maintained during the inter-mission, including the person's contributions to all benefit plans.

### **Financial Arrangements**

The costs are: 10 weeks supply and travel at \$200 per week plus \$1,000 for expenses for intermission, the total being \$3,000. This cost will be covered as follows: Beginning of the third year of ministry, a stipend deduction of \$125 per month is made, 66.6% for supply, and 33.3% for inter-mission expenses. A congregation may contract out for pastoral care if necessary. The minister or diaconal minister will be responsible for initiating the third year inter-mission deductions. Such payments are transferable from one position (pastoral tie) to another, and are linked to the person, not the position. Contributions are to be held in trust and released at the person's request, \$2,000 to the employer who will administer same, and \$1,000 to the church worker for their approved intermission.

### **Recommendation No. 5** (adopted, A&P page 63)

That the above proposal concerning inter-missions become the policy of the Church available to all professional church workers, effective January 1, 1993.

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Appendix "G"

Pages 5360-5369 in the master copy of the minutes will contain the complete auditor's report

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