

The regular meeting of the Presbytery of Waterloo-Wellington took place on January 11, 2022 at 7PM via Zoom conference meeting, The moderator Rev. Bill Bynum opened the meeting with prayer and constituted the court competent to undertake the business before it.

Attendance and Regrets

Attendance

Ministers

Rev. Peter Bush, Rev. Kathy Morden, Rev. Megan Penfold, Rev. Hugh Donnelly, Rev. Mark Gaskin, Rev. Scott McAndless, Rev. John Borthwick, Rev. Dr. Kristine O'Brien, Rev. Marty Molengraaf, Rev. Johan Olivier, Rev. Nick Pavel, Rev. Glen Soderholm, Rev. Dr. Mark Richardson, Rev. Diane Boyd, Rev. Courtney Crawford, Rev. Susan Clarke

Representative Elders

Janet deGroot, Doug McCaig, Rhonda Wright, Alistair McIlwraith, Jeanette Bomhoff, Bonnie Street, Louise Sharpe-Berges, Rick Thomas, Bob Galbraith, Sue Senior, Doris Tubman, Werner Kuemmling, Daewon Lee, Pauline Hall, Gib McIlwraith

Alt. Rep Elders

Catherine Hertel, Christy White

Appendix

Rev. Arnold Bethune, Rev. Darrell Clarke (Clerk), Rev. Linda Bell,
WMS: Jean Godin

Treasurer: George Myers

Guests: Rev. Reuben St. Louis

Guests from Gale Elmira

Kim Denstedt, Adam Dickinson, Amy Hopper, Pam Janeczko, John Kendall, Carlee Meuller, Jan Parsons

Regrets

Rev. Aubrey Botha, Rev. Ed Charlton, Rev. Angus MacGillivray, Rev. Wendy Paterson

Moved by Diane Boyd/Doug McCaig that guests be invited to sit and correspond. Carried.

The moderator welcomed guests and new representative elders to the meeting. He noted the passing of the Rev. Wayne Dawes, former senior minister at Knox's Galt.

Adoption of Proposed Agenda

Moved by Meghan Penfold/John Borthwick that the Agenda as presented be adopted. Carried

Adoption of the Minutes, November 9, 2021, Regular Meeting

Moved by Megan Penfold/Diane Boyd that the minutes of the regular meeting of the Presbytery on November 9, 2021 be adopted. Carried

Call to the Rev. Reuben St. Louis to Gale PC, Elmira in the Presbytery of Waterloo-Wellington



The Presbytery has received a call from Gale Presbyterian Church, Elmira to the Rev. Reuben St. Louis of the Presbytery of Brampton. The Clerk of the Presbytery has examined the call documents and found them to be in order.

Moved by Alistair McIlwraith/Sue Senior that the report of the business Committee be received and considered. Carried.

Move by Alistair McIlwraith/Sue Senior that the call to the Rev. Reuben St. Louis, to the position of Minister of Word and Sacrament at Gale Presbyterian Church, in the Presbytery of Waterloo-Wellington, be received and considered. Carried.

Terms of the Call and Attestation of the Call: Rev. Darrell Clarke, Clerk, Waterloo-Wellington

Call to Gale Presbyterian Church, Elmira

We, the professing members of Gale Presbyterian Church, Elmira, being well satisfied with your faithfulness to the Gospel and your qualifications for the ministry of Word and Sacraments and confident that the Holy Spirit has led us to you, earnestly and solemnly call you, The Rev. Reuben St. Louis, to become the Minister of this congregation. In calling you we promise you all due respect, encouragement, and allegiance in the Lord as, together, we seek to use our gifts in the church and in the world to the glory of God.

In order that you, The Rev. Reuben St. Louis, may be free to devote yourself to ministry of Word and Sacraments among us, we the congregation of Gale Presbyterian Church, Elmira hereby guarantee to the Presbytery of Waterloo-Wellington, of The Presbyterian Church in Canada, that out of our estimated annual revenue of \$248 022.00 we promise and obligate ourselves to provide you, as a first charge thereon, the following annually:

Annual Salary inclusive of housing allowance and utilities and travel/Annual Stipend and Housing allowance and utilities and travel listed separately

Annual Stipend:

Exclusive of travel allowance with travel reimbursed per km	\$48 845
Housing	\$24 000
Utilities	\$ 3 300
Total	\$76 145

We agree to make payments of the above salary monthly, and agree to adjust the compensation annually in view of any changes in the cost of living or the needs of our minister.

We agree further:

1. To provide two weeks for continuing education annually and \$900 per year for continuing education expenses.
2. That the benefits of number 1 above shall be cumulative up to five years.
3. To provide five (5) weeks vacation annually, which shall be used in the year they are given.
4. To provide one (1) week per year to dedicate to Denominational service.
5. To pay supply during the periods of continuing education, holidays and denominational service.
6. In case of disability or extended illness, to continue to provide stipend, accommodation and allowances for a period not less than that set by the General Assembly, and to pay the cost of pulpit supply.



7. To pay for Medical and Dental Insurance as provided through the Pension and Benefits Board of the General Assembly and to make contributions to the Pension Plan in compliance with the terms of the plan.
8. To pay any necessary moving expenses.
9. To provide a technical allowance of \$1200.00 per year to cover a cell phone, internet access in the home, and books.
10. All professional church workers are encouraged that after five (5) years of service in the denomination, to take an inter-mission (as detailed in the A&P 1992, pp. 383-384) and to expect the same after every five (5) years of service are completed. All inter-mission proposals are to be approved by the Presbytery.

The Clerk having presented the terms of the call and the guarantee of stipend to the Rev. Reuben St. Louis found to be in order.

Moved by Alistair McIlwraith/Sue Senior that as the terms of the call and the guarantee of stipend are in order, thus guarantee of stipend to the Rev. Reuben St. Louis be deemed acceptable. Carried.

Attestation:

The Clerk of Presbytery of Waterloo Wellington attested to the call: Total number of members 157, of whom 132 or 84% of members, 157 who subscribed at a congregational meeting on May 2. A further 44 adherents concurred with the call.

The Rev. Diane Boyd, Interim Moderator, Gale, Elmira, is invited to complete her work as Interim Moderator of Gale PC, and present the Reasons for Translation and Narration of the Steps of the Call to the Rev. Reuben St. Louis.

Narration of Steps and Reason for Translation

1. The Presbytery meeting of May 11, 2021 approved the request of the Rev. Scott Sinclair to retire from the Ministry of Word and Sacrament effective, June 30, 2021. The Presbytery meeting of January 12, 2021 had previously appointed the Rev. Diane Boyd Interim Moderator of the Session of Gale Presbyterian Church, Elmira, effective April 1, 2021. An exit interview was conducted with the Rev. Scott Sinclair on June 2, 2021. The pulpit of Gale was preached vacant on July 4, 2021.

2. Gale Session appointed a Transition Team to conduct a congregational survey. The congregational survey was completed in February of 2021. The Transition Team then worked on the Congregational Profile and produced a Congregational Profile in March 2021. This profile was ready for a Search Committee to complete the job description and Pastoral Skills and Interests Inventory.

3. In June of 2021, a Search Committee was appointed and they completed the Congregational Profile in early July. The Pulpit Vacancy was posted on the PCC website in mid July. The Search Committee decided on a soft deadline of September 30, 2021. Gale received interested from 21 candidates in this time period, and received 14 Profiles of Ministers. The Search Committee were very thorough in their assessment of each candidate. The Search Committee developed a rating scale to consider how well a candidate matched the priorities for ministry at Gale Church. The Search Committee narrowed down the candidates and interviewed four. All of the candidates were excellent and the choice was becoming exceedingly difficult. The last candidate to be interviewed was Reuben.



4. Reuben had already impressed the Search Committee with his Profile, his love for Camp Kintail, and his preaching style. Reuben scored off the charts on the rating scale that reflected how well a candidate matched the Search Committee's priorities. The interview changed very quickly from an interview to where I, as Interim Moderator, felt completely like a third wheel; like I was no longer necessary. The rapport between all members of the Search Committee and Rueben was immediate. The Search Committee were impressed with Reuben's ease with youth, his camping background, especially Camp Kintail which is close to the heart of the Gale congregation. They were also excited to see Reuben's ease with technology and ability to produce hybrid worship experiences. The committee were also very encouraged by Rueben's involvement in his local community and his intention to move to and be engaged in the Elmira community as well. The committee also felt very at ease with Reuben's leadership style and his candidness in sharing his areas challenge. He also impressed the Search Committee with his questions of them — Reuben interviewed the Search Committee as much as they interview him. His thoroughness and thoughtful questions reminded the Search Committee that the reciprocal discernment process was taking place. After the interview was over and the Search Committee discussed the interview, every single Search Committee member was impressed and concerns that had been expressed with previous candidates, were all answered in a positive manner with Reuben.

5. A second interview was conducted in person and Reuben was invited to the church (with masking and distancing). This was the first time the Search Committee met in person; all meetings up to this point had been over Zoom. The second interview only reaffirmed for the Search Committee that Rueben was the right person to lead Gale into the future. The Search Committee is confident that they have discerned that Rueben is well matched for ministry with the congregation of Gale.

6. At an emergent meeting of Gale Session on October 11, 2021 the Search Committee recommended that the Rev. Reuben St. Louis be the sole candidate and invited to preach for the call on January 9, 2022. The Session unanimously agreed to invite Rev. St. Louis to preach for the call as the sole candidate on January 9, 2022, with a start date of March 1, 2022.

7. Due to the ongoing pandemic and with new daily covid cases close to 20 000 per day, Gale Session decided to close the church to in person worship at its December 28, 2021 Session meeting. The plans then, for the January 9 preaching for the call service and congregational meeting following, had to be altered. It was decided that the Preaching for the Call service would be pre-recorded and available to view on YouTube. The Congregational Meeting would follow the service and be held via Zoom. Elders and sustain elders would be present in the sanctuary and would sign the call for their members and adherents by proxy.

8. On Wednesday January 5, 2022, the Government of Ontario placed new restrictions on in-person gatherings, with a limit of 5 people allowed to gather indoors. The Congregational meeting, since it was not a worship service, fell under these new government indoor gathering restrictions. The plan for the Zoom congregational meeting was to have the Interim Moderator, Session and sustaining elders present in the Gale sanctuary; a total of 15 people. This was then changed to only the Interim Moderator, Clerk of Session, and Sustaining elder/Zoom meeting host to be the only ones present in the sanctuary during the Zoom meeting and thus in person and able to sign documents and receive signed call documents dropped of by elders. This was further complicated, when the Interim Moderator's husband and four children all tested positive for covid (although being double vaccinated) on Friday January 7. This meant



that the IM was in isolation for 5 days, until Wednesday January 12. Plans altered again so that the signed call documents would be (safely) hand delivered to the IM's (sanitized)mailbox.

9. On January 9 the pre-recorded preaching for the call service premiered at 10:30 AM and had 90 viewers. The Zoom Congregational meeting followed at 11:45 AM. There were 80 Gale 'participants' in the Congregational Zoom meeting. We took two votes for the call. The first was done using the Zoom poll feature. This vote was 100 %, 80/80, voting in favour of the call. The second vote was taken by a show of hands for additional people on a single Zoom call (since only one vote can be registered in a poll per Zoom screen). This vote had 20/20 people, 100%, voting in favour of the call. The members and adherents present in the Zoom meeting, then gave permission for elders to sign the call on their behalf. This was done, elder by elder, with each member and adherent for that elder, raising their hand to give permission and the names with permissions were recorded both by the recording secretary and the respective elder. The congregational meeting resulted in a unanimous, 100% vote in favour of the Rev. Reuben St. Louis and all present gave permission for the elders to sign the call on their behalf.

10. Once the Zoom meeting was over, the elders and sustaining elders contacted those who were not present at the meeting to request their verbal permission for the elder to sign the call on their behalf. 132 out of 157 members signed the call by proxy. No in person visits were made due to covid restrictions and all members and adherents were contacted by phone. Reasons for not signing the call: many had no contact information, some now attend other church denominations and have not transferred their membership (because it would not be transferable), others now live out of the province, and three have dementia and it was felt by the elders that they could not give informed consent over the phone.

11. By their own persuasion and by the movement of the Lord through the due process of the Church, the search committee, session, and congregation of Gale Presbyterian Church believe this to be a Call from God upon the life of the Rev. Reuben St. Louis. They beseech the Presbytery of Waterloo-Wellington to duly examine it and to sustain it as a regular gospel Call.

Moved by Alistair McIlwraith/Sue Senior that the representatives from Gale Presbyterian Church, the congregation to which Rev. Reuben St. Louis is being called be invited to speak in support of the call. Carried.

John Kendall and Kim Denstadt representing the congregation of Gale PC, Elmira, spoke in favour of the call to Rev. Reuben St. Louis.

Moved by Alistair McIlwraith/Sue Senior that the call to the Rev. Reuben St. Louis be sustained as a gospel call and approved by the Presbytery of Waterloo-Wellington and forwarded to the Presbytery of Brampton and that the Rev. Diane Boyd with members of the Search Committee and Session of Gale PC, Elmira presents this call to the said Presbytery at their next regular meeting. Carried.

Moved by Alistair McIlwraith/Sue Senior that the Rev. Diane Boyd, Interim Moderator, serve as a mentor to the Rev. Reuben St. Louis for a period of one year from the time of induction. Carried.

Moved by Alistair McIlwraith/Sue Senior that the setting of a date for the induction of the Rev. Reuben St. Louis and planning for that service, be left in the hands of the Moderator of Presbytery, the Clerk of Presbytery and the Interim Moderator of Gale, Elmira and that the Rev. Marty Molengraaf be invited to preach at that induction. Carried.

The Business Committee report continued. See Appendix “A”

Moved by Diane Boyd/Louise Sharpe Berges that the actions of the Business Committee in distributing the correspondence be homologated. Carried.

Moved by Diane Boyd/Louise Sharpe Berges that the moderator of the Presbytery of Waterloo-Wellington write a letter of pastoral support through the Bunin Presbytery in Taiwan and to .cc the Presbyterian Church of Taiwan. Carried.

Moved by Diane Boyd/Louise Sharpe Berges that a grant from the Development Fund, in the amount of \$10,000, be provided to the congregation of Knox-Calvin Harriston in support of the resettling of the al Muhammad family from Syria. Carried.

Moved by Diane Boyd/Louise Sharpe Berges that the applications of Central Presbyterian Church, Cambridge; St. Andrew's Presbyterian Church, Fergus; and Kortright Presbyterian Church, Guelph be forwarded to the Cooke's Fund with the endorsement of the Presbytery. Carried.

Moved by Sue Senior/Hugh Donnelly that the Presbytery of Waterloo-Wellington, refer the overture from the Session of Knox, Waterloo to the Assembly Council, with approval. Carried.

The business committee recognizes that many congregations are experiencing reduced revenue from congregational giving and building rentals as a result of the Covid 19 pandemic. Again, we find ourselves entering into yet another wave of covid19, with heighten anxiety and more restrictive public health direction. With this increasing uncertainty the business committee would like to invite congregations who would benefit from financial help to contact Diane Boyd at the Congregational Response team. We would also invite you to share how the Presbytery might support all congregations financially as we continue through the fifth wave and how we might offer support in the post pandemic period. As a first step in that direction the following recommendation is set before the Presbytery.

Moved by Diane Boyd/Louise Sharpe Berges that the first quarter of the 2022 Presbytery Assessment (25% of the annual assessment) be paid by the Development fund on behalf of the congregations of the Presbytery. Carried

Covid Congregational Reports

January 2022: Kortright, Guelph; St. Andrew's Hespeler; Joonim, Waterloo; Crieff Hills; Knox, Palmerston; Kitchener East; St. Andrew's Guelph; Gale, Elmira

Written and Verbal Reports were received from the following congregations.

Verbal Reports were heard from St. Andrew's Hespeler (Rev. Scott McAndless); Joonim, Waterloo (Daewon Lee), Crieff Hills (Rev. Dr. Kristine O'Brien), Knox, Palmerston (Christy White), Kitchener East (Rev. Dr. Mark Richardson), St. Andrew's, Guelph (Rev. John Borthwick), Gale, Elmira (Jeanette Bomhoff).

For Information Only:

The Post-Secondary Student Grant Application Process was shared with the Presbytery. An update on the “Watson Estate” was included in the information only section as were the final list of General Assembly 2022 Commissioners was also included in the update.

Moved by Sue Senior/Hugh Donnelly that the report of the Business Committee be approved as a whole. Carried.

