

Regular Meeting of the Presbytery of Waterloo-Wellington
 St. Andrew's Presbyterian Church, Alma,
 January 9th, 2018

The Presbytery of Waterloo-Wellington met at St. Andrew's Presbyterian Church, Alma on Tuesday, January 9th, 2018 for the regular meeting of Presbytery. Refreshments were served at 6:30 p.m. and the meeting was constituted following worship at 7:00 p.m.

Worship

Worship was conducted by the Moderator Rev. Susan Clarke (Host Minister). Rev. Clarke welcomed the Presbytery to St. Andrew's Presbyterian Church.

Constitution of the Court and welcome

The Rev. Susan V. Clarke constituted the assembly with prayer. The moderator extended thanks to St. Andrew's Presbyterian Church for hosting the Presbytery. The moderator welcomed all visitors in attendance asking for them to be introduced.

Welcome and Introductions

Knox, Goderich in the Presbytery of Huron-Perth: Rev. Bill Vanderstelt introduced Rob Evans and Dwayne Rising

Moved by Brooke Ashfield and seconded by Amanda Wickenheiser that the representatives from the Presbytery of Huron-Perth be invited to sit and correspond. Carried

Eden Mills: Donna Henry (rep. elder); Doris Tubman (alt. rep. elder), Eloise Gardiner (clerk of Session) and Jim Akerstream (Session elder); Rockwood: Alex McNabb and John Bouwmeester (Session elders)
 Scott McAndless introduced Session elders Steve March and Donald Paddock (alt. rep elder).
 Brooke Ashfield introduced Margaret Johnston, new representative elder for Knox, Waterloo

ATTENDANCE:

Ministers: Rev. Susan Clarke (Moderator), Rev Darrell Clarke (Clerk), Rev. John Borthwick Rev. Brooke Ashfield, Rev. Scott McAndless, Rev. Kathy Morden, Rev. Mark Lewis, Rev. Glen Soderholm, Rev. Linda Ashfield, Rev. Scott Sinclair, Rev. Amanda Bisson, Rev. Nick Pavel, Rev. Johan Olivier, Rev. Karla Wubbenhorst, Rev. Mark Gaskin, Rev. Alex MacLeod, Rev. Bill Bynum

Representative Elders: Daewoon Lee, Lenora Arbuckle, Ross Rowat, Joan Knox, Gibson McIlwrath, Grant Scott, Vern Platt, Jim Zaryski, Bill Cassels, Janet MacDowell, Donna Henry, Andrew Foster, Frank Kivell, Marion Hunter, Peggy Lennox, Margaret Johnston, Candace Delane, Carolyn Boyne, George Forsyth, Pauline Hall,

Alternate Representative Elders: Peter Goudy, Doris Tubman, Doug McCaig, Erik Krabbes, Helen Cleghorn, Donald Paddock

WMS: Jean Godin

Students: Diane Boyd

Appendix: Rev. Angus Sutherland, Rev. Calvin Brown

Treasurer: Allan Stewart

Darrell Clarke, Clerk – clerkwatwell@gmail.com

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Guests: Eloise Gardiner, Jim Akerstream, Alex McNabb, John Bouwmeester, Steve March, Rev. Bill Vanderstelt, Rob Evans, Dwayne Rising, Junghee Ahn

REGRETS:

Ministers: Rev. Ed Charlton, Rev. Jane Swatridge, Rev. Mark Richardson, Rev. Frank Szatmari,

Rep Elders: Lydia Maitland, Joanne Baxter

Appendix: Rev. Walter McLean, Rev. Linda Bell, Lydia Maitland,

EGEF: Mike Wasyluk,

Adoption of Proposed Agenda

Moved by Brooke Ashfield/John Borthwick that the proposed agenda be adopted as presented. Carried

Minutes:

Moved by John Borthwick and seconded by Glen Soderholm that the minutes of the regular meeting of Presbytery, as presented, be adopted. Carried

REPORTS

BUSINESS COMMITTEE – See “Appendix A”

Moved by Mark Gaskin/John Borthwick that the report of the Business Committee be received and considered. Carried

Moved by Mark Gaskin/John Borthwick that the actions of the Business Committee in assigning the correspondence be homologated. Carried

Note: The following correspondence received before the meeting was added
 #18-5 Rev. Chris Ji Hoon Minister, Joonim, Waterloo Letter re – Ministry

To Receive and Consider an appointment for Rev. Amanda Bisson

Narration of the Steps

The Rev. Bill Vanderstelt of Knox Presbyterian Church, Goderich, the Presbytery of Huron-Perth is invited to narrate the steps leading to the Appointment for a term of three years for Rev. Amanda Bisson.

Appointment to the Rev. Amanda Bisson (and guarantee of stipend): The Clerk of Presbytery read the terms of appointment. It was noted that the extract of the Minutes of the November 28, 2017 of the special meeting of the Presbytery of London, supporting the call, has been received by the Clerk.

Moved by Darrell Clarke/John Borthwick That the Appointment to the Rev. Amanda Bisson be received and considered. Carried

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The congregation and session of Eden Mills Presbyterian Church and Rockwood Presbyterian Church have been cited by the Clerk.

Moved by Darrell Clarke/Greg Smith that the representatives of Eden Mills Presbyterian Church and Rockwood Presbyterian Church be heard.

Eloise Gardner, Clerk of Session of Rockwood spoke on behalf of Rockwood and Eden Mills Presbyterian Church.

Moved by Darrell Clarke/Linda Ashfield that the appointment to the Rev. Amanda Bisson be sustained and placed in the hands of the Rev. Amanda Bisson.

The Appointment was placed in the hands of Rev. Amanda Bisson by the Moderator. Amanda spoke and gave thanks to the Presbytery.

The moderator offer prayer for Rev. Bisson on her appointment.

Amendment to the Standing Orders, referral from November Meeting

Moved by Darrell Clarke and seconded by John Borthwick that:

Section 2 of Appendix A, entitled "PRESBYTERY DEVELOPMENT FUND," be renumbered as section 2.1 and that the following section 2.2 be added:

- a. No loan shall be granted that exceeds the net assets of the congregation. (amended 14/11/17).

The motion was carried

Approval and Funding for GoTo Online Meeting Application

Moved by Darrell Clarke/Brooke Ashfield that the Presbytery of Waterloo-Wellington fund the Go to Meeting online conference application for a trial period of one year at the cost of \$480 plus applicable taxes, with evaluation and report back to the Presbytery at the end of the trial. Carried

A request was made for further information with regard to whether individual congregations or small groups could use the application.

Nominations to General Assembly Committees

Moved by Darrell Clarke/Linda Ashfield that the Presbytery approve the nomination of the Rev. Greg Smith to the Committee on Church Doctrine. Carried

Moved by Alex MacLeod/Joan Knox that the Presbytery approve the nomination of Rev. Dr. Robert J. Dean to the Committee on Church Doctrine. Carried.

Homologation of APCE Fund Application

Darrell Clarke, Clerk – clerkwatwell@gmail.com

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Moved by Darrell Clarke/ Joan Knox that the Presbytery homologate the decision of the Business Committee in regard to this approval for funding from the Creative Ministry with Children and Youth Fund. Carried

Presbytery to Provide Power to Issue to the Business Committee

Moved by Darrell Clarke/Scott Sinclair that the Presbytery provide the Business Committee with the power to issue, in regard to nominations for General Assembly Committees and funding applications outside of the Presbytery, until the next regular meeting of the Presbytery. Carried

Rev. David Whitecross – Add to the Appendix of the Presbytery

Moved by Darrell Clarke/Alex MacLeod that the Rev. David Whitecross be added to the appendix of the roll of the Presbytery. Carried

Commissioners to General Assembly

Moved by Darrell Clarke/Amanda Bisson that the following be appointed commissioners to the General Assembly to be held within the Presbytery of Waterloo-Wellington from Sunday, June 3 to Weds. June 6, 2018:

Ministers – Rev. Mark Lewis (leader), Rev. Glen Soderholm, Rev. Aubrey Botha (confirmed), Rev. Mark Richardson, Rev. Scott Sinclair (confirmed)

Alternates - Rev. Susan Clarke, Rev. Greg Smith

Elders – Knox, Crieff; Eden Mills; St. Andrew's, Mount Forest; Rockwood; St. Andrew's, Gordonville

Alternates – Duff's, Puslinch; Kitchener East; Cambridge, Central; St. Andrew's Guelph, Westside, Cambridge,

The motion was carried.

Request from Doon PC for Cooke's Fund

Moved by Nick Pavel/Gib McIlwrath that the application for funding from the Cooke's Fund for Doon Presbyterian Church be approved and forwarded to the Trustee's of the Cooke's Fund. Carried

Committee of Inquiry to Knox's Galt

Moved by Darrell Clarke/mark Gaskin that the Terms of Reference of the Committee of Inquiry in response to the notification of sale provided to the Presbytery on November 22, 2017, by the Session of Knox's Galt; be approved.

Discussion followed. Point of Order: Gib McIlwrath on whether a commission or committee was necessary as per the Book of Forms section 200.8 and the discussion of the previous Presbytery meeting.

The recommendation was carried.

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Moved by Darrell Clarke/Scott Sinclair that the members of the committee as recommended be approved, with the committee empowered to add one more member to itself. Carried

The Members of the Committee are: Rev. Brooke Ashfield, Convenor; Rev. Jane Swatridge, Graham Parsons, Harry Jansen, and an individual to be added by the committee.

