

Presbytery of Waterloo-Wellington,  
 Regular Meeting, March 11, 2014  
 Doon Presbyterian Church, Kitchener, Ontario,

**DATE AND PLACE:**

The Presbytery of Waterloo-Wellington met in regular session at Doon Presbyterian Church, Kitchener on Tuesday, March 11, 2014 at 6:30 for refreshments. The Presbytery was convened at 7:00 p.m. with the Rev. Darrell Clarke leading in worship.

**ATTENDANCE:**

**Ministers:** Rev. Mark Lewis (Moderator), Rev. Brooke Ashfield, Rev. Linda Ashfield, Rev. Dr. Aubrey Botha, Rev. Calvin Brown, Rev. Michael Burns, Rev. Darrell Clarke, Rev. Ed Charlton, Rev. Mark Gaskin, Rev. Janice Hamalainen, Rev. Dr. Herb Gale, Rev. Scott McAndless, Rev. Marty Molengraaf, Rev. Kathy Morden, Rev. John Paeng, Mark Richardson, Rev. Jeff L. Smith, Rev. Frank Sztatmari, Rev. Andrew Song

**Representative Elders:** Junghee Ahn, Johan DeSchiffart, Andrew Foster, Jean Godin, Peter Graham, Judith Harrison, Isabel Howell, Marion Hunter, Alan Israel, Frank Kivell, Maria Liston, Gib McIlwrath, David Ogram, Liz Samis, Robert Seim, Gaston St. Louis, Earl Suggitt, Jim Zaryski.

**Ministers on the Appendix to the Roll:** Rev. Dr. Wayne Dawes, Rev. Dr. Brice Martin.

**Alternate Representative Elders:** Helen Cleghorn, George Forsyth, Bert Perriman, Reg Samis  
**Women's Missionary Society** – Jean Godin

**Others** – Lawrence Pentelow, Marylu Pentelow, Jo-Ann Hull, Jeff Scott, Loretta Fox, Joan Munn

**Treasurer:** Allan Stewart

**Clerk:** Dr. Wilma Welsh

**REGRETS:**

**Ministers:** Rev. John Borthwick, Rev. Chris Ji Hoon Cho, Rev. Alex MacLeod, Rev. Johan Olivier, Rev. Glen Soderholm, Rev. Karla Wübbenhorst

**Representative Elders** – Bob Renton, Neil Stewart, Don Vickers

**Ministers on the Appendix to the Roll:** Rev. Dr. Linda Bell, Rev. Dr. Walter McLean

**Women's Missionary Society** – Phyllis Stewart

**WELCOME, INTRODUCTIONS AND CONSITUTION OF THE COURT:**

The Rev. Mark Lewis, Moderator, opened the meeting with prayer and constituted the court. He welcomed all in attendance and expressed appreciation to Doon Presbyterian Church, Kitchener for their kind hospitality and the lovely lunch.

Appreciation was also expressed to the Praise Team for leading the music at the worship service.

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### **APPROVAL OF THE AGENDA**

Moved by Ed Charlton/Gib McIlwrath that the Proposed Agenda be adopted. CARRIED.

### **STATED HOURS**

#### **7:15 – Declining and growing trends in Mainline Churches**

Rev. John Paeng introduced our presenters, Dr. David Haskell, Professor of Religion at Wilfred Laurier University (Brantford Campus) and Dr. Kevin Flatt. They made a short presentation on their findings after interviewing congregations on “Declining and growing trends in Mainline Churches”

The study recently completed surveyed ministers and congregation members (22 churches) within the London to Toronto corridor along 401 (Anglican, Presbyterian, Catholic, and United) Appreciation was expressed to Drs. Haskell and Flatt for sharing with the court.

### **MINISTRY COMMITTEE REPORT – see Appendix “A”**

Moved by John Paeng/Mark Gaskin that the report of the Ministry Committee be received. CARRIED

#### **8:00 – Retirement of the Rev. Andrew Apack Song**

The Rev. Andrew Song indicated that it is his wish to retire and sought the permission of the Presbytery.

#### **Letter to Session - Request for retirement by Rev. Andrew Apack Song**

I am writing to inform you that I would like to seek for permission from the Presbytery to retire from the active ministry from St. Andrew's-Knox, Alma and Knox Elora starting September 1st. It will qualify me to serve and entitle to a full year person as I began on September 1st, 2010. I will take the July for holidays.

I have been informed, however, by the Clerk of Session, Fred Duggleby, who, after consulting numerous Session members, suggested that my family should be allowed to stay in the manse free of charge until the end of the year, and if no minister is called, then we should be extended to stay until next June, 2015 when my youngest daughter Elizabeth will graduated from High School in Fergus. He will bring this matter to the floor of the next Session meeting in March. The rationale behind is that it is for the sake of insurance that the manse is better to be occupied than left empty. So I'll take this as a grace of God and the best gift from Knox-Elora. My family and I will be deeply grateful for this gift. Frankly, this is a big comfort to my family especially after worrying not knowing where to move and how to deal with Liz's last year at school before she graduates in 2015. There is, indeed, tremendous fear and emotion involved in such a change to her.

I hope the Presbytery will consider also allow my family and I to stay in the manse for the sake of my daughter's schooling. It would serve to relieve us greatly from the burden and threat of hectic

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change during this temporal but crucial moment in my family lives. I would keep my relationship with Knox-Elora merely as that of the owner and the tenant. We are prepared to pay utilities or even rent if we see fit.

### **Recommendations**

1. That the request for retirement to start Sept. 1, 2014 from ministry from St. Andrew's-Knox, Alma and Knox Elora by the Rev. Andrew Apack Song be granted.
2. That the Session of St. Andrew's-Knox, Alma and Knox Elora be encouraged to consider the needs of the family in allowing the Song family to reside at the church manse until they are able to relocate after their daughter's high school graduation.

