



The regular meeting of the Presbytery of Waterloo-Wellington took place on Tuesday, Nov. 7, 2021 via a Zoom Conference Call. The moderator, Rev. Bill Bynum opened the court with prayer and constituted it competent to undertake the business before it.

1. **Regrets:** Rev. Courtney Crawford, Rev. Herb Gale, Rev. Kristine O'Brien; Gib McIlwraith, Kim Brandon Uyede, Rev. Walter MacLean and Jean Godin

Attendance:

Ministers: Rev. John Borthwick, Rev. Bill Bynum (Moderator), Rev. Peter Bush, Rev. Ed Charlton, Rev. Susan Clarke, Rev. Diane Boyd, Rev. Mark Gaskin, Rev. Scott McAndless, Rev. Alex MacLeod, Rev. Marty Molengraaf, Rev. Kathy Morden, Rev. Dr Kristine O'Brien, Rev. Johan Olivier, Rev. Nick Pavel, Rev. Megan Penfold, Rev. Glen Soderholm, Rev. Dr. Frank Szatmari,

Rep. Elders: Todd Cowan, Janet de Groot, Doug McCaig, Andrew Foster, Pauline Hall, Alan Israel, Werner Kuemmling, Daewon Lee, Peggy Lennox, Alex Macnabb, Vern Platt, Sue Senior, Louise Sharpe-Berges, Rick Thomas, Doris Tubman, Dr. Wilma Welsh, Rhonda Wright

Guests: Bev. Brown (Duff's) Doug Kelly, Sandy Grimwood, David Rinsdale, Westwood Representatives

Clerk: Rev. Darrell Clarke

Treasurer: George Myers

Welcome and Introductions

Guests from Westside PC: Doug Kelly, Clerk, Sandy Grimwood, David Ridsdale and Rick Thomas, rep elder.

Moved by Mark Gaskin/John Borthwick that the agenda as presented be approved. Carried.

Moved by Peter Bush/Diane Boyd that the minutes of the regular meeting of Sept. 14 and emergent meetings of Sept. 12, Sept. 26, and Oct 3, 2021; be adopted as presented. Carried.

As the time was not yet the stated hour of 7:30 the Business Committee Report was taken up.

2. Reports

- a. **Business Committee – D. Clarke - Appendix A p. 2**
Adding two items of new business
- b. **Treasurer – G. Myers - Appendix B p. 12**
- c. **Finance & Property Team – L. Sharpe-B/V. Platt - Appendix C p. 13**
- d. **Equipping Leadership Team – P. Bush – Appendix D p. 14**
- e. **Renewal Team – J. Olivier – Appendix E p. 21**
- f. **Congregational Response Team – D. Boyd – Appendix F p. 29**
- g. **Additional Business – Appendix G p. 30**

a_Report of the Business Committee “Appendix A” – Rev. Darrell Clarke

Moved by Johan Olivier/Diane Boyd move that that the report of the Business Committee be received and considered. Carried.

Moved by Johan Olivier/Diane Boyd that the actions of the Business Committee in distributing the Correspondence be Homologated. Carried.

Moved by Johan Olivier/Diane Boyd that in the spirit and tradition of distributing part of the proceeds of the sale of a church building or other property within the former Presbytery quadrant, (Waterloo North(Kitchener),



WSP (Guelph); that a legacy from the proceeds of the sale of Knox's Galt in the amount of \$20,000 be granted to each of the four remaining congregations within the city of Cambridge for a total of \$80,000. Carried.

Moved by Johan Olivier/Diane Boyd that the Legacy of Knox's Galt be recognized with the contribution of \$100,000 to the regeneration (aka Ministry Initiatives Fund) of the Development Fund; from the proceeds of the sale of Knox's Galt Legacy Fund be established as a presbytery administered and accessible fund.

Moved by Johan Olivier/Diane Boyd that the balance of the proceeds from the sale of Knox's Galt remain in the Development Fund.

Knox's Galt Legacy Fund proposal

There has been no official presentation or communication to the Presbytery, terms of reference or amount for the Knox's Galt Legacy Fund; its direct purpose or a suggested amount. The Dissolution Committee supports the intention of using some portion of the funds received for the establishment of a fitting legacy fund as a lasting tribute to the historic ministry of Knox's Galt. The terms of any such fund would be entirely at the discretion of the Presbytery. (16/06/21, p. 6085) and **thus,**

Moved by Johan Olivier/Diane Boyd that in the spirit and tradition of distributing part of the proceeds of the sale of a church building or other property within the former Presbytery quadrant, (Waterloo North(Kitchener), WSP (Guelph); that a legacy from the proceeds of the sale of Knox's Galt in the amount of \$20,000 be granted to each of the four remaining congregations within the city of Cambridge for a total of \$80,000. Carried.

Moved by Johan Olivier/Diane Boyd that the Legacy of Knox's Galt be recognized with the contribution of \$100,000 to the regeneration (aka Ministry Initiatives Fund) of the Development Fund; from the proceeds of the sale of Knox's Galt Legacy Fund be established as a presbytery administered and accessible fund.

Moved by Johan Olivier/Diane Boyd that the balance of the proceeds from the sale of Knox's Galt remains in the Development Fund.

Structure of Presbytery Funds Report

The September 30, 2021 revised, Special Committee Report on Funds held by the Presbytery of Waterloo-Wellington was presented via the agenda to the Presbytery.

Moved by Johan Olivier/Diane Boyd that future net proceeds from the sale of Presbytery assets be deposited in the Development Fund as follows:

- 50% to the reDevelopment Assistance Fund
- 25% to the reGeneration Endowment Fund
- 20% to the reEmergency Financing and Repair Fund
- 5% to the Campus Ministry endowment Fund. Carried

Moved by Johan Olivier/Diane Boyd that the oversight and management of the Development Fund, its allocations, and endowments, with related criteria, rest with the Property and Finance Committee, with the input of the business committee. Carried.

Moved by Johan Olivier/Diane Boyd that the money currently held within the various funds within the Development fund be distributed, effective Dec 31, 2021, according to the following distribution:

- 50% to the reDevelopment Assistance Fund
- 30% to the reGeneration Endowment Fund
- 20% to the reEmergency Financing and Repair Fund. Carried

That future repayment of loans from the development fund be deposited in the Development Fund as follows:



- 50% to the reDevelopment Assistance Fund
- 30% to the reGeneration Endowment Fund
- 20% to the reEmergency Financing and Repair Fund

This recommendation (#12) was withdrawn.

Notice of Motion

At a future regular meeting of the Presbytery, I will move or cause to move, on behalf of the Finance and Property team, the Terms of Reference, Application Criteria and evaluation process, Fund distribution, Reporting requirements and other administrative aspects of the reDevelopment, reGeneration and reEmergency financing and repair funds.

Notice of Motion-Peter Bush/Ed Charlton That the Dec 31, 2021 grant application expiration date for any affected Fund be extended to Jan 31, 2022.

At the stated hour of 7:30 PM the Presbytery took up the matter of the retirement of Rev. Mark Gaskin (Item b of Appendix A).

Retirement of Rev. Mark Gaskin (Correspondence #200) Stated Hour 7:30 PM

On October 26th, 2021, the Clerk of Presbytery was notified of the planned retirement of the Rev. Mark Gaskin. On Sunday October 3rd, the Rev. Mark Gaskin, having previously informed his Session, informed the congregation of Westside PC, Cambridge, of his plan to retire from ministry of Word and Sacrament effective May 1, 2022, and Mark's last Sunday at Westside will be April 24th, 2022.

Moved by Johan Olivier/Diane Boyd that representatives from Westside Presbyterian Church be invited to speak regarding the retirement of their minister.

Doug Kelly, Clerk, Sandy Grimwood, David Ridsdale and Rick Thomas, spoke to the retirement of Rev. Mark Gaskin.

Moved by Johan Olivier/Diane Boyd that the request from the Rev. Mark Gaskin, to retire from the Ministry of Word and Sacrament effective, May 1, 2022, be approved.

Moved by Johan Olivier/Diane Boyd that the Rev. Mark Gaskin be transferred to the care of the Presbytery of Paris, effective May 1, 2021.

The business report continued.

Moved by Kristine O'Brien/Hugh Donnelly that the Rev. Cherrie Inksetter be nominated as Principal Clerk, of the Presbyterian Church in Canada.

Moved by Sue Senior/Frank Szatmari that the Rev. Dr. Robert Faris be nominated as moderator of the 2022 General Assembly. Carried.

The mover read the biography of Rev. Faris into the record.

THE REV. DR. ROBERT NEIL FARIS, B.A., M.Div, M.Th., PhD Bob Faris is a lifelong Presbyterian with an ecumenical spirit and a calling to be open to the new thing that God is doing in our time. This has included more than 35 years of innovative ministry within the PCC that has been focused on understanding and working toward the improvement of lives and communities negatively impacted by social injustice and colonialism. Raised in Newmarket and Sarnia, Ontario, Bob completed his undergraduate studies at Queen's University. Both his late parents were Elders and Bob felt the call to ordained ministry early in life.



His involvement in the Presbyterian Young People's Society and Camp Kintail led to his ordination to camping ministry as the first fulltime Director of Kintail in 1984. His creative ministry influenced a new generation of leaders and set Camp Kintail on a path toward long-term development as a model of church camping.

Bob's passion for the life of the global church was fed in his studies at New College in Edinburgh where he received a M.Th. in 1987. The following year, he responded to a call to serve with the Presbyterian Church of Mozambique as a professor at the Seminário Unido de Ricatla, the first Canadian Presbyterian to be appointed to Mozambique. After language study in Brazil, he spent six years in the context of Mozambique's civil war and its move toward multiparty democracy, as well as the ending of apartheid in neighbouring South Africa. His admiration for the courage and witness of Christians in Mozambique in the face of immense violence and poverty led to his doctoral thesis at the University of Cape Town in 2007, which was later published with the title, *Liberating Mission in Mozambique: Faith and Revolution in the Life of Eduardo Mondlane*. His experience in southern Africa also opened his eyes more fully to the legacy of colonialism in Canada and particularly the catastrophic harm done to Indigenous Peoples.

Bob has been a key ecumenical leader at a time of significant challenge and change. He was Director of the Canadian Churches' Forum for Global Ministries and the Churches' Council on Theological Education in Canada. He also served as Convener of the General Assembly's "Ecumenical and Interfaith Relations Committee" and the "E.H. Johnson Memorial Fund Committee". He chaired the Board of Cooperation Canada Mozambique, was a member of the Governing Board of the Canadian Council of Churches, was a delegate to the Uniting General Council of the World Communion of Reformed Churches, and accompanied the Moderator's visit to Lebanon, Israel and Palestine in response to the Kairos Palestine document. In 2011, Bob was called to St. Andrew's Church in Toronto. He shares in worship leadership, coordinates large Out of the Cold and Refugee Sponsorship programs, has provided innovative leadership in adult education and has fostered a partnership relationship with Marabella Church in Trinidad.

He has had a significant role in St. Andrew's growth among a younger demographic living in condos and working downtown and its deepening commitment to being an intercultural and inclusive congregation. He has also taken leadership in the Presbytery of East Toronto and in this time he served on the General Assembly's Committee on Church Doctrine. Over four years, Bob served as Co-Convener of the General Assembly's Special Listening Committee re. LGBTQI, known as Rainbow Communion. As a gay man, Bob has personally experienced the harm done to people who identify as LGBTQI in the church. He has sought to live with integrity while calling the church to change its doctrine and practice that has diminished and harmed God's beloved LGBTQI children. He rejoiced when all twenty-three recommendations of Rainbow

Communion were adopted in 2021 as well as the Remits which allowed for same sex marriage and the ordination of people in same sex relationships. Amid the many challenges and periods of grace experienced during the pandemic, Bob continues to look forward to responding to God's call in ministry and to sharing the journey into this new time that lays before us all.

Commissioners to General Assembly 2022

Moved by Johan Olivier/Diane Boyd that the Presbytery commission the Revs. Bill Bynum (Captain), Kristine O'Brien, Hugh Donnelly, Peter Bush, Aubrey Botha as commissioners to General Assembly, 2022; and Revs. Susan Clarke and Mark Richardson as the alternate commissioners, and that Presbytery invite the Sessions of Gale, Elmira, St. Andrew's, Fergus, St. Andrew's Alma, St. Andrew's, Arthur, Calvin, Kitchener; to choose a ruling elder from their body as commissioner to General Assembly, 2022; by December 30, 2021, and the Sessions of Knox Preston and Knox, Crieff choose alternate commissioners; by the end of December 2021.