The Clerk presented the following items for the information of the Presbytery:

- Moderator election. Ballots are available this evening and you are encouraged to fill you're your ballot this evening. Please do not take home someone else's ballot with you.
- Statistical Reports due March 1
- Confirmation of Presbyterian Sharing Allocations as soon as they are approved.

Moved by Darrell Clarke/John Borthwick that the report as a whole of the Business Committee be approved. Carried

TREASURER'S REPORT – See Appendix “B”

Moved by Mark Gaskin/Mark Lewis that the report of the Treasurer be received and considered. Carried

The Treasurer, Allan Stewart, provided a brief update on the financial situation of the Presbytery. The financial report as of year end, December 31, 2017, was received for information. The treasurer also reported on recent year trends in membership, households and giving. A draft Comparative Balance Sheet and Income Statement for the 2017 year to date was presented. The full audited departmental presbytery financial statements for 2017 including a breakdown of the general, development, trust and reserve funds will be provided at a later date, after final investment results are known and the audit has been completed.

The treasurer also clarified the Presbytery Mileage policy. Fulltime ordained ministers will consider travel to presbytery and committee meetings as “part of the job”. They will recover this expense either through a travel allowance in their contract or via their annual CRA tax returns. The 2017 CRA rate is 0.54 cents on the first 5,000 kilometres and 0.48 cents on the remainder.

Representative elders and those on the appendix may submit a claim by marking one-way trip kms. on the sign in sheet only where the one-way trip is 15 kms. or more. Payment will be made twice per year, for the period from January to June and July to December, and as of late 2017 the current rate is 0.45 cents per kilometre.

Moved by Mark Gaskin/Mark Lewis that the report of the whole be accepted by the Presbytery. Carried

EDUCATION, ISSUES AND FELLOWSHIP COMMITTEE – See Appendix “C”

Moved by Kathy Morden and seconded by Peggy Lennox that the report of the EIF committee be received and considered. Carried

Kathy Morden presented the report on behalf of the Rev. Ed Charlton.

Moved by Kathy Morden/Peggy Lennox that the Presbytery of Waterloo-Wellington grant \$12000 from the Congregational Renewal Fund to support Knox Palmerston renewal plan. Carried

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Moved by Kathy Morden/Peggy Lennox that the Presbytery of Waterloo-Wellington approve this report as a beginning document to the further discussion on Physician Assisted Suicide to the Committee on Church Doctrine. Carried

Moved by Kathy Morden/Peggy Lennox that the Presbytery of Waterloo-Wellington approve the report as a beginning to the discussion but we request a fuller examination which includes all sides to this discussion and include reference to scripture and include a more interaction with Jesus in the document. Carried

Moved by Kathy Morden/Peggy Lennox that the Presbytery of Waterloo-Wellington approve the report on Equalizing Elders without comment. Carried

Moved by Kathy Morden/Peggy Lennox that the Presbytery of Waterloo-Wellington approve the change to the censure definitions as outlined in the A&P 2017. Carried

Re reports on human sexuality: The committee noted that it did not have enough time to come to a consensus to bring a recommendation to presbytery regarding the following reports from the Committee on Church Doctrine: "Where from Here?", "The Historical Argument concerning Human Sexuality", and "Covenanted Monogamous Same-Sex Relationships;" and the Life and Mission Agency's report on the Sexuality Overtures.

Moved by Kathy Morden/Lenore Arbuckle that the Historical Argument concerning Human Sexuality not be approved. This motion was withdrawn.

Moved by Alex MacLeod/Gib McIlwrath that the reports from the Committee on Church Doctrine and the Life and Mission Agency be referred back to the EIF committee. Carried

Moved by Kathy Morden/Peggy Lennox that the Presbytery of Waterloo-Wellington extend an invitation to the Bunun Presbytery to select and send two young people to attend Canada Youth 2018 and that we would cover half of their airfare and the full registration cost of Canada Youth. Funding to be determined at a later date. Carried

Moved by Kathy Morden/Peggy Lennox that the report of the whole be accepted by the Presbytery. Carried

COMMITTEE ON MINISTRY – See Appendix "D"

Moved by Scott Sinclair/Brooke Ashfield that the report of the Ministry committee be received and considered. Carried

Request for Inter-mission for the Rev. Scott McAndless

Background: At the June 2017 meeting of Presbytery a motion was passed to approve the request of Rev. Scott McAndless to take inter-mission in the spring of 2018. This motion was not recorded in the minutes to that meeting. To remedy this oversight the CoM brings the following motion.

Moved by Scott Sinclair/Brooke Ashfield that the request of Rev. Scott McAndless to take inter-mission beginning in mid-April 2018 be approved and that Rev. McAndless inform the Committee on Ministry regarding specific dates, preaching supply and pastoral oversight for St. Andrew's Presbyterian Church, Hespeler during his absence. Carried

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Scott McAndless spoke to the motion and asked that the Presbytery provide clarification on the subject of intermission and provide support to ministers wishing to avail themselves of it.

Moved by Scott Sinclair/Brooke Ashfield that the Presbytery of Waterloo-Wellington designate April 15th, 2018 as Presbytery Pulpit Exchange Day. Carried

Congregations wishing to participate in this exchange are to contact Rev. Scott Sinclair no later than April 4th, 2018.

Moved by Scott Sinclair/Linda Ashfield that the Rev. Chris Jihoon Cho be placed on medical leave pending an authorizing letter from a medical professional. Carried

Moved by Scott Sinclair/Brooke Ashfield that Rev. Darrell Clarke be appointed interim-moderator pro-tem immediately for a term of 4 months to be extended as necessary. Carried.

Moved by Scott Sinclair that the business committee appoint 2 advisors to the interim moderator pro-tem. Carried.

Moved by Scott Sinclair/Brooke Ashfield that the report of the whole be accepted. Carried

CONGREGATIONAL AFFAIRS COMMITTEE – see appendix “E”

Moved by Johan Olivier/John Borthwick that the report of the Congregational Affairs committee be received and considered. Carried

Moved by Johan Olivier/John Borthwick that the Presbytery approves the appointment of the Rev. Angus Sutherland as Stated Supply to Knox's Galt Presbyterian Church for the year 2018 according to the terms of the current contract. Carried

Moved by Johan Olivier/John Borthwick that the Reverend Karla Wübbenhorst be appointed interim moderator of the Sessions of Rockwood and Eden Mills Presbyterian Churches effective February 12, 2018; and that the Clerk shall provide notice to the Clerk of Session.

Moved by Johan Olivier/John Borthwick That Rep Elder George Forsyth (Westminster-St. Paul's) and Janet de Groot (Knox-Conn) be appointed as the advisory committee for the interim moderator. Carried

Moved by Johan Olivier/John Borthwick that the report of the whole be accepted. Carried

MISSION AND OUTREACH COMMITTEE – See appendix “F”

Moved by Mark Gaskin/Frank Kivell that the Mission and Outreach Committee report, including the three attached appendices be received. Carried

The recommendation that a \$20,000 grant for 2018 (and funding for 2019 and 2020) for the Two Rivers Congregation (Guelph) be approved; and, that the grant be paid from the Presbytery's Development Fund, was withdrawn and referred to the Business Committee for consideration. Agreed.

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Moved by Mark Gaskin/Frank Kivell that a \$8,000 grant be approved for the Missional Training Proposal;
and, that the grant will be paid from the Presbytery's Congregational Renewal Fund. Carried

Diane Boyd provided the presbytery with a summary of the proposal.

Moved by Mark Gaskin/Frank Kivell that the report of the whole be accepted. Carried

NEXT MEETING

The next regular meeting of Presbytery will be held on Tuesday, March 13, 2018, at 7PM (refreshments at 6:30 pm) at – Calvin Presbyterian Church, Kitchener

ADJOURNMENT

The business being complete, the court adjourned on motion of John Borthwick and duly seconded. Carried
The Moderator closed the meeting with prayer and the Benediction.

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Appendix A: Business Committee Report

Recommendation

That the report of the business committee be received and considered.