Moved by John Paeng/Mark Gaskin that recommendation #1 be approved. CARRIED

Moved by John Paeng/Mark Gaskin that recommendation #2 be approved. CARRIED

Representatives from Alma and Elora spoke on behalf of the Rev. Song's ministry with them.  
Elora – Alan Israel & Loretta Fox; Alma – JoAnn Hall

Members of the Presbytery were also invited to speak – Wilma Welsh spoke (on behalf of Taiwan missionary colleagues), Linda Ashfield, Marty Molengraaf and Herb Gale.

The Moderator offered a prayer for Andrew on his retirement.

The Ministry Committee Report will continue later in the agenda.

### **MINUTES**

January 14, 2014 - Regular Meeting

Moved by Mark Richardson/Jeff L. Smith that the minutes of January 14, 2014 be approved as circulated. CARRIED

February 9<sup>th</sup>, 2014 - Induction of the Rev. Michael Burns, Mt. Forest/Conn.

It was noted that the original date of January 26<sup>th</sup>, 2014 was postponed because of a snow storm.

Moved by Mark Gaskin/John Paeng that the minutes of February 9, 2014 be approved as circulated. CARRIED

### **COMMITTEE REPORTS**

**BUSINESS COMMITTEE REPORT:** Clerk, Wilma Welsh reported.

Moved Calvin Brown/John Paeng that the Report of the Business Committee report be received and the recommendations considered. CARRIED

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### **CORRESPONDENCE – January 13 – March 11, 2014**

14-027	Yesenia Torres – Community Support Connections	sent to all presbyters
14-028	Inge Ford – Secretarial position at Doon Church	sent to all presbyters
14-029	Karen Plater – Stewards by Design	sent to all presbyters
14-030	Canadian Ministries – Stan Ott Event	sent to all presbyters
14-031	Heather Chappell – Final 2013 Presbyterians Sharing report	sent to all presbyters
14-032	B. Nawratil – notifying re Electronic Statistical report problem	sent to all presbyters
14-033	T. L. Hamilton – acknowledging remit report	Clerk’s files
14-034	T.L. Hamilton – Overture question	Clerk’s files
14-035	Calvin Church – seeking ½ Christian Education Coordinator	sent to all presbyters
14-036	Assembly Office – Changes to the Roll #4	sent to all presbyters
14-037	John Scafe, Knox, Waterloo – determining how many churches use Power Church Software	sent to all presbyters
14-038	T.L. Hamilton – acknowledging unREFERRED overture from Knox, Guelph	Clerk’s file
14-039	Conciliation Services Canada – re June 17-19 Training Institute	sent to all presbyters
14-040	Central Cambridge – requesting approval of Minister in Association Agreement with Rev. Dr. Wayne Dawes	Ministry Committee
14-041	T.L. Hamilton – acknowledging remits A,B,C,E,F, and G	Clerk’s files
14-042	S. McAndless – Report on Continuing Education	Ministry Committee
14-043	A. Song – requesting permission to retire @ Sept. 1, 2014	Ministry Committee
14-044	G. C. Smith – re Labyrinth workshop at Knox Guelph, March 9	sent to all presbyters
14-045	Loretta Fox – enquiring about selling a manse policy	to Business Committee
14-046	T.L. Hamilton – acknowledging list of commissioners for 2014	Clerk’s files
14-047	T.L. Hamilton – acknowledging final list of commissioners 2014	Clerk’s files
14-048	Assembly Office – form for presbytery statistics – due March 30 <sup>th</sup>	Clerk
14-049	VST – M. Evans Faculty Student Review Committee Report	Ministry Committee
14-050	Canada Youth – information re Adult Advisors	sent to all presbyters
14-051	Ian McDonald – forwarding Inclusion Handbook to congregations	distributed
14-052	Central Cambridge – requesting presbytery’s agreement for mission project with the bounds of Vancouver Island Presbytery	Mission & Outreach
14-053	Canadian Ministries – Twin Rivers grant Fund for Ministerial Assistance Ecumenical Shared Ministries	Mission & Outreach Selected Ministers Not applicable to WW
14-053	Alex MacLeod – Study request	Ministry Committee

### **Business Committee Recommendations:**

#### 1. Correspondence

Moved by Calvin Brown/Ed Charlton that the actions of the Business Committee in assigning the correspondence be homologated. CARRIED

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

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**2. Waterloo North –Proposal for retaining 70% of funds**

The Business Committee was assigned the responsibility of recommending to the Presbytery how the balance of the (70%) funds might be used from the sale of the Waterloo North building to All Saints Anglican Church

That funds from the sale of Waterloo North, after the National Church has received its 30% portion and the Presbytery has been repaid the amount owed to it by Waterloo North, be returned to the Presbytery of Waterloo-Wellington and designated for the building of Christ's Kingdom in the following ways:

- |   |            |
|---|------------|
| 1) A gift to Crieff Hills.....  | 100,00.00  |
| 2) A gift to Camp Cairn.....  | 10,000.00  |
| 3) A gift to Presbyterian Sharing.....  | 25,000.00  |
| 4) A reduction of 25% in all loans owed by congregations to the Presbytery  | 100,000.00 |
| 5) Funding for the Bunun partnership.....   | 20,000.00  |
| 6) And that the remainder of the proceeds from the sale be invested in the Presbytery's Development fund to be used for, but not limited to, the following ministries and missions: |            |
| • Congregational Renewal, Development, and Outreach   |            |
| • Presbytery Health and Vitality including, but not limited to, the consideration of an Executive Presbyter   |            |
| • Youth Ministry and Ministry to Young People   |            |
| • Leadership Development for Key Congregational Leaders, including, but not limited to, the use of mentors and coaches  |            |
| • Other priorities as the Presbytery sees fit in the future   |            |
| 7) The Presbytery will invest the funds relevant to item 6 above with the intent that, to the extent possible, only interest from the Development Fund will be used.                |            |

Moved by Johan DeSchiffart/Jeff Smith that recommendation #2 be approved.