Moved by Johan Olivier/Diane Boyd that the Clerk be empowered, that should any of these commissioners not be able to attend, the clerk may select teaching elders or invite Sessions to choose a ruling elder, following the rotation of commissioners for General Assembly.



The following was received by Presbytery for Information Only

Presbytery Representatives who attended Synod November 3rd, 2021

Ministers: Rev. Mark Gaskin and Rev. Dr. Kristine O'Brien

Congregation: Rick Thomas - Westside, Cambridge; Peggy Lennox - Knox, Gordonville

Watson Estate update

Items currently in progress as of Oct 18, 2021

- Extract of Minutes conveying Presbytery request for funds and establishment of advisory committee to Principal Clerk and CFO of PCC.
- Mail changed Over, notifying remaining banks and trusts of new address
- Real Estate Agent chosen – property evaluation – October 28, 2021- \$525,000
- Utility accounts changed with payment of outstanding balances
- Verify outstanding property taxes
- Cancelled all credit cards
- Insurance confirmed once more and will be under Ecclesiastical.
- Provided Dissolution documents to lawyers.
- Presbytery remains responsible for property maintenance.
- Continuing search for all legal issue who could be covered under the trust.

Affidavit for proof of execution: Draft an affidavit (2-4 Weeks) to accompany the probate application explaining how Stephen Kendall is the "Senior Minister" of Knox's Galt as the congregation is no longer extant and requesting an Order of the Court to:

- a. confirm Stephen Kendall, a senior member of The Trustee Board of The Presbyterian Church in Canada, is the appropriate applicant for a certificate of appointment of estate trustee (probate); and
- b. confirm The Trustee Board of The Presbyterian Church in Canada is the successor beneficiary pursuant to Section 13 of the Act.

Order of Court (2-4 weeks) Probate (4-6 weeks) Total Legal Timeline 8-12 weeks.

Once Probate is accepted, the sale of the property can commence. This will begin with Gib and team emptying the contents of the house. Also after probate, 10% of the sale amount will go to Presbytery and the rest will be placed in a trust for 20 years.

Issue: Step daughter has been contacting Presbyterian churches in the area and stating she is the executor of the estate and she has attempted to get access to the property. Her lawyer has been contacted and a request to cease and desist has been applied although no guarantee this will be followed.

Gib McIlwrath is designated Presbytery representative in this part of the process.

Covid Congregational Grant Reports to 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, Moved by Vern Platt/Louise Sharpe-Berges that the reports of the treasurer be received. Kitchener; Knox-Calvin, Harriston; St. Andrew's, Ferguson; 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



Moved by Johan Olivier/Diane Boyd that the report of the Business Committee be accepted as a whole. Carried.

Treasurer's Report – Appendix "B" George Myers

Moved by Louise Sharpe-Berges/Vern Platt that the Presbytery receive the report of the Property and Finance team. Carried.

The treasurer presented the monthly financial reports, to October 31, 2021. The General Fund operations are very much in line with budget. 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 \$68576, which needs to be applied for by the remaining congregations by the end of the year. The Budget for 2021 is being covered in part by the Reserve Fund. Congregations are paying only 50% of their Assessments. There is still a balance of \$42578 for the Congregational Implementation Ready Projects.

Moved by Vern Platt/Louise Sharpe-Berges that the Financial Statements to October 31, 2021 be accepted as presented. Carried.

Moved by Vern Platt/Louise Sharpe-Berges that the presbytery approve the report as a whole. Carried.

Report of the Property and Finance Team – Appendix C – Louise Sharpe-Berges/Vern Platt

Moved by Louise Sharpe-Berges/Vern Platt that the Presbytery receive the report of the Property and Finance Team. Carried

The Property and Finance Team met on October 14th to identify the convenors and schedule future meetings. Vern Platt and Louise Sharpe-Berges will be the co-convenors of the Team. Meetings will take place monthly on the third Thursday of each month. Discussion was held on the proposed budget, line by line.

Options for calculating assessments:

Historically, the assessment for each church 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 shows 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.

2022 Budget:

Moved by Louise Sharpe-Berges/Vern Platt the Presbytery approve the 2022 proposed budget as amended. Carried.

Moved by Louise Sharpe-Berges/Vern Platt that a cost-of-living increase of 4.4% be added to the stipend of the clerk and treasurer for the 2022 fiscal year. Carried.

Moved by Marty Molengraaf/Andrew Foster that the budgeted amount of \$6,000 for the Guelph Ecumenical Campus Ministry be augmented with \$6,000 from the Campus Student Ministry Fund. The motion was discussed but not voted on.

During the discussion several amounts were put forward, in combination with the budget and the Campus Student Ministry fund.

Moved by Meghan Penfold/John Borthwick that the amount of \$9000 be placed in the 2022 Presbytery budget to support the Guelph Ecumenical Campus Ministry. Carried



Opportunity to Apply to the Presbytery's Campus Student Ministry Fund

Moved by Peter Bush/Marty Molengraaf that campus ministries be informed to apply to the Campus Student Ministry Fund.

A friendly amendment was offered by the clerk adding the words "through a congregation of the Presbytery,"

The amended motion read:

Moved by Peter Bush/Marty Molengraaf that campus ministries be informed to apply through a congregation of the Presbytery to the Campus Student Ministry Fund. Carried

Clerk's Clarification

- 1) *The friendly amendment "through a congregation of the Presbytery" was not the best interpretation of the Terms of Reference of the Campus Student Ministry Fund. The exact wording of the amendment should have reflective the Terms of Reference and read: "require a letter of endorsement from a Session."*

An endorsement is the "of giving one's public approval, authorization and/or support to someone or something." A letter means that the terms of the endorsement are written and agreed to by both parties. In this case the endorsing party presents the letter to the Presbytery and seeks the authorization of the Presbytery to undertake the documented endorsement. The letter should provide the detail of the endorsed agreement, the responsibilities of each party and signed on behalf of the Session and the party seeking the endorsement. The dates overing the term of the endorsement are essential must be mentioned clearly. The information provided must be clear and correct and understood by both parties.

- 2) *The terms of reference of the Campus Student Ministry Fund, as approved at the June 15th, 2021, regular meeting of Presbytery, state that grants for the Guelph Ecumenical Campus Ministry will be funded from up to 10% of the Fund set aside annually for Presbytery Campus Ministries and thus not part of the Presbytery Budget. [The terms of reference are included in the Standing Orders of the Presbytery as Appendix A – The Development Fund. A copy of the terms of reference of the Student Campus Ministry Fund is included for the court's reference.] Thus, any inclusion of the Guelph Ecumenical Campus Ministry in the budget would have required a notice of motion to amend the terms of reference in the Standing Orders. However, nothing prevents an organization from including any expense in its budget that is within the scope of its work. It is recommended that the budget approved by the Presbytery be considered a one-time event (2022 Presbytery annual budget) as we transition toward the spirit of the Campus Student Ministry Fund.*

Campus Ministry Fund added June 15, 2021

Preamble:

The Campus Student Ministry Fund provides grants to Campus Ministries within the bounds of the Presbytery of Waterloo-Wellington (including but not limited to University and College Chaplaincies, Christian ministries working with students on University and College campuses, and congregations doing intentional ministry with University and College students.)

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.

If the Presbytery determines the Campus Ministry Fund is no longer effective the remaining funds will be placed in the Ministry Initiative Fund.

Moved by Louise Berges-Sharpe/Vern Platt that the Presbytery approve the Normal per Unit method of determining the rate for 2022 for the budget as amended. Carried

Moved by Louise Berges-Sharpe/Vern Platt that prove that the options for calculating assessments chart be discussed by Presbytery delegates with their Sessions and that they come prepared to vote on the preferred option for the 2023 fiscal year at the January 2022 Presbytery meeting. Carried.

Moved by Louise Berges-Sharpe/Vern Platt that the Presbytery approve the report as a whole. Carried

Report of the Equipping Leadership Team – Appendix “D” – Rev. Peter Bush

Moved by Peter Bush/Andrew Foster that report of the Equipping Leadership Team be received and considered. Carried.

Moved by Peter Bush/Andrew Foster that the names of The Rev. Dr. John Henderson and Ms Dorothy Henderson be placed on the Appendix to the Roll of the Presbytery of Waterloo-Wellington. Carried

Moved by Peter Bush/Andrew Foster that applications to be the YAR from Presbytery of WW at the 2022 Assembly be received by the Equipping Leadership Team until Jan. 3, 2022. Applications to include covering letter as to the reasons why the individual wants to be a YAR and a letter of support from the Session of the individual's congregation. Carried.

Moved by Peter Bush/Andrew Foster that the Presbytery of WW nominate The Rev. Dr. Sarah Travis to the position of Dean of Knox College, and that the Clerk forward the nomination and accompanying material to the College.



Managing Referrals from General Assembly -- the referrals can be found in the Presbytery package.

The team wishes to open up the conversation around two clusters of referrals to participation from those outside the Team who may be interested in being part of the conversation. If there are Presbyters interested in being part of work around these two clusters of referrals, please contact the Team through the Convenor (Peter Bush) by Nov. 30, 2021.

Cluster 1: Referrals 3.22-3.33, 4.1.2, 4.1.3, 4.2 – from Rainbow Communion

Cluster 2: Referrals 3.7-11, 3.13, 3.15 – from Life and Mission Agency: Indigenous People-Settler Relationship

The Team will be responding to Study and Report 1.2, 1.7, and 1.8 at the January 2022 Presbytery meeting. The Team believes that any presbytery response to Study and Report items 1.5 and 1.6 should be led by the Business Committee. The Team invites Sessions wishing to respond to Study and Report 1.3 to do so to the Team by Dec. 31, 2021. The responses will be collated.

Matters related to Stipend

Referrals 3.20, 3.21, 3.34 combined with the matter given to the Team by the Presbytery Evaluation and Recommendations re minimum terms and conditions for the call of a minister to the Presbytery of Waterloo-Wellington.

Whereas, the Presbytery of Waterloo-Wellington is solely responsible for the terms and conditions of a call to a minister of word and sacrament as per the polity of the Presbyterian Church in Canada as stated in the Book of Forms and the Acts and Proceedings of the PCC; that the recommended minimum terms and conditions of a call to a minister as outlined in the acts and proceedings of the Presbyterian Church in Canada and the fact that several presbyteries have established revised and additional terms and conditions regarding a call to a minister to their presbytery including housing allowance, % of revenue guidelines, stipend minimums and/or additional terms to a call of a minister; that the Presbytery of Waterloo-Wellington forthwith and with haste refer to the new team on Leadership to develop and recommend implementation of such additional requirements as deemed necessary and to present such report to the Presbytery at its January meeting. All these relate to Stipend in some way. We will report at a later matter on lost of these matters, however there is one urgent matter.

The stipend grid in Acts and Proceedings 2021 calls for a 1.3% increase in stipends for 2022 (Referral 3.34). This figure is arrived at by using Statistics Canada data at the end of May each year, giving June to May as the year over year calculation. The Oct. 2020 to Sept. 2021 year over year increase (as released by Stats Canada on Oct. 20, 2021) is 4.4% increase in Cost of Living.

Moved by Peter Bush/Andrew Foster that the Presbytery of Waterloo-Wellington, noting that the inflation rate at the end of Sept. 2021 was 4.4%, encourages Sessions to carefully consider providing stipend increases to ministers and salary increases to other staff in the 4.4% range for 2022. And that Clerk of Presbytery communicate this recommendation to the Clerks of Session of the congregations within the Presbytery. Carried.

For Information

The Team hopes to be able to deepen the ways in which Presbyters connect, so that thicker ties are built between presbyters. The Team encourages presbyters to find opportunities to connect outside of the meetings of the Presbytery and will work over the next months in seeking to facilitate those opportunities. The vision of the Presbytery system is of people who are in connection with one another functioning together as leaders. The ability to do this, we believe is strengthened by thick relationships among presbyters.

