

The Presbytery of Waterloo-Wellington met in regular session on Tuesday, November 12, 2024, within St. Andrew's Guelph Presbyterian Church.

Rev. Kirk Summers led the Presbytery in a service of worship.

The moderator, Rev. Darrell Clarke opened the meeting with prayer and constituted the court.

Attendance

Ministers

Rev. Scott McAndless, Clerk, Rev. Darrell Clarke, Rev. Dr. Peter Bush, Rev. Hugh Donnelly, Rev. Lisa Dolson, Rev. Dongwon Jung, Rev. Nick Pavel, Rev. Reuben St. Louis, Rev. Jennifer Sokolowsky, Rev. Glen Soderholm, Rev. Kirk Summers.

Representative Elders

Lenora Arbuckle, Tom Bolton, Janette Bomhoff, Jeanet de Groot, Bob Galbraith, Alan Israel, Steven Jones, Werner Kuemmling, Peggy Lennox, Dave Mallet, Doug McCaig, Gib McIlwrath, Alex McNabb, Vern Platt, Bonnie Street, Rick Thomas, Rhonda Wright. Jo Anne Hall, Sharon Feldmann, Loretta Fox, Pauline Hall

Appendix: Rev. Dr. Arnold Bethune, Rev. Jay Brennan, Rev. Dr. Ian Gray

Others: David Church (treasurer), Beth Anne Fisher (student), Pat Foreman, Caroline Thacker, Carol White (Knox Preston), Bert Perriman (Westside), Peter Devries (St Andrew's Guelph), Steven Marsh (St. Andrew's Hespeler.

Regrets: Rev. Dr. Aubrey Botha, Rev Coutney Crawford, Rev. Dr. Jeffrey Crawford, Rev. Don McCallum, Rev. Dr. Kristine O'Brien, Rev. Dr. Mark Richardson, Rev. Cathy Stewart, Rev. Dr. Frank Szatmari, Sue Senior, Terri Whiffin, Rev. Dr. Linda Bell, Rev. John Borthwick

The moderator, Rev. Darrell Clarke welcomed guest from Knox Preston, Westside Presbyterian, Beth Anne Fisher and Steve Marsh

1. It was **moved** by Scott McAndless/Doug McCaig that guests from Westside Presbyterian Church, Knox Preston Presbyterian Church, student Beth Anne Fisher and Steve Marsh, clerk of St. Andrew's Hespeler be invited to sit and correspond. **Carried.**
2. It was **moved** by Scott McAndless/ Doug McCaig that the Docket as presented/amended be adopted. **Carried.**
3. It was **moved** by Scott McAndless/ Doug McCaig that the minutes of September 8, 2024 and September 10, 2024 be adopted as presented. **Carried.**

Consent agenda

4. It was **moved** by Scott McAndless/Doug McCaig that recommendations 7, 12, 17, 21, 22, 23, 25, 26, 28, 33, 34, 35, 38, 39, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54 as listed (and underlined) below be adopted by the consent of the court. **Carried.**

Knox Preston (Report 1)

5. It was **moved** by Reuben St. Louis/Jen Sokolowski that Knox Preston Presbyterian Church be amalgamated with St. Andrew's Hespeler Presbyterian Church.

6. It was **moved** by Scott McAndless/Jen Sokolowski that the above motion be tabled until a special meeting of Presbytery to held on December 10, 2024 at Knox Preston Presbyterian Church.
Carried.

Knox Palmerston (Report 2)

7. That the Report of the Special Committee be received and considered. **Approved by consent.**
8. It was **moved** by Peter Bush/Reuben St. Louis that the Presbytery of Waterloo-Wellington approve the severing of the two small parcels of land from the property of Knox Presbyterian Church, 315 Mains St. W., Palmerston, and that the Presbytery of Waterloo-Wellington approves the sale of the two parcels of land to the neighbour who has made an offer for them. **Carried.**
9. It was **moved** by Peter Bush/Reuben St. Louis that a Committee of Presbytery named by the Moderator visit Knox, Palmerston in Sept. 2025 to discuss if the plan presented to the Presbytery committee in Oct 2024 is unfolding as hoped and to gain an understanding that the financial viability of the congregation. **Carried.**
10. It was **moved** by Peter Bush/Reuben St. Louis that to enable The Rev. Nick Pavel to be focused on the life of Knox, Palmerston in this critical time, that a new Interim Moderator for St. Andrew's, Mount Forest and Knox, Conn be named effective Jan. 1, 2025. **Carried.**
11. It was **moved** by Peter Bush/Reuben St. Louis that the Session and congregation of Knox, Palmerston are urged to build partnerships with other churches in Palmerston for the advance of gospel ministry. **Carried.**
12. That the Report of the special Committee be approved and that the Committee be dismissed with the thanks of the court. **Approved by consent.**

Matters related to Westside Presbyterian Church (Report 3)

13. It was **moved** by Gib McIlwrath/Vern Platt that the Presbytery of Waterloo-Wellington homologate the actions of the Property and Finance Team in approving this \$50,000 loan to Westside Presbyterian Church from the ReEmergency Fund of the presbytery. **Carried.**

The visitors from Westside spoke to the court about the situation that has arisen there.