Report of the Treasurer - see Appendix “B”

Moved by Louise Sharpe Berges and Vern Platt that the report of the Treasurer be received and considered. Carried.

The treasurer provided an updated on the financial status of the Presbytery and the Development Fund and the Consolidated Fund. It was also mentioned that the 2022 Presbytery congregation Assessments have been circulated to all congregations.

Moved by Louise Sharpe Berges/ Vern Platt that the Interim Financial Statements to December 30, 2021, be accepted. Carried.

Moved by Louise Sharpe Berges/Vern Platt that the report of the Treasure be accepted. Carried.

Report of the Finance and Property Team – see Appendix “C”

Moved by Louise Sharpe Berges/Kim Uyede that the report of the Finance and Property Team be received and considered. Carried.

Options for calculating assessments:

The convenor of the Finance and Property team presented three options for the calculation of congregational assessments. Historically, the assessment for each church in the WW Presbytery was calculated based on the number of households/members represented at that church. Two new options for calculating assessments have been proposed. The first new option is based on the money generated by a church (dollar base or \$Base) and the third is calculated based on a combination of members and \$Base. A chart was created which show the three options and their impact for 2022.

Moved by Louise Sharpe Berges/Kim Uyede that the Presbytery approve option #3 as the means for calculating assessments in the WW Presbytery for 2023 and beyond. Carried

The convenor introduced the draft Terms of Reference for each of the approved funds within the Development Fund. Presbytery is to review and make recommendations on these and they will be finalized and approved at the March Presbytery meeting.

Moved by Louise Sharpe Berges/Kim Uyede that the approval of the Terms of Reference documents will be sought at the March WW Presbytery Meeting. Carried.

Mission Plan for the Proceeds from the Sale of Livingston PC, Baden

The sale of the property has been finalized. The outstanding Presbytery loan and the 2021 assessment have been paid. The balance of the funds has been forwarded to the Trustee Board. The Presbytery needs to send a request for the appropriate amount of the funds to the Trustee Board. The Clerk of Presbytery and the Treasurer will send the request along with a Mission Plan.

MISSION PLAN RE: THE PRESBYTERY OF WATERLOO-WELLINGTON'S PORTION OF FUNDS FROM SALE OF LIVINGSTON PRESBYTERIAN CHURCH, BADEN AND NEIGHBOURING HOUSE

The Funds will be placed in The Development Fund of The Presbytery of Waterloo-Wellington. Among the purposes of the Development Fund is to assist congregations in doing outreach work, be that through direct grants or to provide matching funds to allow congregations to leverage other outreach grants.

Additionally, a portion of the funds coming into the Development Fund are set apart to support work on the various university and college campuses within the bounds of the Presbytery. In the past year the



Development Fund has supported congregations through COVID as they have improved their broadcast/streaming technology.

We assure the Trustees Board that the funds will be used to assist congregations within the bounds of the Presbytery to reach out with the good news of Jesus Christ. We are continuing to learn how to support new initiatives, and these funds will assist us into doing that.

Moved by Louise Sharpe Berges/Kim Uyede that the Mission Plan be approved. Carried.

Moved by Louise Sharpe Berges/Kim Uyede that the report of the Finance and Property Team be accepted. Carried.

Report of the Renewal Team – see Appendix “D”

Moved by Johan Oliver/Scott McAndless that the report of the Renewal team be received and considered. Carried.

Two Rivers Mission

Moved by Johan Oliver/Scott McAndless that the oversight of the Two Rivers Mission be assigned by the Presbytery to the Renewal Team. Carried.

Moved by Johan Oliver/Scott McAndless that Presbytery grant \$ 18 000 to Two Rivers for the 2022 financial year. Carried.

Implementation Ready Grants

Moved by Johan Oliver/Scott McAndless that the Presbytery provide a grant from the Implementation Ready Fund of \$12000 for St. Andrew's Presbyterian Church, Kitchener. Carried.

Moved by Johan Oliver/Scott McAndless that the Presbytery provide a grant from the Implementation Ready Fund of \$5000 for St. Andrew's Presbyterian Church, Fergus. Carried.

Moved by Johan Oliver/Scott McAndless that the Presbytery provide a grant from the Implementation Ready Fund of \$12,000 for Knox's Presbyterian Church, Elora. Carried.

Covid Congregational Grants

Grant Application: Central PC

Moved by Johan Oliver/Scott McAndless that the Team and the Presbytery consider this request at a future meeting. Carried

Grant Application: Knox PC, Elora

Moved by Johan Oliver/Scott McAndless that the Presbytery provide a grant from the Covid Fund \$5000 for Knox Presbyterian Church, Elora.

Grant Application: Kitchener East PC

Moved by Johan Oliver/Scott McAndless that the Presbytery provide a grant from the Covid Fund of \$6000 for Kitchener East Presbyterian Church. Carried.

An amendment to the motion was proposed.

Moved by Peter Bush/Meghan Penfold that consideration for the grant to Kitchener East be tabled to the March Presbytery meeting. Defeated.

There was discussion for and against amendment. The original motion carried.

Reconsideration of the motion to provide a Covid Congregational Grant to Central PC

Moved by Johan Oliver/Mark Richardson that the Presbytery provide a grant from the Covid Fund of \$6000 for Central Presbyterian Church. Carried.

Grant Application: Knox PC, Conn

Moved by Johan Olivier/Scott McAndless that the Presbytery provide a grant from the Covid Fund of \$9000 for Knox Conn. Carried.

Grant Application: Knox PC, Preston

Moved by Johan Olivier/Scott McAndless that the Presbytery provide a grant from the Covid Fund of \$4742.23 for Knox Preston. Carried.

The Moderator, Bill Bynum, minister at Knox, Preston, stepped aside and the past moderator, Peter Bush, assumed the chair.

The motion carried and the Moderator resumed the chair.

Congregational Strategic Planning Fund Grants

Moved by Johan Olivier/Scott McAndless that the Presbytery provide a grant from the Congregational Strategic Planning Fund of \$2000 for Knox Conn. Carried

Business from the Floor

Discussion arose regarding the distribution of the remaining amount of the Congregational Covid Fund. Various suggestions were heard and the result was the following motion.

Moved by Hugh Donnelly/Johan Olivier seconded that the amount of \$6,000 be distributed to each congregation. (NB: No application would be required for this funding.)

An amendment was moved from the floor: Moved and duly seconded excluding Kitchener East PC and Central PC.

The moderator ruled the amendment out of order. His ruling was challenged by Marty Molengraaf.

The moderator step aside from the chair and the clerk assumed the chair for the vote. The motion of challenge was carried.

The final motion read: Moved by Hugh Donnelly/Johan Olivier seconded that the amount of \$6,000 be distributed to each congregation, excluding Kitchener East PC and Central PC. Carried (NB: No application would be required for this funding.)

Gib McIlwrath asked that his dissent be recorded.

Dissent of Gib McIlwrath

To Darrell Clarke Clerk of Waterloo Wellington Presbytery to give my reasons for dissent to the amendment and the amended motion stated below. This is in accordance with Book of Forms Section 91 to 93.

The motion "Moved by Hugh Donnelly/Johan Olivier seconded that the amount of \$6,000 be distributed to each congregation. Carried (NB: No application would be required for this funding.)"

I received a copy of the final approved motion to be sure my response addressed what was in the motion The bracket comment was added by the Clerk.

My reasoning is based on section 1 and 4(c). The original grants were based on Covid having created a crisis for the congregation and they had to submit what their need was and how much it would cost. They were not automatically granted the maximum.

The section 1 states the supervision of the funds rests in the hands of the Business Committee and as the motion does not propose the use of funds in agreement with the standing order the Business committee can instruct the treasurer not to issue the cheques.

The motion should have been a notice of motion as the standing orders would need changed to allow this kind of disbursement. The motion would not be in order until a change is made. The motion proposes that we give money to congregation without confirming they are in or have experienced a crisis.

It made no mention of the source of funds. There was one comment made by a pro speaker that the funds could come from the same place as last time but was not part of the motion. The funds came originally out of the Knox's Galt money. This money does not exist as separate as of Jan 1, 2022, as directed by the presbytery but has been divided into 3 funds. Presbytery did not give the treasurer or this committee power to act or direction on where the funds should come from. The treasurer and the F&P committee can only recommend to the Business Committee who have to exercise their supervision of the funds and put motions to the Presbytery

The whole motion is out of order per the Presbytery Development Fund in standing orders of Presbytery. in particular sec 1 & 4 C)

Presbytery cannot directly approve spending unless it comes from or through the business committee (The business committee at its last meeting turned down a proposal to give \$5000 to each congregation.)

Under section 4 C) it requires a crisis to exist and there are guidelines for a congregation to follow to request assistance. The motion does not require a crisis.

Neither of these two sections are met by this motion.

One of the reasons given in support of the motion was to make things fair which implies that the previous actions of Presbytery were unfair in some way.

I am offended by this statement and idea. I do not believe this to be the case. The funds were set aside for congregations who were in need of assistance to provide means to continue to connect with their members, adherents and provide the Word to a broader population. It was not restricted to communications but included other needs brought about by COVID. There was significant funds set aside. Up take was slower than expected and the deadline was extended. In June it seemed apparent that not all congregations were going to apply to the fund and some indicated more time was required for their plans to be finalized. The result was the deadline was extended and all churches were advised



they could apply a second time with a limit of \$6000 and those grants would be considered providing there was still funds available. The deadline for all applications was set to Dec 31, 2021

The application process from the start was simplified compared to the normal application for grants and loans. The applications had to provide a short description and reasons as to how it related to COVID. The requirement for any financial reviews was removed to make it less cumbersome to the applicant and those doing the reviews/approvals for Presbytery and open to all congregations no matter what their financial situation. There was a requirement for the recipients to report to Presbytery on how the plan had worked out.

There was at least one reminder sent to congregations in October and the status was reported in every presbytery meeting including the balance available and the application deadline. Any congregation should have known how to apply and acted to apply. It was a fair process.

If congregations need assistance in any way they can now apply to the funds that were setup as of January 1, 2022. The only thing that changed is the small balance after all applications are handled was per the direction of Presbytery be returned to the Development fund. The Legacy fund for Knox's Galt still has to be set up and parameters governing use determined.

Respectfully submitted

Gibson McIlwrath

PRESBYTERY DEVELOPMENT FUND

1. The Supervision of the Fund rests in the hands of the Business Committee of Presbytery, which will recommend to the Presbytery any use of an expense from the Fund (16/6/87).

2.1 The Business Committee shall also recommend to Presbytery what portion thereof shall be grant and/or loan. Any such loan shall be interest free without a fixed repayable date. Any such grant shall not exceed 75% of the total requested. (amended 22/6/93).

2.2 No loan shall be granted that exceeds the total assets of the congregation. (14/11/17, p. 5616).

3.1 Beginning January 2005, the congregational assessment paid to the Development Fund be added to the Development Fund and be made available to congregations for special outreach projects. (June 2004)

3.2 Any requests for monies from the Fund will have a ceiling of twenty-five percent (25%) of the Fund's income for the current year, or fifty percent (50%) of the total cost of extension, improvement, crisis, et al, whichever is the lesser of the preceding. (November 2004).

4. The Development Fund shall normally be used for the following:

a) Capital costs: purchase of land

b) Building extension and/or improvement

c) Supplementing operating expenses of a congregation in crisis

d) Providing a matching loan to congregations who receive assistance from the
☐ Experimental Fund ☐ (See A&P 1984, pages 203-4: 1985. p 207-8: 1986, p. 219. (16/6/87).

e) Projects of an outreach nature to be approved by the Presbytery on the recommendation of the Business Committee.

5. Requests for funds under 4 b) above shall be accompanied by:

a) results of an Every Person Congregational Visitation specifically oriented to the project; and

b) the most recent congregational Annual Report; and



c) a description of the project and a copy of the project budget. (22/6/93).

6. Requests for funds under 4 c) above shall be accompanied by:

a) results of or commitment to an Every Person Congregational Visitation specifically oriented to the crisis: and

b) the most recent congregational Annual Report; and

c) a description of the crisis need. (22/6/93).

7. With regard to 4 d) such a loan will be considered by the Presbytery; it will not be automatic. (16/22/87).

1. Requests for funds under 4e) from a congregation, or congregations, shall be accompanied by:

a) a description of the project, which shall be a new congregational project or one demonstrating a need for renewal.

b) A budget of the project.

c) The congregation's financial participation in the project. (June 2004)

Moved by Johan Olivier/Scott McAndless that the report of the Renewal Team be accepted. Carried.

Report of the Congregational Response Team – see Appendix “E”

Moved by Diane Boyd/Mark Gaskin that the report of the Congregational Response Team be received and considered. Carried

The convenor of the committee noted that interim moderator reports are included in the written report of the team. New subcommittee membership was also noted.

Ministers Crieff Retreats

Moved by Rev. Diane Boyd, seconded by Rev. Mark Gaskin that the deadline for the Clergy Retreat be extended to June 30, 2022. Carried.

Request for Intermission

Moved by Rev. Diane Boyd, seconded by Rev. Mark Gaskin that the request for Intermission from April 25 to July 3, 2022 by Rev. Kathy Morden be approved

Guidelines for Dealing with Ministry and Mental Health

The CRT is impressed with the significant good work and sensitivity put into the Guidelines for Dealing with Ministry and Mental Health (A & P, pp 519 – 532).

Moved by Rev. Diane Boyd, seconded by Rev. Mark Gaskin that Presbytery urge ministers and representative elders to read the report and make their sessions aware of these Guideline for Dealing with Minister and Mental Health. Carried.

Moved by Rev. Diane Boyd, seconded by Rev. Mark Gaskin that the Presbytery support a CRT-sponsored workshop to be held on Wednesday, January 26 that highlights the issue of Ministry and Mental Health. Carried.

Moved by Rev. Diane Boyd, seconded by Rev. Mark Gaskin that the report of the CRT be accepted. Carried.

Equipping Leadership Team – Appendix “F”

Moved by Peter Bush/Susan Clarke that the report of the EL Team be received and considered.
Carried.

Moved by Peter Bush/Susan Clarke that Presbyters having concerns or objections communicate those directly to Education and Reception, Ministry and Church Vocations, The Life and Mission Agency.
Carried.

Minister Stipends

Moved by Peter Bush/Susan Clarke that all Sessions in the Presbytery of Waterloo-Wellington have a conversation with the minister about the minister's stipend including to inquire honestly about the financial needs of the minister. That this conversation become an annual part of the life of Sessions. Carried.

Moved by Peter Bush/Susan Clarke that effective 2023 the Presbytery of Waterloo Wellington add years 9-15 to the Stipend grid, with annual increments at rate of the year 1-8 increments. The Presbytery will create this grid annually and distribute it to congregations. The Stipend grid is understood to be a floor below which stipend rates cannot fall. Tabled.

Moved by Peter Bush/Susan Clarke that on a case-by-case basis the Presbytery of Waterloo-Wellington is prepared to assist congregations adjusting to the new grid system. To receive assistance in implementing the grid congregations should apply to the Clerk of Presbytery. Tabled

Housing Loans to Ministers:

That the Presbytery of Waterloo-Wellington provide loans of up to \$50,000 to ministers moving into the Presbytery who are purchasing homes. Tabled

Moved by Peter Bush/Susan Clarke that the Presbytery of Waterloo Wellington instruct congregations provide \$3,000 per year (\$250 a month) to each minister in the presbytery who is living in a manse or who is renting their accommodation.

Housing Payment

Moved by Peter Bush/Susan Clarke that the \$3,000 annual amount will be reviewed annually by the Presbytery in time for the Sept. meeting of Presbytery. The funds are to be used toward the minister's accommodation costs in retirement. Retro-active for 2020 and 2021 and also for 2022 and 2023 the presbytery will pay the housing equity benefit. In 2024 the Presbytery it will pay half the benefit and the congregation the other half. In 2025 congregations will become responsible for paying the full amount of the benefit. Funds to come from the Development Fund. Tabled.

Mental Health

Moved by Peter Bush/Susan Clarke that the Presbytery of Waterloo-Wellington adopts the following practices:

- a. Sessions are to ask their ministers each year when their ministers will be taking their full 5 weeks of holidays. Sessions are to be agents of the Presbytery in ensuring that ministers take their holidays.*
- b. The Presbytery will enquire of all ministers who have not taken continuing education for two years, what plans they have to take continuing education.*
- c. The Presbytery will produce a one-page summary of the vision and goal of the Trust Fund and the work of the Pastoral Care Committee, including how those funds and supports can be accessed. The one-page summary to be distributed to Clerks of Session and Ministers in September of each year. Tabled.*

Moved by Peter Bush/Susan Clarke that Recommendations 3 to 7, be tabled until the March Presbytery meeting. Carried

Moved by Peter Bush/Susan Clarke that effective in 2022 congregations in the Presbytery of Waterloo-Wellington provide 10 days of paid Personal Emergency Leave to called or appointed Ministers of Word and Sacraments. This leave is not cumulative from year to year. And that this clause be written into all calls and ministry contracts (for example, interim ministry, stated supply, term contracts, etc.). Carried.