Moved by Brooke Ashfield/Marty Molengraaf that the recommendation be referred back to the Business Committee. CARRIED

Presbyters were encouraged to send to the Clerk their suggestions.

**For information**

Ballots for Moderator 2014 General Assembly – reminder to give them to the clerk

Presbytery Meeting Dates – 2013-14

May 13, 2014 - Gale, Elmira 5:30 (dinner \$12.00)

June 17, 2014 – Calvin, Kitchener

September 9, 2014 – new Moderator's Church

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

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Business Committee Meetings 9:30 a.m. at St. Andrew's, Kitchener

April 2, 2014

May 7, 2014

June 11, 2014

September 3, 2014

Statistical Reporting for 2013 – The Clerk reported that 13 congregations have not yet reported – reports were due March 1, 2014

Moved by Calvin Brown/John Paeng that the report as a whole be approved. CARRIED

**General Assembly 2014** – Laurier University –  
Rev. Linda Ashfield updated the court on proposed activities

**TREASURER'S REPORT** - see Appendix "C"

Moved by Calvin Brown/Ed Charlton that the Treasurer's Report be approved. CARRIED

**EQUITABLE LIFE LTD AND ADD POLICY**

**Recommendations**

1. cancel the Equitable Insurance Company Policy with immediate effect.
2. that all congregational arrears of premiums be absorbed by the Presbytery.
3. that all references to this insurance be removed from all future calls to ministers.

Moved Calvin Brown/Darrell Clarke that recommendation #1 be approved. CARRIED

Moved Calvin Brown/Darrell Clarke that recommendation #2 be approved. CARRIED

#3 – Notice of motion – Allan Stewart will cause to be moved that all references to this insurance be removed from all future calls to ministers.

Treasurer's report as a whole was moved on motion of Aubry Botha/Marty Molengraaf.  
CARRIED

**MINISTRY COMMITTEE REPORT** – continuation – see Appendix "A"

**Special Training & Conference Proposal** – Rev. Alex MacLeod

**Recommendation**

3. That the Rev. Alex MacLeod and one other participant be granted 50% of the cost to attend the Leadership Conference sponsored by Holy Trinity Brompton Anglican Church Alpha UK from the development fund.

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Moved by John Paeng/Mark Gaskin that recommendation #3 be approved. CARRIED

**Pulpit Exchange** was encouraged by the Ministry Committee

**Minister in Association – Rev. Dr. Wayne Dawes, Central Galt Cambridge Church**

Agreed on motion of John Paeng/Brooke Ashfield that the Clerk be authorized to sign the agreement on behalf of the Presbytery.

Moved by John Paeng/Mark Gaskin that the report as a whole of the Ministry Committee be approved.

**EIF COMMITTEE REPORT** – see Appendix “D”

presented by Convener, Janice Hamalainen

Moved by Janice Hamalainen/David Ogram that the Report of the EIF Committee be received for information. CARRIED

**CONGREGATIONAL AFFAIRS** – See Appendix “E” -

Report presented by Convener, Calvin Brown

Moved by Calvin Brown/Andrew Song Morden that the Report of the Congregational Affairs Committee be received and considered. CARRIED

**Recommendation 1**

Moved by Calvin Brown/Andrew Song that the Presbytery give permission to the Congregational Affairs Committee to circularize the Ministers and congregations in terms of stipends and allowances to be sure that they are in keeping within the church’s requirements.

CARRIED

**Recommendation 2**

Moved by Calvin Brown/Kathy Morden that the reports of the Interim Moderators be received for information. CARRIED

**Livingston Church Baden Heritage Designation**

**Recommendation 3**

Moved by Linda Ashfield/David Ogram that Livingston Church, Baden be given permission to have a Heritage Designation with the Township of Wilmot. CARRIED

**Recommendation 4**

Moved by Calvin Brown/David Ogram that the report as a whole be received. CARRIED

**MISSION AND OUTREACH COMMITTEE** – no report

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**Time extension**

Moved by Andrew Song/John Paeng that the time of meeting be extended to 10:00 pm.  
CARRIED

**BEHIND CLOSED DOORS**

It was moved by John Paeng/Mark Gaskin that the court go behind closed doors due to the confidential nature of the closed door minutes of January 14, 2014. CARRIED

**MINUTES OF BEHIND CLOSED DOORS**

The Clerk read the minutes of the closed door session of January 14, 2014 and approved on motion of John Paeng/Andrew Song. They were signed by the Clerk and Moderator and placed in a sealed envelope with both the Clerk and Moderator signing across the sealed flap of the envelope.

**MOVE OUT OF “BEHIND CLOSED DOORS” Session**

Moved by John Paeng/Mark Gaskin that the court move out of the Behind Closed Doors Session.  
CARRIED

**NEXT MEETING**

The Presbytery of Waterloo-Wellington will meet in regular session on Tuesday, May 13, 2014 at Gale Church, Elmira at 5:30 p.m. for dinner (cost \$12.00). Stephen Allen of Justice Ministries will speak to the presbyters at 6:30 p.m. and the meeting will be constituted at 7:00 p.m..

**ADJOURNMENT**

The business being completed, the Presbytery adjourned on motion of Marty Molengraaf.