Additional Motion:

It was **moved** Gib McIlwrath/Vern Platt that the Presbytery of Waterloo-Wellington approve the application by Westside Presbyterian Church to the PCBC for a loan of up to \$368,602.92.

It was **moved** Scott McAndless/Peter Bush that the motion be referred to Property and Finance with power to Issue. **Carried.**

14. It was **moved** by Scott Gib McIlwrath/Vern Platt that the Presbytery of Waterloo-Wellington appoint and compensate a Financial Manager to begin as soon as possible in the management of finances at Westside PC. The Property and Finance Committee being given power to name the individual who would report to Presbytery's P&F Committee.

Additional motion

It was **moved** by Doug McCaig/Jeanette Bomhoff, that the motion be tabled until the meeting of December 10, 2024. **Carried.**

15. It was **moved** by Gib McIlwrath/Vern Platt that the Presbytery of Waterloo-Wellington suspend the granting of any new loans until the finance committee reports to the May meeting of Presbytery from the ReDevelopment Fund and the ReEmergency Fund to congregations or ministries within the bounds.

The motion was withdrawn and given instead as information to the Presbytery regarding the intention of the team

16. It was **moved** by Scott McAndless/Lisa Dolson that matters related to Westside Presbyterian Church be added to the docket of the Emergent Meeting on December 10. **Carried.**

Rainbow Communion Ad Hoc Team (Report 4)

17. To receive and consider the report. **Approved by consent.**

Notices of Motion Read by Hugh

At a future sederunt, I will move or cause to be moved the following motions:

That the name of the team be changed from 'Rainbow Communion Ad Hoc Team' to '**Reconciliation and Healing Team**'.

That the **status** of the 'Reconciliation and Healing Team' be changed from *ad hoc* to a **Standing Committee** of the Presbytery that includes the **following Terms of Reference**:

- a. **Encourage the Presbytery to learn** about the confessions and ongoing **actions taken by the Presbyterian Church in Canada** with respect to Reconciliation and Healing.

- i. **INDIGENOUS RECONCILIATION (2024)**

<https://presbyterian.ca/justice/social-action/indigenous-justice/>

- ii. **RECONCILIATION WITH THOSE HARMED BY RACISM AND WHITE SUPERIORITY (2023)**

<https://presbyterian.ca/justice/social-action/anti-racism/>

- iii. **RECONCILIATION WITH THOSE HARMED BY HOMOPHOBIA, TRANSPHOBIA, HETEROSEXISM & HYPOCRISY**

<https://presbyterian.ca/sexuality/>

- b. **Help the Presbytery establish best practices** to live out the denomination's promises to ensure that harm does not continue and to repent of harm done.
- c. **Help the presbytery - in collaboration with the Equipping Leadership - to identify suitable resources** for events, workshops and other gatherings that are to be endorsed by the Presbytery, with a view to help establish best practices to live out the church's promises to ensure that harm does not continue and to repent of harm done

18. It was **moved** by Scott McAndless/Jen Sokolowski that the court adjourn for five minutes to be reconstituted at 8:30 o'clock. (time to be inserted)

Following a short break, the Moderator constituted the court in prayer.

19. It was **moved** by Jen Sokolowsky/Sharon Feldman that the name of the team be changed from 'Rainbow Communion Ad Hoc Team' to 'Reconciliation and Healing Team'. **Carried.**
20. It was **moved** by Jen Sokolowsky/Sharon Feldman that the status of the 'Reconciliation and Healing Team' be changed from ad hoc to a Standing Committee of the Presbytery that includes the following Terms of Reference (see report)
21. That the report Rainbow Communion Ad Hoc Team / Reconciliation & Healing Team be adopted.
Approved by consent.