Response to Study and Report – Clerks of Assembly – Book of Forms 176

We favour the removal of the words “and not as a complement to some other vocational pursuit” from Book of Forms 176.1.

Such a removal makes the possibility of part-time ministry much more viable, and a growing number of congregations are seeking part time ministers.

But we believe that the proposed change does not go far enough. We believe that the words “whose ministry is carried out on a minimum of a half-time basis” should also be removed from Book of Forms 176.1.

We do not understand why the half-time basis is a limiting factor on whether an ordained minister serving a congregation should be a voting member of presbytery. We can find no theological basis for this limitation. We believe there are a number of theological reasons for the elimination of this limitation – the greatest of those being the Biblical model of tent-making ministry carried out for example variously by Paul, Prisca and Aquilla.

Pragmatically we do not understand persons who would otherwise be on the appendix to the roll of presbytery when serving as interim moderators can be voting member of presbytery (such a role being less than half-time), but ordained Presbyterian ministers serving a congregation on a part basis are not allowed to be voting members of Presbytery. For consistency, if for no other reason the requirement of half-time ministry should be removed from Book of Forms 176.1.

Moved by Peter Bush/Susan Clarke that the above be forwarded to the Clerks of Assembly as the response from the Presbytery of Waterloo Wellington to Study and Report 1.7 the proposed amendment to Book of Forms section 176.1. Carried.

Response to Study and Report – Committee on Church Doctrine – Revised Preamble to Ordination Vows

Response to Revised Preambles to Ordination Questions

Prior to 1955 there was no preamble to the ordination questions. Through a decade long discussion in the church the existing preamble came into being. The Committee on the Articles of Faith (predecessor to the Committee on Church Doctrine) listened carefully to the voice of the church and made wholesale changes to their drafts to make the preamble readable and of a manageable length. The absence in the report of any recognition the historical development of the preamble cuts the present Committee’s work off from the work of predecessors.

A central part of the work around the original preamble was the recognition that “The standards of Christ’s church Christ entrust in a special degree of responsibility” to the Ministers of Word and Sacraments. (A&P 1963, p. 300) The standards of the church are a trust from the past, a trust to be kept. The draft preamble carries none of that feeling, the Standards are part of “the historically shaped tradition” that is to be



“respectfully acknowledged”. Ministers of Word and Sacraments are to approach the Standards “in a thoughtful and evaluative role.” That is the Standards are historically bound. Two concerns arise. First, the shift from the Standards being “entrusted” to Ministers of Word and Sacrament (original preamble) to Ministers’ call to “respectfully acknowledge” is significant enough to require some discussion in the body of the report. Second, and more serious, the draft preamble is itself “historically shaped” by the moment in which it is being written. Having highlighted the historical boundness of the Standards and of Scripture, the preamble should have the humility to recognize that it too is written in a particular moment and will itself become an historical document. Such an exploration of the limitedness of all human endeavours will help balance the potential for human pride taking over the “thoughtful and evaluative role.”

The 4th paragraph of the preamble for Ministry of Word and Sacrament seems to imply that Ministers of Word and Sacrament, having made “solemn promises”, are uniquely, or maybe solely, called “to serve by preaching God’s Word.” We are certain that that is not the intention of the writers of draft preamble, for persons besides Ministers of Word and Sacrament have also been called by God to preach. Similar argument could be made regarding sacraments – which the Assembly has said Ruling Elders in certain situations can administer. Ruling elders will be surprised to read that Ministers are leaders without explicit reference to the team nature of that leadership.

The document is too long. A thorough edit could shorten the document, as well, it is awkward to read at points. Those two concerns become especially evident in the Litany format of the preamble. Present-day Presbyterians are not used to reading in unison, the sections to be read by the congregation are frequently too long and when congregations read them in unison the reading will become ragged. While we applaud the attempt to find ways to include the congregation in the ordination/induction service, we are not convinced that a litany is the best way to engage a younger demographic. For all age groups the preamble needs to be much more reader friendly for people coming to it for the first time or who read it infrequently. The Committee on Church Doctrine in commenting on the first round of responses received said, “It requires far more care than one reading.” We agree, and that is part of the problem. It will be read infrequently in the life of a congregation and in the lives of congregational members, so infrequently that it will feel like the first time each time it is read. The preamble needs to be written to be accessible on its first reading. Further, it needs to sound well in the ears of those for whom English is an additional language. Which in fact was what sent the Committee on this process in the first place. Any future draft needs to be tested with hearers (it is going to be read) who speak English as an additional language.

Moved by Peter Bush/Susan Clarke that the above be forwarded to the Committee on Church Doctrine as the response from the Presbytery of Waterloo Wellington to Study and Report 1.2 updated edicts and preambles for ordination, induction and admission of the minister of Word and Sacrament and of the ruling elders. Carried.

Moved by Peter Bush/Susan Clarke that the report of the Equipping Leadership Team be accepted. Carried.

Other Business – see Appendix “G”

OVERTURE

Whereas the Financial Crisis of 2008 put the solvency of the Presbyterian Church in Canada Pension Plan at risk; and

Whereas in 2013 in an effort to make the plan solvent the Pension Plan moved from a Final Average Plan to a Career Average Plan, increased active members contributions to the maximum legal limit of 9% of Qualifying Income, increased congregational contributions to 5% of Dollar Base, along with recalculating accrual rates; and



Whereas these actions among other things reduced the amount of pension plan members would receive upon retirement while at the same time plan members were contributing more than was needed to fund the Career Average benefit they would receive upon retirement; and

Whereas as an example of the impact of the changes to the plan:

- A plan member who contributed over 30 years (1992-2022) at the maximum qualifying income level would have received a Final Average pension of \$33,372.00 a year,
- Instead because of the changes that plan member will now receive 20 years of Final Average (\$19,036.80) and 10 years of Career Average (\$10,734.30) for a total pension of \$29,771.10 a year.
- A difference of \$3,600 a year every year of retirement (10% less than the 30-year Final Average pension); and

Whereas the Pension and Benefit Board reported to the 2021 General Assembly that the Plan is in a surplus position on a Going Concern basis and therefore was able to reduce contribution levels for plan members and congregations for 2022; and

Whereas there is need to look at improvements to plan benefits since pensioners have not seen an increase in pensions in more than 15 years; and

Whereas it is important to balance the needs of various generations in a mature plan like the Presbyterian Church's plan;

THEREFORE the Presbytery of Waterloo-Wellington overtures the 2022 General Assembly to do two things:

- a. Send a letter to all who were active members of the Pension Plan between 2013 and the present thanking them for the part they played in helping to bring the Pension Plan through the difficult days of the last decade; and
- b. To ensure that a full or partial return to Final Average pensions is part of the Pension Plan improvements going forward

or to do otherwise as the General Assembly in its wisdom deems best.

Moved by Peter Bush/Scott McAndless that the above overture be adopted and approved by the Presbytery and forward to the General Assembly Council.

Next Meetings Business Committee February 1 via Zoom, March 1, April 5, May 3, June 14, July 5, August 2,

Presbytery: March 8, May 10 and June 21, 2021

As the Presbytery had completed its business it was moved by Hugh Donnelly that the meeting adjourn. The moderator closed in prayer.

**Business Committee Report -Appendix "A"****Recommendation 1**

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

a. Correspondence

21 227	Rev. Stephen Kendall	Receipt of Watson Est. Presbytery Recommendations	Clerk
21 228	Terrie-Lee Hamilton	Extension of Moderator Nominations - Dec 15	Presbytery
21 229	Rev. John Borthwick	St. Andrew's, Guelph Covid Grant Report	Bus. Committee
21 230	Jennifer Astop	Canada Ministries Funding for Two Rivers (2022)	Clerk/Two Rivers
21 231	Maggie Leung	Presbyterian Sharing Update (October 2021)	Presbytery
21 232	Rev. John Borthwick	Reminder: Will Your Anchor Hold Event at the Abbey	Presbytery
21 233	George Myers (OB)	2022 Congregational Assessments	Presbytery
21 234	Liz Nolan (P. Grespan)	Additional Items of Business	Clerk/G. McIlwrath
21 235	Rev. John Borthwick	Reminder: Will Your Anchor Hold Event at the Abbey	Presbytery
21 236	Theresa MacDonald	Kintails November Newsletter	Presbytery
21 237	Liz Nolan (P. Grespan)	Draft Probate documents for Watson Estate	Clerk/G. McIlwrath
21 238	Rev. Peter Bush	Renewal Implementation Ready Grant Application	Renewal Team
21 239	Sandy Grimwood	Response of Westside PC to 2023 Assessment Options	F&P Team
21 240	Terrie-Lee Hamilton	Assembly Council November Meeting Summary	Presbytery
21 241	Winnipeg Intercity Mission	Christmas Preparations and Support Opportunities	Presbytery
21 242	Marjorie Copeland	Competent Objections Memo	EL Team
21 243	Presbyterian College	Induction Livestream Invitation	Presbytery
21 244	Virginia Stelzner (P. Grespan)	Watson Estate Legal Proceedings Call and Update	Clerk
21 245	Rev. Linda Ashfield	Summary of the Sale of Baden properties	Bus. Comm/F&P Comm.
21 246	Warren MacEachren	Follow-up to letter of Dec. 8, 2021	Clerk (OB)
21 247	Oliver Ing	Knox's Galt CRA Assessment	Bus. Comm/Clerk
21 248	Rev. Peter Bush	Bunun Presbytery Letter of Pastoral Care	Bus. Comm
21 249	Liz Nolan (P. Grespan)	Collection of Additional Docs, Watson Estate Dec 7, 21	Clerk/G. McIlwrath
21 250	Marjorie Copeland	Competent Objections Memo Correction	EL Team
21 251	Kathryn Muir	Changes to the Roll, Nov, 2021	Presbytery
21 252	Shelly Maitland	Ren. Imp. Ready Grant Application St. A's, Alma	Renewal
21 253	Jennifer Astop	Remote/Rural Deadline Grants and Spring Dates	Presbytery
21 254	Rev. Nick Pavel	Knox, Conn Nativities Display Weekend	Presbytery
21 255	Lyn Pennington	Cooke's Fund Application, Central Pres.	Bus. Comm.
21 256	Rev. John Borthwick	The Abbey Last Chance	Presbytery
21 257	Warren MacEachren	Palmerston Inquiry response	Clerk/RenT/CRT/Tres.
21 258	Penny Ranken	Knox, Conn Nativities Display Weekend	Presbytery
		Knox's Legacy Letter to Westside, Central, Knox Preston and	
21 259	Rev. William Bynum	St. Andrew's, Hespeler	Outbound
21 260	Penny Ranken	Strategic Planning Fund Application	Renewal
21 261	Presbyterian College	Courses and Encouragement	Presbytery
21 262	Rev. Peter Bush	Cooke's Fund Grant Application for Endorsement	Bus. Comm.
21 263	Rev. Kathy Morden	Request for Financial Aid for Refugee Family	Bus. Comm.
21 264	Rev. John Borthwick	January Offerings at The Abbey	Presbytery
21 265	Presbyterian History Society	Fall 2021 Edition of Presbyterian History	Presbytery
21 266	Rev. Bill Bynum	Covid Congregational Grant Application Knox, Preston	Renewal
21 267	Deb Schichter	Overture from the Session of Knox, Waterloo	Bus. Comm/Presbytery
21 268	Louise Sharpe-Berges	Post Secondary Student Ministry Application, Kortright	Bus. Comm.
21 269	Theresa MacDonald	December Edition of Kintails	Presbytery
21 270	Marilyn Repchuk	Christmas Greetings PCHC	Presbytery
21 271	Rev. Peter Bush	Financial Support for Covid 5W affected Congregations	Bus. Comm.
21 272	Crieff Hill Events	Clergy Wellness Retreat	Presbytery
21 273	Theresa MacDonald	Camp Kintail Christmas Service Invitation	Presbytery
21 274	Rev. Peter Bush	Overture	Presbytery
21 275	Gib McIlwrath	Covid Congregational Grant App. (Remainder) Kitchener E.	Renewal
22 1	Presbyterian History Society	History of Congregational Worship	Presbytery
22 2	Rev. John Borthwick	January Offerings at the Abbey	Presbytery
22 3	Rev. Dr. Mark Richardson	Congregational Covid Grant Report - Kitchener East	Clerk/Presbytery
22 4	Terrie-Lee Hamilton	Confirmation of Receipt of Overtures	Clerk
22 5	Terrie-Lee Hamilton	GA Deadlines	Clerk
22 6	Dr. Ross Lockhart	Gruder Scholarship Program	Presbytery
22 7	Rev. Dr. J.P. Schmidt	Latest Ontario Public Health Guidelines	Bus. Committee
22 8	Louise Sharpe-Berges	Cooke's Fund Application	Bus. Comm./Presbytery
22 9	Rev. Scott McAndless	Congregational Covid Grant Report - St. Andrew's Hespeler	Clerk/Presbytery
22 10	Warren MacEachren	Congregational Covid Grant Report - Knox, Palmerston	Clerk/Presbytery
22 11	Daewon Lee	Congregational Covid Grant Report - Joonim, Waterloo	Clerk/Presbytery

Recommendation 2

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



b. Letter of Pastoral Care: Correspondence #248

Given rising political tensions between China and Taiwan and the potential threat to Taiwan's sovereignty, it is asked that the moderator write a letter of pastoral support to the Bunun Presbytery with a carbon copy to the Presbyterian Church in Taiwan.

Recommendation #3

That the moderator of the Presbytery of Waterloo-Wellington write a letter of pastoral support through the Bunin Presbytery in Taiwan and to .cc the Presbyterian Church of Taiwan.

c. Refugee Grant Request: Knox-Calvin PC, Harriston – Correspondence #263

December 6, 2021

Re: Request for Grant from the Development Fund
for the sponsoring of Syrian Refuge Family.

Dear Property and Finance Team of the Waterloo-Wellington Presbytery:

5 years ago Knox-Calvin spear headed the forming of the Minto Refuge Settlement Committee. Made up largely of church folks and a few people from the Harriston community, this committee took on the work of sponsoring a Syrian refugee family. It was exciting and deeply rewarding to welcome Ahmad, his wife Henan and their 6 children to Harriston and to support them in adjusting to life in Canada. At that time the Presbytery made available funds to churches for sponsoring Syrian refugees. Knox-Calvin was very grateful for the \$10,000 grant. It was very useful to the family in a variety of ways. They have made their way well learning English, finding employment, and even adding three more babies – Canadian citizens – to their family. We are so proud of them!

The story continues to unfold!

After 8 years of living in Turkish refugee camps, Ahmad's brother Obid and his wife Nival (a 1st cousin to Henan) and their family of 5 were given the go ahead to immigrate to Canada. They arrived November 23. And we are so delighted for Ahmad and Henan to now have relatives in town and for Obid and Nival to have a place to call home.

With only a few weeks notice of their confirmed arrival the MRSC was able to get a house, clean and paint and gather up furniture and household items! It has been quite a glorious time filled with unexpected generosity from the local community and timely blessings. The MRSC is working diligently to get them into the ESL classes, finding a family doctor, looking into appropriate resources for a 12-year-old daughter wheelchair bound with CP, visiting, etc. Ahmad and Henan have also been shopping and cooking up a storm and getting them to appointments for health cards. And there are expenses – the wheel chair ramp, G 1 licenses, a vehicle, dentist appointments. The need is quickly surpassing what has been graciously donated.

The MRSC approached the Session at Knox-Calvin regarding the possibility of approaching the Presbytery for needed funds. The Session held an urgent meeting December 5, 2021, where it was moved by Kevin Crispin, seconded by Dave Mallett to request a grant from the Development Fund for \$10,000 for the work of the Minto Refuge Settlement Committee. The motion carried.

With much appreciation for the support of the Presbytery in the past, we hope the Presbytery will be able to assist the Refuge Settlement Committee in their good work with the granting of this proposal.

Gratefully Submitted,
Dr. Terry Fisk, Clerk of Session
Rev. Kathy Morden Moderator

Recommendation #4

That a grant from the Development Fund, in the amount of \$10,000, be provided to the congregation of Knox-Calvin Harriston in support of the resettling of the al Muhammad family from Syria.