A. Correspondence – Nov. 17 – January 9

Recommendation

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

17 - 155 Harry Heidinga	Clerk, Session of Knox, Palmerston	2nd Wave Palmerston Funding Proposal Resignation from IM Advisory Committee, Knox's Galt
17 - 156 Rev. John Borthwick	Minister, Knox, Guelph	Committee, Knox's Galt
17 - 157 Robert Quarrie	Clerk of Session, Knox's Galt	Advice on Letter to Presbytery
17 - 158 Carrie MacMillan	Pension and Benefits	2018 Congregational Assessments
17 - 159 Rev. John Borthwick	Forwarding note of Heather Chappel, Stewardship and Planned Giving	2018 Recommended Presbyterian Sharing Allocation
17 - 160 Terri-Lee Hamilton	Assembly Office	Nomination deadline for Moderators
17 - 161 Robert Quarrie	Clerk of Session, Knox's Galt	Notification of letter being sent by Registered Mail
17 - 162 Robert Quarrie	Clerk of Session, Knox's Galt	Inquiry as to attendance at Bus. Committee meeting
17 - 163 Frances Hogg		Acknowledgement nomination of Rev. Mark MacLennan for Moderator
17 - 164 Rev. Peter Bush	Moderator, 143rd General Assembly	Advent Letter
17 - 165 Rev. John Henderson	Clerk, Presbytery of Huron Perth	Call to the Rev. Amanda Wickenheiser (electronic and registered mail)
17 - 166 Susan Shaffer	Assoc Sec. Ministry and Church Vocations	Starting Well Program
17 - 167 Rev. John Borthwick	Minister, Knox, Guelph	Acceptance of Pres. Sharing Allocation
17 - 168 Rev. Linda Ashfield	Minister, Knox, Waterloo	Retirement of Laurence Pentelow; recognition at future Presbytery Meeting
17 - 169 Heather Chappel	Stewardship & Planned Giving, PCCC	Presbyterian Sharing November Update
17 - 170 Terri-Lee Hamilton	Assembly Office	Implementation of PCC Strategic Plan, Report Back by March 2018
17 - 171 Terri-Lee Hamilton	Assembly Office	Ballots and Election of Moderator Instructions
17 - 172 Tori Smit	Clerk, Toronto East	M. Yoon Certificate of Ordination
17 - 173 APCE		Renewal of Membership
17 - 174 Mike and Lauren Wasyluk	Youth and CE Directors, St. Andrew's, Kitchener	Application for APCE Conference Funding from Creative Ministry with Children and Youth Fund
17 - 175 Jennifer DeCombe	Assoc. Secretary, Canadian Ministries	Receipt of Application for APCE
17 - 176 Rev. Nick Pavel	Minister, Knox, Palmerston	Conference funding from WW Application for VBS Funding
17 - 177 Junghee Ahn	Rep. Elder and Clerk of Session, Joonim PC	Resignation of Rev. Chris Cho (Dec 19)
18 - 1 Rev. Mark McLennan	Minister, St. Andrew's, Woodstock	Thank you for nomination as moderator.
18 - 2 Rev. Cheri Inksetter	Clerk, Presbytery of Niagara	Invitation to SoulShop Workshop
18 - 3 Rev. John Henderson	On-line lay education coordinator	Invite to on-line lay education program
18 - 4 Rev. Mark Lewis	Minister, St. Andrew's, Kitchener	Nomination of the Rev. Greg Smith to the Committee on Church Doctrine

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B. To Receive and Consider a Call to Rev. Amanda Bisson

1. Narration of the Steps

The Rev. Bill Vanderstelt of Knox Presbyterian Church, Goderich, the Presbytery of Huron-Perth is invited to narrate the steps leading to the Call and to share the terms of the Call to the Rev. Amanda Bisson

2. Call to the Rev. Amanda Bisson (and guarantee of stipend), - Darrell Clarke, Clerk

Note: The extract of the Minutes of the November 28, 2017 of the special meeting of the Presbytery of London, supporting the call, has been received by the Clerk.

3. Attestations – Darrell Clarke, Clerk

- of call signatures
- of concurrence
- Summary of attestation of call signatures and concurrence to call Members

4. Receive and Consider the Call

Recommendation:

That the Call to the Rev. Amanda Bisson be received and considered.

Recommendation

That the representative of Knox Church, Goderich, be heard.

The congregation and session of Eden Mills Presbyterian Church and Rockwood Presbyterian Church have been cited by the Clerk.

Recommendation

That the representatives of Eden Mills Presbyterian Church and Rockwood Presbyterian Church be heard.

Recommendation

That the Call to the Rev. Amanda Bisson be sustained as a gospel call and placed in the hands of the Rev. Amanda Bisson.

The Call is placed in the hands of Rev. Amanda Bisson by the Moderator (Note: The candidate has seven days to declare if he accepts the Call.)

Prayer of the Moderator

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Moderator:
 The Rev. Theresa
 McDonald-Lee
 Box 153
 Goderich ON N7A 3Z2
 519-529-737
trillium@campkintail.ca



Clerk:
 The Rev. John C. Henderson
 P.O. Box 824
 Exeter ON NOM 1S6
 519-235-2608
henderson.johncharles@gmail.com

November 28th 2017
 The Rev. Darrell Clarke, Clerk
 Presbytery of Waterloo-Wellington
 35 Roos St.,
 Kitchener ON N2P 2B9

Extract of Minute

Time and Place	The Presbytery of Huron-Perth met in regular session in Knox Presbyterian Church, Goderich ON, on Wednesday, November the twenty-second in the year of our Lord two thousand and seventeen at ten thirty o'clock in the morning.
Present	R. Adams, G. Ament, C. Calkin R. Congram, M. Fraser, M. Gedcke, C. Ireland, T. McDonald-Lee (Moderator), E. Naylor, D. Nelson, B. Vanderstelt, M. Wolfe. Ministers. C. Gillanders-Adams, J. Henderson (Clerk). L. Pasmore, M. Peck, Ministers on the Appendix. D. Brooks, A.Coulter, R. Love, C. McEwin, B. McLean, H Mitchell, E. Stevenson, J. Waldie. Elders R. Reath, Treasurer.
Regrets	D. McCallum, Minister T. Nelson, Minister on the Appendix. J. Crawford, M. Dykstra, P. Stewart, D. Bisson. Elders.
Appointment of Assistant Minister of Development at Knox Goderich	<i>Knox Goderich:</i> Ms. Love reminded the Court that the position description for an Assistant Minister for Development at Knox Goderich and the formal Agreement, containing stipend and benefits, were reviewed and approved at the September 27 th meeting of Presbytery with direction for some editing (see pp '17-77 to 79). The editing has been reviewed by the Administration Committee and is presented below.
Goals	

Goals and Expectations for the position of Assistant Minister for Development *The goals for this Ministry shall include:*

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- connecting with young families in the congregation and community and helping them integrate into the life of the congregation.
- helping to develop the connections made through Kintail on the Road, Junior Choir and programming at Camp Kintail into stronger connections with the children, young people and families.
- help us (Knox) understand how to be the church to the generations who have grown up in a time when the church was not the center of community and family life.
- explore and develop links with congregations where it is advantageous to work together to provide programming and resources.

Expectations

The expectations of the Assistant Minister for Development shall include:

Work with the congregation to develop programs that connect with young families.

Explore opportunities to reach out to new-comers in the community of all ages, and help integrate them into the life of the congregation.

Helping build Knox's on-line presence as a way to reach out to the community.

Share with the Lead Minister to provide traditional ministry tasks including:

- . regular participation in the leadership of all aspects of worship;
- . provide pastoral care for sick and shut-in;
- . officiate at weddings and funerals;
- . work with the committees of the Congregation to assist them in carrying out their assigned tasks;
- . attend meetings of the Session and of the Congregation's committees as required;
- . perform other administrative duties as required;
- . attend Presbytery meetings and participate in the life of the Presbytery.

The Agreement

This Agreement outlines the terms for the position of Assistant Minister for Development

with Knox Presbyterian Church Goderich

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

2.0 The candidate to be a Minister of Word and Sacrament, of the Presbyterian Church in Canada.

3.0 This ministry is full time.

4.0 This ministry is for a term of three years and will begin on March 1st 2018 and end February 28th 2021, subject to the date of release of

Stipend and benefits

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the Presbytery of Waterloo Wellington and may be renewed with the consent of all parties, or proceed to a call at a later date

5.0 *The stipend and allowances shall meet or exceed General Assembly and Presbytery requirements.*

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

Stipend (inclusive of travel allowance) \$ 42,364

Housing Allowance (inclusive of utilities) \$ 16,500

Book Allowance \$ 500

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

. Five weeks vacation per year.

. Pension payments as required by the Pension Plan of The Presbyterian Church in Canada

Health and Dental benefits per The Presbyterian Church in Canada plan.

. Annual Continuing Education allowance of \$1,000 according to Presbytery of Huron-Perth regulations, to be used on approval of the Presbytery.

. Moving costs as applicable.

. Cost of pulpit supply during the Minister's vacation and continuing education leave.

8.0 *The Minister is accountable to the Presbytery as a member of that court.*

9.0 *This Agreement can be terminated at the request of either the Congregation or the Assistant Minister on 60 days written notice, in which case the policies of the Presbyterian Church in Canada will be followed.*

10.0 *This Agreement shall be subject to the laws of the province of Ontario.*

11.0 *This Agreement may only be amended or modified in writing and with the consent of all parties and approval of Presbytery..*

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

For the CONGREGATION:

Clerk of Session

For the Assistant MINISTER:

Assistant Minister for Development

For the PRESBYTERY OF HURON-PERTH

Clerk of Presbytery

John C. Henderson, Clerk
 Presbytery of Huron-Perth

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C. Amendment of the Standing Orders, Referral from November Regular Meeting

At the November 17, 2017 meeting of the Presbytery, the following motion, of which notice was given on September 14, 2017; was referred back to the Business Committee to define the word assets as contained in proposed section 2.2. The terms assets has been defined as net assets.

1. Notice of Motion from September 14, 2017 – Changes to the standing order of the Presbytery of Waterloo-Wellington

Notice of Motion – Standing Orders

As per the request of the PCC Commission on Assets – the Standing Orders for the Development Fund of the Presbytery of Waterloo-Wellington be changed as follows:

Section 2 of Appendix A, entitled “PRESBYTERY DEVELOPMENT FUND,” be renumbered as section 2.1 and that the following section 2.2 be added:

2.2 No loan shall be granted that exceeds the total net assets of the congregation. (amended 14/11/17).

Recommendation

That Section 2 of Appendix A, entitled “PRESBYTERY DEVELOPMENT FUND,” be renumbered as section 2.1 and that the following section 2.2 be added:

- b. **No loan shall be granted that exceeds the net assets of the congregation. (amended 14/11/17).**

D. Approval and Funding of GoTo Online Meeting Application

Gotomeeting.com application:

It is an online meeting and video conferencing software that enables the user to meet with other computer user via the Internet in real time. This service enables telephone and online audio and video conference calls. The application could be used by Presbytery committees, ad hoc meetings of commissions, committees, etc. The application would not be used for Presbytery meetings.