Moved by Peter Bush/Andrew Foster that the report as a whole be accepted. Carried



Report of the Renewal Team – Appendix “D” – Rev. Johan Olivier

Moved by Johan Olivier and Alex MacLeod that the report of the Renewal team be received and considered.

Information on the committee: The Renewal Team met on October 5, 2021, via Zoom and was called to order with prayer by acting convenor, Johan Olivier. All team members were present. The team agreed that Johan Olivier would serve as the convenor. Scott McAndless will serve as secretary and prepare the reports. The committee will generally plan to meet at 10:00 am on the Last Tuesday of the Month before Presbytery. (Though we will revisit this plan for the new year.)

Implement Ready Applications:

The team has received applications to the Presbytery’s Implement Ready Fund and one to the Covid Fund.

Application from St. Andrew’s Fergus:

St. Andrew’s Presbyterian Church, Fergus is seeking a total of \$4,700 in Implementation Ready Project grant funds.

Moved by Johan Olivier and Alex MacLeod that a grant of \$4,700 be given to St. Andrew’s Fergus from the Implementation-ready fund. Carried.

Application from Westside Presbyterian:

An Application from Westside Church for a Congregational Implementation Ready Project Grant

Moved by Johan Olivier and Alex MacLeod that a grant of \$12,000 be given to Westside Presbyterian from the Implementation-ready fund. Carried

Application from Kortright Church

Moved by Johan Olivier and Peter Bush that a grant of \$12,000 be given to Kortright Church from the implementation-ready fund.

Application from Knox Guelph Presbyterian:

Knox Presbyterian Church, Guelph is seeking a total grant of \$ 9 121.29 from the Covid Fund.

Moved by Peter Bush/Alex MacLeod that a grant of \$ 9 121.29 be given to Knox Guelph from the Covid Fund. Carried.

For Information Only:

Request from the Presbyterian Church Heritage Centre

That the Presbytery not make a donation towards the renovation of the *Presbyterian Church Heritage Centre* at this time.

Referrals: The team has received several referrals from General Assembly. It will consider these matters and report to a future meeting of the Presbytery.

Moved by Johan Olivier and Alex MacLeod that the Presbytery approve of the report as a whole. Carried

Report of the Congregational Response Team – Appendix “F” – Rev. Diane Boyd

Diane Boyd, the convenor of the Congregational Response Team presented its report. Moved by Diane Boyd/Kathy Morden that the report of the Congregational Response Team be received and considered. Carried

GA Referrals within CRT purview:

i. Policy and Procedures for Addressing Harassment in the Church



The Clerk will be asked to send the policy out encouraging Sessions to review it before the end of 2021. We will annually encourage Sessions to review the policy.

ii. Referral 1.8, Revisions to Guidelines for Dealing with Mental Health

Issues: Will be discussed at the November meeting of CRT and a response will be submitted to GA.

Sub-Committee approach: Our approach to the sub-committees will be to articulate the kinds of skills/experience we are looking for; then, canvass the Presbytery for members willing to serve on one of the two sub-committees: Sexual Harassment/Abuse; Pastoral Support/Counselling. These sub-committees will report to CRT.

Interim Moderator Support

We will ask IMs to report every-other month to CRT.

Retirement of Rev. Mark Gaskin

Moved by Diane Boyd/Kathy Morden that Rev. Megan Penfold be named as Interim Moderator for Westside, PC, Cambridge, to commence on January 1, 2022.

That Diane Boyd/Kathy Modern moved that the presbytery adopt the report as a whole, Carried

New Business – Appendix “G” – Rev. Peter Bush

An Overture

Whereas climate change has been described as “the existential crisis of our time”; and

Whereas past General Assemblies have spoken about the need for change; and

Whereas to reach the 2030 carbon emission goals will require significant effort and commitment by all Canadians including the church; and

Whereas many of the necessary steps to reducing our carbon footprint are known;

Therefore, the Presbytery of Waterloo-Wellington overtures the 2022 General Assembly to use some of the income earned by investments in the consolidated fund in 2020 to:

- a. Provide \$10,000 per congregation in seed money grants to assist congregations in improving the energy efficiency of their church buildings and/or in moving off-grid;
- b. Provide \$10,000 per manse in seed money grants to improve energy efficiency and/or to go off-grid;
- c. Provide \$20,000 per multipoint change to assist in the purchase of a hybrid or electric vehicle for the minister;
- d. Provide \$5,000 grants to congregations interested in building charging stations on their property;

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

Moved by Peter Bush/Marty Molengraaf that the Presbytery of Waterloo-Wellington adopt this overture and refer it to the Assembly Council. Carried.



An Overture

Whereas climate change has been described as “the existential crisis of our time”; and

Whereas past General Assemblies have spoken about the need for change; and

Whereas to reach the 2030 carbon emission goals will require significant effort and commitment by all Canadians including the church; and

Whereas many of the necessary steps to reducing our carbon footprint are known, including the reduction of commuting;

Therefore, the Presbytery of Waterloo-Wellington overtures the 2022 General Assembly to develop guidelines that urge all parish clergy, national church staff and college professors to either live within 25 km of their place of work, or take public transit to work;

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

Moved by Peter Bush/Alex MacLeod that the Presbytery of Waterloo-Wellington adopt this overture and refer it to the Assembly Council. Carried.

An Overture

Whereas climate change has been described as “the existential crisis of our time”; and

Whereas past General Assemblies have spoken about the need for change; and

Whereas to reach the 2030 carbon emission goals will require significant effort and commitment by all Canadians including the church; and

Whereas many of the necessary steps to reducing our carbon footprint are known, including that re-purposing existing built space results in fewer carbon emissions than building new space;

Therefore, the Presbytery of Waterloo-Wellington overtures the 2022 General Assembly to re-examine the decision to participate in the building of new office space to house the church offices;

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

Moved by Peter Bush/Diane Boyd that the Presbytery of Waterloo-Wellington adopt this overture and refer it to the Assembly Council.

Next Meetings

Business Committee Dec. 7, 2021, via Zoom; January 4th via Zoom; February 1st via Zoom; March 1 via Zoom.

Presbytery January 11th via zoom; March 8th via Zoom.

Alex MacLeod and Hugh Donnelly to co-host meeting January meeting with clerk to manage interruptions and electronic interference in the meeting.

Adjournment.

As the Presbytery had completed all its business it was moved by John Borthwick that the meeting adjourn. Carried.



Report of the Business Committee “Appendix A” – Rev. Darrell Clarke

Recommendation #1 Johan and Diane

Move that the report of the Business Committee be received and considered.

a. Correspondence:

#	Received/Sent	Topic	Referred to:
170	Rev. Dr Kristine O Brien	Thank you for donation to Crieff	Clerk
171	Paul Grespan	Update on 715 Property Watson Estate	Clerk
172	Oliver Ng (OB)	Connecting PCC Trustees w. Presbytery Lawyer	Oliver Ng
173	Terrie-Lee Hamilton	2020 A&P Available	Presbytery
174	Rev. Darrell Clarke	Seed Funding for Indigenous Projects available	Presbytery
175	Rev. Jim Biggs	Date of Synod and next executive Meeting	Clerk & Synod Reps
176	Oliver Ng	Response to Presbytery Lawyer re connection note	Clerk
177	Rev. Mark Gaskin	Renewal Implementation Ready Grant Application	Renewal Team
178	Andrew Giacomini	Insurance status for Watson estate confirmed	Clerk & Lawyer
179	Wilma Welsh	Grant Request for Bhil People in India (Held by request)	Renewal Team
180	Rev. Mark Gaskin	Renewal Implementation Ready Grant Application	Renewal Team
181	Rev. Peter Bush	Renewal Implementation Ready Grant Application	Renewal Team
182	Kathryn Muir	Response to Overture re: counting of attendance change	Diane Boyd/ Clerk
183	Wilma Welsh	Nomination for Academic Dean (Knox College)	Presby./EL Team
184	Marilyn Repchuk	Request of \$10,000 grant to the PCHC	Bus. Comm
185	J.P. Smit	Covid Vaccination Guidelines	Bus. Comm
186	Rev. Alex MacLeod	Renewal Implementation Ready Grant Application	Renewal Team
187	Paul Grespan	correspondence with Oliver Ng	Oliver Ng
188	Oliver Ng	Response to Paul Grespan inquiries	Paul Grespan
189	Darrell Clarke	Request for Update Meeting re watson estate (all parties)	P Grespan;O. Ng
190	Catherine Calkin	Transfer of Rev John and Dorothy Henderson to WW	Bus. Comm
191	Kathryn Muir	Changes to the Roll, Sept. 2021	Presbytery
192	Winnipeg Intercity Mission	Newsletter and Update	Presbytery
193	Liz Nolan (P. Grespan)	Meeting scheduled re "Watson Estate" (Oct 18)	Clerk
194	Melia Bennett	Search for Principal, Knox College	Presby./B Comm
195	Rev John Borthwick	WSP Amalgamation Service	Presbytery
196	Terrie-Lee Hamilton	Search for Principal Clerk, Gen. Assembly	Presby./B Comm
197	Theresa MacDonald	Kintails for October 2021	Presbytery
198	Liz Nolan (P. Grespan)	Outstanding Steps (O.Ing/D.Clarke/P. Grespan/G.McIlwrath)	Clerk/G. McIlwrath
199	Rev Peter Bush	Overtures for General Assembly	Presby./B Comm
200	Rev. Mark Gaskin	Notice of Retirement May 1, 2022	B.Comm
201	Janet deGroot	Letter to Presbytery, re General Assembly	B.comm/Presby
202	Marilyn Repchuk	Letter to Congregations, re CHPC development	Presbytery
203	Julie Lees	VST Sunday	Clergy of Presbytery
204	Maggie Leung	Presbyterian Sharing, September	Presbytery
205	Sandy Grimwood	Letter re: Interim Moderator for Westside	B.Comm/D. Boyd
206	Ian Ross MacDonald	Fund for Ministerial Assistance reminder	Presbytery/ELT
207	Warren MacEachren	Request for Funding from Knox Palmerston	Renewal Team/CRT
208	Rev. Don Muir	Decisions re Parallel definition of marriage (policies)	Presbytery
209	Andrew Giacomini	Insurance Coverage Watson Estate	Clerk/ G. McIlwrath
210	Kathryn Muir	October 2021 Changes to the Roll	Presbytery
211	Liz Nolan (P. Grespan)	Confirmation of Electrical Service to Watson Estate	Clerk/G. McIlwrath
212	Daniel Winstanley	Insurance Confirmation Watson Estate	Clerk/G. McIlwrath
213	Rev. Dr. Kristine O'Brien	Nomination for Principal Clerk	Presbytery
214	Liz Nolan (P. Grespan)	Outstanding Steps Update	Clerk/G. McIlwrath
215	Marjorie Copeland	Nominations for 2022 General Assembly Committees	Presbytery



Recommendation #2

That the actions of the Business Committee in distributing the Correspondence be Homologated.

b. Retirement of Rev. Mark Gaskin (Correspondence #200) Stated Hour 7:30 PM

On October 26th, 2021, the Clerk of Presbytery was notified of the planned retirement of the Rev. Mark Gaskin. On Sunday October 3rd, the Rev. Mark Gaskin, having previously informed his Session, informed the congregation of Westside PC, Cambridge, of his plan to retire from ministry of Word and Sacrament effective May 1, 2022, and Mark's last Sunday at Westside will be April 24th, 2022.

Recommendation #3

That representatives from Westside Presbyterian Church be invited to speak regarding the retirement of their minister. Doug Kelly, Clerk, Sandy Grimwood, David Ridsdale and Rick Thomas

Recommendation #4

That the request from the Rev. Mark Gaskin, to retire from the Ministry of Word and Sacrament effective, May 1, 2022, be approved.

Recommendation #5

That the Rev. Mark Gaskin be transferred to the care of the Presbytery of Paris, effective May 1, 2021.

c. Knox's Galt Legacy Fund proposal

The Knox's Galt Legacy Fund

Background

There has been no official presentation or communication to the Presbytery, terms of reference or amount for the Knox's Galt Legacy Fund; its direct purpose or a suggested amount. The Dissolution Committee supports the intention of using some portion of the funds received for the establishment of a fitting legacy fund as a lasting tribute to the historic ministry of Knox's Galt. The terms of any such fund would be entirely at the discretion of the Presbytery. (16/06/21, p. 6085)

Thus,

Recommendation #6

In the spirit and tradition of distributing part of the proceeds of the sale of a church building or other property within the former Presbytery quadrant, (Waterloo North(Kitchener), WSP (Guelph); that a legacy from the proceeds of the sale of Knox's Galt in the amount of \$20,000 be granted to each of the four remaining congregations within the city of Cambridge for a total of \$80,000.