**d. Cooks fund application from Central PC, St. Andrew's, Fergus, Kortright, Guelph:
Correspondence #255**

Application for Funding from The Cooke's Church Trust Fund

Central Presbyterian Church, Cambridge was built in 1880 and has been an inner-city ministry since that time. Although Central Church has actively maintained the building, costs over the last twelve years have escalated to over \$1 million. All of these repairs and renovations have been paid for.

In 2018 after a severe major storm, the southern section of the slate roof developed serious leaks. Although our insurance company paid for the repairs, it cancelled our policy. We negotiated a new policy with another carrier but this policy did not cover any damage caused by further water penetration until such time as the roof has been replaced.

At that time, Session commissioned Pretium Anderson, Building Engineers to generate a Building Condition Assessment for us. They produced a report which prioritized specific actions that should be taken over a 30-year period to ensure the integrity of the building. Their estimate for this program was \$5 million.

With this report in hand, Session developed a comprehensive presentation that identified two different actions:

1. That the current building be sold and a new building be erected.
2. That we maintain our downtown ministry and complete the required renovations.

At a congregational meeting held on Feb. 22, 2019, members of Central Church overwhelmingly supported remaining in the core of Cambridge and addressing the action plan generated by the engineering firm.

In the fall of 2020, the Church hired Paul Everett, a specialist in the restoration of heritage buildings, principal of EPG Applied Building Sciences Ltd., as our consultant and project manager. In conjunction with our Roof Technical Support Team, Paul prepared our renovation scope of work and tender documents. Roof Tile Management Inc. was selected to complete the slate roof replacement, associated copper flashings and stonework repairs on the belltower and southern façade. The quoted price was \$1,771,015 plus HST.

Last fall we also hired Gayle Goossen, Principal of Barefoot Creative, a faith-based fundraising professional who specializes in church and charitable organization fundraising projects. In consultation with our active Fundraising Steering Committee, to date we have been blessed in being able to raise 35 % of funds need to pay for our contractual obligations to RTM. We are currently in Phase 2 of our Fundraising Plan and are confident that God will continue to provide our needs.

Central Presbyterian Church has been able to negotiate a 10 year interest-free \$150,000 loan from the Presbytery of Waterloo-Wellington. In addition, we were able to obtain a \$100,000 interest-free loan (if repaid within 6 years) from the Presbyterian Church in Canada. The Presbyterian Church Building Corporation provided us with a 15 year \$1.5 million low-interest loan guarantee with the Royal Bank of Canada.

We prayerfully request that you support our congregation for a maximum one-time grant of \$20,000 as specified in # 4 of the Guidelines (Eligibility for Funding) for the Cooke's Church Trust Fund.

Attachments

1 Financial Updates – Oct. 31, 2021

2 2020 Financial Statements for Central Presbyterian Church, Cambridge

3 Minute of a Congregation Meeting/Board Meeting Approving the Project/Program.



4 Minute from the Presbytery of Waterloo-Wellington Approving Central Presbyterian Church, Cambridge, making a Grant Proposal request to Cooke's Church Trust Fund.

Correspondence #262

Request for Cooke's Fund Approval – St. Andrew's Fergus

The Rev. Darrell Clarke, Clerk, Presbytery of Waterloo Wellington

Dear Rev. Clarke,

At its regular meeting held in the Parlour of St. Andrew's Church on Wed., Nov. 17, 2021 the Session of St. Andrew's Presbyterian Church, Fergus passed the following motion.

MOTION by Brian Kennedy, seconded Sue Kennedy

That St. Andrew's Church apply for a \$1,000 grant from the Cooke's Church Trust to support our sports camp in August 2021. And that this request be forwarded to the Presbytery of Waterloo-Wellington for their endorsement.

The project will cost about \$4,500, \$1,750 will come from participants registration fees and \$1,750 from sources inside St. Andrew's. The \$1,000 from Cooke's Church Trust makes this possible.

Yours in Christ,

Ms Pauline Hall

Clerk of Session, St. Andrew's, Fergus

Correspondence #22-8

On January 4th, the Session of Kortright Presbyterian Church in Guelph passed the following motion: *MOVED by Louise Sharpe-Berges/Andrew Isaak that we approve Kortright applying for a grant from the Cooke's Trust Fund to run outreach programs in 2022 with the process to be overseen by a small group consisting of Louise Sharpe-Berges, Justin Sytsma, and Alex MacLeod.*

Over the course of the COVID-19 pandemic, we have seen the immense value of community outreach as a way of connecting with our neighbors, helping the marginalized, and supporting anti-poverty efforts within the city of Guelph, including through our expanded garden. Community outreach like this is a valuable use of our land, it builds currency with our direct community, and it allows us a unique opportunity to serve our city's most vulnerable in a meaningful way. As we move into 2022, there is still much unknown about the long-term financial impacts of the pandemic. Food security, housing security, and mental health support will be critical.

We would be asking for \$10,000 for general community outreach initiatives, such as food security garden supports and temporary staffing.

Recommendation #5

That the applications of Central Presbyterian Church, Cambridge; St. Andrew's Presbyterian Church, Fergus; and Kortright Presbyterian Church, Guelph be forwarded to the Cooke's Fund with the endorsement of the Presbytery.



e. Overture from Knox, Waterloo, Correspondence #267

An Overture from the Session of Knox Waterloo to the 147th General Assembly Regarding Mental health benefits for clergy (ministry staff and leadership)

WHEREAS, mental health challenges are at an all-time high in 2021, especially for those in the helping professions, and;

WHEREAS, the pandemic has magnified mental health struggles for everyone, and;

WHEREAS, when mental health suffers, physical and spiritual health start to deteriorate significantly, and;

WHEREAS, to maintain and improve the health of our congregations, the mental health of our clergy needs to be supported, and;

WHEREAS, clergy are dealing with unprecedented demands and are needing to spiritually support the emotional and mental needs of congregants that include anxiety, depression, isolation, and;

WHEREAS, the current group benefits for clergy through The Presbyterian Church in Canada only allows for \$300 per year for mental health support and the type of practitioners covered is limited to psychologists and registered social workers, and;

WHEREAS, the current allowance of \$300 covers approximately one to two counselling sessions per annum, and;

WHEREAS, the EAP (Employee Assistance Program), which began in 2010, does not let clients choose a practitioner that is a good fit but assigns a local practitioner for a short term period of an assigned number of sessions. This assigned EAP practitioner would be a separate practitioner from a practitioner that a client could choose under the benefits program, and;

WHEREAS, the EAP does not help in supporting a consistent relationship of trust that can be built between the client and the practitioner, and;

WHEREAS, other reformed Canadian denominations provide upwards of \$3000 per annum for mental health support for clergy, and;

WHEREAS, other reformed Canadian denominations provide an expanded list of mental health care practitioners who support clergy;

THEREFORE, the Session of Knox Waterloo humbly overtures the Venerable, the 147th General Assembly, to prioritize the mental health of leadership within The Presbyterian Church in Canada by expanding benefits to a minimum of \$2500 per year and by expanding practitioners to include, at a minimum: psychotherapists, counsellors, spiritual advisors, or to do otherwise as the General Assembly, in its wisdom, may deem best

Recommendation #6

Moved by Sue Senior/Hugh Donnelly that the Presbytery of Waterloo-Wellington, refer the overture from the Session of Knox, Waterloo to the Assembly Council, with approval.



f. Covid Fifth Wave Congregational Financial Support, Correspondence # 271

The business committee recognizes that many congregations are experiencing reduced revenue from congregational giving and building rentals as a result of the Covid 19 pandemic. Again, we find ourselves entering into yet another wave of covid19, with heightened anxiety and more restrictive public health direction. With this increasing uncertainty the business committee would like to invite congregations who would benefit from financial help to contact Diane Boyd at the Congregational Response team. We would also invite you to share how the Presbytery might support all congregations financially as we continue through the fifth wave and how we might offer support in the post pandemic period. We are fortunate that our Presbytery has resources to support our congregations in this way. As a first step in that direction the following recommendation is set before the Presbytery.

Recommendation #7

That the first quarter of the 2022 Presbytery Assessment (25% of the annual assessment) be paid by the Development fund on behalf of the congregations of the Presbytery.

g. Covid Congregational Reports, January, March and May meetings

Each congregation is to provide to the Presbytery a short written report plus 2 minute verbal report to the Presbytery

January 2022: Kortright, Guelph; St. Andrew's Hespeler; Joonim, Waterloo; Crieff Hills; Knox, Palmerston; Kitchener East; St. Andrew's Guelph; Gale, Elmira

March 2022: Calvin, Kitchener; Duff's, Puslinch; Westside, Cambridge; St. Andrew's, Arthur; St. Andrew's, Kitchener; Knox-Calvin, Harriston; St. Andrew's, Fergus; Central, Cambridge, Two Rivers, Guelph

May 2022: Knox, Waterloo; Knox, Elora; Knox, Crieff; Doon, Kitchener; St. Andrew's, Alma; Rockwood; Knox, Guelph; Knox Preston; Gordonville

For Information Only

h. Post Secondary Student Ministry Grants Deadline, (Correspondence 224/268)

The business committee has received two post-secondary student ministry grant applications from interested congregations. The application deadline for the 2022-2023 year is May 15, 2022.

Campus Ministry Fund added June 15, 2021

Grants to the Ecumenical Guelph Chaplaincy and the Post-Secondary Student grants program will be included in the Campus Student Ministry Fund.

Terms of Reference:

The Presbytery will announce at the March meeting of the Presbytery each year how much grant money will be available for distribution. Applications are to be received by May 15 of a given year. The Renewal Team will bring recommendations to the Presbytery for approval of grants at the June meeting.

Up to 10% of the fund can be spent in a 12-month period of July 1 to June 30.



Congregations wishing to access the fund to do their own intentional ministry with University and College students must contribute at least 25% of the project's budget.

Applications will include:

1. A two-sentence statement of the purpose of the ministry.
2. A 250-word description of the activities the ministry undertakes to live out that purpose.
3. Two stories of the impact the ministry has had in the community gathered around the ministry or in the lives of individual students.
4. A budget for the ministry, along with the amount being asked for.
5. All applications, including those from Chaplaincies and other non-congregational Campus ministries, require a letter of endorsement from a Session within the Presbytery.

i. Watson Estate update (correspondence #s: 226, 234, 237, 244, 249)

- After exploring the fact that the original executor has died intestate, and their being no clean chain of representation within the PCC Act of Incorporation (C 64 '39) [i.e. neither the principal secretary nor the Trustee Board or its members are in the direct chain representation] we have to petition the court to appoint a successor who we believe and they agree is in the chain of representation so that we can 1) receive letters of administration de bonis non administrates 2) probate the will. The PCC has filed that Stephen Kendall be appointed the new executor of the will in his role as the senior minister of the denomination. This now becomes a basket case which means the application is dropped in a basket at the courthouse and picked up once a week and then scheduled.
- Additionally, as Knox's Galt was the beneficiary of an initial 10% of the value of the estate and the residual of the estate in 20 years, and as Knox's Galt no longer exists, we are filing a prayer of cy-pres to the court asking that the Presbyterian Church in Canada be designated the beneficiary in place of Knox's Galt. In the case of charitable beneficiaries which cease to exist the court may appoint another charity which is "as near as possible" (cy pres comme possible) as the same as the original beneficiary.
- If either or both of these applications are denied we will have to re-evaluate the costs of continuing or decline and return the estate to the public trustee.
- Timeline increase 4 weeks – so it will be late February before the sale begins.
- If successful, and the sale proceeds, the hope is that the property will be sold as is to a developer.
- Legal fees thus far total almost \$16,000 and will be paid from the estate.

j. Commissioners to General Assembly 2022

Ministers:

Revs. **Bill Bynum (Captain)**, Hugh Donnelly, Peter Bush, Susan Clarke and Mark Richardson

Elders:

Gale, Elmira-**Jeanette Bomhoff**, St. Andrew's, Fergus – **Kim Brandon Uyede**, St. Andrew's Alma, declined-St. Andrew's, Arthur, -**Linda Paquette**, Calvin, Kitchener-**Bonnie Street**, Knox Preston declined; Knox, Crieff- **Judi Fischer**.

Recommendation 8

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



Report of the Treasurer (Appendix “B”)

TREASURER’S REPORT TO WATERLOO-WELLINGTON PRESBYTERY JANUARY 11, 2021

Interim Financial Report to December 30, 2021

The monthly financial reports, to December 30, 2021, are attached. The General Fund operations are very much in line with budget. There should be a small surplus at the year-end. This report also shows the operations of the other funds, including the recently set up Congregational Covid Fund, which many congregations have used, leaving a balance of \$55,455, which needed to be applied for by the remaining congregations by the end of the year. The Budget for 2021 was covered in part by the Reserve Fund. Congregations paid only 50% of their Assessments. There is now an overrun of \$3122 for the Congregational Implementation Ready Projects, but there are requests underway that will cause more overrun by year-end. Remaining requests in 2022 from this fund will need to come from the new ReGeneration Fund.

The Balance Sheet to December 30, 2021 now shows a column for each fund, including the new Campus Student Ministry Fund of \$139,620, the Regeneration Fund, with an initial deposit of \$100,00, and the ReMergency Fund with zero balance. You will note that the Reserve, Trust, and Campus Student Ministry Funds are now mostly in the PCC Consolidated Fund, and have already gained value. At the Year-end, the other new funds, now established, will have their appropriate value transferred from the Development Fund PCC Consolidated to their own PCC Fund.

PCC Consolidated Fund Investment

There was a strong positive market revaluation at the end of 2020, despite the overall Covid-19 market scare, as reflected in the Q4-2020 report from the PCC Consolidated Fund. After a gain of 8.1% for the three quarters, there was a further 4th quarter gain of 8.5% for a total of **16.6%** for the 2020 year. This was followed by a positive return of .58% in the first quarter, and 5.6% in the 2nd quarter. and approximately .83% in the 3rd quarter. Market losses and gains may prevent the presbytery from using all these gains until the market again settles into a steady growth pattern.

2022 Assessments

The proposed Assessments with alternate methods of determining the rate have been circulated. There are good and not so good effects of changing the method of determining the rate. The presbytery will determine the future method of determining the rate at the January meeting.

Respectfully submitted,
George L Myers, Treasurer

Recommendation #1 Receive the Treasurer’s Reports.

Recommendation #2 Accept the Interim Financial Statements to December 30, 2021

Recommendation #3 Approve the report as a whole.



Report of the Finance and Property Team (Appendix “C”)

Property and Finance Team Report for Jan 2022 WW Presbytery Meeting

Team met on November 18 and December 16, 2021.

Recommendation #1: To receive and consider the Report

Options for calculating assessments:

Historically, the assessment for each church in the WW Presbytery was calculated based on the number of households/members represented at that church. Two new options for calculating assessments have been proposed. The first new option is based on the money generated by a church (dollar base or \$Base) and the third is calculated based on a combination of members and \$Base. A chart was created which show the three options and their impact for 2022. You will notice that some churches benefit greatly from using option #1 or 2, while others are negatively impacted. This is the basis for presenting option #3 where the impact is not as great.

Recommendation #2: Approve option #3 as the means for calculating assessments in the WW Presbytery for 2023 and beyond.

reDevelopment Assistance Fund and reEmergency Financing and Repair Fund

During the Nov. 9, 2021 WW Presbytery Meeting, approval for distributing 50 % of the Development Fund to the reDevelopment Assistance Fund and 20% to the ReEmergency Financing and Repair Fund as of Jan 2022, was given. Since the Property and Finance Team has been given oversight of these Funds, we have developed a Terms of Reference document for each Fund. These documents were based on The Development Fund Recommendations document and the Finance and Property Committee Procedures of November 10, 2020.

Recommendation # 3: Approval of the Terms of Reference documents will be sought at the March WW Presbytery Meeting.

Baden Property Mission Plan

The sale of the property has been finalised. The outstanding Presbytery loan and the 2021 assessment have been paid. The balance of the funds has been forwarded to the Trustee Board. The Presbytery needs to send a request for the appropriate amount of the funds to the Trustee Board. The Clerk of Presbytery and the Treasurer will send the request along with a Mission Plan.

MISSION PLAN RE: THE PRESBYTERY OF WATERLOO-WELLINGTON'S PORTION OF FUNDS FROM SALE OF LIVINGSTON PRESBYTERIAN CHURCH, BADEN AND NEIGHBOURING HOUSE

The Funds will be placed in The Development Fund of The Presbytery of Waterloo-Wellington.