Recommendation

That the Presbytery of Waterloo-Wellington fund the Go to Meeting online conference application for a trial period of one year at the cost of \$480 plus applicable taxes.

E. Nomination of Rev. Greg Smith to the Committee on Church Doctrine

Recommendation

That the Presbytery approve the nomination of the Rev. Greg Smith to the Committee on Church Doctrine.

Darrell Clarke, Clerk – clerkwatwell@gmail.com

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F. Homologation of the Approval for Application for Funding... (Correspondence #173)

On December 17, 2017, the Clerk received two applications for funding from Creative Ministry with Children and Youth Fund for CE and youth leaders to attend the APCE conference in Louisville at the end of January. The applications are for \$750 each and Mike and Lauren Wasyluk of St. Andrew's, Kitchener applied for such funding. Given that the deadline for such application was December 31, 2017, and no regular meeting of the Presbytery was planned before that date; the business committee approved the application. Jen De Combe, Associate Secretary, Canadian Ministries accepted the application based on this approval.

Recommendation

That the Presbytery homologate the decision of the Business Committee in regard to this approval for funding from the Creative Ministry with Children and Youth Fund.

G. Presbytery to Provide Power to Issue to the Business Committee until the March Regular Presbytery Meeting

Recommendation:

That the Presbytery provide the Business Committee with the power to issue, in regard to nominations for General Assembly Committees and funding applications outside of the Presbytery, until the next regular meeting of the Presbytery.

H. Rev. David Whitecross – Add to the Appendix of the Presbytery

The Rev. David Whitecross concluded his ministry at St. Andrew's Fergus on December 31, 2017.

Recommendation:

That the Rev. David Whitecross be added to the appendix of the roll of the Presbytery.

I. Commissioners to General Assembly

Ministers – Rev. Mark Lewis (leader), Rev. Glen Soderholm, Rev. Aubrey Botha (confirmed), Rev. Mark Richardson, Rev. Scott Sinclair (confirmed)

Alternates - Rev. Susan Clarke, Rev. Greg Smith

Elders – Knox, Crieff; Eden Mills; St, Andrew's, Mount Forest; Rockwood; St. Andrew's, Gordonville

Alternates – Duff's, Puslinch; Kitchener East; Cambridge, Central; St. Andrew's Guelph, Westside, Cambridge,

Recommendation

That the above Commissioners be appointed to attend the General Assembly to be held within the Presbytery of Waterloo-Wellington from Sunday, June 3 to Wednesday, June 6 , 2018, representing the Presbytery of Waterloo-Wellington.

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J. Application of Doon Presbyterian Church to the Cooke's Fund



DOON₁₆₅
Glorifying God for 165 years

December 31, 2017
Trustees of Cooke's Church, Cooke's Fund,
Presbytery of East Toronto

Dear Trustees,

We would like to begin by thanking you again for your confidence in our outreach efforts over the last three years.

Your confidence in us continues to see great advances in our outreach objectives. Our numerous outreach activities and events have resulted in several new families, becoming part of our faith community, including over fifty children. This connection is not only a connection through worship on Sunday morning, but a connection through numerous other ministries of our church including our summer camps, seasonal events, café church and other events.

Doon is fortunate to have a church community within a region that has the highest percentage of residents under the age of 24 in the Kitchener Waterloo Region. Additionally, the church's community area is rapidly growing. Between now and 2030 approximately 7000-9000 new homes will be built within a 8 km drive of the church. In 2018, 2000 New homes are scheduled to be built. We have also formed a partnership with the Doon South Community Association to support community events as well as the Pioneer Park Community Association to hold several of their programs in our facility. As such, and with your help, our mission remains to situate Doon PC as a place for the local community to belong in faith and the development of spiritual community and as a place for Doon to go from – out into the community.

Our Request

To continue our momentum with youth and young family outreach to our community during the critical spring and summer period, we are requesting a grant of \$3192 based on section (f) of the Cooke's Fund guidelines. This would fund a post-secondary student for a period of 8 weeks starting July 3rd and continuing for eight weeks ending August 24th, 2018. Doon will finance an additional 8 weeks at the rate of \$14 per hour for 28.5 hours per week.

Statement of Objectives

At this time, we will be offering an expanded outreach program, building on our 2016-2017 efforts, introducing new opportunities for youth and young families to connect with Doon through Tasty Tuesday events, Market Days, Doon Java Summer Café, summer arts and music camps, aboriginal culture camp and our annual Vacation Bible School.

Summer Outreach Program Description and responsibilities:

The key projects in which the Summer CE and Outreach Program Coordinator will be involved:

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1. Support and implementation of the Summer Community Meal (Tasty Tuesday) Ministry in June and July.
2. Support and implement the Doon Java Summer Café program from May 22 to August 25th.
3. Set up and support for the summer music and art camps in cooperation with the Pioneer Park and Doon South Community Associations and the Homer Watson Art Gallery and School (3 weeks in July)
4. Support Community/Market Day Events (2-3 events)
5. Support the set up and help lead the summer VBS program in August

Update on 2017 Efforts and looking ahead to 2018:

In 2017 we operated the second year of the Tuesday Night Food Truck Festival which ran from June until August. Feedback from community members has caused us to redefine this program to focus on church and community group food events with an emphasis both on fundraising for non-Doon groups and community outreach. We are in conversations with the Conestoga College Culinary program and the City of Kitchener for a summer outdoor food incubator program to support this program.

Along with this outreach we will continue our community café program in cooperation with members of the congregation and local community helpers. This is an informal way to reach young families. We are building on this with the introduction of a café community service early in 2018.

We operated two aboriginal culture camps this summer and plan to operate at least one camp in the summer of 2018. Our day camp focus this year is being developed around the summer day camp program of the Homer Watson Gallery – adjacent to the church, and two local community associations. Three week-long camps will be held in July 2018. Our Summer VBS camp will be the final event as we anticipate over 60 children (from our summer camp families) and community families participating in this event.

We are grateful for the support of the Cooke's fund in our growing outreach. Our core focus remains reaching out to our growing community. We remain confident that as the nature of what it is to be church in 21st century, that Doon will continue to evolve through the leadership of the Holy Spirit. We submit this application and hope that you will continue to support Doon in its efforts to bring the Good News of the Kingdom to our community. We very much appreciate the efforts of the Cooke's fund and thank you for your consideration of our application.

Appendix:

Our application is based on Section F of the Cooke's fund guidelines:

(F) Special and Short Term Ministries - a grant to a maximum of \$400 per week up to a maximum of eight weeks for innovative, congregational based, seasonal ministries that focus on youth and outreach into the community. The grant must be matched by at least an equivalent amount from other sources.

Extract of Doon Session Minutes, emergent meeting December 31, 2017

Moved by Tom Vanderstelt and seconded by Kingsley Daniel that the Session of Doon Presbyterian Church make application for a grant from the Cooke's Fund in the amount of \$3192 in support of summer CE and Outreach Support. Carried

Recommendation

That the application for funding from the Cooke's fund of Doon Presbyterian Church be approved and forwarded to the Trustee's of the Cooke's Fund.

Darrell Clarke, Clerk – clerkwatwell@gmail.com

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K. Commission to Knox's Galt – terms of reference and membership

Letter of Notice of November 22, 2017 received from the Session of Knox's Galt

Reverend Darrell Clarke
Clerk of Presbytery
Presbytery of Waterloo-Wellington

Dear Reverend Clarke,

Re: Knox's Galt Presbyterian Church Sale

At the Presbytery of Waterloo-Wellington meeting November 14, 2017, it was indicated by the Clerk of Presbytery, that once a letter was received from Knox's Galt Presbyterian Church, the Business Committee of Presbytery would strike a Commission and set guidelines to make minute inquiry into the proposed sale of Knox's Galt to Grace Bible Church.

Pursuant to Section 200.8, Book of Forms, The Presbyterian Church in Canada, the Congregation of Knox's Galt Presbyterian Church requests the sanction of the Presbytery of Waterloo-Wellington for the potential sale of the Church Property located at 2 Grand Ave., South, in the City of Cambridge. Requested sale would be to Grace Bible Church, City of Cambridge, pursuant to their proposal dated October 12, 2017.

Grace Bible Church's terms of proposal were approved by the Session of Knox's Galt Presbyterian Church at their Session Meeting, October 18, 2017. Session approved the proposal by near unanimous vote (there was one vote against, noting a dispute with the language of the motion) before Session. Grace Bible Church's proposal was approved by the Congregation of Knox's Galt Presbyterian Church at a properly constituted Congregation Meeting on November 5, 2017. Congregation's support for the proposal was unanimous. Note that both results were subject to the approval in principle by the Presbytery of Waterloo-Wellington to proceed in completing a formal agreement with Grace Bible Church, which would also be subject to a final approval by Presbytery.

As you are aware from discussions at the Presbytery meeting, we would request that the matter receive a timely response in order to proceed with the approval process.

Yours in Christ,
Robert Quarrie
Clerk of Session, Knox's Galt Presbyterian Church

(By Registered Mail)

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Terms of Reference: Committee of Inquiry in response to the notification of sale provided to the Presbytery on November 22, 2017, by the Session of Knox's Galt.

Preamble

Pastoral care of congregations in ministry, mission and finances, is a primary concern of every presbytery. The Presbytery of Waterloo-Wellington is dedicated to the effective ministry and witness of Knox's Galt Presbyterian Church. Following a formal request from the congregation to enter into a property arrangement with another non-Presbyterian congregation, Grace Bible Church of Cambridge (<http://www.gbccambridge.com/>) the Presbytery is required to follow all reasonable steps of oversight and pastoral care as required by the Presbyterian Church in Canada. The Presbytery may appoint a commission/committee to fulfil the role of the Presbytery in making inquiry into all aspects of congregational health, viability and the possible disposal of property, as held by the congregation's trustees.