Recommendation #7

That the Legacy of Knox's Galt be recognized with the contribution of \$100,000 to the regeneration (aka Ministry Initiatives Fund) of the Development Fund; from the proceeds of the sale of Knox's Galt Legacy Fund be established as a presbytery administered and accessible fund.

Recommendation #8

That the balance of the proceeds from the sale of Knox's Galt remains in the Development Fund.



d. Structure of Presbytery Funds Report

**Special Committee on Funds, Business Committee, Presbytery of Waterloo-Wellington
March 9, 2021 (May 11, 2021, Sept 30, 2021 edition)**

The Development Fund - Current State (Revised as Sept. 30, 2021)

The Presbytery's Development is established under the standing orders of the Presbytery of Waterloo-Wellington and has its own Terms of Reference. The business committee of the Presbytery provides oversight of all the funds contained within the Development Fund. When we approve a recommendation to create a fund for a particular purpose, we are setting aside or allocating a part of the Development Fund for that specific purpose. As we go through this process of restructuring our Presbytery funds, changes to the scope and operation of the Development Fund will be required.

**PRESBYTERY OF WATERLOO-WELLINGTON
THE DEVELOPMENT FUND**

The Development Fund (Sept.30 ,2021) plus:	\$1,159,760
Proceeds from the Sale of Knox's Galt:	\$1,132,680
Less:	
Current balance of the Renewal Funds (established March 14, 2017) *:	
Missional Church Plant Fund (org. allocation: \$110,000)	\$110,000
Next Generation Ministry (\$120,000)	\$102,000
Contract a Future Directions Facilitator (FDF) (\$100,000)	\$98,544
Development of a Strategic Plan for the Presbytery (\$135,000)	\$135,000
Congregational Strategic Planning Fund (\$75,000)	\$55,500
Cong. Renewal Fund (Implementation Ready Projects) (\$150,000)	\$42,578
Sub Total Renewal	(\$543,622)
Less Allocations from Knox's Galt Proceeds:	
Congregational Covid Fund (approved amount)	\$300,000
Campus Student Ministry Fund endowment (approved amount)	\$56,634
Sub Total Knox's Galt allocations	(\$356,634)
Current Outstanding Loans to Congregations	
Loans to congregations 2010-2017:	(\$749,442)
Sub Total Loans	(\$749,442)
Balance of Fund:	\$999, 376

Part I: Capital Project Financing, reDeveloping our churches for the future.

The Development Fund is the sole source of all Presbytery loans to congregation. Loans extended for capital projects, represents the largest share of allocated funds at 48% of the total balance. Understanding the impact



of the outstanding loan balance will influence how we wish to structure funds within the Presbytery. The Presbytery has to plan for anticipated short-term events while planning for the future. This is happening at a time

when we see our congregations, indeed, the entire Christian congregational experience is changing rapidly. These changes will impact all of us, not only how and where we gather as a worshipping community how we engage with our neighborhood and the world as servants of Christ, it will also impact how we prioritize future investment in our Presbytery.

For example: Since 2011, the same period in which the Presbytery loaned over \$1 million to congregations for building projects, we started to experience significant change. Membership in our congregations has declined by **2254 persons or 31%**; the number of adherents has declined **by 890 or 27%** and weekly worship attendance declined by **37%**. As we emerge from the impact of Covid 19, there will be greater demand and expectations for a worship context which is much more informal and convenient. However, this report is not designed to be an exercise in renewal, it is about making necessary adjustments now, to ensure we can meet the priorities of the next ten years. This brings us to the second component of the Development Fund.

Part II Innovation & Renewal: Funding relationship, engaging emerging generations and connecting with our community.

The Presbytery has to address several future congregational needs such as new expressions of faith, the planting of new and intentional faith communities, engaging emerging generations, building relationships with our communities, as well as building expansion, renovation, and emergency repairs. Currently 38% of the Development Fund's balance are allocated funds established in March 2017 as an outcome of the Presbytery Visioning Process. These funds are committed to congregational renewal and new ministry initiatives.

In 2017 the Presbytery voted to support the establishment of a series of renewal-based funds as part of its Visioning process. In total \$765,000 was set aside in these various funds from the proceeds of the sale of Waterloo North Presbyterian Church. The consensus of several Presbytery all day meetings was that renewal was the most important focus of both the Presbytery and congregations.

Since this time, several realities emerged. Firstly, the plan for a Presbytery wide Future-Direction strategy and related projects, under the leadership of a Future Directions Facilitator did not move forward. Secondly, other funds established for new ministries, have yet to be used. At the same the Congregational Renewal Fund and the Congregational Strategic Planning fund continue to receive applications.

So how might we redeploy these renewal funds to address the goal of renewal over the next ten years? How do we continue to engage future generations in their spiritual journey and outward focus? How do we continue to meet and match the hope and promise of those congregations through regeneration of our ministry, service, and faith?

The task force believes that to ensure the availability of funds over the next decade, that any initiative or renewal or expression fund would be based on an endowment model.

The task force also believes the Presbytery establish a single fund focused on renewal, new initiatives and expressions of faith, community, and generational engagement.

An endowment fund invests the initial principal. It remains invested, with a portion of the interest income earned, distributed in the form of grants as per its term of reference. A portion of the interest income may be invested again in a particular year to maintain or increase future years income. The plan would be to up the fund let it earn income for 12-15 months before the first disbursement of grants and then spend the annual income in grants (not loans) on projects that are ministry initiatives – see terms below. The fund would grow on the basis



of receiving 25% of all funds moved into the Development Fund – that is from closed and dissolved congregations and from other sources.

If those funds could be invested by Sept. 2021 – then in the fall of 2022, congregations could apply for grants which would be awarded in March 2023. Such a fund would be a benefit to the Presbytery and if set up to receive capital from closed congregations and other sources should have a long-term life. If it becomes necessary to wind-down the Ministry Initiative Fund, the remaining funds would be divided among the congregations of the presbytery – with each congregation receiving an equal share.

Table 2: Example of a \$600,000 endowment fund at 8% ann. growth & 90% grant distribution.

Granting Year	Annual Income	Annual Grants	Fund Value
1	\$48,000	\$43,200	\$609,600
2	\$48,768	\$43,891	\$614,477
3	\$49,158	\$44,242	\$619,393
4	\$49,551	\$44,596	\$624,348
5	\$49,948	\$44,953	\$629,343
6	\$50,347	\$45,313	\$634,377
7	\$50,750	\$45,675	\$639,452
8	\$51,156	\$46,041	\$644,568
9	\$51,565	\$46,409	\$649,724
10	\$51,978	\$46,780	\$654,922
Total	\$501,223	\$451,100	

To be successful, the seed funding for this investment has to be at least \$600,000 to begin.

Over 10 years there would be \$451,000 in grants for regeneration innovation and initiatives.

Over 20 years - \$1.4 Million in grants.

25% of the proceeds of all future asset sales would be invested in this fund.

POSSIBLE TERMS OF REFERENCE FOR THE WATERLOO WELLINGTON MINISTRY reGENERATION FUND

Purpose

The Waterloo Wellington Ministry Initiative Fund within the Development Fund makes grants available to individuals or groups within The Presbytery of Waterloo Wellington in support of initiatives which will help to spread the message of Jesus Christ and further the Kingdom of God.

Source of Funds

The initial capital of \$600,000 will be set aside inside the Development Fund of the Presbytery with the income to be used to provide grants. 20% of all future transfers to the Development Fund will be allocated to the Ministry Initiative Fund as additional income producing capital.

Administration

The grant application process will be administered by the Renewal Team on behalf of the Presbytery of Waterloo Wellington. All grant requests must have the support of a congregational Session or a ministry's Leadership Team. Initiatives must be linked to the life of a worshipping community. 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 committee

Conditions of Disbursement

Projects are to be practical in nature. Projects will involve special work, new ministry initiatives, investigation, study, or training. It is understood that projects funded by the Ministry Initiative Fund will contribute to the presbytery's and the denomination's understanding and experience of ministry and/or mission and that results will be made available to the Church.



- Applications must be received by Oct 15. If there are funds remaining after the first review, additional applications will be considered if received by April 15.
- Costs associated with project staffing will be considered for funding.
- Only capital costs related to the initiative will be considered for funding.
- In most cases the maximum length of funding will be two years.
- First-time applicants are encouraged to apply.
- A grant can be terminated because of an unreasonable extension of the time, or because of failure to implement the project as submitted in the application.

Distribution of Funds

Once approved, 80% of the grant amount will be disbursed upon notice from the applicant that the project is ready to begin. The remaining 20% of the grant amount will be disbursed upon receipt of the final report.

Expectations after Receiving a Grant

A final report including a summary of the project, key insights, outcomes including photographs and any relevant metrics, will be submitted to the Renewal Team within two months after the project has been completed. This enables your story to be shared. A template for the report will be provided. Of particular interest will be what new or deepened questions are being asked because of this project/initiative.

Evaluation of the Ministry Initiative Fund

The Presbytery of Waterloo Wellington will conduct a review of the Fund and its terms of reference on the fifth anniversary of the fund's first grant distribution. (Date to be added.)

Existing Renewal Funds

The seed investment in the reGeneration fund would come from the existing renewal funds. Missional Church Plant Fund, Next Generation Ministry Fund, and the monies set aside for Future Direction leadership and planning, a total of \$454,456. An additional \$146,475 or 30% of the residual of the Knox's Galt proceeds would make this possible.

Two of the established renewal funds will be vested until a review at the end of 2022*:

- | | |
|-------------------------------------|----------|
| • Congregational Strategic Planning | \$55,500 |
| • Congregational Renewal | \$42,578 |

*These two funds will now be included in the redistribution recommendations.

Part III: Emergency financing and repairs response

A significant number of the loans from the Development Fund are for emergency equipment replacement or building repairs. This is a need within the Presbytery that will continue. The Fund Task Force recommends that approximately 20% of the balance of the Development Fund and all further contributions be invested in the reEmergency Response Fund. This new fund will also include loans provided to congregation's experiencing revenue shortfalls.

To ensure the rotation of capital for these loans, it is proposed that the repayment term of such loans be reduced from 10 years to a period of 3-5 years as recommended by the business committee in the case of each applicant with the maximum loan capped at \$50,000.

Repayment of emergency financial assistance shall take place within one year, with a plan to reduce the equipoising expense; or with the support of the Congregational Health Committee, 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.



Loans will cover repairs partially or not covered by insurance.

Fifty (50%) of all loans for repairs or equipment replacement costs will be funded by the congregation.

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:

- Wages and other employment expenses 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.

A note on the proceeds from the sale of Knox's Galt (Revised, Oct. 31, 2021)

As the Presbytery is aware, the sale of Knox's Galt in 2020, realized net proceeds of **\$1,132,680**. The Presbytery has already approved two funds from this amount.

- 1) \$300,000 - The Covid Congregational Fund which expires at the end of 2021.
- 2) **\$56,634 (5%)** - Campus Ministry Fund which is maintained as long as 5% of the proceeds from the sale of each building continues.

A third fund, The Knox's Galt Legacy Fund, will consist of \$100,000 contributed to the reGeneration fund.

This would leave the residual of **\$776,046** to be distributed as per the recommendations at the end of this report.

The Development Fund: Next Phase

To recap, the goal of this report is to establish three (3) distinct core funding priorities within the Development Fund:

- 1) reDevelopment would account for 50% of the total existing fund and future proceeds.
- 2) reGeneration - the endowment fund which would invest 30% of the current Development Fund and 25% of all future contributions to the Development Fund.
- 3) reEmergency - would hold the balance of 20% of current funds
- 4) Campus ministry fund – 5% of all future net proceeds.

To explain how all of this will look when completed, we will suspend reality for a moment and assume that all of the money in the Development fund has not allocated to a fund or loaned to a congregation.