Among the purposes of the Development Fund is to assist congregations in doing outreach work, be that through direct grants or to provide matching funds to allow congregations to leverage other outreach grants.



Additionally, a portion of the funds coming into the Development Fund are set apart to support work on the various university and college campuses within the bounds of the Presbytery.

In the past year the Development Fund has supported congregations through COVID as they have improved their broadcast/streaming technology.

We assure the Trustees Board that the funds will be used to assist congregations within the bounds of the Presbytery to reach out with the good news of Jesus Christ. We are continuing to learn how to support new initiatives, and these funds will assist us into doing that.

Recommendation #4: Approval of the Mission Plan.

Recommendation #5: Approval of the Report as a whole.

Additional Documents Finance and Property Report

The Waterloo-Wellington Presbytery reDevelopment Assistance Fund

Terms of Reference Draft January 6, 2022

Purpose

The Waterloo-Wellington Presbytery reDevelopment Assistance Fund within the Development Fund makes loans available to congregations for capital projects including purchase or lease of land or real estate, building extension and/or improvement. This Terms of Reference document outlines the process for application, approval and repayment of loans from the reDevelopment Assistance Fund. A grant or a partial grant could also be provided as deemed appropriate through Presbytery approval based on a recommendation from a Presbytery member.

Source of Funds

At the beginning of January 2022, the Development Fund will be subdivided into four component Funds which includes the reDevelopment Assistance Fund. 50% of the Development Fund and 50% from the net proceeds from the sale of future Presbytery assets and will be transferred into the reDevelopment Assistance Fund as per Recommendations approved in the minutes of the Nov. 9, 2021 WW Presbytery Zoom Meeting.

Existing loans to congregations within the Presbytery which were in effect prior to January 2022 will become part of the new reDevelopment Fund. Money from the repayment of these loans and any new loans will be credited to the reDevelopment Fund.

Administration

The supervision of the Fund rests in the hands of the Business Committee of Presbytery, which will recommend to the Presbytery any use of an expense from the Fund. *Suggest the following wording based on the Nov. 9th Presbytery meeting....The loan application process will be administered by the Property and Finance Team, with oversight by the Business Committee, of the Waterloo-Wellington Presbytery.* All loan requests must have the support of the congregation's Session. Capital projects must be for properties owned by the Presbytery.

The Presbytery has the right to grant or refuse requests based on:



- 1) terms of the Fund
- 2) priorities of the Presbytery of Waterloo-Wellington
- 3) availability of funds
- 4) discernment of the Property and Finance Team and Business Committee

Conditions of Disbursement

Loans will be interest free and repayable in bi-annual payments of 10% and a fixed repayable date no earlier than 5 years and no later than 10 years for the date of Presbytery approval. No loan shall be granted that exceeds the total assets of the congregation.

The loan application must contain the documents listed in section A and will be reviewed based on the evaluation criteria listed in section B. A checklist for the application documents can be found in Appendix A. This information is based on the Finance and Property Committee Procedures document dated November 10, 2020.

A. Loan Application Guidelines

In Requesting a loan from Presbytery of Waterloo-Wellington, each congregation **must include** the following documents:

- 1) A loan request letter including total project costs and amount requested. This includes extract of Session minutes and (if appropriate) congregation meeting minutes approving the project.
- 2) Financial Statements for the past two years: This includes an Income Statement and Statement of Financial Position, including all accounts identifying restricted or reserve funds.
- 3) Current year's YTD to the month end before the application date, financial statements, including Income, Expenses and Current financial position (Assets and Liabilities)
- 4) Projection of Current and Long-Range Financial needs at least through the payback period of the loan.
- 5) A written report, outlining projected Goals and Vision of the congregation, and showing how the purpose of the request relates to the goal(s).
- 6) Building related applications will include drawings or sketches with an explanation of changes.
- 7) Have any other grant or loans been received or applied for or being planned to apply for?
- 8) Specific standing committees may request additional information from a congregation, including a financial viability review and analysis.

B. Review Evaluation Criteria

- 1) Does the current need seem realistic in terms of current **goals and visions** *Team recommends new wording to... and forecasted income*
- 2) Do the Long-range needs seem realistic in terms of the overall financial reality of past years
- 3) Do the projected goals and vision of the congregation warrant an investment of any magnitude
- 4) Do the current assets of the Presbytery allow for the requested amounts in the big picture and in view of requests from other congregations. Only those requests that the committee is aware of can be taken into account.
- 5) Do amounts requested fall under specific budgets set by Presbytery. The Standing Orders for specific funds do not for the most part restrict application amounts but use of the fund will be restricted to the stated uses. Any loans not used for the specific use applied for, must be repaid within twelve months of being issued.
- 6) Does the congregation have unused funds of its own. The Finance and Property Committee will only consider approving loans to congregations to cover Cash Flow issues when they have used their funds, or borrowed from them or against them if possible.
- 7) Specific standing committees may use additional evaluation criteria, specific to the Funds Terms of Reference and eligibility criteria.



Definition from PCC: Designated gifts must be accounted from gifts given to the congregation for its general purposes such as money dropped on the plate on Sunday morning. Restricted funds must be used for the purposes specified, or else the donor (or the executor or an heir of a deceased donor) can take you to court, and claim the condition under which the gift or bequest was given, was not complied with, even years later. An example of a restricted fund is a gift of \$15,000 that is to be used toward the purchase of an organ. Documentation for this restriction must be maintained in the congregation's records. Even if the target amount for the organ is not reached the funds cannot be used for other purposes.

Distribution of Funds

Once approved, the Property and Finance Team will communicate with the congregation that applied for the loan. The Treasurer will provide the requested funds as requested by the congregation.

Expectations after Receiving a Loan

At the conclusion of the project (construction or other), the congregation will provide a report to the Property and Finance Team in order to indicate that the work has been completed.

Evaluation of the reDevelopment Fund

The Presbytery of Waterloo-Wellington will conduct a review of the Fund and its terms of reference on the third anniversary of the Fund or as needed. Since the Fund began in ____ of 2022, the review will take place in (same month) of 2025.

Appendix A

Waterloo Wellington Presbytery reDevelopment Loan Application Check List

Congregation name _____ **Application Date** _____

- 1 ____ A loan request letter, including:
____ Total project costs and amount requested.
____ Extract of Session minutes and (if appropriate) congregation meeting minutes approving the project.
- 2 ____ Financial Statements for the past two years
____ Income Statement
____ Statement of Financial Position
____ including all accounts identifying restricted or reserve funds. See definition
- 3 ____ Current year's YTD to the month end before the application date
____ financial statements
- including Income, Expenses and Current financial position (Assets and Liabilities)
- 4 ____ Projection of Current and Long-Range Financial needs at least through the payback period of the loan.
- 5 ____ A written report, outlining projected Goals and Vision of the congregation.
____ Include how the purpose of the request relates to the goal(s).
- 6 ____ Building related applications will include:
____ drawing or sketches
____ an explanation of proposed changes.



7 ____ A List all other all other loans / grants or funding applied for or proposed sources for other funds.

8 ____ **Do amounts requested fall under specific budgets set by the Presbytery?**
Provide the fund name and standing order reference. *Suggest that this is redundant since this Terms of Reference is only for the reDevelopment Fund.*

9 ____ Additional items as requested.

The Waterloo-Wellington Presbytery reEmergency Financing and Repair Fund Terms of Reference Draft January 6, 2022

Purpose

The Waterloo-Wellington Presbytery reEmergency Financing and Repair Fund within the Development Fund makes loans available to congregations for emergency equipment replacement or building repairs and revenue shortfalls. A grant or a partial grant could also be provided as deemed appropriate through Presbytery approval based on a recommendation from a Presbytery member. A maximum of \$50,000 will be allocated to each reEmergency loan.

Source of Funds

At the beginning of January 2022, the Development Fund will be subdivided into four component Funds which includes the reEmergency Financing and Repair Fund. 20% of the Development Fund and 20% from the net proceeds from the sale of future Presbytery assets will be transferred into the reEmergency Financing and Repair Fund as per Recommendations approved in the minutes of the Nov. 9, 2021 WW Presbytery Zoom Meeting.

Money from the repayment of new reEmergency short term loans will be credited to the reEmergency Fund.

Administration

The supervision of the Fund rests in the hands of the Business Committee of the Presbytery, which will recommend to the Presbytery any use of an expense from the Fund. *Suggest the following wording based on the Nov. 9th Presbytery meeting....* The loan application process will be administered by the Property and Finance Team, with oversight by the Business Committee of the Waterloo-Wellington Presbytery. All loan requests must have the support of the congregation's Session. Funds must be for properties owned by the Presbytery.

The Presbytery has the right to grant or refuse requests based on:

- 1) terms of the Fund
- 2) priorities of the Presbytery of Waterloo-Wellington
- 3) availability of funds
- 4) discernment of the Property and Finance Team and Business Committee

Conditions of Disbursement

Essential Emergency Repairs are those which are considered to impact the health or safety of those using the building, place the building or property at risk, violations of building code, or requiring quick attention in order to avoid the occurrence of additional damages.



Congregational emergency funding is restricted to essential, non-deferrable expenses including, if appropriate:

-wages and other employment expenses... *Team suggests that wages could be funded through other source and only employment expenses should be listed ...for the minister and other essential staff*

-rent or lease payments for real estate and essential equipment

-payments of insurance and other business purposes, e.g. telephone and utilities

-payments for regularly scheduled debt payments; except Presbytery loans

-payments under agreements necessary to maintain the property, licenses, or permissions necessary to operate

Loans will cover repairs partially or not covered by insurance.

The repayment of loans will be for a period of **3-5 years** *Team suggests changing this to 1-5 years.*

Repayment of emergency financial assistance will take place within one year, with a plan to reduce the expense or with the help of the Congregational Response Team, develop a plan for the restructuring of the congregation. Emergency funding for essential congregational expenses will be provided, where the congregation does not have access to a line of credit or have the necessary amount available in other church funds. **Fifty per cent of all loans for repairs or equipment replacement costs will be funded by the congregation.** *Team suggests to delete this statement.*

The loan application must contain the documents listed in section A and will be reviewed based on the evaluation criteria listed in section B. A checklist for the application documents can be found in Appendix A. This information is based on the Finance and Property Committee Procedures document dated November 10, 2020.

A. Loan Application Guidelines

In Requesting a loan from Presbytery of Waterloo-Wellington, each congregation **must include** the following documents:

- 1) A loan request letter including total project costs and amount requested. This includes extract of Session minutes and (if appropriate) congregation meeting minutes approving the project.
- 2) Current year's YTD to the month end before the application date, financial statements, including Income, Expenses and Current financial position (Assets and Liabilities)
- 3) Projection of Current and Long-Range Financial needs at least through the payback period of the loan.
- 4) Building related applications will include drawings or sketches with an explanation of changes, if applicable.
- 5) Have any other grant or loans been received or applied for or being planned to apply for?
- 6) Specific standing committees may use additional information from a congregation, including a financial viability review and analysis.

B. Review Evaluation Criteria to be considered

- 1) Does the current need seem realistic in terms of current **goals and vision** *Team recommends new wording to ...income.*
- 2) Do the Long-range needs seem realistic in terms of the overall financial reality of past years
- 3) Do the projected goals and vision of the congregation warrant an investment of any magnitude
- 4) Do the current assets of the Presbytery allow for the requested amounts in the big picture and in view of requests from other congregations. Only those requests that the committee is aware of can be taken into account.



5) Do amounts requested fall under specific budgets set by Presbytery. The Standing Orders for specific funds do not for the most part restrict application amounts but use of the fund will be restricted to the stated uses. Any loans not used for the specific use applied for, must be repaid within twelve months of being issued.

6) Does the congregation have unused funds of its own. The Finance and Property Committee will only consider approving loans to congregations to cover Cash Flow issues when they have used their funds, or borrowed from them or against them if possible.

7) Specific standing committees may use additional evaluation criteria, specific to the funds Terms of Reference and eligibility criteria

Definition from PCC: Designated gifts must be accounted from gifts given to the congregation for its general purposes such as money dropped on the plate on Sunday morning. Restricted funds must be used for the purposes specified, or else the donor (or the executor or an heir of a deceased donor) can take you to court, and claim the condition under which the gift or bequest was given, was not complied with, even years later. An example of a restricted fund is a gift of \$15,000 that is to be used toward the purchase of an organ. Documentation for this restriction must be maintained in the congregation's records. Even if the target amount for the organ is not reached the funds cannot be used for other purposes.

Distribution of Funds

Once approved, the Property and Finance Team will communicate with the congregation that applied for the loan. The Treasurer will provide the requested funds as requested by the congregation.

Expectations after Receiving a Loan

At the conclusion of the issue requiring funds, the congregation will provide a report to the Property and Finance Team in order to indicate that the issue has been resolved.

Evaluation of the reEmergency Fund

The Presbytery of Waterloo-Wellington will conduct a review of the Fund and its terms of reference on the third anniversary of the Fund, or as needed. Since the Fund began in ____2022, the next review will take place in (same month) 2025.

Appendix A

Waterloo Wellington Presbytery reEmergency Loan Application Check List

Congregation name _____ **Application Date** _____

1 ____ A loan request letter, including:

____ Total project costs and amount requested.

____ Extract of Session minutes and (if appropriate) congregation meeting minutes approving the project.

2 ____ Current year's YTD to the month end before the application date

____ financial statements

- including Income, Expenses and Current financial position (Assets and Liabilities)

3 ____ Projection of Current and Long-Range Financial needs at least through the payback period of the loan.



4 ____ If applicable, building related applications will include:

____ drawing or sketches

____ an explanation of proposed changes.

5 ____ A List all other all other loans / grants or funding applied for or proposed sources for other funds.

6 ____ Do amounts requested fall under specific budgets set by the Presbytery?

Provide the fund name and standing order reference. Suggest that this is redundant since this Terms of Reference is only for the reEmergency Fund.

7 ____ Financial Statements for the past two years

____ Income Statement

____ Statement of Financial Position

____ Including all accounts identifying restricted or reserve funds. See definition

Team suggests deleting as not necessary when dealing with emergency loan

8 ____ A written report, outlining projected Goals and Vision of the congregation.

____ Include how the purpose of the request relates to the goals(s) *Team suggests deleting as not necessary when dealing with emergency loans*

9 ____ Additional items as requested



REPORT OF THE RENEWAL TEAM APPENDIX “D”

Report of the Renewal Team – For Presbytery meeting on January 11 2022

Recommendation #1: To receive and consider the report.

The Renewal Team met on Tuesday, November 30, 2021. Johan Olivier opened the meeting with prayer

Alex MacLeod let the team in a get to know you exercise as we shared what had led us to choose this committee.

Two Rivers

Glen Soderholm joined us for an update on the Two Rivers project. The church plant is now over nine years old. They are present, healthy and active.

They have grown every year until numbers plateaued in the last 3 years. They have about 40 in their core group meeting in 4 groups. Some others participate in liturgies and learning rooms.

These are great people, the kinds of people you want in your church. They are committed to growing and to each other. They include established Christians, new Christians, people who might be considered “nones” and “dones.”

In terms of system health, they are doing okay, but this may be a key growth area.

Communication can be an issue (as many congregations have been experiencing). They are promoting the idea of being a “slow church.”

They continue to consider the thought of becoming a congregation. They don’t particularly think that that means having a building. Buildings take a lot of centripetal energy and missional approaches de-emphasize buildings and encourage people to be involved with their neighbours. They use St. Andrew’s Guelph for their liturgies twice a month.

They are at 60% ownership of their budget, receiving a \$18k grant from WW this year and \$8k from Canadian Ministries. This is the last year for Canadian Ministries. They also raise funds from outside, from other sources. They will end 2021 in the black

Leadership is becoming less dependent on Glen as others take on leadership of the Living Rooms.

Membership is an ongoing question. They wonder if the Presbytery should be open to a conversation on the view and practice of membership within all our churches as the culture shifts.

Glen suggested that the Presbytery (and this team) should come more into contact with the Cyclical initiative of the Presbyterian Church in Canada. The team will seek to follow up on this suggestion.



Recommendation #2a: That the oversight of the Two Rivers Mission be assigned by the Presbytery to the Renewal Team

Recommendation #2b: That Presbytery grant \$ 18 000 to Two Rivers for the 2022 financial year.