Trustees of a congregation hold title to all property including buildings. A congregation is required to seek and be granted permission of the presbytery prior to making any arrangements in real estate; including sale, granting an "option to purchase" (which must meet the same requirements of diligence as that of the sale of property), mortgaging, securing a line of credit against a property, consideration of long term lease, or lease back arrangements, all require permission from the presbytery before proceeding. A commission/committee may also look into the future state of the congregation, or the Interim Moderator may report separately on this matter. The Interim Moderator acts in all aspects of this process in the role of moderator of the church session, as would a called minister.

A commission/committee may also look into the future state of the congregation, or the Interim Moderator may report separately on this matter. However, if the structure of sale or lease impacts the future functioning of the congregation, it may be considered part of the terms of reference. Strictly speaking, an Interim moderator is responsible for the functioning of the Session and the filling of the pulpit during the vacancy, and the calling of a minister on behalf of the Presbytery.

As per section 200.8 of the book of forms, when such assistance is requested or notice made to the Presbytery, the Presbytery will establish a commission/committee to:

200.8 No congregation may sell, mortgage, or otherwise contract debt upon the security of church property or negotiate a loan for capital purposes, without first obtaining the sanction of the presbytery. The presbytery is enjoined to make minute inquiry into the circumstances of each case, the presbytery realizing its grave responsibility in the matter (see sections 151 and 162.1).

The responsibility for providing such assistance may be assigned to a commission/ committee of the Presbytery equipped with the necessary experience and expertise. They would assist in helping the congregation to appropriately engage a realtor, receive offers, agreements, complete a sale or any other contract.

If the congregation (not dissolved) does not have the wherewithal to continue the maintenance of its building, this also may be investigated and recommendations made. Until such sale or lease, the Presbytery **may** undertake the maintenance of the building and contract for repairs deemed necessary prior to its sale, and **may** recruit necessary professionals to manage the sale, and to evaluate offers.

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The commission/committee may make recommendations regarding all matters related to a sale of property. With regard to the sale of the building to another Christian congregation which has continued to use it for worship, while preferable, any agreement should follow the same process of sale.

In all cases of sale or lease, the ability of the existing congregation or Presbytery to handle any liability from any structured sale must be examined, and ensure that any liability is mitigated for all PCC parties.

Thus:

The Presbytery of Waterloo Wellington, having been notified by the Session of Knox's Galt via letter dated Nov. 24, 2017, of the desire to sell their building, hereby establishes a committee to make inquiry into the circumstances of such a sale, as per its responsibility under section 200.8 of the Book of Forms, and will report all findings and recommendations to a future meeting of the Presbytery, the committee will:

- Ascertain the value, potential use or sale of the property, review any and all existing agreements, notes, minutes of Session, Presbytery and congregational meetings, related to a proposed sale/lease of the property; and in light of such review, make recommendations to the Presbytery on the disposition of the property known as Knox's Galt.
- These recommendations shall include the sale price, structure of sale, and payment schedule (including down payment or amounts held in escrow until the completion of the sale); the terms thereof as related to the recommendations
- Review the liability of all options upon the presbytery and congregation, and to make recommendations thereto.
- To contract any necessary resources with regards to the physical structure (inspection, engineering); future use (city planning/application); structure of the sale (legal, real estate); and any other resources deemed necessary to undertake its work.
- Review and make recommendations for the maintenance and repair of the building in the support of the sale of the property.
- Review and make recommendations in regards to the plans for the future of the congregation or other measures including a recommendation in regards to the future viability of any congregation in the same location, through amalgamation (200.11) or at another location (200.7).
- To meet with and seek opinion of other congregations within the Presbytery (upon receipt of notice from their session) in regards to any of the above.
- And to investigate any related possibilities which may become known during the course of its inquiry, related to the above terms.

The committee will make its initial set of recommendations to the Presbytery meeting in March, 2018; and inform the Presbytery of additional inquiry to be completed before a final set of recommendations are made.

The committee shall be composed of Rev. Brooke Ashfield, Convenor; Rev. Jane Swatridge, Graham Parsons, Harry Jansen, and an individual to be added by the committee.

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Recommendation:

That the Terms of Reference of the Committee of Inquiry in response to the notification of sale provided to the Presbytery on November 22, 2017, by the Session of Knox's Galt; be approved.

Recommendation:

That the members of the committee as recommended, with committee empower to add one more member to itself, be approved.

L. Items for Information and Action:

- Moderator election. Ballots are available this evening and you are encouraged to fill you're your ballot this evening. Please do not take home someone else's ballot with you.
- Statistical Reports due March 1
- Confirmation of Presbyterian Sharing Allocations as soon as they are approved.

Recommendation

That the report as a whole of the Business Committee be approved.

APPENDIX "B"- TREASURER'S REPORT TO PRESBYTERY AT JANUARY 9, 2018

FINANCIAL REPORT TO DECEMBER 31, 2017

You will see on the following page the report for the general fund to the end of December 2017. When we last met as a presbytery in November 2017, I suggested we might finish the year with a double digit surplus. You will note we did end the year with a surplus of \$14,662 against the balanced budget which had been suggested for 2017. The largest under spent areas were the Bunun Exchange, Travel and Mileage, and Students for Ministry.

Following the financial report you will see the budget for 2018 which was approved at the November 2017 Presbytery meeting at Gale Elmira, and is reported here for information only.

Following the 2018 budget there is a chart which looks at some of the numbers emanating from the 2017 Acts & Proceedings (2016 data) and this chart outlines some recent year trends in membership, households and giving.

After the budget are a DRAFT Comparative Balance Sheet and Income Statement for the 2017 year to date. The full audited departmental presbytery financial statements for 2017 including a breakdown of the general, development, trust and reserve funds will be provided at a later date, after final investment results are known and the audit has been completed.

Travel Expense clarification

Our standing orders are not clear on this matter. The business committee is in agreement on the following. Fulltime ordained ministers will consider travel to presbytery and committee meetings as "part of the job". They will recover this expense either through a travel allowance in their contract or
 Darrell Clarke, Clerk – clerkwatwell@gmail.com

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via their annual CRA tax returns. The 2017 CRA rate is 0.54 cents on the first 5,000 kilometres and 0.48 cents on the remainder.

Representative elders and those on the appendix may submit a claim by marking one-way trip kms. on the sign in sheet only where the one-way trip is 15 kms. or more. Payment will be made twice per year, for the period from January to June and July to December, and as of late 2017 the current rate is 0.45 cents per kilometre.

Respectfully submitted,
Allan Stewart, Treasurer

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FINANCIAL REPORT TO WATERLOO-WELLINGTON PRESBYTERY AS AT December 31, 2017

	<u>to Dec 2017</u>	<u>Budget 2017</u>	<u>Amount remaining</u>
INCOME			
Assessment Income	139,465	139,465	(0)
Income from services	820	1,000	180
Other income - interest	3,352	1,651	(1,701)
Total Income	143,637	142,116	(1,521)
EXPENSES			
Synod Assessment	49,654	49,654	-
Special project - Two Rivers Church	17,000	17,000	-
Special project - Post Sec. student grants	15,600	15,600	-
Special project - Bunun Exchange	1,480	4,000	2,520
Special project - Women Gathering - 2017	1,600	2,500	900
Special project - Canada Youth 2014	-	-	-
Special project - Burst Forth 2014	-	-	-
Special projects - total	35,680	39,100	3,420
Clerk's honorarium	14,012	12,934	(1,078)
Treasurer's honorarium	6,827	6,827	-
CPP/EI	670	451	(219)
Liability Insurance	2,631	3,000	369
General and office supplies	1,497	2,200	703
Telecommunications	955	1,500	545
Audit and legal fees	400	500	100
Bank interest and service charges	133	300	167
Office expenses - total	27,125	27,712	587
Travel and mileage	3,492	6,000	2,508
Meals and hospitality	-	500	500
Travel - total	3,492	6,500	3,008
Grants - U of G chaplaincy	6,000	6,000	-
Grants - Students for Ministry	900	3,000	2,100
Grants - New Life Counselling	1,500	1,500	-
Grants - total	8,400	10,500	2,100
Commissioner's Expenses GA2017	1,606	2,350	744
Conference Funds	2,697	2,500	(197)
Student Psych. assessments/counselling	-	1,000	1,000
Pulpit supply for visitation	-	1,000	1,000
Visitors and Gifts	222	1,000	778
Christian education	100	500	400
Student certification	-	300	300
General expense - Total	4,625	8,650	4,025
Total All Expenses	128,975	142,116	13,141
Surplus/(Deficit)	14,662	-	(14,662)

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2018 BUDGET - WATERLOO-WELLINGTON PRESBYTERY