The Development Fund Proposal as of Sept. 30, 2021	\$1,159,760
Proceeds from Knox's Galt	\$1,132,440
Starting "Capital"	\$2,292,440
Funds established from the proceeds of Knox's Galt	
<i>NEW: Congregational Covid Fund (established January 12, 2021)</i>	(\$300,000)
<i>NEW: Student Ministry Fund (established January 12, 2021)</i>	(\$ 56,634)
<i>NEW: Knox's Galt Legacy Fund (recommendation)</i>	(\$100,000)
BALANCE	\$1,835,806
Loans to Congregations	\$749,442
New Structure of the Development Fund (excluding congregational loans)	
redevelopment Capital Projects Assistance Fund (loans)	\$545,182
reGeneration Endowment Fund (grants)	\$325,909
reEmergency Financing and Repair Fund (loans)	\$217,273

The \$749,442 in congregational loans owing to the Presbytery will be distributed between the appropriate funds as they are repaid.

PRESBYTERY OF WATERLOO-WELLINGTON **THE DEVELOPMENT FUND**

RECOMMENDATIONS

Recommendation #9

That future net proceeds from the sale of Presbytery assets be deposited in the Development Fund as follows:

- 50% to the reDevelopment Assistance Fund
- 25% to the reGeneration Endowment Fund
- 20% to the reEmergency Financing and Repair Fund
- 5% to the Campus Ministry endowment Fund

Recommendation #10

That the oversight and management of the Development Fund, its allocations, and endowments, with related criteria; rest with the Property and Finance Committee, with the input of the business committee.

Recommendation #11

That the money currently held within the various funds within the Development fund be distributed, effective Dec 31, 2021, according to the following distribution:

- 50% to the reDevelopment Assistance Fund
- 30% to the reGeneration Endowment Fund
- 20% to the reEmergency Financing and Repair Fund



Recommendation #12

That future repayment of loans from the development fund be deposited in the Development Fund as follows:

- 50% to the reDevelopment Assistance Fund
- 30% to the reGeneration Endowment Fund
- 20% to the reEmergency Financing and Repair Fund

Notice of Motion

At a future regular meeting of the Presbytery, I will move or cause to move on behalf of the Finance and Property team, the Terms of Reference, Application Criteria and evaluation process, Fund distribution, Reporting requirements and other administrative aspects of the reDevelopment, reGeneration and reEmergency financing and repair funds.

e. Nomination for Principal Clerk, Biography of Rev. Cherrie Inksetter

Thank you for considering me as a nomination for the position of Principal Clerk for the Presbyterian Church in Canada. I am so very honoured that you would think of me in this way. I share with you my bio to give you some background on who I am and what I think I can bring to the table in this position.

I was blessed to accept the call to ministry a little later in life. I like to say that God needed to prepare me before springing me on the world. Prior to ministry I was owner and manager of Carluke Orchards, a farm, farm market, bakery, and retail store. I oversaw a staff of 20 and being the business owner of an ever-growing business gave me the skills necessary for leading multi-staff, balancing the needs and feelings of people but with attention to productivity. Our business won numerous awards for business excellence, recognizing overall leadership, and service to the community.

I was ordained as an elder at St. Paul's, Carluke in 1995 and served on several committees. I was Representative Elder to the Presbytery of Hamilton from 1998-2011. During that time, I was a member of several committees, notably, Ministry, Standing Orders Revision Team and the Futures Visioning Task Force. I was convenor of the Elders Team which organized Elder Workshops for training and networking. I organized and oversaw Presbytery wide retreats, and worship services and facilitated a Day of Discernment as we contemplated our future as a Presbytery.

I was ordained as a minister of Word and Sacrament in 2012 within my first charge, St. Giles, St. Catharines where I remain. We have Established Team Ministry and implemented a system with Administrative Elders and Shepherding Elders that recognizes the giftedness of people for leadership and pastoral care. As a Session we committed to having intentional times of visioning to look at who we are and where we are going, and this continues.

Within the Presbytery of Niagara I have been convenor of several committees, Executive, Standing Orders Revision Team, Visioning Team, and helped to develop a Covenant of Conduct, and explore a position of General Presbyter to better equip the Presbytery for what the future will look like post pandemic. I helped to organize various events and educational workshops and a Visioning Event for the Presbytery, and was part of the Coordinating Team that implemented a new model of Presbytery.

I was Clerk of Presbytery from 2017 to 2020 and during that time Point person for response to a Human Rights Tribunal case involving the Presbytery and the National church, helped the Presbytery navigate the Remits, and



was involved in a Corrective Case (since resolved) leveled at the Presbytery which gave me great insight into our polity.

I was honoured to be Moderator of the Synod of Southwestern Ontario and on the Executive Committee member of the Synod as well as part of a 2-person team to revise the standing orders of Synod. I have been a Member of the Assembly Council from 2019 to present.

I believe in the value of ecumenical partnerships, and I am a member of our local Ministerial Association which has hosted City wide Church Leaders Prayer Breakfasts and the Mayor's Prayer Breakfast and I was a member of the St. Catharines Mayor's Youth Forum Task Force. I have been a Guest speaker in a number of churches outside the denomination, keynote speaker at various conferences and helped lead worship in the city-wide World's Day of Prayer. Our church is part of the world-wide church and I have been fortunate enough to do pulpit exchanges with congregations in Ireland, Scotland and New Zealand and have participated in mission trips to Cuba and Romania.

I continue to learn, taking classes, courses and workshops on conflict resolution, pastor self care, bullying in the church, church growth, church leadership, mission shaped ministry, engaging youth, stewardship and discipleship. I have attended Global Leadership Summit workshops and have completed John C. Maxwell's "Laws of Leadership" training. Last, but certainly not least, I am a proud mom of 3 adult children, and have recently welcomed my first grandchild, Eli James, who is of course, the most beautiful baby EVER! My extended family (including my very vibrant and busy mother) are very important to me and most live in the GTHA.

Recommendation #13

Moved by Kristine O'Brien/Hugh Donnelly that the Rev. Cherrie Inksetter be nominated as Principal Clerk, of the Presbyterian Church in Canada.

Additional Business

f. Nomination of the Rev. Dr. Robert Faris as moderator of the 2022 General Assembly

Recommendation #14

That the Rev. Dr. Robert Neil Faris be nominated as moderator of the 2022 General Assembly of the Presbyterian Church in Canada.

THE REV. DR. ROBERT NEIL FARIS, B.A., M.Div, M.Th., PhD Bob Faris is a lifelong Presbyterian with an ecumenical spirit and a calling to be open to the new thing that God is doing in our time. This has included more than 35 years of innovative ministry within the PCC that has been focused on understanding and working toward the improvement of lives and communities negatively impacted by social injustice and colonialism. Raised in Newmarket and Sarnia, Ontario, Bob completed his undergraduate studies at Queen's University. Both his late parents were Elders and Bob felt the call to ordained ministry early in life.

His involvement in the Presbyterian Young People's Society and Camp Kintail led to his ordination to camping ministry as the first fulltime Director of Kintail in 1984. His creative ministry influenced a new generation of leaders and set Camp Kintail on a path toward long-term development as a model of church camping.

Bob's passion for the life of the global church was fed in his studies at New College in Edinburgh where he received a M.Th. in 1987. The following year, he responded to a call to serve with the Presbyterian Church of Mozambique as a professor at the Seminário Unido de Ricatla, the first Canadian Presbyterian to be appointed to Mozambique. After language study in Brazil, he spent six years in the context of Mozambique's civil war and its move toward multiparty democracy, as well as the ending of apartheid in neighbouring South Africa. His admiration for the courage and witness of Christians in Mozambique in the face of immense violence and poverty led to his doctoral thesis at the University of Cape Town in 2007, which was later published with the title,



Liberating Mission in Mozambique: Faith and Revolution in the Life of Eduardo Mondlane. His experience in southern Africa also opened his eyes more fully to the legacy of colonialism in Canada and particularly the catastrophic harm done to Indigenous Peoples.

Bob has been a key ecumenical leader at a time of significant challenge and change. He was Director of the Canadian Churches' Forum for Global Ministries and the Churches' Council on Theological Education in Canada. He also served as Convener of the General Assembly's "Ecumenical and Interfaith Relations Committee" and the "E.H. Johnson Memorial Fund Committee". He chaired the Board of Cooperation Canada Mozambique, was a member of the Governing Board of the Canadian Council of Churches, was a delegate to the Uniting General Council of the World Communion of Reformed Churches, and accompanied the Moderator's visit to Lebanon, Israel and Palestine in response to the Kairos Palestine document. In 2011, Bob was called to St. Andrew's Church in Toronto. He shares in worship leadership, coordinates large Out of the Cold and Refugee Sponsorship programs, has provided innovative leadership in adult education and has fostered a partnership relationship with Marabella Church in Trinidad.

He has had a significant role in St. Andrew's growth among a younger demographic living in condos and working downtown and its deepening commitment to being an intercultural and inclusive congregation. He has also taken leadership in the Presbytery of East Toronto and in this time he served on the General Assembly's Committee on Church Doctrine. Over four years, Bob served as Co-Convener of the General Assembly's Special Listening Committee re. LGBTQI, known as Rainbow Communion. As a gay man, Bob has personally experienced the harm done to people who identify as LGBTQI in the church. He has sought to live with integrity while calling the church to change its doctrine and practice that has diminished and harmed God's beloved LGBTQI children. He rejoiced when all twenty-three recommendations of Rainbow

Communion were adopted in 2021 as well as the Remits which allowed for same sex marriage and the ordination of people in same sex relationships. Amid the many challenges and periods of grace experienced during the pandemic, Bob continues to look forward to responding to God's call in ministry and to sharing the journey into this new time that lays before us all.

g. Commissioners to General Assembly 2022

Recommendation #15

Move that the Presbytery commission the Revs. Bill Bynum (Captain), Kristine O'Brien, Hugh Donnelly, Peter Bush, Aubrey Botha as commissioners to General Assembly, 2022; and Revs. Susan Clarke and Mark Richardson as the alternate commissioners, and that Presbytery invite the Sessions of Gale, Elmira, St. Andrew's, Fergus, St. Andrew's Alma, St. Andrew's, Arthur, Calvin, Kitchener; to choose a ruling elder from their body as commissioner to General Assembly, 2022; by December 30, 2021, and the Sessions of Knox Preston and Knox, Crieff choose alternate commissioners; by the end of December 2021.

Recommendation #16

That the Clerk be empowered, that should any of these commissioners not be able to attend, the clerk may select teaching elders or invite Sessions to choose a ruling elder, following the rotation of commissioners for General Assembly.

For Information Only

h. Presbytery Representatives who attended Synod November 3rd, 2021

Ministers: Rev. Mark Gaskin and Rev. Dr. Kristine O'Brien
Congregation: Rick Thomas - Westside, Cambridge; Peggy Lennox - Knox, Gordonville



i. Watson Estate update

Items currently in progress as of Oct 18, 2021

- Extract of Minutes conveying Presbytery request for funds and establishment of advisory committee to Principal Clerk and CFO of PCC.
- Mail changed Over, notifying remaining banks and trusts of new address
- Real Estate Agent chosen – property evaluation – October 28, 2021- \$525,000
- Utility accounts changed with payment of outstanding balances
- Verify outstanding property taxes
- Cancelled all credit cards
- Insurance confirmed once more and will be under Ecclesiastical.
- Provided Dissolution documents to lawyers.
- Presbytery remains responsible for property maintenance.
- Continuing search for all legal issue who could be covered under the trust.

Affidavit for proof of execution: Draft an affidavit (2-4 Weeks) to accompany the probate application explaining how Stephen Kendall is the “Senior Minister” of Knox’s Galt as the congregation is no longer extant and requesting an Order of the Court to:

- a. confirm Stephen Kendall, a senior member of The Trustee Board of The Presbyterian Church in Canada, is the appropriate applicant for a certificate of appointment of estate trustee (probate); and
- b. confirm The Trustee Board of The Presbyterian Church in Canada is the successor beneficiary pursuant to Section 13 of the Act.

Order of Court (2-4 weeks) Probate (4-6 weeks) Total Legal Timeline 8-12 weeks.

Once Probate is accepted, the sale of the property can commence. This will begin with Gib and team emptying the contents of the house. Also after probate, 10% of the sale amount will go to Presbytery and the rest will be placed in a trust for 20 years.