Tentative Renewal Team meetings for 2022

The team is planning to meet on January 25, April 19, May 24, August 23, October 18

Therefore, any submissions consideration by the team should be received a week before we meet: January 17, April 11, May 16, August 15, October 10

Grant applications

Congregational Implementation Ready Projects

St. Andrew's Presbyterian Church, Kitchener ON

Background

St. Andrew's Presbyterian Church in Kitchener has a storied history of finding new and exciting ways to reach our community. The television ministry has faithfully served those in Kitchener/Waterloo and beyond for over 50 years and has received regular support and positive feedback. The online streaming ministry was one of the first of its kind when YouTube was still in its infancy in 2006 and currently draws 400-500 views per week. The "Out of the Cold" ministry served the homeless in Kitchener until the city centralized the resources. And the community concerts have been bringing people from walks of life together weekly for over 50 years as well. These few of countless examples show that St. Andrew's has never been afraid to find a new way to spread the love of Jesus to our community.

A Desire to Move from "Encountering" to "Connecting" to "Engaging"

To Encounter means: to see each other either in person or online – also worship whether in person or online is an encounter with God

To Connect means: to have dialogue, to sense and feel each other, to be able to converse and ask questions

To Engage means: to live out that which we have encountered, talked about, experienced – it is the act of discipleship

In-person church connection and religious affiliation are at an all-time low in Canada. A recent CTV News article quoted Stats Canada showing that only 23% of people in Canada participate in any weekly faith practice. COVID-19 has accelerated the decline of weekly church attendance across all churches, and it's looking more and more like this is our "new normal" in Canada.

At St. Andrew's, we are still as committed as we've ever been to sharing Jesus' message with our community, and the reality we're facing is, more and more of that community is online. We realize that we need to do a better job understanding and leveraging the opportunities we have to spread the gospel through online channels to be relevant to those who need to hear the gospel most.

St. Andrew's Kitchener has had a well-established online presence for a long time, but we acknowledge that by today's standards, it's not enough. Our website holds critical information for everyone, but is geared towards those already a part of our church family. St. Andrew's regularly sees its YouTube content get between 500-700 views but rarely interacts with any comments in an intentional way. Our social media channels see regular connection at least in part, but they are mostly filled with announcements about what's happening with us. We know this is how the internet used to work, but we need to become more intentional to engage people in a meaningful way today.

We are proud, encouraged by and thankful for where we are so far, but we've also learned that 'link clicks' and 'website hits' will not get the results we're looking for going forward. If we're going to impact people who find us in our digital spaces, we need to move from **Encountering**, to Connecting, to **Engaging** with people.

A New Ministry for a New Time

To move from **Encountering** to Connecting and **Engaging**, St. Andrew's needs to take the time to leverage the things we're already doing well, with new strategies and technologies necessary to further the gospel message and show everyone the love of Christ. This desire has been in the heart of St. Andrew's for a long time, but it wasn't until recently that God began to show us the way to get there when participating in a four-part workshop on Hybrid Ministries.

These four workshops led by **Ryan Panzer**, a foremost thought and ministry leader in the area of "Being the Church in a Tech Shaped Culture," gave us helpful insights into using the things we have now and translating them into an online space. Ryan's practical knowledge and experience in successfully integrating ministries like Sunday services and other in-person gatherings to include those who discover us online in places like YouTube, Facebook, and Instagram, were enlightening. We are genuinely excited about the possibilities that lay ahead for St. Andrew's in this area.

How We'll Do It

We know there are many ways to accomplish our goal, but here is where we plan to start.

A True Hybrid Experience

St. Andrew's plans to integrate our online attendees with our live in-person attendees on Sunday mornings for an authentic Hybrid experience. This includes having those online participating in readings, singing, words of encouragement and even the message. We will no longer treat people online as "people who are tuning in" but will actively make them a part of the whole experience.

Leveraging The Other 167 Hours of The Week

St. Andrew's plans to develop shorter online content between 30 – 90 seconds (think TikTok or Instagram Reels) that we can post on social media channels throughout the week. This content will specifically be designed to induce engagement from those who watch it by asking for comments, thoughts or questions. We will commit to regular, consistent content that focuses not on what St. Andrew's is doing but on meeting people where they are in their life journey.



A Dedicated Ministry Team

St. Andrew's will train and dedicate a team of people to message back those who comment on our social posts and YouTube channel. In the past, a comment on a video or post was viewed as an affirmation of a job well done. This will not be the case anymore. Every comment will be taken instead as an opportunity to start a deeper conversation – to move from **encountering** to **connection** to **engagement**. This mindset will be the core of our success in this entire ministry endeavour.

Technology That Gets Us There

St. Andrew's plans to support our current staff and tech teams by streamlining our technology and giving people the right tools to do the job. This will include new hardware and software intended to help us engage new people and track interactions with those we meet.

Take a Marathon Mindset

St. Andrew's knows and acknowledges that this type of shift can't happen overnight, and we plan to commit to this ministry area for the long term. Session is presently considering including in the budget for 2022 a facilitator for online and TV audience connection and engagement.

Grant Application Details

As requested, here are the 6 areas of focus the Presbytery of Waterloo, Wellington has required with this grant.

Purpose:

To invest in moving from online **Encounters** to online Connection to online **Engagement**. St. Andrew's knows that YouTube views and likes aren't enough anymore. We want to build meaningful relationships with those who watch our services and other content, so we can help them discover God's incredible love and plan for their life.

Who Is Served?

Those who engage with our online content with a focus on those who aren't 'traditional members' of our congregation. In other words, people online that *know who we are*, but *we don't know who they are*.

Program Leaders

This program will have leadership in multiple areas, including facilitating online content, creating online content, and various people whose role will be to engage with people who view our content. This ministry will also require an expansion of our "tech team." Currently, we have 4 people that are eager to increase their role in this ministry area, including Dave Mitchell, Tyler Watson, Rachel Krampien, and Jim Krampien. In total, 6 people have let us know they're ready to get started when we launch.

Expected Outcomes



Moving from encountering to connecting to engagement will have an impact not only on the people who presently have a strong affiliation with St. Andrews, but also for those who simply tune in to watch the services online on through their television.

Whether or not they ever enter the doors of St. Andrew's they will be involved in discipleship in some capacity. They will connect through chat rooms, they will have an opportunity to be heard, to ask questions, to explore, to be creative, to be encouraged to live out lives of care and compassion in their immediate communities – both online and in person. St. Andrew's has people from across the country tuning into services and connection online may be the only time they encounter St. Andrew's but they can and will engage in mission and ministry where they live. To some extent we know this is already happening. Our expectation is that through this new focused on line ministry that engagement will grow significantly in the months and years ahead.

Action Plan and Timeline

We understand that every ministry is a marathon, not a sprint and therefore, success looks different at different stages. If we receive the grant, we will first establish a facilitator for this ministry that will oversee its objectives and outcomes. We hope to have that person in place soon after the grant comes through, and in short, the order will begin to order and install any necessary technology. At the same time, we will start training our teams to engage with people online and create a strategy for our content rollout. We believe that if this ministry could start running as intended **by September 2022**, that would be a significant accomplishment.

Expected Cost of the Ministry

This grant will give St. Andrew's the money we need to put ourselves in a position for long-term success.

We envision \$6000 of this grant to go towards technology that will allow us to streamline and elevate our online strategies and \$6000 that goes towards the training, set-up and the beginning stages of facilitation of the program.

New technology required for this ministry includes a dedicated computer capable of streaming content online and running our presentation software simultaneously, licences for "Pro Presenter" and "Planning Center Online," access to a social media scheduling platform, video editing software for short "Instagram Reel" style videos and recording hardware like portable lights other peripherals.

Concerning personal, St. Andrew's has created room in its budget to maintain the staffing and support of this ministry for years to come. We will require some consulting and contract work in the beginning stages to purchase, set up and train those who will be the heartbeat of this ministry. We also plan to develop training materials that can be used to onboard new team members seamlessly, with practical guides and how to reach out to those who are reaching out to us.

Conclusion

St Andrew's is at a defining moment within its history. Like so many other churches and faith groups, St. Andrew's is feeling the impact of COVID 19. But as well, St. Andrew's has been feeling the loss of people willing to encounter, connect and engage for a number of years already. As we said at the outset the number of people willing to actually come to a church or a place of worship in Canada is diminishing yearly. Yet, real people in real communities are alive and well online. We believe we are called to that ministry – to offer love and compassion, to enable people to encounter the power of the gospel and to connect in ways that lead to true engagement and discipleship wherever they may be.

We are committed to that ministry. This grant helps us to get started in a significant way.

Recommendation #3: That the Presbytery provide a grant from the Implementation Ready Fund of \$12000 for St. Andrew's Presbyterian Church, Kitchener.

Grant Request from St. Andrew's Presbyterian Church, Fergus

Acts of violence and verbal abuse at Centre Wellington District High School have become a matter of widespread community concern.

St. Andrew's, Fergus has joined with other congregations in town as adults at the lunch hour walk routes frequented by students, which is where and when most of the reported acts have taken place. This has brought us into conversation with the leadership at the school and with the local police detachment, including being able to smile at and greet students.

This has led to wider conversations with the School, The Grove (a one stop location for youth seeking supports), and some brainstorming. The ideas are still early in their development, but among them are:

- Clothing Bank for students
- Connecting in intentional ways with the Grove
- Partnering with community groups to build a town that cares about kids
- Handing out Hot Chocolate to students in the dead of winter.

St. Andrew's is asking for the last \$5,000 of its Implementation Ready Grant to allow St. Andrew's to be an engaged partner in these and other initiatives.

We recognize that we are asking the Presbytery to trust us to use the money towards youth engagement, but in the fluidity of the present moment we cannot say with certainty what particular projects will cost.

Our best estimates are:

- | | |
|---|---------|
| • Clothing Bank for students | \$ 500 |
| • Connecting in intentional ways with the Grove | \$1,500 |
| • Partnering with community groups | \$1,500 |
| • Handing out Hot Chocolate on regular basis | \$1,500 |

MOTION OF SESSION

Moved by Nancy Kroetsch and Seconded by Ken Graham – Carried



That the Session of St. Andrew's Presbyterian Church, Fergus request that the Presbytery of Waterloo-Wellington approve the remaining \$5,000 of the promised \$12,000 implementation ready project grant funds to be used towards community-based engagement in Fergus.

Recommendation #4: That the Presbytery provide a grant from the Implementation Ready Fund of \$5000 for St. Andrew's Presbyterian Church, Fergus.

Knox Presbyterian Church, Elora

Knox Presbyterian Church, Elora would like to apply to the Renewal Fund for five project/programs, three Mission Outreach, one Worship and one Organization. Please find below a summary of each project, consisting of an introduction to the proposed program or project, who uses it, how much we are asking for, what Knox will be contributing and finally an estimated completion time.

Mission Outreach

Resource Box

For three years, Knox-Elora has operated the Knox Box. It is a combination Little Library and Little Pantry. It carries emergency food supplies, snacks, information regarding the church and church events, books for all ages, masks, a prayer jar and the Our Daily Bread devotional guide. In the winter, it also has hats and mitts. The Knox Box receives multiple visitors every day.

With the nearest Food Bank located in Fergus, access to emergency supplies can be difficult. In winter, a ready supply of mitts, hats and socks are a welcome gift.

The wear and tear of continual use and the need for more space has made necessary its replacement.

We are asking for \$2,000 for material to build a new larger Knox Box. We have two gentlemen from the congregation who are willing to donate their time to build the new box (sadly, the gentleman who built the original box has since passed away). Knox-Elora will continue to supply the Box with food and other resources.

Project to be completed in the Spring of 2022

Grief Support Group

Knox-Elora has been blessed with wonderful volunteers who have held a Friday morning grief support group. This program was spear headed by one of our elders who has provided leadership and resources for the program prior to the pandemic. The group responds to a need in our community for support "close to home" for persons dealing with any kind of loss.

The group got its start from a workshop held at Knox by Rev. Dr. Donna Mann a local United Church minister who has written several books on the topic.

The Support Group has not formally met since the beginning of the Pandemic. Knox-Elora would like to restart the group by hosting a workshop for those living in Elora and area. Knox-Elora is applying for \$750 to run a grief support event. The money would be used to secure speaker(s) and keep the event free to participants. Knox would supply refreshments (if allowed) and follow up material to participants.

Workshop to be held in the Spring of 2022



Community Dinners

Knox-Elora Presbyterian in partnership with the Centre Wellington Food Bank, Elora United, Central Pentecostal, the Elora Community Reform Church and a variety of service clubs, has hosted a Community Dinner the first Friday night of the month. (Between Elora and Fergus prior to the pandemic there was a community dinner every Friday night). While the dinners were always held at Knox-Elora because of the size of our Hall and for consistency, our partners would take turns making the meals.

These dinners are open to anyone in the community and not necessarily people who are using the Food Bank. An extra feature of meals held at Knox-Elora, is that our free clothing Boutique (the Clothes Hamper) would be open. (Not only could you have dinner out but get an outfit too). The dinners have been put on hiatus until it is safe to resume them.

Knox-Elora would like to offer a workshop in conjunction with the health unit (when it is safe to do so) to learn how we might be able to resume these dinners. All parties who were previously involved would be invited to attend.

We also realize that there will be groups who will not feel comfortable participating right away. We are therefore asking for funds to supply meals until we have a full complement of hosts.

We are, therefore asking for \$1,000 to assist with the cost of getting this program up and running again. Knox-Elora will pick up the cost for the workshop and will continue to donate two meals a year (plus use of building, set up and clean up).

Workshop to be held in the Summer of 2022 with the target to resume meals in the fall of 2022.

Clothes Hamper

Since 2015, Knox-Elora has operated a free Clothing Boutique. Run by four very dedicated women, the shoppe is open Wednesday mornings and during the Community Dinners. It is also open upon request and is used to facilitate clothing donations for Project Welcome (an Elora community/church group that helped bring two Syrian Families to Canada). The Clothes Hamper has suspended operation since the beginning of the pandemic. Although, they have ceased to take in donations since the beginning of the pandemic, the shoppe is overflowing with items (minus winter wear which was part of our congregation's donation to the last two Salvation Army Coat drives (credit to KnECT).)

In order to get these donations into the hands of those who need them, the Clothes Hamper is considering something outside the box. The volunteers are considering taking it outside and setting up clothing racks under a tent as soon as the weather allows. This could be done not only for the regular morning that it is open but also for when the community dinners resume. The racks take up a fair bit of space in the hall. Moving them outside would allow for more room to social distance in our fellowship hall.

Knox is asking for \$1,500 to purchase two tents with sides to facilitate the move outside. There is also a possibility that the tents could be used as part of an outside meal program and future fundraisers.

Project to be completed in the Spring of 2022

Organization



Update Sign

At the front of Knox-Elora, you will find a large billboard type sign. It was purchased by a previous minister (and it was not new when Kees bought it). Knox-Elora has already applied for \$500 from the Covid Assistance Fund for new lettering. A billboard may seem like an odd item to consider as Mission and Outreach. Most Church signs relay worship times and coming events. During the Pandemic, Knox's sign has been a bright spot for the Elora Community. Many non-church members have related how much they appreciate the messages on the sign. Some claim they have used it as a guessing puzzle, trying to figure out the message from the first go of letters. The messages on the sign cover a wide range of topics from religious to funny to thought provoking to community reminders of special days. It was very much appreciated during the months when not much changed around town.

The messages are also posted to our Facebook page, where they continue to get views. It encourages people to make comments on the material.

The sign is showing its age. There have been several minor repairs to the plexiglass and the wood over the last year. In the last week, we have discovered that the wood is rotting in a number of places and the sign will need more repairs or possible replacement.

Knox-Elora is asking for \$4,500 for repairs and to investigate adding lights. There is a member of the congregation who has volunteered their time to do the repairs or to build a new sign (different person than the one volunteering to build the Knox Box).

Project to be completed in the Spring of 2022

Worship

Equipment Upgrades

The Covid 19 Pandemic has made Knox-Elora keenly aware of the need for our congregation to upgrade its AV system. We used part of the money we received from the Covid Assistance Program to purchase a new laptop and camcorder to record Services for our online ministry (through our Facebook page and memory stick program-memory sticks are distributed to members who are not able to attend services and do not have internet. So, they can join the services of worship at home). We share these services with our sister church St. Andrew's, Alma. The purchase of this equipment has made us aware that we need to purchase a second camcorder to properly record our service and for use in the community to record material for our online and in-person services.

Knox is asking for \$2,500 in additional funding to upgrade its equipment for both online and in-person services.

Updates to be made in the Winter of 2021/22

Dec 3, 2021

It was moved by Jean Jackson that we submit our application for funding under the Congregational Implementation Ready Projects Fund to cover the various projects/programs indicated in our application, seconded by Sylvia Renshaw. Carried.