The Moderator, the Rev. Mark Lewis pronounced the Benediction and announced that the Presbytery will meet again on Tuesday, May 13, 2014 at Gale Church, Elmira at 5:30 p.m. for dinner. The Presbytery to be constituted at 7:00 p.m.

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Moderator

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Clerk



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Appendix "A"

**Ministry Committee Report  
The Presbytery of Waterloo-Wellington  
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**Recommendations:**

1. That the request for retirement to start Sept. 1, 2014 from ministry from St. Andrew's-Knox and Knox Elora by the Rev. Andrew Apack Song be granted.
2. That the Session of St. Andrew's-Knox and Knox Elora be encouraged to consider the needs of the family and to allow the Song family to reside at the church manse until they are able to relocate.

**Letter to Session: Request for retirement by Rev. Andrew Apack Song**

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I have been informed, however, by the Clerk of Session, Fred Duggleby, who, after consulting numerous Session members, suggested that my family and I should be allowed to stay in the manse free of charge until the end of the year, and if no minister is called, then we should be extended to stay until next June, 2015 when my youngest daughter Elizabeth is graduated from the High School in Fergus. He would bring this matter to the floor of our next Session meeting in March. The rationale behind is that it is for the sake of insurance policy that the manse is better be occupied than let it empty. So I'll take that as a grace of God and the best gift of the Knox-Elora which my family and I will deeply grateful for it. Frankly, this is a big comfort to my family especially after worrying not knowing where to move and how to deal with Liz's last year at school before she could graduate in 2015. There is, indeed, tremendous fear and emotion involved in such a change to her.

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Andrew Apack Song

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

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### **A short biography-The Rev. Andrew Apack Song**

Andrew is originally from Hualien, Taiwan and came to University of Toronto as visa student in 1978. While proposing marriage to Ruth, who was on a student appointment to the three Native reserves around Virden, Manitoba as a Vacation Bible teacher in 1981, Andrew felt called to the Native ministry. Soon after returning from Manitoba, they were engaged but Andrew decided to enter Knox College that same year as part time student and full time the following year.

After graduating in May, 1986, he was ordained in September and sent to Mistawasis Reserve to serve a three points charge Native ministry around Prince Albert, Saskatchewan where they served for eight years. He is proud of the renovation work done in Mistawasis by building the church Hall and kitchen in the basement, replacing the church pews, ramp for wheel chair with meagre resources. Since then Andrew has been ministering in three other places: St. Mark's - Moose Jaw and Knox-Briercrest, Saskatchewan (1994-2002); St. Andrew's-Dresden & Rutherford, Ontario(2002-2010); St. Andrew's-Alma and Knox-Elora, Ontario (2010- 2014)

Andrew was a recipient of a full scholarship from WMS or different congregations for the aboriginal student to enter Tam-Kang High School , a Christian school established by a Canadian Presbyterian missionary, George Lesley McKay (1844-1901), in Tansui, Taiwan. Andrew is grateful for the fact that he is a minister of our Church as he regards it as a best way to pay back what he had received from the lovely people of the Presbyterian Church in Canada.

During his 28 years as our church minister, Andrew has served as Moderator of Presbytery of Northern Saskatchewan & Synod of Saskatchewan (1991-1992), Presbytery of Assiniboia (1997-1999), General Assembly Council (1999-2000) Regional Staff Advisory Committee (2005-2010) Committee to Advise the Moderator (Rev. Dr. Rick Horst) of 137<sup>th</sup> General Assembly (2011-2012).

### **Special Training & Conference Proposal (Rev. Alex MacLeod)**

Over the past two years, the question of congregational renewal has come up repeatedly within the Presbytery of Waterloo-Wellington. As numbers continue to decline across the Presbyterian Church in Canada, we have considered the current crisis in our denomination on the floor of presbytery, in the business committee, and at the mission and outreach committee. Even as we have closed two churches (Waterloo North and Chalmers Winterbourne) and amalgamated another two, we have planted a new congregation, Two Rivers Guelph. Nonetheless, the glaring fact remains that we are closing many more churches than we are initiating.

I propose to study one model of congregational renewal that we have not attempted anywhere within our denomination and yet which has been successful in other mainline Protestant settings. Churches in decline struggle to reverse that trend. They need help. Vital congregations may be in a position to help by sending leadership teams into dead or dying churches. The best example of renewal through the sharing of leaders from stronger congregations can be found In the Church of England. Holy Trinity Brompton Church in London has become known over the past twenty years for pioneering over 200 such initiatives. The Anglican Church in Canada has done likewise, though on a much smaller scale. In downtown Toronto, Little Trinity Anglican Church sent a

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group of leaders into a nearby parish which was on the verge of closure. More than ten years later, the Church of Resurrection has lived up to its name and experienced a complete turn-around.

On Wednesday, March 5<sup>th</sup>, I asked the business committee of our presbytery to endorse my plan to attend a conference held by Holy Trinity Brompton in the United Kingdom in May 2014 or at some other future date. My intention is to use what I might learn not only for my benefit or for my congregation's benefit, but for the benefit of the presbytery and the wider denomination. Although I was not asking for money, a member of the business committee raised the possibility of financial support, pointing out that there are extraordinary costs associated with travelling overseas. I was then invited to put together this proposal prior to the regular meeting of the presbytery on March 11<sup>th</sup>.

The Leadership Conference will be held on May 4-6 in London, England. It is organized by Holy Trinity Brompton Church and Alpha UK and it will feature workshops designed to educate participants in the model of congregational renewal described above, among other areas of leadership. More details about the conference can be found at this website: <http://lc14.alpha.org/>.

Upon my return from the conference, I would plan to write an article for the Presbyterian Record and to make a report to the presbytery. I expect that there may also be other opportunities to share what I will have learned.