	Budget 2018	Budget 2017	\$ change	% change
INCOME				
Assessment Income	138,581	139,465	(884)	-0.6%
Income from services	1,000	1,000	-	0.0%
Other income - interest	5,312	1,651	3,661	221.7%
Total Income	144,893	142,116	2,777	2.0%
EXPENSES				
Synod Assessment	52,290	49,654	2,636	5.3%
Special project - Two Rivers Church	12,000	17,000	(5,000)	-29.4%
Special project - Post Sec. student grants	16,400	15,600	800	5.1%
Special project - Bunun Exchange	4,000	4,000	-	0.0%
Special project - Women Gathering (2017)	-	2,500	(2,500)	100.0%
Special project - Canada Youth (2018)	2,500	-	2,500	100.0%
Special projects - total	34,900	39,100	(4,200)	-10.7%
Clerk's honorarium	13,130	12,934	196	1.5%
Treasurer's honorarium	6,930	6,827	103	1.5%
CPP/EI	943	451	492	109.1%
Liability Insurance	3,000	3,000	-	0.0%
General and office supplies	2,000	2,200	(200)	-9.1%
Telecommunications	1,500	1,500	-	0.0%
Audit and legal fees	500	500	-	0.0%
Bank interest and service charges	300	300	-	0.0%
Office expenses - total	28,303	27,712	591	2.1%
Travel and mileage	6,000	6,000	-	0.0%
Meals and hospitality	500	500	-	0.0%
Travel - total	6,500	6,500	-	0.0%
Grants - U of G chaplaincy	9,000	6,000	3,000	50.0%
Grants - Students for Ministry	3,000	3,000	-	0.0%
Grants - New Life Counselling	1,500	1,500	-	0.0%
Grants - total	13,500	10,500	3,000	28.6%
GA & Commissioner's Expenses	2,500	2,350	150	6.4%
Conference Funds	2,500	2,500	-	0.0%
Student Psych. Assessments	1,000	1,000	-	0.0%
Pulpit supply for visitation	1,000	1,000	-	0.0%
Visitors, Donations and Gifts	1,000	1,000	-	0.0%
Christian education (Lay Grants)	500	500	-	0.0%
Clerk's consultation (2018)	600	-	600	100.0%
Student certification	300	300	-	0.0%
General expense - Total	9,400	8,650	750	8.7%
Total All Expenses	144,893	142,116	2,777	2.0%
Surplus/(Deficit)	0	-	0	0.0%

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**Eight Year Comparison of Key Measures 2009 to 2016
 Waterloo-Wellington Presbytery versus the Presbyterian Church in Canada**

WW	h'holds	members	funds raised		PCC	h'holds	members	funds raised
2009	6,044	8,099	6,895,956		2009	85,112	109,423	146,495,237
2010	6,117	7,572	7,459,382		2010	83,545	105,886	150,591,287
2011	5,172	7,335	7,291,666		2011	81,504	102,785	126,244,796
2012	5,154	6,944	7,044,585		2012	79,552	99,570	128,514,202
2013	5,104	6,768	6,955,442		2013	77,291	96,619	127,449,250
2014	4,823	6,524	7,267,976		2014	76,021	93,543	128,231,444
2015	4,660	6,223	7,228,087		2015	74,317	91,036	127,133,882
2016	4,423	6,036	7,373,366		2016	73,589	88,005	128,017,647
since 2015	-5.1%	-3.0%	2.0%		since 2015	-1.0%	-3.3%	0.7%
since 2009	-26.8%	-25.5%	6.9%		since 2009	-13.5%	-19.6%	-12.6%

In 2016 in Waterloo-Wellington there were 20 congregations where the number of units declined, 9 where the unit number rose and 1 which was unchanged. (Two Rivers Church not included here)

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Presbytery of Waterloo-Wellington - Comparative Balance Sheet

	<u>As at 2017-12-31</u>	<u>As at 2016-12-31</u>	<u>Percent</u>
ASSET			
Current Assets			
Royal Bank #100-648-5	133,147.99	23,711.01	461.54
Manulife #1275860 general	339,297.25	80,594.12	321.00
Manulife #1275944 trust	18,360.80	18,230.20	0.72
Manulife #1275951 development	<u>15,414.62</u>	<u>15,305.01</u>	0.72
Subtotal: Bank deposits	506,220.66	137,840.34	267.25
Broker Cash #11A1Q9-A	<u>67.20</u>	<u>0.62</u>	10,738.71
Subtotal: Brokerage cash accounts	67.20	0.62	10,738.71
Accounts receivable	<u>0.00</u>	<u>82.69</u>	(100.00)
Subtotal: Accounts receivable	0.00	82.69	(100.00)
TOTAL: Current Assets	<u>506,287.86</u>	<u>137,923.65</u>	267.08
Investment & other assets			
PCC Consolidated Portfolio	700,000.00	0.00	0.00
National Bank #11A1Q9-A	298,986.03	296,463.48	0.85
Adjust to Market Value	<u>13,430.26</u>	<u>13,430.26</u>	0.00
Subtotal: Investment Accounts	1,012,416.29	309,893.74	226.70
Term deposits	<u>105,003.11</u>	<u>104,480.71</u>	0.50
Subtotal: Term deposits	105,003.11	104,480.71	0.50
Due from congregations	<u>389,280.00</u>	<u>518,500.00</u>	(24.92)
Subtotal: Due from congregations	389,280.00	518,500.00	(24.92)
Computer and programs	2,827.37	1,911.69	47.90
Depreciation: Computer and programs	<u>0.00</u>	<u>0.00</u>	0.00
Net: Computer and programs	2,827.37	1,911.69	47.90
TOTAL: Fixed & Other Assets	<u>1,509,526.77</u>	<u>934,786.14</u>	61.48
TOTAL ASSET	<u>2,015,814.63</u>	<u>1,072,709.79</u>	87.92
LIABILITY			
Current Liabilities			
Accounts payable	0.00	421.68	(100.00)
GST paid (federal portion)	(255.05)	0.00	0.00
HST (provincial portion) paid	<u>(665.78)</u>	<u>0.00</u>	0.00
Subtotal: GST	(920.83)	0.00	0.00
TOTAL: Current Liabilities	<u>(920.83)</u>	<u>421.68</u>	(318.37)
Long Term Liabilities			
Held in trust - Westside	<u>48,323.62</u>	<u>51,323.62</u>	(5.85)
TOTAL: Long Term Liabilities	<u>48,323.62</u>	<u>51,323.62</u>	(5.85)
TOTAL LIABILITY	<u>47,402.79</u>	<u>51,745.30</u>	(8.39)
EQUITY			
Member's Equity			
Opening fund balance	791,120.25	791,120.25	0.00
Prior undistributed surplus (defici	229,844.24	277,559.80	(17.19)
Current undistributed earnings	<u>947,447.35</u>	<u>(47,715.56)</u>	(2,085.62)
TOTAL EQUITY	<u>1,968,411.84</u>	<u>1,020,964.49</u>	92.80
LIABILITIES AND EQUITY	<u>2,015,814.63</u>	<u>1,072,709.79</u>	87.92

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Presbytery of Waterloo-Wellington - Comparative Income Statement

	2017-01-01 to 2017-12-31	2016-01-01 to 2016-12-31	Percent
REVENUE			
Operating Revenues			
Congregational assessments	139,465.32	143,256.68	(2.65)
Donations from individuals	820.00	2,380.00	(65.55)
Subtotal: Charitable donations	820.00	2,380.00	(65.55)
TOTAL: Operating Revenues	140,285.32	145,636.68	(3.67)
Investment income			
Interest earned	5,584.46	8,047.78	(30.61)
Capital gain (loss) - Unrealized	0.00	(4,029.77)	(100.00)
Proceeds of disposition	1,180,177.41	0.00	0.00
TOTAL: Investment income	1,185,761.87	4,018.01	29,411.17
TOTAL REVENUE	1,326,047.19	149,654.69	786.07
EXPENSE			
Direct operating costs			
Subcontract & honoria	400.00	400.00	0.00
Grants to congregations	267,600.00	95,100.00	181.39
Synod assessment	49,654.00	49,008.96	1.32
General assembly	1,605.84	1,820.00	(11.77)
Subtotal: Inreach	318,859.84	145,928.96	118.50
Gifts to other charities	7,747.90	9,000.00	(13.91)
Student grants/gifts	900.00	600.00	50.00
Gifts to other individuals	221.82	1,550.00	(85.69)
Subtotal: Outreach	8,869.72	11,150.00	(20.45)
Education & development	100.00	550.00	(81.82)
Conferences & developments	8,669.17	6,603.58	31.28
Student assessment & certificates	0.00	825.00	(100.00)
Pulpit Supply Visitation	0.00	480.00	(100.00)
Subtotal: Education & development	8,669.17	7,908.58	9.62
TOTAL: Direct operating costs	336,898.73	165,937.54	103.03
Payroll & Related Costs			
Gross wages	20,838.68	19,488.48	6.93
EGEF contract	9,094.77	0.00	0.00
Canada pension plan	194.55	0.00	0.00
Employment insurance	475.56	512.88	(7.28)
Subtotal: Statutory items	670.11	512.88	30.66
Continuing education	0.00	400.00	(100.00)
Subtotal: Other employee benefits	0.00	400.00	(100.00)
TOTAL: Payroll & Related Costs	30,603.56	20,401.36	50.01
General & administration			
Business liability	2,631.48	2,694.72	(2.35)
Subtotal: Insurance	2,631.48	2,694.72	(2.35)
Office & general	3,887.03	1,638.71	137.20
Telecommunications	954.66	1,231.10	(22.45)
Meal & hospitality	0.00	163.30	(100.00)
Travel & mileage	3,491.52	5,163.04	(32.37)
Interest & service charges	132.86	140.48	(5.42)
TOTAL: General & administration	11,097.55	11,031.35	0.60
TOTAL EXPENSE	378,599.84	197,370.25	91.82
NET INCOME	947,447.35	(47,715.56)	(2,085.62)

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APPENDIX "C" - EIF Report

The following report deals with a number of different items, one request for funding from the Congregational Renewal fund, and multiple items from General Assembly. I will note that multiple items on the list for study and report from General Assembly we as a committee did not have the full time and could not come to a consensus on a recommendation.