Recommendation #5: That the Presbytery provide a grant from the Implementation Ready Fund of \$12,000 for Knox's Presbyterian Church, Elora.

Covid Grants

Central Presbyterian Church, Cambridge

Request to access the COVID Congregational Fund of the Development Fund

At its meeting held on September 08, 2021 the Session of Central Presbyterian Church Cambridge passed the following motion:

“3. Moved by Horst Wohlgemut, seconded by Alistair McIlwraith, that we apply for a second grant from Presbytery to upgrade the current sound system. CARRIED.”

By adding the live stream to our current sound system a few other needs have surfaced which we need to address. Part of that would involve and upgrade of our current sound system.

We hereby request the Presbytery to access the second grant of \$6000 that was made available to each congregation.

The Renewal Team felt that it was better to wait until the new year to consider the request until the Presbytery has a better understanding of the remaining covid fund availability once every congregation has had a chance to respond by the December 31, 2021 deadline.

Recommendation #6: that the Team and the Presbytery consider this request at a future meeting.

Knox Presbyterian Church, Elora

Thank you to the Presbytery of Waterloo Wellington for the \$5,000.00 received from the Congregational Covid Fund in June 2021. Our memory stick program is working well and is being well used by those who do not have access to Internet services to attend our church service and other programs in the comfort of their home. We have purchased our new laptop computer, camera, and tripod.

Knox-Elora would like to request the remaining \$5,000.00 from the Congregational Covid Fund so that we can plan and put into action an awesome street party in 2022, offering hot dogs, hamburgers, a music venue, and lots of entertainment. We would also like to purchase new vinyl letters for our large outdoor sign that advertises our events. The Session would also like to offer a free coffee day within our little town as a thank you to our residents and support to our local coffee shops who have been struggling through this pandemic.

At our November 3, 2021, meeting of session we passed the following request for the remaining half (\$5000) of the grant money allowed for each congregation under the terms of the Congregational Covid Fund.

A Motion was made by Alan Israel that we request the balance of \$5,000.00 from the Congregational Covid Fund money to fund a street party, purchase vinyl letters for our outdoor sign and provide a free coffee day to our residents seconded by Jean Low. Carried.

Recommendation #7: That the Presbytery provide a grant from the Covid Fund of \$5000 for Knox Presbyterian Church, Elora.



Kitchener East Presbyterian Church

To the Clerk of the Presbytery of Waterloo-Wellington, Rev. Darrell Clarke:

Monday 28th December 2021 From Kitchener East PC Session proposal for Covid-19 Congregational Fund 2021:

In our continuing response to the Covid-19 pandemic and in light of the very real concerns about the aerosol transmission of Covid-19 and some other pathogens in the air, and the reality that our church facility does not have an air purification system, we have been exploring our options for installing a high quality air filtration system for our facility, and thereby enable people to feel more comfortable and safer in attending not only worship services but also regular meetings in person at KEPC.

Therefore, at our regular Session meeting via Zoom on Monday 20th December 2021, this information was discussed, and the following motion was presented and approved: “Moved by Gibson McIlwrath and seconded by Dan Fraser to request \$6000.00 from the Presbytery from the COVID fund to be put toward installing the air purification system, including making upgrades to the ducts and access to the attic. Carried”

We humbly ask you to consider this our request from Kitchener East Presbyterian Church. In God’s peace, love, and joy, Mrs. Barb Cook, Clerk of Session & Rev. Mark S. Richardson, Moderator

Recommendation #8: That the Presbytery provide a grant from the Covid Fund of \$6000 for Kitchener East Presbyterian Church.

Knox Conn

Knox Presbyterian Church, Conn, would like to apply for the Covid Fund Grant. Knox Conn is requesting \$9,000 for a technical platform and congregational resources in order to support the church in preparation for the future.

Thank you for your consideration. Penny Renken Clerk of Session

Recommendation #9: That the Presbytery provide a grant from the Covid Fund of \$9000 for Knox Conn.

Knox Preston Church

You may recall that back in the Fall, you provided our congregation with a grant that has allowed us to develop a hybrid ministry which allows those unable to come to church, and uncomfortable being in church, to enjoy our weekly worship service and fellowship via the internet. Thanks to the grant we are able to live- stream worship, weddings, funeral, meetings, Bible study, etc., from any point in our church building. As is often the case, once you improve one thing, you find problems with other things. Such is the case at Knox Preston.

We are applying for a second grant in the amount of \$4742.23 that falls within the ten thousand dollar congregational allotment. This second grant will enable us to tweak our hybrid abilities, continue to make our building safer during these times of Covid, and to work toward Covid-proofing our building for the future.

Firstly, we have discovered that our new camera, that we use to broadcast our services etc., does not have good microphone capabilities. If placed towards the front of the church, close to our wall speakers, it does pick up sound adequately. However, it does not pick up choral music, speakers not standing directly in front of the camera etc. In other sections of our building such as the gym, and parlor, the microphone in the camera does a poor job. Therefore, we are seeking a grant that will allow us to purchase two types of external microphones which will direct sound directly to the camera and then to our live broadcast.

Secondly, we have discovered that our sanctuary speakers, which have served us well over the years, are no longer suitable during Covid, and in any future pandemic situation. Our speakers were installed in the late 70's, perhaps early 80's, and were satisfactory at that time. Those who need assistance hearing could easily move to the front of the church where the speakers are placed. During Covid however, we cannot gather people in a group anywhere in the church. Those who sit at the back of the sanctuary, or mid-sanctuary are not being served by these old, dried out speakers. Two new speakers, which can direct sound to specific areas of the sanctuary by means of aiming smaller speakers, will solve this problem. These new speakers will also aid in directing sound towards the camera when we broadcast and record.

Finally, Covid has meant that distancing ourselves from each other is vital. We have removed a number of our pews; closed our coat room and are using it as storage, and removed hymns and Bibles from pews. As a result we are seeking a grant that will allow us to purchase mobile coat racks so that distancing can be maintained, a chair dolly to allow us to easily move our banquet chairs to maintain distancing, and book dollies to allow for easy pick-up, drop-off, and sanitizing of hymnals and Bibles.

We believe that a grant of \$4742.23 will enable us to accomplish the above goals.

Session Extract:

Recommendation: that Knox Preston Session apply to the Presbytery Covid fund for a grant in the amount of \$4742.23 in order to:

- 1) purchase and install new speakers at a cost of \$1812.41;
- 2) a mic stand for the external microphone used for live streaming at a cost of \$249.00 + tax;
- 3) Uline stackable chair dolly H-5039 at a cost of \$412.99 + tax
- 4) School Outfitters double sided book cart at a cost of \$414.99 X 2 +tax
- 5) Uline single rolling coat rack H-1546 at \$119.00 X 2 + tax
- 6) AKG-P170 mics X 2 @ \$126.00 + Tax
- 7) SM-58 mics X 2 @ \$118.00 + Tax
- 8) Installation of all equipment
- 9) All cable, connections, etc. needed.

Moved by: Steve J., Seconded by: Paul C., Carried.

Recommendation #10: That the Presbytery provide a grant from the Covid Fund of \$4742.23 for Knox Preston.



Congregational Strategic Planning

Knox Presbyterian Church, Conn, would like to apply for the \$2,000 grant for the Congregational Strategic Planning.

Thank you for your consideration.

Penny Renken

Clerk of Session

Recommendation #11: That the Presbytery provide a grant from the Congregational Strategic Planning Fund of \$2000 for Knox Conn.

Referrals from General Assembly

The team discussed the various references from General Assembly. We commend the reports to the reading and action of the Sessions and congregations and would be glad to receive any feedback from them.

Adjournment

The Team adjourned with prayer by the Rev. Alex MacLeod.

We will next meet briefly on January 4.

Recommendation #12: That the Presbytery adopt the report of the Renewal Team as a whole

Respectfully submitted

Rev Johan Olivier (Convener)



Report of the Congregational Response Team – Appendix “E”

Congregational Response Team Report:

Meeting Dates:
November 17, 2021
December 15, 2021

Recommendation 1: Moved by Rev. Diane Boyd, seconded by Rev. Mark Gaskin
That the report be received and considered.

1. CRT has requested that Interim Moderators provide reports to CRT for each meeting (every two months).

Eden Mills Presbyterian Church:

Eden Mills continues on with weekly worship services as well as making meaningful, generous contributions to PS, PWS&D, the local food bank, and the Guelph-Wellington Women in Crisis. Our attendance varies from 12-20, levelling out around 15 most Sundays. They are very dedicated and enthusiastic about meeting together. I've been preaching most Sundays, taking one Sunday a month off - turning things over to the Rev. Willy van Arragon. I've set up a website and routinely put an abbreviated version of the sermon on it for any folks who prefer to limit their contacts during these times. We keep a record of proof of vaccination, a weekly register of those in attendance and observe the physical distancing rules, "religiously." In brief, all is well. The congregation has unanimously and officially expressed their wishes to continue on with weekly worship and monthly meetings of session/managers for the foreseeable future. And I am content being their IM for as long as the Presbytery deems that to be satisfactory.

Respectively submitted, Linda J. Bell

Gale Presbyterian Church:

I began as IM of Gale in April of 2021.

Rev. Michelle Yoon and I conducted exit interviews.

The Transition Committee of Gale conducted a congregational survey and produced 99% of the Congregational Profile prior prior to my arrival.

I met monthly with the Gale Session and a Search Committee of 8 was formed in June. The Search Committee finalized the Congregational Profile in early July.

Rev. Scott Sinclair retired on June 30.

The pulpit was preached vacant on July 4.



The pulpit vacancy was posted on July 14 and Profiles of Ministers were received for consideration until September 28.

The profiles were carefully considered by the Search Committee and 5 candidates were contacted for interviews.

After the first round of interviews, the Search Committee narrowed it down to a single candidate and interviewed the candidate a second time.

The Search Committee recommended to Session that this candidate to be the sole candidate to preach for the call.

On November 18, Session approved this recommendation and the sole candidate was invited to preach for the call on January 9, 2022.

Respectfully Submitted,

Rev. Diane Boyd

Interim Moderator's report for Joonim Presbyterian Church, Waterloo

January 2022 marks the beginning of my fifth year as interim moderatorship at Joonim, Waterloo. The congregation's original plan for the interim period was to take a year to reflect on future ministry and then to take time to plan for a new ministry. Our last in-person Presbytery meeting was held at Joonim in March 2020 and since that time the focus of the Session and cell groups has been to respond to ever changing public health direction and congregational response to the covid situation. Once the pandemic has diminished, the planning will restart. In the meantime the congregation is moving forward in many areas and is being led well both in the pulpit and by the Session.

Over the course of 2021, Joonim has moved from online to in person and back to online services as per public health guidelines and the comfort of the congregation. The first Sunday of 2022 saw the service return to the online format. In the fall of 2021, Joonim made it mandatory to allow building entry to only those who are fully vaccinated following the guideline of their host church Emmanuel United Church. It was also hoped that this would provide a level of comfort to members the congregation hesitant to return to in person worship. In person attendance has continued to increase to around fifty on a Sunday, but not at the same levels as pre Covid. This past Sunday, Joonim changed to online service only starting last Sunday due to the latest COVID-19 challenges.

Like many congregations, the disruption in service attendance has also been felt economically with givings down compared to 2020. Rent and wage subsidies made up part of the shortfall and expense management ensured that the congregation broke near even by the end of the year. 2022 may prove to be a more challenging year as subsidies are less than they were in 2021 and the existing uncertainty of the behavior of the omicron virus.



The core of the congregation are the cell groups which provide spiritual leadership and fellowship during the week. Monthly meetings of cell group leaders are held with an average of 14 in attendance. The cell group remains the key connection for information and prayer, between member and congregation and Session, as it has been for many years and especially so during the pandemic. Over the past year four new families joined the congregation while five families left with a net change of plus 3 in the Joonim family.

All the ministry contracts were renewed in September for another year, so the congregation continues to have consistent and professional ministry, youth, and Christian education leadership. Rev. Phillip Song continues to show wisdom and leadership in the pulpit, pivoting to in person and online worship as necessary. The elders Seo Hakyung (Clerk), Daewon Lee (Rep elder) and Hyungsuk Kim (treasurer) have demonstrated agile and strong leadership during the period before and throughout the pandemic.

The Bible study program continues to be led by Rev. Song and remains successful with about 50 participants. Bible writing all year long for those who were interested. Despite the challenges of covid19, Joonim has continued its outreach programs such as the Ray of Hope homeless shelter support program throughout the year by providing meal services.

Before closing, I would also like to bring to the attention of the presbytery the leadership of former Representative Elder Junghee Ahn. Junghee is one of the Region of Waterloo's frontline leaders in the covid vaccination campaign as supervisor of the Pinebush vaccination center where her team has administered over 100,000 vaccines. Junghee, who is a nurse, came out of retirement to participate in the battle against covid19 and has made a great contribution to the effort.

Only a week ago Joonim held its first in person communion service since the beginning of the covid 19 pandemic using individual communion packages. This is a strong and symbolic hope that we are emerging out a period of pandemic and into the new post pandemic world of the church. Joonim is firmly grounded, well guided, spiritually fed, congregationally connected and ready to respond to the challenges and opportunities as it renews its post-covid 19 ministry in the PCC.

Respectfully,

Rev. Darrell Clarke

Interim-Moderator's Report on Duff's Church, Puslinch

On Dec.1st, 2020, I began to serve as Interim-Moderator of Duff's Church after being appointed to that role by presbytery at its November meeting. Due to the pandemic, worship services have mostly been held online since March 2020. In-person services resumed on Sept.12th, 2021 and



continued until Sunday, Jan.9th, 2022 when Duff's was prompted by the surge associated with the Omicron covid-19 variant to return to online-only worship. The Session has entered into a season of reflection in order to seek God's will for the congregation's future. To that end, Session created a Discernment Team which first met on Oct.27th and again on Nov.30th to hear a presentation by the Rev. John-Peter Smit regarding various options and models for the next chapter of Duff's ministry.

Despite the challenges of the pandemic, the life and ministry of Duff's Church have been well supported by the teamwork of the Interim-Moderator, the Session, the Board of Managers, the part-time Music Director and Administrator on staff, various visiting supply preachers, as well as other leaders and the congregation as a whole.

We ask that the presbytery remember us in their prayers.

Respectfully submitted,

Alex MacLeod.

3. Subcommittees of the CRT were formed:

A) Pastoral Support Sub-Committee:

Rev. Mark B Gaskin, Rev. Mark Richardson, and Rev. Kathy Morden

B) Sexual Harassment Sub-Committee:

Rev. Kristine O'Brien and Rev. Marty Molengraaf

*** Contact with the Pastoral Support or Sexual Harassment Sub-Committees can be made through the CRT Convenor or any member of the Sub-committees***

The CRT encourages ministers and rep elders to consider persons in their congregations who may have applicable skills and expertise that would help carry out the work of the sub-committees – and to share that person's contact information with the members of the sub-committee.

4. Future Meeting Dates for CRT were decided:

2021: December 15

2022: February 16, April 20, May 18, August 17, October 20

5. Clergy Retreat Reimbursement:

The committee discussed the reimbursement of Clergy Retreats and agreed that the the understanding of this committee is that receipts are to be sent directly to the Presbytery Treasurer for reimbursement.



The committee also discussed the importance of the Clergy Retreat, and the fact that many clergy have not been able to take time for a retreat yet; because they are still too busy.

Recommendation 2: Moved by Rev. Diane Boyd, seconded by Rev. Mark Gaskin
That the deadline for the Clergy Retreat be extended to June 30, 2022.

6. Rev. Kathy Morden has requested Intermission from April 25 to July 3, 2022

Proposal for intermission

Goals of the Intermission:

- To come away and rest a while
- To remember again the call to ministry, where the journey has taken me and reflect on what it means to end well
- Plans for use of time
- Spend focused time in prayer, scripture reading, and personal reflection
- Rest. Gardening. Bush walks
- 3. Ina som
- Meet bi weekly with a spiritual director
- Do a silent retreat at Loyola House in Guelph or time at Crieff
- I have a story that needs writing.
- Procedures for supervision and spiritual direction
- I do have a mentor already in place
- Implications and plans for coverage of the person's normal work load
- This needs to be set in stone yet - will be asking Dirk to cover along with Rev. Jan Macinnis-
- minister without charge who lives in Atwood

Financial Arrangements:

\$3,000 for full time

\$2,250 for 75% time

(\$3,000 x .75)

\$2000 for pulpit supply

\$1500 for pulpit supply

\$1000 for intermission expenses

\$750 for intermission

In my contract: Continuing Ed money is cumulative up to 5 years \$600 x 3 years, \$450x 2 =

\$2,700 of which I have not used any of in the last five years.