Treasurer's Report (Report 5)

22. Receive the Treasurer's Reports. **Approved by consent.**
23. Accept the Financial Statements to October 31, 2024. **Approved by consent.**
24. It was **moved** by Jeanette Bomhoff/Bonnie Street that the Presbytery approve the 2025 General Fund budget, General Presbyter expenses and the 2025 congregational assessment calculations as presented. **Carried.**
25. Approve the report as a whole. **Approved by consent.**

Business Committee (Report 6)

26. That the report of the Business Committee be received and considered. **Approved by consent.**
27. It was **moved** by Scott McAndless/Doug McCaig that the actions of the Business Committee in referring correspondence items #413-442 be homologated. **Carried.**
28. That the Presbytery homologate the actions of the clerk in naming the commissioners to the Synod meeting: Nick Pavel, Kristine O'Brien, Karen Redman and David Ogram. **Approved by consent.**
29. It was **moved** by Scott McAndless/Doug McCaig that the above memorial minute for Peter Goudy be adopted. **Carried.**
30. It was **moved** by Scott McAndless/Reuben St. Louis that the Presbytery of Waterloo-Wellington nominate the Rev. Cherie Inksetter for the position of Deputy Clerk of Assembly. **Carried.**
31. It was **moved** by Scott McAndless/Doug McCaig that the Rev. Angus McGillivray be transferred to the care of the Presbytery of West Toronto, effective immediately. **Carried.**
32. It was **moved** by Scott McAndless/Doug McCaig that the Rev Glen Soderholm be moved to the Appendix to the Roll effective December 31, 2024. **Carried.**
33. That the Assessor Presbyters, Darrell Clarke and Gibson McIlwrath, be dismissed with the thanks of the court! **Approved by consent.**

Notice of Motion:

Peter Bush gave the following notice of motion:

At a future meeting, I will move or cause to be moved that a practice of Presbytery Visitation be re-instated in the Presbytery of Waterloo-Wellington as directed by the Book of Forms. The practice to include the development of four teams of Visitors within the Presbytery and that congregations be visited every three years, and that the Presbytery cover travel costs and any related hospitality costs.

34. That the Report of the Business Committee be adopted. **Approved by consent.**

General Presbyter (Report 7)

35. That the 'State of the Presbytery' report be received and considered. **Approved by consent.**
36. It was **moved** by Doug McCaig/Jen Sokolowsky that the Presbytery engage in regional conversations beginning as soon as possible, and not later than the end of January 2025, to build relationships and explore these two models, and each region appoint a team leader to support the discussion, and then meet with the General Presbyter. **Carried.**
37. It was **moved** by Doug McCaig/Jen Sokolowsky that the Presbytery engage in a process during the March and May meetings of 2025 to craft a 'Why statement' that focuses on both being and doing, and that each team/committee of Presbytery appoint one member to be part of a working group that will meet in February and April. That this conversation be grounded in the Gospel narratives of John 20 and 21, and comment on structure, leadership and resources. **Carried.**
38. Report as a whole. **Approved by consent.**

Property and Finance (Report 8)

39. That the report be received and its recommendations considered. **Approved by consent.**
40. It was **moved** by Gib McIlwrath/Vern Platt that the offering from the General Assembly's opening worship service in the amount of \$3,385.00 be given to the Food Bank on the Wilfrid Laurier University Campus. **Carried.**
41. The report as a whole/as amended. **Approved by consent.**

Congregational Response Team (Report 9)

42. That the report be received and considered. **Approved by consent.**
43. That St. Andrew's, Kitchener be given permission to commence a search for its next minister. **Approved by consent.**
44. That Rev. Dr. Peter Bush be appointed IM for St. Andrew's, Mount Forest and Knox, Conn effective January 1st, 2025. **Approved by consent.**
45. That Rev. Reuben St. Louis be appointed interim moderator for the Hungarian Preaching Point effective immediately. **Approved by consent.**
46. That the report be adopted as a whole. **Approved by consent.**

Equipping Leadership (Report 10)

47. That the report of the Equipping Leadership Team be received and considered. **Approved by consent.**
48. That the Presbytery of Waterloo-Wellington certify Rev. Tae Ho Yoo for ministry within the PCC.
49. That the Rev. Hugh Donnelly's request for Intermission be approved. **Approved by consent.**
50. That the above be sent as a presbytery response to the Clerks of Assembly. **Approved by consent.**
51. The Equipping Leadership Team Report be adopted as a whole. **Approved by consent.**

Special Committee re. Elders Serving as Interim Moderators (Report 11)

13. That the Report of the Special Committee to study and report be received and considered.
Approved by consent.
 14. That this be the response of the Presbytery of Waterloo-Wellington to the proposal of allowing Ruling Elders to be Interim Moderators. **Approved by consent.**
 15. That the Report be adopted and that the committee be dismissed with the thanks of the court.
Approved by consent.
16. It was moved by Doug McCaig, duly seconded, that the Court Adjourn. Carried.