Thank you for considering the possibility of providing financial support for this venture.  
Rev. Alex MacLeod

**Recommendation**

3. That the Rev. Alex MacLeod and one other participant be granted 50% of the cost to attend the Leadership Conference sponsored by Holy Trinity Brompton Anglican Church Alpha UK from the development fund.

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For Information:

**Report on Continuing Education to the Presbytery of Waterloo- Wellington  
From W. Scott McAndless  
Pastors of Excellence**

From January 2013 to January 2014 I had the privilege of participating in the Pastors of Excellence program which is offered by the Ashland Theological Seminary which is based in Ashland, Ohio, USA.

The program included four three-day retreats in January, May and September 2013 and in January of 2014. The program was very formative for me and helped me to develop in my leadership and personal walk in a number of ways – too many to describe in a short report – but I would like to share some of the key parts with the Presbytery.

**Self Knowledge**

The first retreat was preceded by a battery of tests that were given to all participants. These tests (which are very expensive to obtain on their own) were designed to help us to evaluate our own leadership styles, how we dealt with stress in our lives and ministries, and to identify areas of our life that may be of concern. These results were processed with mentors and in a group environment in a way that established an excellent starting point for the work that we wanted and needed to do.

**Group Work**

Everything that we learned about ourselves and our tasks throughout the program was processed in a small group led by very competent mentor/leader. We learned that the greatest lack that many clergy face in their lives in ministry is that they do not have a group of peers that they can openly and honestly share their struggles with. This group became a very important influence and encouragement in my life and ministry and will likely continue to be a nourishing part of my life into the future. The personal development in a group situation alone was worth the time and the trouble (and money) to participate in the program and I will value it for a very long time. One of the things that we learned in the program was that , in order to truly believe some of the things that God says about us, we often need to experience that truth within a loving and mutually supportive group environment.

**The Healing Journey**

A major focus of Pastors of Excellence is on the healing journey that all spiritual leaders are on. We have all been wounded in our lives and we all have ways in which those wound affect our lives and ministries in very detrimental ways. At our second and third retreat we took part in some very meaningful exercises that opened us up so that the Holy Spirit might speak to us about the wounds that we carried and how they are affecting our lives

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

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### **Revealing Lies**

Because we have all been wounded, we have also all come to believe many lies about ourselves, our God and our world. For example, though we may preach and proclaim often that we are loved by God, deep inside we may still believe that we are unlovable because of the wounds that we carry. At our third retreat, in particular, some wonderful exercises and information helped us to identify some of the lies that we secretly believe and to begin to learn some ways to counter those lies and appropriate deeper truths.

### **Spiritual Practices**

Also integral to the work of Pastors of Excellence was learning (or relearning) a number of spiritual practices that will continue to assist me in my spiritual life. We renewed our understanding of such practices as *Lectio Divina*, other forms of contemplation, breath prayers and examen prayers. I expect to continue to use these practices to deepen my experience of God and walk with God.

### **Conclusion**

I could say many other things about the Pastors of Excellence program. It was very worthwhile. I would not say that I agreed with everything that I was taught and I will no doubt be translating some of what I learned to make it more useful in my Presbyterian context, but I have definitely grown through the experience. I would definitely recommend the program to many of my colleagues.

The program and my group particularly helped to build me up in my confidence in leadership. One example of that is the following:

Over many years, before this program, I had been writing a book, believing that God had given me some very important ideas about Luke's nativity story that needed to be shared. But I had not had the confidence to truly put my book out to the world. It is no coincidence that I finally took the bold step of publishing my book, "*Caesar's Census, God's Jubilee*," during my year with Pastors of Excellence. I would not claim that the program was the only thing that gave me confidence to do this, but it was definitely a part of the story.

Clergy and other church leaders may only participate in Pastors of Excellence by being nominated by a past participant. If anyone is particularly interested in participating in this program, I would be happy to speak with them and potentially to nominate them. Going forward, Ashland is planning to hold the program at one of its satellite sites in Detroit Michigan which may well make it easier for Canadian clergy to participate.

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### **Waterloo-Wellington Presbytery Pulpit Exchange Proposal**

The Ministry Committee would like to propose a presbytery wide voluntary pulpit exchange by lottery keeping in mind the geographical locations of the respective congregations for June 15, 2014 with the potential of making it an annual event depending on the feedback.

Purpose: To promote fellowship and camaraderie amongst ministers and churches in the presbytery. The wide geographical location of the 4 quadrants within our presbytery will be a challenge and this has contributed to limiting the interaction and relationship building efforts between the churches. As a presbytery, we are in a position to be purposeful and intentional in encouraging and spurring each other on for the greater work of affirming our allegiance to building the kingdom of God together. The Presbytery is uniquely situated whereby which we are able to implement such initiatives to connect meaningfully with each other. It certainly can go a long ways to affirm our unity in the Holy Spirit.

-the pulpit exchange will be a voluntary program for ACTIVE ministers as well as for vacant congregations. The vacant congregations will be able to invite another minister and the assigned pulpit supply minister can be sent to preach at another church. In this case, the supply minister will be reimbursed the usual pulpit supply stipend. The visiting minister to the vacant congregation will not be paid a stipend as it will be a voluntary participation on their part. The whole purpose was to expose active ministers to engage in a relationship with other churches and to build confidence and trust among church members. It is a way to confirm solidarity among churches. And they will have the opportunity to get to know who the “other” minister is from across town.

-on the same note we will encourage the Presbytery to make full use of the available retired minister who are able to provide supply pulpit for holidays, study leave, intermission etc...