We also have another recommendation regarding our Partnership with the Bunun Presbytery.

Congregational Renewal Fund Request

After looking over the request from Knox Palmerston as outlined in the minutes from the Presbytery meeting, and looking at the guidelines for this fund, we see benefits in bringing a recommendation to fund \$12000 of the 2nd wave Project for Knox Palmerston. The request was for \$12000 for the first year and for the 2nd year also, however the guidelines for the fund is to a maximum of \$12000 for a congregation. Therefore we are only able to give half of the request, where the full request was for \$24000 over two years.

Bunun Partnership

We have a partnership with the Bunun Presbytery in Taiwan and in the past we have invited delegates to come to our Presbytery and delegates from our Presbytery have gone to visit their country and the people there. We also have this year Canada Youth. A suggestion has been put forth and the EIF committee is in agreement that we extend an invitation for two delegates to come over for Canada Youth 2018. Along with the invitation we would cover half of the airfare and the full registration fee for the event. The invitation would be for 2 weeks part of which would be for Canada Youth and the other time would be spent visiting and touring around.

Recommendation 6

That the Presbytery of Waterloo-Wellington extend an invitation to the Bunun Presbytery to select and send two young people to attend Canada Youth 2018 and that we would cover half of their airfare and the full registration cost of Canada Youth. Funding to be determined at a later date.

Respectfully submitted by:

Rev. Edward Charlton, Committee Chairperson.

APPENDIX "D" - Committee on Ministry Report

The Committee on Ministry (CoM) met on December 12th, 2017

Request for Inter-mission

At the June 2017 meeting of Presbytery a motion was passed to approve the request of Rev. Scott McAndless to take inter-mission in the spring of 2018. This motion was not recorded in the minutes to that meeting. To remedy this oversight the CoM brings the following motion.

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Recommendation 1: That the request of Rev. Scott McAndless to take inter-mission beginning in mid-April 2018 be approved and that Rev. McAndless inform the Committee on Ministry regarding specific dates, preaching supply and pastoral oversight for St. Andrew's Presbyterian Church, Hespeler during his absence.

Pulpit Exchange

The Presbytery wide pulpit exchange has been enjoyed by several congregations for many years.

Recommendation 2: That the Presbytery of Waterloo-Wellington designate April 15th, 2018 as Presbytery Pulpit Exchange Day.

Congregations wishing to participate in this exchange are to contact Rev. Scott Sinclair no later than April 4th, 2018.

Pastoral Care

The Pastoral Care group of the CoM are currently providing pastoral encouragement to 2 ministers of the Presbytery.

Subcommittee on Students

Candidate for Ministry

A request for certification has been received from Doon Presbyterian Church for Aaron Hooper. Aaron is planning to attend Knox in September 2018. The Subcommittee on Students will interview Mr. Hooper and report to the CoM.

Diane Boyd and Lisa Dolson have both been certified for ordination and are both seeking calls.

Respectfully yours

Rev. Scott Sinclair, convener.

APPENDIX "E" - Congregational Affairs Committee Report

The Congregational Affairs Committee met December 20, 2017 at Knox Presbyterian Church, Guelph.

1. The Interim Moderator's Report for Knox's, Galt (Appendix 1) was submitted to the Congregational Affairs Committee. Continued support and words of encouragement were expressed for the congregation of Knox's, Galt.
2. The Interim Moderator submitted a request to extend the appointment of the Rev. Angus Sutherland as Stated Supply to Knox's Galt Presbyterian Church for the year 2018 (Appendix 2).

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3. The Interim Moderators Report for St. Andrews, Mount Forest and Knox, Conn (Appendix 3) was submitted for information.
4. The Reverend Amanda Bisson of Rockwood and Eden Mills Pastoral Charge has been offered a contract to Knox, Goderich, Ontario with an effective start date of March 1, 2018. The pulpit of Rockwood and Eden Mills is expected to be preached vacant on February 12, 2018.

Recommendation 1

That the Presbytery approves the appointment of the Rev. Angus Sutherland as Stated Supply to Knox's Galt Presbyterian Church for the year 2018 according to the terms of the current contract.

Recommendation 2

That the Reverend Karla Wübbenhorst be appointed interim moderator of the Sessions of Rockwood and Eden Mills Presbyterian Churches effective February 12, 2018; and that the Clerk shall provide notice to the Clerk of Session.

Recommendation 3

That Rep Elder George Forsyth (Westminster-St. Paul's) with the other member still to be nominated be appointed as the advisory committee for the interim moderator.

Appendix 1

Interim moderator's report December 2017: Knox's, Galt.

Knox's Galt is persevering through the challenges of discerning their future as a worshipping community.

They are awaiting the establishment of the Presbytery Commission regarding the proposed sale of their building, and trying to exercise understanding and patience with respect to the processes of Presbytery and their relationship to it.

They have been very pleased with the Stated Supply work of the Rev. Angus Sutherland, and wish to retain his services for the year 2018.

Recommendation: That the Presbytery approves the appointment of the Rev. Angus Sutherland as Stated Supply to Knox's Galt Presbyterian Church for the year 2018 according to the terms of the current contract.

Rev Glen Soderholm

Appendix 2

The Presbyterian Church in Canada

Stated Supply Ministry Agreement

Presbytery of Waterloo-Wellington

This agreement is dated the 1st day of January, 2018

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Between:

The Congregation of Knox's Presbyterian Church, Galt located at 2 Grand Avenue, S., Cambridge, ON N1S 2L2 519-621-8120 (admin@knoxgalt.org)

and:

The Rev. Angus Sutherland of 75 Grand Ave., North, Cambridge, ON N1S 2L1
 740-6435 ajmacbagpipe@yahoo.com

Phone – 519-

and:

The Presbytery of Waterloo-Wellington within The Presbyterian Church in Canada
 153 Marksam Road, Guelph, ON N1H 7L1 519-265-9493 clerkwatwell@gmail.com

This Agreement outlines the terms for the Presbytery appointment of the Minister to the position of Stated Supply in the Congregation.

- 1.0 The goals and expectations for this ministry are found at Schedule A, attached.
- 2.0 Qualifications of the Minister are found at Schedule B, attached.
- 3.0 This ministry is part time, agreed to be 12.5 hours per week.
- 4.0 This ministry will begin on Jan.1st, 2018 and end on Dec. 31st, 2018, and may be renewed with the mutual consent of all parties.
- 5.0 The stipend and allowances shall meet or exceed General Assembly and Presbytery requirements and may be prorated in the case of part time.
- 6.0 The Congregation shall pay the following monthly stipend and allowances, less payroll deductions, to the Minister at the beginning of each month:

	Ann. (Pro-rated)	Monthly
Stipend	\$11,800	\$983
Housing allowance & Utilities	\$ 6,200	\$517
Total	\$ 18,000	\$1500

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

- *Ministry related travel expenses or reimbursement at \$.45 per kilometer
- Cost of pulpit supply during the Minister's vacation and continuing education leave.

- 8.0 An Interim Moderator shall be named by the Presbytery to the Congregation for the term of the ministry
 Darrell Clarke, Clerk – clerkwatwell@gmail.com

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- 9.0 The Minister shall be a member of and accountable to the Presbytery in accordance with Book of Forms 176.
- 10.0 The Minister shall not be eligible to be called to the Congregation during the term of this Agreement.
- 11.0 This Agreement can be terminated by the Presbytery on its own or at the request of either the Congregation or the Minister on 60 days written notice. During the first three years of ministry under the terms of this Agreement including subsequent consecutive renewals no further payments shall be required at the date of termination or expiry. After three years of consecutive service, the provisions of the Policy for the Dissolution of Pastoral Ties shall apply. (Policy attached if renewal is past three years)
- 12.0 This Agreement is in accordance with the policies for ministry within The Presbyterian Church in Canada and shall be subject to the laws of the province of Ontario.
- 13.0 This Agreement may only be amended or modified in writing and with the consent of all parties.

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

For the CONGREGATION:

Clerk of Session

For the PRESBYTERY

Clerk of Presbytery

For the MINISTER:

Minister

SCHEDULE A

Stated Supply Ministry Goals and Expectations (Adjust for specific situation)

The goals for this Stated Supply Ministry shall include:

- provision of sustaining ministry for the Congregation

Darrell Clarke, Clerk – clerkwatwell@gmail.com

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The expectations of the Stated Supply Minister shall include:

- lead worship and preach, subject to vacation and continuing education leave;
- celebrate the sacrament of Holy Communion as determined by the Session;
- celebrate the sacrament of baptism as approved by the Session;
- provide pastoral care for sick and shut-in;
- officiate at weddings and funerals;
- if not serving as Interim Moderator, attend all meetings required and, at the request of the Interim Moderator, moderate meetings of the Session and Congregation;
- perform some other administrative duties as requested by the Session or Presbytery; (e.g., work with church secretary in preparing bulletins)
- at the request of the Interim Moderator, provide observations and advice about the state of the Congregation's readiness for calling a minister;
- attend Presbytery meetings and provide regular reports about the ministry separately or jointly with the Interim Moderator;
- provide the Session, Interim Moderator and Presbytery a written report regarding the Congregation at the end of the Stated Supply Ministry.