Request unused funds from Continuing Education to cover half of the required \$2275

\$1125 continuing ed money

\$1125 to be deducted from stipend



If intermission granted in the spring
April 25 - July 3 2022
Deduction from stipend for 5 months
(Dec - April)
 $\$1125 \text{ divided by } 5 = \$225/\text{ month}$
if intermission granted in the fall
September 5 to November 13 2022
Deduction from stipend for 9 months
(Dec - Sept)
 $\$1125 \text{ divided by } 9 = \$125/\text{ month}$

Form of evaluation of the intermission

Recommendation 3: Moved by Rev. Diane Boyd, seconded by Rev. Mark Gaskin
That the request for Intermission from April 25 to July 3, 2022 by Rev. Kathy
Morden be approved

7. Guidelines for Dealing with Ministry and Mental Health

The CRT is impressed with the significant good work and sensitivity put into the
Guidelines for Dealing with Ministry and Mental Health (A & P, pp 519 – 532).

Recommendation 4: Moved by Rev. Diane Boyd, seconded by Rev. Mark Gaskin
That Presbytery urge ministers and representative elders to read the report and make their
sessions aware of these Guideline for Dealing with Minister and Mental Health.

Recommendation 5: Moved by Rev. Diane Boyd, seconded by Rev. Mark Gaskin
That the Presbytery support a CRT-sponsored workshop to be held on Wednesday, January
26 that highlights the issue of Ministry and Mental Health.

Recommendation 6: Moved by Rev. Diane Boyd, seconded by Rev. Mark Gaskin
Approve the report as a whole.

Respectfully submitted,
Rev. Diane Boyd
Convenor



Report of the Equipping Leadership Team – Appendix “F”

EQUIPPING LEADERS TEAM REPORT

TO: Presbytery of Waterloo-Wellington

FOR JAN. 2022 MEETING

Receive and consider the Report

CORRESPONDENCE

From Education and Reception

These persons have applied to be ministers in the PCC. Concerns and/or

Objections to be sent to Education and Reception

1. Rev. Madalitso Banda, B.Th., M.Th. Ordained 1998 – Reformed Church in Zambia
2. Rev. Stefan Botha, B.A. (Theology), B.D., M.Th. (Clinical Pastoral Therapy) Ordained 2000 – Dutch Reformed Church of South Africa
3. Rev. Tae Wook (Jonathan) Kwon, B.A., M.Div., M.R.E. Ordained 2005 – The Presbyterian Church in Canada Historical Certificate granted 2016
4. Ms Whitney Canning, B.HSc – NMT, GCTS Presbytery of Halifax and Lunenburg

RECOMMENDATION 1:

That Presbyters having concerns or objections communicate those directly to Education and Reception, Ministry and Church Vocations, The Life and Mission Agency.

SUB-TASK FORCES

- a. Rainbow Communion related Referrals – one or two more people would helpful.
 - b. Indigenous Peoples related Referrals – one or two more people would be helpful.
- If interested in either one please contact Peter Bush by Jan. 19, 2022.

A REMUNERATION PLAN FOR THE PRESBYTERY OF WATERLOO-WELLINGTON

The remuneration of ministers involves three inter-related categories:

- a. Stipend – The General Assembly provides a stipend grid, which is a floor below which congregations cannot pay. The grid goes up to 8 years of experience. There is no guidance from the General Assembly beyond the 8th year of experience.

For the last approximately twenty years the stipend grid has been tied to the Cost of Living increase reported by Statistics Canada for May (year over year) of a given year. For the last decade or so the increments for experience have also been increased by the annual Cost of Living.

The lack of direction beyond the 8th increment leaves both congregations and ministers in an awkward spot, how are they to determine a fair stipend?

- b. Housing – Housing is provided on top of Stipend for ministers. Two models are used to provide housing. One is the provision of a manse in which the minister lives – rent-free, with utilities paid. And the other is a housing allowance is provided so that the minister can rent or buy accommodation, and utilities are also paid. The provision of housing is a tax-free portion of the minister's remuneration.

While ministers living in manses do not face the pressure of mortgages, they also are not building any housing equity towards the time when they retire. While ministers who are paying off mortgages may



face financial pressures, they are gaining housing equity as house prices have risen (especially over the last 2 years.)

The last two years or house price rise have made housing in the Presbytery unmanageable along with the rest of the country. The concern is that as interest rates are likely to rise, those who have purchased houses in the last two years may find their renegotiated/renewed mortgages become unmanageable.

- c. Benefits – In addition to the standard EI and CPP that all employees in Canada are covered by. Ministers in The Presbyterian Church in Canada are part of a defined-benefit pension plan, receive Health and Dental Insurance coverage, disability coverage (which they pay for), and Study Leave/Continuing Education benefits. They also receive 5 weeks holidays per calendar year.

What ways might we think about a minister's remuneration?

John Moir, historian of The Presbyterian Church in Canada wrote:

"A stipend is not payment according to the abilities of the minister nor necessarily a reflection of the resources of the congregation, but remuneration sufficient for meeting the needs of the minister and their family."

(John S. Moir – A Handbook for Canadian Presbyterians)

The Proposal:

RECOMMENDATION 2:

That all Sessions in the Presbytery of Waterloo-Wellington have a conversation with the minister about the minister's stipend including to inquire honestly about the financial needs of the minister. That this conversation become an annual part of the life of Sessions.

There is a need to re-imagine the living into the idea of stipend in our present context with congregational decline, multi-vocational ministry, part-time calls. The next two recommendations are part a work in progress – sufficient for the moment but not the long term way forward,

RECOMMENDATION 3:

That effective 2023 the Presbytery of Waterloo Wellington add years 9-15 to the Stipend grid, with annual increments at rate of the year 1-8 increments. The Presbytery will create this grid annually and distribute it to congregations. The Stipend grid is understood to be a floor below which stipend rates cannot fall.

RECOMMENDATION 4:

That on a case-by-case basis the Presbytery of Waterloo-Wellington is prepared to assist congregations adjusting to the new grid system. To receive assistance in implementing the grid congregations should apply to the Clerk of Presbytery.

RECOMMENDATION 5:

That the Presbytery of Waterloo-Wellington provide loans of up to \$50,000 to ministers moving into the Presbytery who are purchasing homes. The \$50,000 ceiling on the loans will be reviewed annually in time for the Sept. meeting of the Presbytery, taking into account among other things cost of living increases, specifically housing increases. These loans are interest free until the house is sold, at which time 80% of the loan and its appreciated/depreciated value shall be paid back to the Presbytery. These



loans will be made available to ministers who have moved into the presbytery and purchased houses since Jan. 1, 2020. Ministers must take the initiative in applying to the Property and Finance Team for the loan. Funds to come from the Development Fund.

(An example: Minister borrows the \$50,000 to buy a \$500,000 home. Later the minister sells the house for \$800,000 – the loan and its appreciated value are \$80,000 – the minister pays \$64,000 back to the Presbytery. Keeping \$16,000 of appreciated value.

Example 2: If the house purchased for \$500,000 depreciates in value and sells for \$400,000, the depreciated value of the loan is \$40,000 and the minister pays back \$32,000.)

RECOMMENDATION 6:

That the Presbytery of Waterloo Wellington instruct congregations provide \$3,000 per year (\$250 a month) to each minister in the presbytery who is living in a manse or who is renting their accommodation. The \$3,000 annual amount will be reviewed annually by the Presbytery in time for the Sept. meeting of Presbytery. The funds are to be used toward the minister's accommodation costs in retirement. Retro-active for 2020 and 2021 and also for 2022 and 2023 the presbytery will pay the housing equity benefit. In 2024 the Presbytery it will pay half the benefit and the congregation the other half. In 2025 congregations will become responsible for paying the full amount of the benefit. Funds to come from the Development Fund.

(A Note: by CRA rules this benefit is taxable. If placed in an RRSP it will be a delayed taxation. Or if placed in a TFSA, the income earned will be tax free.)

(There are potentially 10 clergy covered by this provision. The Presbytery's financial outlay from the Development Fund for 2022-2024 would be \$135,000 – which is less than what the Presbytery will realize from the sale of the house in Baden.)

A Note: Clergy living in houses they have purchased or are still paying the mortgage on, would be able to apply for the Presbytery grant for 2020-2023 if the value of their house increases by is less than \$12,000 over that four-year period. The Presbytery will pay the difference between how much the house value has increased and \$12,000.

RECOMMENDATION 7:

The mental health of clergy is critical matter. So, the Presbytery of Waterloo-Wellington adopts the following practices:

- d. Sessions are to ask their ministers each year when their ministers will be taking their full 5 weeks of holidays. Sessions are to be agents of the Presbytery in ensuring that ministers take their holidays.
- e. The Presbytery will enquire of all ministers who have not taken continuing education for two years, what plans they have to take continuing education.
- f. The Presbytery will produce a one-page summary of the vision and goal of the Trust Fund and the work of the Pastoral Care Committee, including how those funds and supports can be accessed. The one-page summary to be distributed to Clerks of Session and Ministers in September of each year.

RECOMMENDATION 8:

That effective in 2022 congregations in the Presbytery of Waterloo-Wellington provide 10 days of paid Personal Emergency Leave to called or appointed Ministers of Word and Sacraments. This leave is not cumulative from year to year. And that this clause be written into all calls and ministry contracts (for example, interim ministry, stated supply, term contracts, etc.).



By Ontario Employment Standards employers with more than 50 employees must provide up to 10 days of leave a year for illness, illness or death in the family, or an urgent matter. The first two days must be paid leave. Personal Emergency Leave is not cumulative from year to year.

Since none of the congregations in the presbytery have more than 50 employees. And there are not 50 employees of the Presbytery. This part of Employment Standards does not apply by law.

The proposal is that congregations in the Presbytery of Waterloo-Wellington provide 10 days of paid Personal Emergency Leave to called or appointed Ministers of Word and Sacraments.

STUDY AND REPORT MATERIAL

A. Response to Study and Report – Clerks of Assembly – Book of Forms 176

We favour the removal of the words “and not as a complement to some other vocational pursuit” from Book of Forms 176.1.

Such a removal makes the possibility of part-time ministry much more viable, and a growing number of congregations are seeking part time ministers.

But we believe that the proposed change does not go far enough. We believe that the words “whose ministry is carried out on a minimum of a half-time basis” should also be removed from Book of Forms 176.1.

We do not understand why the half-time basis is a limiting factor on whether an ordained minister serving a congregation should be a voting member of presbytery. We can find no theological basis for this limitation. We believe there are a number of theological reasons for the elimination of this limitation – the greatest of those being the Biblical model of tent-making ministry carried out for example variously by Paul, Prisca and Aquilla.

Pragmatically we do not understand persons who would otherwise be on the appendix to the roll of presbytery when serving as interim moderators can be voting member of presbytery (such a role being less than half-time), but ordained Presbyterian ministers serving a congregation on a part basis are not allowed to be voting members of Presbytery. For consistency, if for no other reason the requirement of half-time ministry should be removed from Book of Forms 176.1.

RECOMMENDATION 9:

That the above be forwarded to the Clerks of Assembly as the response from the Presbytery of Waterloo Wellington to Study and Report 1.7 the proposed amendment to Book of Forms section 176.1.

Response to Study and Report – Committee on Church Doctrine – Revised Preamble to Ordination Vows

Response to Revised Preambles to Ordination Questions

Prior to 1955 there was no preamble to the ordination questions. Through a decade long discussion in the church the existing preamble came into being. The Committee on the Articles of Faith (predecessor to the Committee on Church Doctrine) listened carefully to the voice of the church and made wholesale changes to their drafts to make the preamble readable and of a manageable length. The absence in the report of any recognition the historical development of the preamble cuts the present Committee’s work off from the work of predecessors.



A central part of the work around the original preamble was the recognition that “The standards of Christ’s church Christ entrust in a special degree of responsibility” to the Ministers of Word and Sacraments. (A&P 1963, p. 300) The standards of the church are a trust from the past, a trust to be kept. The draft preamble carries none of that feeling, the Standards are part of “the historically shaped tradition” that is to be “respectfully acknowledged”. Ministers of Word and Sacraments are to approach the Standards “in a thoughtful and evaluative role.” That is the Standards are historically bound. Two concerns arise. First, the shift from the Standards being “entrusted” to Ministers of Word and Sacrament (original preamble) to Ministers’ call to “respectfully acknowledge” is significant enough to require some discussion in the body of the report. Second, and more serious, the draft preamble is itself “historically shaped” by the moment in which it is being written. Having highlighted the historical boundness of the Standards and of Scripture, the preamble should have the humility to recognize that it too is written in a particular moment and will itself become an historical document. Such an exploration of the limitedness of all human endeavours will help balance the potential for human pride taking over the “thoughtful and evaluative role.”

The 4th paragraph of the preamble for Ministry of Word and Sacrament seems to imply that Ministers of Word and Sacrament, having made “solemn promises”, are uniquely, or maybe solely, called “to serve by preaching God’s Word.” We are certain that that is not the intention of the writers of draft preamble, for persons besides Ministers of Word and Sacrament have also been called by God to preach. Similar argument could be made regarding sacraments – which the Assembly has said Ruling Elders in certain situations can administer. Ruling elders will be surprised to read that Ministers are leaders without explicit reference to the team nature of that leadership.

The document is too long. A thorough edit could shorten the document, as well, it is awkward to read at points. Those two concerns become especially evident in the Litany format of the preamble. Present-day Presbyterians are not used to reading in unison, the sections to be read by the congregation are frequently too long and when congregations read them in unison the reading will become ragged. While we applaud the attempt to find ways to include the congregation in the ordination/induction service, we are not convinced that a litany is the best way to engage a younger demographic. For all age groups the preamble needs to be much more reader friendly for people coming to it for the first time or who read it infrequently. The Committee on Church Doctrine in commenting on the first round of responses received said, “It requires far more care than one reading.” We agree, and that is part of the problem. It will be read infrequently in the life of a congregation and in the lives of congregational members, so infrequently that it will feel like the first time each time it is read. The preamble needs to be written to be accessible on its first reading. Further, it needs to sound well in the ears of those for whom English is an additional language. Which in fact was what sent the Committee on this process in the first place. Any future draft needs to be tested with hearers (it is going to be read) who speak English as an additional language.

RECOMMENDATION 10:

That the above be forwarded to the Committee on Church Doctrine as the response from the Presbytery of Waterloo Wellington to Study and Report 1.2 updated edicts and preambles for ordination, induction and admission of the minister of Word and Sacrament and of the ruling elders

The Report as a Whole.



Other Business – Appendix “G”

Correspondence # 274

OVERTURE

Whereas the Financial Crisis of 2008 put the solvency of the Presbyterian Church in Canada Pension Plan at risk; and

Whereas in 2013 in an effort to make the plan solvent the Pension Plan moved from a Final Average Plan to a Career Average Plan, increased active members contributions to the maximum legal limit of 9% of Qualifying Income, increased congregational contributions to 5% of Dollar Base, along with recalculating accrual rates; and

Whereas these actions among other things reduced the amount of pension plan members would receive upon retirement while at the same time plan members were contributing more than was needed to fund the Career Average benefit they would receive upon retirement; and

Whereas as an example of the impact of the changes to the plan:

- A plan member who contributed over 30 years (1992-2022) at the maximum qualifying income level would have received a Final Average pension of \$33,372.00 a year,
- Instead because of the changes that plan member will now receive 20 years of Final Average (\$19,036.80) and 10 years of Career Average (\$10,734.30) for a total pension of \$29,771.10 a year.
- A difference of \$3,600 a year every year of retirement (10% less than the 30-year Final Average pension); and

Whereas the Pension and Benefit Board reported to the 2021 General Assembly that the Plan is in a surplus position on a Going Concern basis and therefore was able to reduce contribution levels for plan members and congregations for 2022; and

Whereas there is need to look at improvements to plan benefits since pensioners have not seen an increase in pensions in more than 15 years; and

Whereas it is important to balance the needs of various generations in a mature plan like the Presbyterian Church’s plan;

THEREFORE the Presbytery of Waterloo-Wellington overtures the 2022 General Assembly to do two things:

- c. Send a letter to all who were active members of the Pension Plan between 2013 and the present thanking them for the part they played in helping to bring the Pension Plan through the difficult days of the last decade; and
- d. To ensure that a full or partial return to Final Average pensions is part of the Pension Plan improvements going forward

or to do otherwise as the General Assembly in its wisdom deems best.