-All interested congregations are invited to email Rev. John Paeng [pastor@knoxgalt.org](mailto:pastor@knoxgalt.org)

-Deadline April 30, 2014. Announcements for pulpit designations May 13, 2014.

-**Mr. Andrew Foster** has rejoined the ministry committee after taking a leave of absence. We welcome Mr. Foster back to presbytery as representative elder and as a ministry committee member for active duty.

**Motion:** That the Ministry Committee report be accepted as a whole.

Respectfully submitted by John Paeng

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Appendix "B"

**BUSINESS COMMITTEE REPORT – JANUARY 14, 2014**

**CORRESPONDENCE – January 13 – March 11, 2014**

14-027	Yesenia Torres – Community Support Connections	sent to all presbyters
14-028	Inge Ford – Secretarial position at Doon Church	sent to all presbyters
14-029	Karen Plater – Stewards by Design	sent to all presbyters
14-030	Canadian Ministries – Stan Ott Event	sent to all presbyters
14-031	Heather Chappell – Final 2013 Presbyterians Sharing report	sent to all presbyters
14-032	B. Nawratil – notifying re Electronic Statistical report problem	sent to all presbyters
14-033	T. L. Hamilton – acknowledging remit report	Clerk's files
14-034	T.L. Hamilton – Overture question	Clerk's files
14-035	Calvin Church – seeking ½ Christian Education Coordinator	sent to all presbyters
14-036	Assembly Office – Changes to the Roll #4	sent to all presbyters
14-037	John Scafe, Knox, Waterloo – determining how many churches use Power Church Software	sent to all presbyters
14-038	T.L. Hamilton – acknowledging unREFERRED overture from Knox, Guelph	Clerk's file
14-039	Conciliation Services Canada – re June 17-19 Training Institute	sent to all presbyters
14-040	Central Cambridge – requesting approval of Minister in Association Agreement with Rev. Dr. Wayne Dawes	Ministry Committee
14-041	T.L. Hamilton – acknowledging remits A,B,C,E,F, and G	Clerk's files
14-042	S. McAndless – Report on Continuing Education	Ministry Committee
14-043	A. Song – requesting permission to retire @ Sept. 1, 2014	Ministry Committee
14-044	G. C. Smith – re Labyrinth workshop at Knox Guelph, March 9	sent to all presbyters
14-045	Loretta Fox – enquiring about selling a manse policy	to Business Committee
14-046	T.L. Hamilton – acknowledging list of commissioners for 2014	Clerk's files
14-047	T.L. Hamilton – acknowledging final list of commissioners 2014	Clerk's files
14-048	Assembly Office – form for presbytery statistics – due March 30 <sup>th</sup>	Clerk
14-049	VST – M. Evans Faculty Student Review Committee Report	Ministry Committee
14-050	Canada Youth – information re Adult Advisors	sent to all presbyters
14-051	Ian McDonald – forwarding Inclusion Handbook to congregations	distributed
14-052	Central Cambridge – requesting presbytery's agreement for mission project with the bounds of Vancouver Island Presbytery	Mission & Outreach
14-053	Canadian Ministries – Twin Rivers grant Fund for Ministerial Assistance Ecumenical Shared Ministries	Mission & Outreach Selected Ministers
14-053	Alex MacLeod – Study request	Not applicable to WW Ministry Committee

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**Business Committee Recommendations:**

1. Correspondence

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

2. **Waterloo North –Proposal for retaining 70% of funds**

That funds from the sale of Waterloo North, after the National Church has received its 30% portion and the Presbytery has been repaid the amount owed to it by Waterloo North, be returned to the Presbytery of Waterloo-Wellington and designated for the building of Christ's Kingdom in the following ways:

- |   |               |
|---|---------------|
| 1) A gift to Crieff Hills.....  | 100,00.00     |
| 2) A gift to Camp Cairn.....  | 10,000.00     |
| 3) A gift to Presbyterian Sharing.....  | 25,000.00     |
| 4) A reduction of 25% in all loans owed by congregations to the Presbytery<br>..... | ...100,000.00 |

5) 3)Funding for the Bunun partnership.....

20,000.00

6) And that the remainder of the proceeds from the sale be invested in the Presbytery's Development fund to be used for, but not limited to, the following ministries and missions:

- Congregational Renewal, Development, and Outreach
- Presbytery Health and Vitality including, but not limited to, the consideration of an Executive Presbyter
- Youth Ministry and Ministry to Young People
- Leadership Development for Key Congregational Leaders, including, but not limited to, the use of mentors and coaches
- Other priorities as the Presbytery sees fit in the future

7) The Presbytery will invest the funds relevant to item 6 above with the intent that, to the extent possible, only interest from the Development Fund will be used.

3. Ballots for Moderator 2014 General Assembly – reminder to give them to the clerk

4. Presbytery Meeting Dates – 2013-14

May 13, 2014 - Gale, Elmira 5:30 (dinner \$12.00)

June 17, 2014 – Calvin, Kitchener

September 9, 2014 – new Moderator's Church

5. Business Committee Meetings 9:30 a.m. at St. Andrew's, Kitchener

May 7, 2014

June 11, 2014

September 3, 2014

6. Statistical Reports for 2013 – 13 congregations have not reported – due March 1, 2014

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



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## Appendix "C"