SCHEDULE B

Stated Supply Minister Qualifications (Adjust for specific situation)

The Minister shall have the following qualifications:

- ordained minister in good standing of The Presbyterian Church in Canada;
- congregational pastoral experience as an ordained minister;
- demonstrated ability to work with a Session to provide leadership in times of transition;
- attended workshop on the *Policy for Dealing with Sexual Abuse or Sexual Harassment* of The Presbyterian Church in Canada within the past [insert] years;
- provide a vulnerable sector police records check prepared within the previous two months and demonstrate familiarity with the *Leading With Care* policy of The Presbyterian Church in Canada.

Appendix 3

Interim Moderator Report December 2017: St. Andrews Mt. Forest and Knox Conn

I preached the pulpits of Knox Conn and St. Andrews Mt. Forest vacant on November 5th.

I have met with both Sessions several times and we have all agreed to take time to evaluate the future before proceeding with the Call.

I have taken the worship services for November, December, and January.

Starting February we'll bring in speakers.

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I hope to begin the search for a new minister before the summer .
I am pleased with the congregations and hope to have more to report at the end of January . I ask for the Presbytery's prayers and support as we seek God's guidance for the future.
In Christian joy,
Kees

Respectfully submitted

Rev Johan Olivier (Convener CA)

APPENDIX "F" - Mission and Outreach Committee

Recommendation 1: That the January 9 Mission and Outreach Committee report, including the three attached appendices be received.

Item 1: The Committee reviewed and discussed the TRC 2018 Budget Proposal (Appendix 1) and the TRC Presbytery Report (Appendix 2).

Recommendation 2: That a \$20,000 grant for 2018 for the Two Rivers Congregation (Guelph) be approved ; and, that the grant be paid from the Presbytery's Development Fund.

Note: In the interest of providing some stable funding to the Two Rivers Congregation it is the intent of the M & O Committee to make a similar recommendation for grants for 2019 and 2020.

Item 2: Mission and Outreach Appendix 3 / Missional Training Funding Proposal

The Committee believes the Missional Training Proposal (approved, in principle, at the June 2017 Presbytery meeting) aligns with the *Purpose of the Fund* section of the Presbytery's Congregational Renewal Fund.

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Within the Terms of Reference, the *Mission Outreach* section suggests that projects that “develop and implement ministries and programs that reach those outside the church; implementing strategies to share faith in today’s context” would be funded.

Recommendation 3: That a \$8,000 grant be approved for the Missional Training Proposal; and, that the grant will be paid from the Presbytery's Congregational Renewal Fund.

Respectfully submitted, Mark B. Gaskin

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Appendix 1:

Two Rivers Church				
Income and Expense				
Dec 31st, 2017				
	Budget	Actual	2018 Budget	2018 proposed Budget
INCOME				
Carry Forward	1,412.00	1,412.00	-4,410.25	-4,410.25
Fundraising	15,000.00	13,275.00	15,000.00	15,000.00
General Fund Income Received	45,986.42	38,993.00	43,000.00	43,000.00
Non-Received Gifts (Loose Donations)	1,500.00	550.00	1,500.00	1,500.00
Revenue Canada Helps	0.00	302.40		
Revenue-Canadian Ministries	8,000.00	8,667.46	0.00	0.00
Revenue-Presbytery of Waterloo Wellington	17,000.00	17,000.00	12,000.00	32,000.00
CRA Return		187.29		
Total Income	\$ 88,898.42	\$ 80,387.15	\$ 67,089.75	\$ 87,089.75
Gross Income	\$ 88,898.42	\$ 80,387.15	\$ 67,089.75	\$ 87,089.75
EXPENSES				
Christian Education Materials	500.00	448.46	500.00	500.00
Fundraising Expenses	0.00	115.03	250.00	250.00
Ministry Resource Expenses	1,200.00	529.21	1,000.00	1,000.00
Website hosting	200.00	270.25	270.25	270.25
Interest and Bank charges	200.00	469.55	200.00	200.00
Study Leave, Education and Training	500.00	328.83	500.00	500.00
Hall Rental and Incidentals	3,500.00	375.00	1,000.00	1,000.00
Insurance	620.00	815.40	815.40	815.40
Accounting Software	252.00	211.48	211.48	211.48
Office/General Administrative Expenses	350.00	134.18	250.00	250.00
Missions	3,500.00	3,500.00	3,500.00	3,500.00
Benevolent Offering	750.00		500.00	500.00
Liturgical Supplies	250.00	548.97	500.00	500.00
Payroll Expenses				
CPP Employer Portion	1,806.72	1,806.72	1,806.72	1,806.72
EI Employer Portion	1,337.06	1,337.06	1,337.06	1,337.06
Housing Allowance and Utilities	21,500.00	21,500.00	21,500.00	21,500.00
Medical/Dental Expense	4,652.64	4,652.64	4,652.64	4,652.64
Pension Expense	7,680.00	7,680.00	7,680.00	7,680.00
Wages	40,000.00	40,000.00	40,000.00	40,000.00
Total Payroll Expenses	\$ 76,976.42	\$ 76,976.42	\$ 76,976.42	\$ 76,976.42
HST Paid	100.00	74.62	100.00	100.00
Travel	0.00	0.00	0.00	0.00
Total Expenses	\$ 88,898.42	\$ 84,797.40	\$ 86,573.55	\$ 86,573.55
Surplus/Deficit	\$ 0.00	-\$ 4,410.25	-\$ 19,483.80	\$ 516.20

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Appendix 2

Two Rivers Mission Presbytery Update

Dec. 31, 2017

This past September, the Two Rivers Community gathered to celebrate five years of being on mission with God in the neighbourhood. It was an opportunity to offer gratitude and mark God's covenant faithfulness in calling this community of strays, orphans, and exiles into being.

We celebrated the stories of those who had given up on the church, but had now found new reasons to consider that church might still be relevant to what God is up to in the world. We celebrated stories of those who had embraced following Jesus for the first time, and how they now had new hope in their lives. We celebrated stories of where we had been able to make an impact in the community by participating in local initiatives for the common good and human flourishing in the neighbourhood. We remembered how God had miraculously provided funds at times when we weren't sure where the next dollar was going to come from. We spoke of how God had provided for us time and again through generous people, churches, and agencies that gave space and funds granting us sustenance. We celebrated that we had hope for what God's Spirit would continue to do through this mission.

We also lamented that there were some who were not with us any longer, and that despite all the good, there still existed much struggle, pain, and sorrow in our lives and in the life of the neighbourhood, and much remained to be done.

We continue to work on our fundamental strategy of building healthy 'Living Rooms', face to face church on Tuesday nights meeting in people's homes. This past year saw the addition of a third Living Room in the week, with each group demonstrating excellent leadership. We have also instituted an apprentice leader model; new leaders are being trained in each group to eventually give leadership to another Living Room. We are seeing growth in discipleship as our people are consistently engaged in learning together. Our Living Room manifesto is:

We thrive when we: exercise hospitality around a common meal, create a safe place to explore spiritual formation in the way of Jesus, experience and nurture loving relationships, engage in creative worship, plot goodness in the neighbourhood.

In addition to this, we continue to meet on two Sunday nights a month for an Evening Liturgy. We gather in the St. Andrew's Guelph Church Hall (graciously provided by St. Andrew's at no charge to us) for an ancient future style of worship. This gathers the whole church community and provides opportunity for those curious about our church and not ready to join a Living Room, to come and get to know us and experience worship together.

We currently have 30 - 40 active participants in the church, with connections to many other people in our neighbourhood through participation in community activity (Clean and Green, Love Your Bike, Community Garden, Royal City Life Centre, Newcomer Conversations, and Syrian Refugee connections, and more).

The good news is that in our demographic, 50 % of the core are 40 and under, and this part of our group is growing. However the down side of that is that many of these are singles who are working in average income

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occupations, and have not been nurtured in first fruits or tithing practices. It is a long road to teaching these principles without scaring the people away, and we do have a stewardship team that is working on it, but it's a challenge. Also, we do not have any legacies, or any deep pocketed participants who could just write a cheque to balance the budget.

This budget is very lean as it is. I have been operating at the same increment (which is well below my qualification status) for the last five years with no cost of living increase. There have been several months this past year when I have not been paid on the first of the month, and have had to wait until closer to the end of the month. In December I didn't get my stipend until the last day, however, we still have other commitments left in the budget that need to be paid out. This leads to our dilemma as we come to 2018.

As our grants from Canadian Ministries have come to an end in 2017, we have not been able to replace those funds at a quick enough rate from our own people or from other outside sources (we had a fairly aggressive fundraising target as it was this year, \$15,000, from outside sources, and, thanks be to God came very close to achieving it by raising \$13,000). However, given that the church's growth is slow, we are faced with a very real problem of sustaining full time pastoral ministry for the mission. In light of this we decided to ask our committed core to indicate through a pledge what they thought they could contribute for the next year. Based on that number, plus the current Presbytery grant designated for 2018, and a reasonable outside fundraising number, we felt it would be responsible to structure my time based on that number. Right now, this means moving to some kind of part-time status in 2018.

That is not ideal. What we are learning from research based on church planting, is given the current climate in Canada, 7 – 10 years is a more reasonable time frame to see a church plant achieve viability. Also, anecdotally, we know that around half of church plants fail after a period of time.

We feel strongly that we have a hopeful future, but, still need help to get to where we can be self-supporting.

We are so grateful for the investment that this Presbytery and Canadian Ministries has made in this mission, and we believe that the fruit is something to celebrate and give us all hope for the future. We throw ourselves on the mercy of the Presbytery to help us discern how to plan our budget for the next year or two in the hope of solidifying the ministry of Two Rivers Church.

Yours in Christ,

Rev. Glen Soderholm

Appendix 3: Missional Training Fund Proposal (see separate PDF attachment in email)