Issue: Stepdaughter has been contacting Presbyterian churches in the area and stating she is the executor of the estate, and she has attempted to get access to the property. Her lawyer has been contacted and a request to cease and desist has been applied although no guarantee this will be followed.

Gib McIlwrath is designated Presbytery representative in this part of the process.

j. Covid Congregational Grants Reports

Short Written report plus 2-minute verbal report to the Presbytery

January 2021: Kortright, Guelph; St. Andrew’s Hespeler; Joonim, Waterloo; Crieff Hills; Knox, Palmerston; Kitchener East; St. Andrew’s Guelph; Gale, Elmira

March 2021: 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 2021: Knox, Waterloo; Knox, Elora; Knox, Crieff; Doon, Kitchener; St. Andrew’s, Alma; Rockwood; Knox, Guelph; Knox Preston; Gordonville

Recommendation #17

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



Treasurer's Report – Appendix “B” George Myers

TREASURER'S REPORT TO WATERLOO-WELLINGTON PRESBYTERY OCTOBER 2021

Interim Financial Report to October 31, 2021

The monthly financial reports, to October 31, 2021, are attached. The General Fund operations are very much in line with budget. 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 \$68576, which needs to be applied for by the remaining congregations by the end of the year. The Budget for 2021 is being covered in part by the Reserve Fund. Congregations are paying only 50% of their Assessments. There is still a balance of \$42578 for the Congregational Implementation Ready Projects.

The Knox's Galt sale proceeds have now arrived. The Balance Sheet to October 31, 2021, now shows a column for each fund, including the new Campus Student Ministry Fund of \$56,634 and two other funds with zero balance, yet to be determined. You will note that the Reserve, Trust, and Campus Student Ministry Funds are now mostly in the PCC Consolidated Fund, to begin to gain value. When the other new funds, if and when established, their value can be 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. Market losses and gains may prevent the presbytery from using all these gains until the market again settles into a steady growth pattern.

2022 Budget and Assessments

The proposed General Fund Budget and 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

Respectfully submitted,

George L Myers, Treasurer

Recommendation #1 Receive the Treasurer's Reports.

Recommendation #2 Accept the Financial Statements to October 31, 2021

Recommendation #3 Approve the report as a whole.



Report of the Property and Finance Team – Appendix C – Louise Sharpe-Berges/Vern Platt

Presbytery of Waterloo-Wellington Property and Finance Team November 2021 Report to Presbytery

The Property and Finance Team met on October 14th to identify the convenors and schedule future meetings. Vern Platt and Louise Sharpe-Berges will be the co-convenors of the Team. Meetings will take place monthly on the third Thursday of each month.

Discussion was held on the proposed budget, line by line.

Options for calculating assessments:

Historically, the assessment for each church 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 shows 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.

Baden estate: the sale was finalized on October 8th.

Watson Estate: In addition to the update already provided, Gib and Vern will continue to work with the lawyer and will clean the house after probate. As well, after probate, 10% of the sale amount will go to Presbytery and the rest will be placed in a trust for 20 years.

Recommendations:

- 1) Recommendation #1 Receive the report of the Property and Finance Team
- 2) Recommendation #2 Approve the 2022 proposed budget
- 3) Recommendation #3 Approve the Normal per Unit method of determining the rate
- 4) Recommendation #4 Approve that the options for calculating assessments chart be discussed by Presbytery delegates with their Sessions and that they come prepared to vote on the preferred option at the January 2022 Presbytery meeting.
- 5) Recommendation #5 Approve the report as a whole.



Report of the Equipping Leadership Team – Appendix “D” – Rev. Peter Bush

Presbytery of Waterloo-Wellington Equipping Leadership Team Nov. 2021 Report to Presbytery

With attached General Assembly Referrals

RECOMMENDATION 1: That the report of the Equipping Leadership Team be received and considered.

A. Housekeeping Matters:

Transfer of certificates to Pres. of WW for John Henderson and Dorothy Henderson

RECOMMENDATION 2: That the names of The Rev. Dr. John Henderson and Ms Dorothy Henderson be placed on the Appendix to the Roll of the Presbytery of Waterloo-Wellington.

Selection of a Young Adult Representative from Presbytery of WW to General Assembly 2022 – to be named by Feb. 15, 2021

RECOMMENDATION 3: That applications to be the YAR from Presbytery of WW at the 2022 Assembly be received by the Equipping Leadership Team until Jan. 3, 2022. Applications to include covering letter as to the reasons why the individual wants to be a YAR and a letter of support from the Session of the individual’s congregation.

B. Nominations to various positions at the Colleges and National structures

Nominations to the position of Dean at Knox College. (Material re: The Rev. Dr. Sarah Travis is attached)

RECOMMENDATION 4: That the Presbytery of WW nominate The Rev. Dr. Sarah Travis to the position of Dean of Knox College, and that the Clerk forward the nomination and accompanying material to the College.

C. Managing Referrals from General Assembly -- the referrals can be found in the Presbytery package.

The team wishes to open up the conversation around two clusters of referrals to participation from those outside the Team who may be interested in being part of the conversation. If there are Presbyters interested in being part of work around these two clusters of referrals, please contact the Team through the Convenor (Peter Bush) by Nov. 30, 2021.

Cluster 1: Referrals 3.22-3.33, 4.1.2, 4.1.3, 4.2 – from Rainbow Communion

Cluster 2: Referrals 3.7-11, 3.13, 3.15 – from Life and Mission Agency: Indigenous People-Settler Relationship

The Team will be responding to Study and Report 1.2, 1.7, and 1.8 at the January 2022 Presbytery meeting.

The Team believes that any presbytery response to Study and Report items 1.5 and 1.6 should be led by the Business Committee.



The Team invites Sessions wishing to respond to Study and Report 1.3 to do so to the Team by Dec. 31, 2021. The responses will be collated.

D. Matters related to Stipend

Referrals 3.20, 3.21, 3.34 combined with the matter given to the Team by the Presbytery

Evaluation and Recommendations re minimum terms and conditions for the call of a minister to the Presbytery of Waterloo-Wellington.

Whereas, the Presbytery of Waterloo-Wellington is solely responsible for the terms and conditions of a call to a minister of word and sacrament as per the polity of the Presbyterian Church in Canada as stated in the Book of Forms and the Acts and Proceedings of the PCC; that the recommended minimum terms and conditions of a call to a minister as outlined in the acts and proceedings of the Presbyterian Church in Canada and the fact that several presbyteries have established revised and additional terms and conditions regarding a call to a minister to their presbytery including housing allowance, % of revenue guidelines, stipend minimums and/or additional terms to a call of a minister; that the Presbytery of Waterloo-Wellington forthwith and with haste refer to the new team on Leadership to develop and recommend implementation of such additional requirements as deemed necessary and to present such report to the Presbytery at its January meeting.

All these relate to Stipend in some way. We will report at a later matter on lost of these matters, however there is one urgent matter.

The stipend grid in Acts and Proceedings 2021 calls for a 1.3% increase in stipends for 2022

(Referral 3.34). This figure is arrived at by using Statistics Canada data at the end of May each year, giving June to May as the year over year calculation.

The Oct. 2020 to Sept. 2021 year over year increase (as released by Stats Canada on Oct. 20, 2021) is 4.4% increase in Cost of Living.

RECOMMENDATION 5: That the Presbytery of Waterloo-Wellington, noting that the inflation rate at the end of Sept. 2021 was 4.4%, encourages Sessions to carefully consider providing stipend increases to ministers and salary increases to other staff in the 4.4% range for 2022. And that Clerk of Presbytery communicate this recommendation to the Clerks of Session of the congregations within the Presbytery.

E. The Team hopes to be able to deepen the ways in which Presbyters connect, so that thicker ties are built between presbyters. The Team encourages presbyters to find opportunities to connect outside of the meetings of the Presbytery and will work over the next months in seeking to facilitate those opportunities. The vision of the Presbytery system is of people who are in connection with one another functioning together as leaders. The ability to do this, we believe is strengthened by thick relationships among presbyters.

RECOMMENDATION 6: The report as a whole.



CURRICULUM VITAE

The Rev. Dr. Sarah A.N. Travis

Groundbreaking scholar, innovative teacher and administrator, and creative pastor

I. BIOGRAPHICAL INFORMATION

PERSONAL

Name: Sarah Anne Noreen Travis

Home address: 260 Glenashton Dr. Oakville, ON L6H6H5

Phone: 289-795-1065

Email address: sarah.travis@utoronto.ca; travissarah@hotmail.com

EDUCATION

Doctor of Theology 2012

Knox College, University of Toronto

Department of Pastoral Theology, Homiletics

Dissertation: *Preaching in the Perichoretic Space: A Social Trinitarian Postcolonial Homiletic for the Canadian Context*. Supervisors: J. Dorcas Gordon; David S. Jacobsen. Readers: Paul S. Wilson; John S. McClure.

- Drawing on the postcolonial theory of Bhabha and the social trinitarian theology of Moltmann, I constructed a postcolonial homiletic which has been cited widely

Master of Divinity 2002

Knox College, University of Toronto

- Gold medal for highest academic average in graduating class
- Thesis

Bachelor of Arts (Honours Psychology), 1998

University of Waterloo

ACADEMIC APPOINTMENTS

Knox College

Adjunct Professor of Worship and Preaching

2012-present

- Pioneered on-line pedagogy for preaching
- Redesigned worship curriculum and introduced a worship practicum course
- See full list of teaching experience on subsequent pages



Toronto School of Theology

Interim Director, Doctor of Ministry Program

2017-2020

- Led all aspects of DMin program, including program evaluation and redesign
- Wrote Quality Assurance report, updated learning outcomes and streamlined program
- Improved student compliance to program timelines
- Used social media and reached out to member colleges in order to increase the profile of the DMin program within the TST community
- Taught courses in Theology of Ministry, Contextual Theologies, Qualitative Research Methods; participated in student committees and student counselling; reviewed Research Ethics Board applications

Knox College, University of Toronto

Interim Director of Field Education

2016-2017

- Oversaw all aspects of Theological Field Education
- Interviewed and placed students in practicum assignments
- Led weekly course integrating insights from field education experiences

PASTORAL APPOINTMENTS

Norval Presbyterian Church, Norval ON

Minister (half-time)

January 2020 – present

- Weekly preaching and worship planning – pivoted to on-line worship during pandemic
- Pastoral care and bible study – pivoted to on-line
- Denominational leadership includes representation on steering committee of Kairos Canada
- Interim Moderator of neighbouring congregation during pastoral vacancy

Knox College

Minister of the Chapel

2012-2020

- Oversaw all public worship at Knox College including weekly chapel worship services and annual retreats
- Scheduled worship leaders – faculty, students and guests
- Mentored student leaders
- Preaching and facilitation as required
- Initiated and directed Vital Worship Grant from Calvin Institute of Christian Worship
Topic: In a multi-cultural context, how might the Knox College Community refocus its worship practices?



St Andrew's Presbyterian Church, Hillsburgh ON

Interim Moderator

2011-2013

- Led congregation throughout pastoral vacancy, including weekly worship services
- Oversaw search for new minister

Knox Presbyterian Church, Guelph ON

Associate Minister for Youth and Families

2003-2006

- Worship and Preaching and Pastoral Care and Administration
- Led pastoral and creative programs with youth, students and families
-
- Initiated "Feed your faith" midweek fellowship and study program for all ages

II. SCHOLARLY AND PROFESSIONAL WORK

RESEARCH ENDEAVOURS

Postcolonial theory and preaching; postcolonial biblical interpretation; the church and empire; post-Christendom ecclesiology; worship leadership; homiletic pedagogy; experience of listeners in preaching; Canadian context for ministry, including indigenous-settler relations; preaching and trauma; interplay of local and global Christianity; power dynamics in church life; justice; development and aid.

PUBLICATIONS

Books

Unspeakable: Preaching and Trauma Informed Theology. Eugene, OR: Cascade, June 2021. (R)

Metamorphosis: Preaching after Christendom. Eugene, OR: Cascade, July 2019.

Decolonizing Preaching: The Pulpit as Postcolonial Space. Eugene, OR: Cascade, 2014.

Articles in academic journals.

"In the Room Where it Happens: Cultural Humility, Curiosity and Wonder in the Homiletics Classroom." *Homiletic*, forthcoming. (R)

"Troubled Gospel: Postcolonial Preaching for the Colonized, Colonizer, and Everyone In-Between." *Homiletic*, Vol 40, No 1, 2015, online. (R)

Chapters in multi-author volumes.