**FINANCIAL REPORT TO WATERLOO-WELLINGTON PRESBYTERY AS AT FEBRUARY 28, 2014**

	<u>to Feb. 2014</u>	<u>Budget 2014</u>	<u>Amount remaining</u>
<b>INCOME</b>			
Assessment Income	37,928	151,710	113,783
income from services - services	589	1,000	411
Other income - interest	387	2,000	1,613
<b>Total Income</b>	<b>38,904</b>	<b>154,710</b>	<b>115,806</b>
<b>EXPENSES</b>			
Synod Assessment	12,975	51,900	38,925
Special project - Gen. Assem. 2014	-	25,000	25,000
Special project - Two Rivers Church	25,000	25,000	-
Special project - Post Sec. student grants	-	10,000	10,000
Special project - Bunun Exchange	-	6,000	6,000
Special project - Canada Youth 2014	1,070	5,000	3,930
Special project - Burst Forth 2014	450	4,000	3,550
<b>Special projects - total</b>	<b>26,520</b>	<b>75,000</b>	<b>48,480</b>
Clerk's honorarium	1,998	11,990	9,992
Treasurer's honorarium	1,090	6,540	5,450
CPP/EI	81	680	599
Liability Insurance	-	3,500	3,500
General and office supplies	97	2,500	2,403
Telecommunications	503	1,600	1,097
Audit and legal fees	-	1,000	1,000
Bank interest and service charges	8	200	193
<b>Office expenses - total</b>	<b>3,778</b>	<b>28,010</b>	<b>24,232</b>
Travel and mileage	-	7,000	7,000
Meals and hospitality	72	500	428
<b>Travel - total</b>	<b>72</b>	<b>7,500</b>	<b>7,428</b>
Grants - U of G chaplaincy	-	6,000	6,000
Grants - Students for Ministry	-	5,000	5,000
Grants - New Life Counselling	-	1,500	1,500
Grants - donations	-	500	500
<b>Grants - total</b>	<b>-</b>	<b>13,000</b>	<b>13,000</b>

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Commissioner's Expenses	-	2,500	2,500	
Conference Funds	-	2,500	2,500	
Student Psych. Assessments	-	2,400	2,400	
Pulpit supply for visitation	-	1,500	1,500	
Visitors and Gifts	-	1,300	1,300	_____
Christian education	-	1,000	1,000	_____
Clerk's consultation April 2014	550	600	50	_____
Student certification	-	500	500	_____
<b>General expense - Total</b>	<b>550</b>	<b>12,300</b>	<b>11,750</b>	_____
<b>Total All Expenses</b>	<b>43,895</b>	<b>187,710</b>	<b>143,815</b>	_____
<b>Surplus/(Deficit)</b>	<b>(4,991)</b>	<b>(33,000)</b>	<b>(28,009)</b>	_____

### March 5, 2014

#### **Rationale for cancellation of Equitable Life LTD and ADD policy**

There are currently two insurance policies in force, both covering full time ministers for the same thing; LTD (long term disability) and ADD (accidental death or dismemberment).

One policy is with Sun Life Insurance and administered through the PCC at Wynford Drive. The second is with Equitable Life Insurance and administered by this Presbytery. Historically this has been paid by congregations, but during this review the cost has been borne by presbytery.

The background is that when the presbytery entered into this insurance it covered some items not covered under the national church plan and so at the time it made some sense. Since then however the PCC plan has improved to such a degree that this is no longer the case.

So there now exists a clear case of double coverage.

I have discussed this with two senior insurance and benefits executives, who have no vested interest in this matter. Having seen both booklets, they agree the PCC plan is superior and that in the event of a claim only one plan would make payment (it is referred to as an offset in the industry). Both advise immediate cancellation of both policies

Even more telling, our own broker Fawn Day with the Cowan Group, who does have a vested interest, has advocated the insurance should be cancelled. The current monthly cost of the Equitable policy to presbytery is \$686.70 of which 98.5% is for the LTD portion. In other words \$676.44 of the monthly cost of \$686.70 is worthless and can never be subject to a claim. Upon cancellation of the LTD policy and going forward each congregation will be saved close to \$500 per year, per minister.

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

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The ADD policy must also be cancelled, as no insurance company will provide this very inexpensive insurance without an LTD component. There has not been a single claim in our history on this insurance (remember there is no Life Insurance here, only accidental death) and bear in mind the same coverage is there for all ministers ongoing with the Sun Life (PCC) policy.

I have three **recommendations** to make;

1. cancel the Equitable Insurance Company Policy with immediate effect.
2. that all congregational arrears of premiums be absorbed by the Presbytery.
3. that all references to this insurance be removed from all future calls to ministers.

Allan Stewart  
Treasurer, Presbytery of Waterloo-Wellington

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Appendix "D"

**EIF Report to Presbytery  
March 11, 2014**

Presbyterian College, Montreal, Continuing Education  
'Ministry in a Changing World'

Presenters:

Rev. Dr. Peter Coutts, Rev. Dr. N. Graham Standish, Rev. Dr. Richard Topping

Date: Tuesday May 20, 2014 – Friday May 23, 2014

Accommodation: Rooms are available in the residence of the College. Hotel and Bed and  
Breakfast special rates are also available.

More information is available on Presbyterian College's website

Upcoming Presbytery meeting – May 13, 2014

Guest Speaker – Mr. Stephen Allen, Associate Secretary of Justice Ministries

Topic – 'How can Canadian Presbyterians support justice initiatives in the  
Middle East'

To prepare for our guest speaker, two PDF files have been included in the emails sent out by the  
Clerk of Presbytery. Both reports were written by the International Affairs Committee  
'Christian Zionism – Implications for Peace and Justice between the Jewish and Palestinian  
Peoples' Acts & Proceedings 2012 pg. 289-292

International Affairs Committee Report Acts & Proceedings 2013 pg. 277-287

In response to Overture Number 9, 2012 (A&P p. 525)

Please read these reports to be better informed for Stephen's presentation.