“Resisting White Fragility: Preaching towards Indigenous-Settler Reconciliation in Canada.” In *Unmasking White Preaching: Racial Hegemony, Resistance, and Possibilities in Homiletics*. Lexington Books, forthcoming. (R)

“Deconstructing a Gospel of Reconciliation: Locating Trouble and Grace in Postcolonial Preaching.” In *Theologies of the Gospel in Context: The Promise of Homiletical Theology*, edited by David S. Jacobsen. Cascade Books, 2017. (R)

“What on Earth is Liturgy? Liturgy and Ecology” by Charles Fensham and Sarah Travis in *The Church in God’s Household: Protestant Perspectives on Ecclesiology and Ecology*. Edited by Clive W. Ayre and Ernst M. Conradie. South Africa: Cluster Publications, 2016.

“They Were All Captive.” In *Unsettling the Word: Biblical Experiments in Decolonization*, edited by Steve Heinrichs. Common Word, 2018.

CREATIVE PROFESSIONAL ACTIVITY (selected)

Teacher-Scholar Grant (2021). Calvin Institute of Christian Worship. Topic: How does worship prepare us for the work of reconciliation with Indigenous Peoples?

Consultation on Cultural Intelligence and the Evaluation of Preaching Practice. Boston University. January 2019 – present.

Preaching Masterclass, keynote speaker. Atlantic School of Theology, March 2020.

Liturgy Seminar, Toronto School of Theology. “Prayer, Praise and Postcoloniality: Rethinking Liturgy in Canada.” November 19, 2014.

Consultation on Postcolonial Theology and Preaching. Boston University. “Troubled Gospel: Postcolonial Preaching for the Colonized, Colonizer, and Everyone In-Between.” October 27, 2014.

Nicholson Lecture. Atlantic School of Theology, Halifax Nova Scotia. “Gospel and Postcolonial Imagination: The Canadian Church Speaks Back to Empire.” July 9, 2014.

Academy of Homiletics. Chicago, IL. “Preaching Development and Aid: The View from Elsewhere.” November 2013.

Resource: Presbyterian World Service and Development. *Worship Resource 2013, 2014, 2017*.

Resource: *To Preach the Good News: A Handbook for Preaching for Presbyterians in Canada*. Toronto: The Presbyterian Church in Canada, 2015.

Seminars: St. Andrew’s Presbyterian Church, Toronto Ontario. Series of three seminars entitled “Transforming Worship.” October 2016.

Workshop: Lester Randall Preaching Fellowship, “Preaching and Trauma: Toward a Trauma-Informed Homiletic.” October, 2019.

Workshop: Lester Randall Preaching Fellowship, “Liberating the Church: Preaching at the End of Christendom.” October 2016.



Presbyterian World Service and Development. National Committee, 2012-2017.

Kairos Canada. Steering Committee, 2020-present.

III. TEACHING & SUPERVISORY ACTIVITY

*indicates responsibility for course design

Undergraduate/Basic Degree courses taught:

Reformed Worship*, Online

Decolonizing Preaching*

Introduction to Preaching*, Online

Worship Practicum*

Human Growth and Spirituality

Basics of Biblical Preaching, Online and on-campus

Graduate/Advanced Degree courses taught:

TSM5020 – Contextual Theologies*

TSM5021 – Theologies of Ministry*

TSM5022 – Qualitative Research and Design.*

IV. OTHER RELEVANT INFORMATION

PROFESSIONAL MEMBERSHIPS

Academy of Homiletics

Association of Doctor of Ministry Educators (ADME)

Ordination, Presbyterian Church in Canada, May 2003.



Report of the Renewal Team – Appendix “D” – Rev. Johan Olivier

Report of the Renewal Team – For Presbytery meeting on November 9, 2021

Recommendation 1: To receive and consider the report.

The Renewal Team met on October 5, 2021, via Zoom and was called to order with prayer by acting convenor, Johan Olivier. All team members were present.

Appointment of Convenor:

The team agreed that Johan Olivier would serve as the convenor. Scott McAndless will serve as secretary and prepare the reports.

Meetings:

The committee will generally plan to meet at 10:00 am on the Last Tuesday of the Month before Presbytery. (Though we will revisit this plan for the new year.)

Implement Ready Applications:

The team has received several applications to the Presbytery’s Implement Ready Fund and one to the Covid Fund.

Application from St. Andrew’s Fergus:

St. Andrew’s Presbyterian Church, Fergus is seeking a total of \$4,700 in Implementation Ready Project grant funds.

1. Participating in the Virtual Welcome Wagon operated by the Centre Wellington Chamber of Commerce.

Approximately 1,000 new people move into Centre Wellington every year. COVID has dramatically limited the ways in which St. Andrew’s can make itself known to new arrivals. The Chamber of Commerce is offering members of the Chamber the opportunity to be part of a virtual welcome wagon. We are asking for funds to become members and enroll in the Welcome Wagon program, and additionally funds for a gift we would give to new arrivals who contact us.

Membership and Enrollment fee	\$ 600
Gifts for new arrivals to town	\$1,400

2. Enhancing our Grief Share program for COVID times

St. Andrew’s has a long history of running Grief Share programs. We are starting up again this fall. We expect to need to operate two concurrent programs – because of social distancing requirements and space limitations. To operate a second program will require acquiring more resources and some increased advertising.

Additional Resources	\$ 800
Advertising	\$ 200

3. Re-tooling Sunday School and Youth Programming for a post-COVID reality

St. Andrew’s continues to operate Sunday School and Youth Programming in the midst of COVID. However, the small classrooms do not work for Sunday School and much Youth programming has gone



outdoors. To that end we need resources to make our fellowship hall more Sunday School friendly, and we need a tent and other items for outside to work as youth space.

Sunday School resources	\$ 800
Tent and Youth Items	\$ 900
TOTAL	\$4,700

The team reviewed this application and would like to support it.

Recommendation 2: That a grant of \$4,700 be given to St. Andrew's Fergus from the Implementation-ready fund.

Application from Westside Presbyterian:

An Application from Westside Church for a Congregational Implementation Ready Project Grant

Background

In February 2020, the Westside Session committed to taking an intentional look at the mission and ministries of Westside Church. Our session felt it was essential to learn more about our community so we could be the Body of Christ where it's needed most, instead of just trying to guess.

This process included learning opportunities for our session about culture and technology, two book studies, a local neighbourhood demographic study, a Strengths Assessment to ensure our team worked together and communicated clearly, and an honest assessment of every ministry and group at the church.

At the time of this decision, few people had even heard of Covid-19, but as we know, all that changed only a few weeks later. Although Covid-19 and all that came with it was disruptive to our rhythms and caused dramatic changes in all aspects of church life (including outreach, evangelism, and worship), our session committed to being proactive about our future instead of only reacting to the present.

After a brief pause in our original timeline due to the fast-paced changes required by the pandemic, we re-established a new timeline and got back to work. This process was started in the spring and summer of 2020 by Mike Wasyluk while working for the Presbytery and continued with Mike and Lauren Wasyluk (Church Helper) in fall 2020 and winter 2021.

Discovery

During our workshops and book studies, the session asked and answered important questions about outreach, ministry offerings, and what it meant to be a welcoming church to our local community. Our demographic study taught us a lot about our local neighbourhood, including who lives there and why some of our past outreach events weren't successful. Our workshop on Being a Welcoming Church showed us areas we thought we were welcoming but perhaps too "insider" focused (like our website and signage). And our discussions dug into essential and meaningful questions like:

- *Why does Westside want to reach out to the surrounding community?*
- *What are our motivations? Do we have hidden agendas?*
- *How can we share our faith story with those who seek to learn more about Jesus?*
- *What does community outreach look like during and after a pandemic?*
- *How can we honour our past ministries while also starting something new?*
- *How do we change from an "if people come" mindset to a "when people come" mindset?*



Proposal

At Westside, we are applying for this grant to help fund intentional improvement in three key areas of our outreach plan: Faith Nurture, Congregational Life, and Mission and Outreach Programming.

Faith Nurture

As part of the Outreach and Ministry Assessment in 2020 and 2021, we reviewed the work of our Faith Building Committee. Our Faith Building Committee aims to engage the people of Westside in discipleship by building relationships and teaching God's word. Currently, this committee primarily focuses on the faith-building of those from Birth-Grade 8, with some adult learning through Advent, Lent, and Bible Studies.

During our assessment process, we acknowledged the need for our Faith Building Committee to spend time doing some long-range planning and be more intentional about how we approach this ministry. We desire to stop operating month to month (sometimes week to week) and instead set long-term goals with action steps that we can achieve together.

As a part of this long-range planning process, we need to spend time choosing a curriculum for our family ministries, training teachers and leaders, and developing a way to support parents and families. Although we acknowledge all these areas are essential, our process reminded us that the church gets about 60 hours a year to influence a child, and a parent gets about 4000 hours. At Westside, we would like to discover better ways to support faith-building at home by equipping parents to share their faith with their kids confidently.

Our Faith Nurture Plan

Sunday Mornings and Mid-Week Programming

At Westside, we want to make sure every child enters one of our programs knowing they will have a great time, and every parent knows their child will be safe and well cared for. Today's parents are very protective. We feel that a great way to communicate we care about their kids is to take visible steps to show them that safety and security are a high priority in our ministries.

Some steps that we need to take in these areas are increased security and check-in procedures in our Sunday School Rooms, regular Leading with Care training for our volunteers, better equipping our leaders to succeed in all areas, volunteer recruitment, training for emergencies, curriculum training and development, and regular communication with parents. Some of these resources can be developed in-house, but there are many resources we would like to access to boost our effectiveness in these ministries.

With these changes, we expect to see:

- Our current leaders trading burnout for excitement because they are well supported and have a structured plan
- More volunteer leaders because of the confidence we can give them that they will be well equipped and well supported
- Parents that consistently know what's going on and feel like we care for them outside of Sunday mornings and mid-week activities
- Community / new families excited that we take safety and security seriously
- new members that can relax and enjoy building relationships with others in our church, knowing their kids are in good hands



- Parents that have the resources at home to build the faith of their family

We know everyone isn't going to get on the ground with a 4-year-old and play Legos, and we are at peace with that. Part of this process is finding new ways for our congregation to get involved in areas where they might not have seen opportunities before. For example, there are those in our congregation that might not be passionate about leading a Sunday School or Mid-Week program, but they would be happy to connect with and support the parents of the kids in our ministry. Our goal is to find new ways our congregation can help the Faith-Building committee – even if it's not on the "front lines" of the ministry.

We believe that \$4000 in this area will allow us to fix the things that need to get fixed right away (security, resourcing and recruiting, parent supports and advertising) and provide the flexibility to adapt to the numerical and spiritual growth we expect to see in the future.

Congregational Life

Improving communications within our congregation and with our local community

As part of the Outreach and Ministry Assessment in 2020 and 2021, we spent considerable time learning what it means to be a welcoming and hospitable church. We read "Becoming a Welcoming Church" by Thom Rainer, examined resources on church websites, evaluated our own website (and made some interesting discoveries), and discussed ways to keep up with current and new attendees at Westside. Through this process, we took away two main points: we have a congregation that deeply desires to show our community that they are loved and accepted, and we have few intentional and consistent ways that we accomplish that desire. Here are a few examples:

- There is a lack of systems that track people at Westside. We love seeing new people, but we rarely follow up with them because we don't have a plan to make sure new guests don't get missed.
- If Westside saw even a tiny uptick of new families, we wouldn't be able to support them well. There is no set system for tracking newcomers or following up with new families.
- Information for young families "at the door" is lacking, and the children's ministry isn't the most secure.
- Our website was out of date and was mainly filled with information aimed at people who already attended the church

Our Plan to improve Congregational Life

We believe that we will be in a position to bring in new families sooner than later (we've already seen this in our Sports Camp this summer), and we want to be ready. For that reason, Westside plans to invest in the church organizational software Planning Center Online (PCO). PCO is regarded as the top church management software on the market and combines numerous features that are regularly updated and added to, with a highly competitive cost.

Although its benefits both for now and the future are too numerous to count, PCO will help us:

- quickly and easily gather information from new and current members
- send our communications easily to first-time guests of Sunday morning and mid-week programs
- allow online registration for all events
- increase program security (including check-ins and the option of printing security labels for participants)



- help support our volunteer teams in the areas of worship planning, kids programming and outreach events
- allow anyone to download a Westside smartphone app that allows them to sign up for events, get updates on what's happening, update their information or give to the church right from their phone

Planning Center Online is a monthly subscription-based program. It will require considerable work to get up and get running, including the transfer of our database from excel spreadsheets and paper copies, creating lists and events, and other administrative tasks. We believe that \$3000 will adequately cover the start-up costs of this program and allow us the time to access training materials as they become helpful. We're excited about the short-term and long-term benefits of having this software.

Mission and Outreach

(Implementing ministries and programs that reach outside the church)

As part of the Outreach and Ministry Assessment in 2020 and 2021, Westside took a deep dive into every ministry and group at the church to find out what was going well, what could be improved, and what should be better supported. Through this process, we discovered support and energy for three ministries at Westside that were already happening, but with a little more intentionality, had the opportunity to make a greater impact in our community.

Ministry One: Sports Camp

The yearly Sports Camps at Westside provides an opportunity for kids from 6-12 years old to a one-week day camp experience, with the goal of making new friends, learning about Jesus, and having fun. Of all Westside's ministries, the Sports Camp is the most universally beloved by church members.

Although this isn't a "new" ministry, we hope to take a new approach to how it's run and set intentional goals that help Sports Camp become an "on-ramp" for other church activities.

Sports Camp has been running at Westside since 2014. Our camp has a maximum registration of 40 campers. Before summer 2021, our highest week had been 19 campers. Through our assessment process, we learned that although we believed that our camp was quite affordable (\$100 for a week), we were pricing ourselves out of our local neighbourhood. Our demographic study showed us that many of the families around Westside are low-income, and a camp isn't a luxury they could afford at that price point. We also discovered that our advertising strategy (mainly mailouts and posters) wasn't working the way we would have liked. So, this year, we changed our approach. We made the camp \$30 / week, and we invested in online advertising (mainly through Facebook). Within weeks, our camp for full!

Now that we have the confidence that we can run a full camp, we'd like to take more intentional steps towards reaching our neighbourhood through this opportunity. We don't want kids to show up and say, "see you next year," we want to find ways to see them and their families next month or next week.

Funding in this area will continue to make the camp affordable for the neighbourhood families and offer other attached outreach opportunities like community BBQs and family nights that follow up on the success of Sports Camp.

Ministry Two: Free / Reduced Cost Music Lessons



Westside is uniquely positioned to offer something to our community that could make a significant impact on how people interact with us on a weekly level.

As previously stated, Westside resides in a low-income area, where many parents can't afford many extra-curricular for their kids. As part of the Outreach and Ministry Assessment in 2020 and 2021, our music director Cheryl Amy suggested that if she could get administrative help from our congregation, she would teach free guitar and ukulele lessons to people of all ages in our community. We feel this would be a great way to serve the whole family (as they could all come together) and start getting to know those around us. Cheryl is also connected with Laura Hugh at Bethany Community Church in St. Catharines about their music academy. She is excited to see how Bethany grew their music ministry from something similar to what we would like to start to an entire music school/academy.

Knowing that it's unlikely many of these students could afford their instruments (at least at first), Westside would like to purchase instruments that we could loan to students while they were taking their lessons. We would also like to find ways to acquire these instruments at a below-market cost to supply them to neighbourhood kids. Like the Sports Camp, we would like these music lessons to provide an "on-ramp" to our church, so we can start to get to know the people and needs of our community.

Ministry Three: Elders Abuse Awareness Presentations

The Elder Abuse Awareness Committee seeks to make people aware of elder abuse, provide some avoidance methods, and some guidance on what can be done. This team is relatively new to Westside (just a few months before COVID-19) and has vast experience leading a larger-scale version of this program in Whitby. This committee receives some clerical help from the office, but it still might be one of the best-kept secrets at Westside. If promoted correctly and supported well, Westside has an incredible opportunity to engage with and host hundreds of people through this ministry.

As our other two outreach plans focus on younger children and families, we again are in a position with a unique opportunity of skills and experience to offer something to the community that many churches can't offer. We want to put our total weight behind the leaders of this ministry – including advertising and supplies for in-person and online workshops to service members of our community that might be vulnerable to abuse because of their age. This ministry will help round out offerings to multiple generations and allow us to reach entire families.

There are many startup costs for all these ministries, including administration, advertising, supplies, and training volunteers. In Music Lessons and the Elders Abuse Workshops, we would like funding for things like presentation supplies and instruments. Our camp would like to offer grants to kids in our community to attend and run follow-up events that would require new equipment. This way, we can keep people connected and offer them a pathway into our church family. We believe \$5000 in these three ministry areas will give us the start we need and the time to make all the plans we have in place viable for the future.

Summary

Our Faith Nurture Plan (p 3)	\$ 4,000
Our Plan to improve Congregational Life (p 4)	\$ 3,000.
Implementing 3 ministries reaching outside the church (p 6)	\$ 5,000

The above application was presented to the Westside Session at our Tuesday, August 24th meeting. Below is the extract of the Session minute containing the recommendation to apply to this fund:



“Moved by David Ridsdale / Seconded by Edward Post that the Westside Session apply to the Presbytery's Congregational Implementation Ready Project Grant for \$12,000.”

The team reviewed this application and would like to support it.

Recommendation 3: That a grant of \$12,000 be given to Westside Presbyterian from the Implementation-ready fund.

Application from Kortright Church

Application to the Congregational Renewal Fund for an Implementation Ready Project – Kortright Guelph, Sept.30, 2021

Like many congregations, Kortright has experienced a wider scope to our ministry since the beginning of the pandemic through our online worship services, online small groups, online prayer meetings, and online bible studies. We are requesting \$12,000 from the Congregation Renewal Fund to allow us to pay for a new staff position which will incorporate coordination of online ministry and communications via social media into the former Office Administrator role on our staff team. That position is now vacant and previously was a 25 hour/week job. We intend to add one day a week to the job description to allow the new position to encompass not only the previous basic administrative and secretarial roles, but also the visioning for and implementation of a new digital strategy for our congregation. The new position will be for 32 hours/week and the requested grant of \$12,000 will pay for additional hours for the position for the year 2022. Thank you for considering our request.

At the Kortright Session meeting on Tuesday July 27, 2021, the following motion was passed.

That we apply to the Presbytery for a Congregational Renewal Grant of \$12,000 with funds going towards the new Administration position. Carried.

The team reviewed this application and would like to support it.

Recommendation 4: That a grant of \$12,000 be given to Kortright Church from the implementation-ready fund.

Application from Knox Guelph Presbyterian:

Knox Presbyterian Church, Guelph is seeking a total grant of \$ 9 121.29 from the Covid Fund.

The Session of Knox Guelph voted in favour of the following motion on Thursday October 28, 2021

The session of Knox Presbyterian Church Guelph requests a grant from the Presbytery Covid Fund to upgrade the equipment used for our online presence via live streaming and recording of worship services. The request is in the amount of \$ \$9 121.29 to purchase 1 mic stand, 3 adjustable camera mounts, 3 cameras, and 2 lenses.

Mover: Judy Steer

Seconder: Jessie Bush

Carried

Recommendation 5: That a grant of \$ 9 121.29 be given to Knox Guelph from the Covid Fund.

Request from the Presbyterian Church Heritage Centre

The Presbyterian Church Heritage Centre (formerly The National Presbyterian Museum) is requesting The Presbytery of Waterloo-Wellington's support. They have begun a three-year Campaign to raise \$200,000 to cover the cost of renovations taking place in their new home.



The Centre is now located in Carlisle United Church (6 km east of Ailsa Craig, Ontario) in the Municipality of North Middlesex. They have asked the Presbytery to consider a \$10,000 donation towards their campaign.

The committee discussed this request. We certainly wish the centre well in their quest to educate regarding Presbyterian History. We did not feel however, that financial support for this work was a renewal priority for the Presbytery right now, given the challenging work of renewal that is ahead of us.

Recommendation 6: That the Presbytery not make a donation towards the renovation of the *Presbyterian Church Heritage Centre* at this time.

Referrals:

The team has received several referrals from General Assembly. It will consider these matters and report to a future meeting of the Presbytery.

The team will meet again on Tuesday, November 30, 2021, at 10 am.

Recommendation 7: Approval of the report as a whole

Respectfully submitted

Rev Johan Olivier (Convener)



Report of the Congregational Response Team – Appendix “F” – Rev. Diane Boyd

Presbytery of Waterloo-Wellington Congregational Response Team November 2021 Report to Presbytery

Recommendation #1:

That the report of the Congregational Response Team be received and considered.

A. GA Referrals within CRT purview:

i. Policy and Procedures for Addressing Harassment in the Church

The Clerk will be asked to send the policy out encouraging Sessions to review it before the end of 2021. We will annually encourage Sessions to review the policy.

ii. Referral 1.8, Revisions to Guidelines for Dealing with Mental Health Issues:

Will be discussed at the November meeting of CRT and a response will be submitted to GA.

B. Sub-Committee approach

Our approach to the sub-committees will be to articulate the kinds of skills/experience we are looking for; then, canvass the Presbytery for members willing to serve on one of the two sub-committees:

Sexual Harassment/Abuse

Pastoral Support/Counselling

These sub-committees will report to CRT.

C. Interim Moderator Support

We will ask IMs to report every-other month to CRT.

D. Retirement of Rev. Mark Gaskin

On Sunday October 3rd, the Rev. Mark Gaskin, having previously informed his Session, informed the congregation of Westside PC, Cambridge, of his plan to retire from the Ministry of Word and Sacrament effective May 1, 2022, and Mark's last Sunday at Westside will be April 26, 2022. A letter of retirement has been sent.

Recommendation #2

That Rev. Megan Penfold be named as Interim Moderator for Westside, PC, Cambridge, to commence on January 1, 2022.

Recommendation #3:

That the report as a whole be adopted.



New Business – Appendix “G” – Rev. Peter Bush

An Overture

Whereas climate change has been described as “the existential crisis of our time”; and

Whereas past General Assemblies have spoken about the need for change; and

Whereas to reach the 2030 carbon emission goals will require significant effort and commitment by all Canadians including the church; and

Whereas many of the necessary steps to reducing our carbon footprint are known;

Therefore, the Presbytery of Waterloo-Wellington overtures the 2022 General Assembly to use some of the income earned by investments in the consolidated fund in 2020 to:

- e. Provide \$10,000 per congregation in seed money grants to assist congregations in improving the energy efficiency of their church buildings and/or in moving off-grid;
- f. Provide \$10,000 per manse in seed money grants to improve energy efficiency and/or to go off-grid;
- g. Provide \$20,000 per multipoint change to assist in the purchase of a hybrid or electric vehicle for the minister;
- h. Provide \$5,000 grants to congregations interested in building charging stations on their property;

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

Moved that the Presbytery of Waterloo-Wellington adopt this overture and refer it to the Assembly Council.

An Overture

Whereas climate change has been described as “the existential crisis of our time”; and

Whereas past General Assemblies have spoken about the need for change; and

Whereas to reach the 2030 carbon emission goals will require significant effort and commitment by all Canadians including the church; and

Whereas many of the necessary steps to reducing our carbon footprint are known, including the reduction of commuting;



Therefore, the Presbytery of Waterloo-Wellington overtures the 2022 General Assembly to develop guidelines that urge all parish clergy, national church staff and college professors to either live within 25 km of their place of work, or take public transit to work;

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

Moved that the Presbytery of Waterloo-Wellington adopt this overture and refer it to the Assembly Council.

An Overture

Whereas climate change has been described as “the existential crisis of our time”; and

Whereas past General Assemblies have spoken about the need for change; and

Whereas to reach the 2030 carbon emission goals will require significant effort and commitment by all Canadians including the church; and

Whereas many of the necessary steps to reducing our carbon footprint are known, including that re-purposing existing built space results in fewer carbon emissions than building new space;

Therefore, the Presbytery of Waterloo-Wellington overtures the 2022 General Assembly to re-examine the decision to participate in the building of new office space to house the church offices;

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

Moved that the Presbytery of Waterloo-Wellington adopt this overture and refer it to the Assembly Council.