Respectfully submitted

Rev. Janice Hamalainen

Convener, EIF Committee

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Appendix "E"

## **Congregational Affairs Report March 2014**

The CA Committee in the Standing Orders is charged with checking to see that Congregations properly provide stipends and allowances in keeping with the church's standards. In order to comply with this order we propose sending notification to all minister and congregations within the bounds asking them to check that their stipends meet that criteria and if not to report the same to the committee. We plan to do this through the Clerk's office.

### **Recommendation 1:**

**That the CA Committee be given permission to circularize the Ministers and Congregation in terms of the above statement.**

### **Recommendation 2 :**

**That the report of the Interim Moderators be received for information.**

### **Interim-Moderators' Reports.**

#### **Interim Moderator's Report - Gale Presbyterian Church**

Elmira and particularly the corner of Church and Barnswallow continue in the throes of the polar vortex. It has somewhat hampered the search committee in its travel on Sunday mornings to hear candidates. However a candidate was brought in to conduct worship (in a neutral place) and to be interviewed on Jan 19th. A second interview with this candidate has been scheduled for March 16th. Meanwhile, a second candidate, remains of interest. The committee will make up its mind with respect to these two before it begins to review any further applications.

Effective work continues in Gale's session, board and committees, which has served to keep this congregation strong throughout the vacancy. A new mission and outreach committee has been formed, a revamped version of the congregational website has been launched, and a project is afoot to prepare a photo directory as a resource to the new minister. A search for an interim director of music has also begun (the incumbent interim director finishes her contract April 30th); session has decided not to advertise for a permanent music director until the new minister is settled, and can be part of that search.

Throughout January and February I conducted a study series on *The Bible* (Mark Burnett's epic 2013 miniseries), and in late February the communicants' class kicked off. This course, being co-led by minister-in-association, Kees Vandermeij, and myself, involves 8 youth and will run through until June 1st. Gale is also maintaining its links with other congregations in Elmira, offering an all-Elmira youth event on Jan 24th, and taking its turn in the Elmira District Ministerial Association's midweek Lenten services.

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

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A pleasant annual meeting was held on March 2nd. I joined the congregation that Sunday to lead worship and celebrate communion and to moderate the annual meeting. The congregational treasurer presented a budget which projected that the ministerial stipend would commence being paid in May. Next Sunday's interview may determine whether he is a true prophet.

Yours faithfully,  
 Karla Wübbenhorst  
 Gale IM

**Alex MacLeod – Rockwood & Eden Mills.**

Here is a brief report from Rockwood & Eden Mills:

Since our last report, the search committee has met and considered applications for the position of minister at Rockwood & Eden Mills. We have drawn up a short list of candidates and we are currently receiving digital recordings of sermons preached. Next, we will be moving on to the interview stage.

In February, Annual Meetings were held at Eden Mills on Feb.16<sup>th</sup> and at Rockwood on Feb.23<sup>rd</sup>. The life and ministry of Rockwood & Eden Mills continues to be well supported by the teamwork of the Interim-Moderator, the Sessions, the Boards of Managers, visiting supply preachers, and other leaders in both congregations. We ask that the presbytery remember us in their prayers, particularly as we discern the right individual that the Lord is calling as minister to Rockwood and Eden Mills.

**Livingston Presbyterian Church, Baden – Interim Moderator's Report**

The Rev. John Deyarmond continues to serve at Baden, leading Sunday worship each week. He and his wife Ruth have been a part of Baden for about eight years. John's focus is pastoral care and preaching. Ruth attends worship each week and brings her own skills from years of working in nursing and administration in a retirement home.

There is a working Session, a Board of Managers, Social Committee, Fundraising Group, a paid music director and a seasonal choir. The congregation is all adults; from a few in their 20's to those in their mid-90's. The demographics are mainly seniors. Ministry and outreach is geared to newly retired couples and seniors. Average attendance for worship is between 20-24 people. Communion is served four times a year.

Fundraising events brings the community to the church; in particular the apple dumpling festival in the fall, a strawberry social in the June, a Christmas and a spring tea that had bake sales. Last August when the town of Baden closed the main road for a community corn roast, the church opened its doors so people could come in and see the building (and use the washrooms).

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Financially, the congregation is holding its own. There are some, but not many rentals that help. The house adjacent to the church property is also rented and this is helping to defray the mortgage. The roof was replaced in the last five years in two stages and painting and general maintenance was done. The church building is in pretty good shape but in the next year or so there is need for outside soffits along with restoration work for the lintels, the steeple and brick work. The Board of Managers is doing a good job of keeping up with the maintenance of the inside of the church but there is some concern if this outside work is costly. The congregation really doesn't have the finances for the outside work.

This past fall representatives from the National Presbyterian Museum came for a mid-week visit and had a tour of the church and the adjacent house. There was some interest in looking at Livingston Church as a possible future sight for the museum, but also a general interest in seeing the historic church as well. Afterwards there was a visit to Castle Kilbride to learn more about the historical connection between the house and the church, both built by Mr. James Livingston.

There is a great interest in enhancing this connection between the Castle and the Church. At an Annual Meeting, the congregation voted in favour of their church as a Heritage Designation with the township of Wilmot. Representatives of the church and myself as their Interim Moderator have met on separate occasion with the Curator of Castle Kilbride, Tracy Loch who is also quite keen to develop stronger ties. Tracy has assured me what being designated with Heritage Wilmot is, and what it is not. (See <http://www.heritagewilmot.ca/index.php>)

After much conversation, we bring the following recommendation to the Presbytery through the Congregational Affairs Committee:

**Recommendation 3**

That Livingston Church in Baden be given permission to have a Heritage Designation with the Township of Wilmot.

**Recommendation 4**

**That the Report as a whole be received.**

Respectfully submitted  
Rev. Calvin Brown  
Chair of the CA Committee