Book of Reports

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1 Matters Related to Knox Preston (From CRT Report)

Interim Moderator's ReportBeth Anne Fisher

Beth Anne began her ministry at Preston in mid-September and has been a gift to the community during this season of transition. In addition to her regular worship leadership, she has also be supporting the process towards an amalgamation and providing opportunities for pastoral care and support.

Amalgamation

Since the September meeting of Presbytery, Knox Preston, primarily a group of elders and board members, have spent hours in conversation together and with other congregations about pathways forward. While a possibility is emerging, there is a need both pastorally and logistically to have more time to dig into the details. While in principle an amalgamation is emerging, the 'amalgamation plan' is still in process.

A team of the Presbytery consisting of Beth Anne Fisher, Jeffrey Crawford and Peter Bush were named at the September meeting to support the process and polity related to an amalgamation/dissolution. That team has been on 3 occasions and continues to be active.

Below is a motion that would allow the Presbytery to honour the commitment that was made in September that there would be a motion made at the next meeting and provide some extra space for the reality of this moment. If such a motion were tabled, it could allow for the details mentioned above to be developed. I hope and pray this is understood as a pastorally appropriate response to this moment.

Therefore, Knox Preston would support the call of Moderator for an Emergent Meeting of the Presbytery on Tuesday December 10th to continue the amalgamation conversation, and for a motion to be 'lifted from the table.'

Recommendations

That Knox Preston be amalgamated with ? (Moved by Steve Jones, seconded Peter Bush)

Respectfully submitted,
Jeffrey

Knox, Preston

At the September meeting of Presbytery, Knox, Preston was cited to appear at the November meeting of Presbytery with the understanding that a motion for either the amalgamation or dissolution of the congregation would be considered. The congregation has been in discussion with two congregations regarding amalgamation but needs more time for the proper processes to be followed. Therefore, as per the IM report, CRT recommends that a motion for amalgamation be introduced at the November meeting of Presbytery but that this motion be tabled until a future meeting of the Presbytery, namely an emergent meeting on December 10th.

Motions to be considered:

Recommendation 5: That Knox Preston Presbyterian Church be amalgamated with St. Andrew's Hespeler Presbyterian Church

Recommendation 6: That the above motion be tabled until a special meeting of Presbytery to held on December 19, 2024 at Knox Preston Presbyterian Church

2 Report on Visit to Knox, Palmerston (Special Committee)

The Trustees of Knox, Palmerston approached the County of Wellington to sever a portion of the church property so that Knox, Palmerston could sell it. This was the matter that caused a visit from a specially named Committee of the Presbytery of Waterloo-Wellington. A congregation cannot sell real estate without the permission of the Presbytery. The Committee, made up of Scott McAndless, Reuben St. Louis, and Peter Bush, met with the Session and the Congregational Treasurer on Oct. 1, 2024, at Knox, Palmerston.

The meeting opened with prayer. The Rev. Nick Pavel made a presentation about the situation in Palmerston. The conversation then turned to the land proposed for sale. There are two small pieces, unused by the congregation, which a neighbour wishes to purchase. The neighbour is offering \$125,000 for the two pieces. This is an excellent price; in many ways it is a gift.

The situation at Knox, Palmerston is that while giving to the church in 2024 is up 25% (to the end of Sept.) over 2023, there remains a shortfall, and without additional cash Knox, Palmerston will have difficulty meeting its financial obligations by early 2025.

The Session presented a financial plan running to 2031, a plan which imagined a declining annual drawdown on the funds realized from the sale of the property (if approved by presbytery). The plan is optimistic, but not impossible, especially given the growth that has taken place in the first 9 months of 2024. The plan calls for an "all-in" effort – to use a sports image, "leaving it all on the field". The committee was impressed by the Session's commitment to be a gospel presence in Palmerston and was pleased to hear of the efforts they are making.

Palmerston is a growing community. In 2021, it had a population of approximately 3,000; the County of Wellington projects that Palmerston will grow to 6,800 people (an increase of 1,300 households) by 2051.

The Committee is recommending that Presbytery approve the sale of the two small parcels of land. Further, that a Committee of Presbytery visit Knox, Palmerston in Sept. 2025 to see if the plan is unfolding as hoped, with the clear understanding that the financial viability of the congregation will be a matter of interest. Given that this is an "all-in" effort requiring maximum attention from the Rev. Nick Pavel, the Committee is recommending that a new Interim Moderator be named for Mount Forest and Conn effective Jan. 1, 2025. And finally, Knox, Palmerston is being urged to build partnerships with other churches in Palmerston for the advance of gospel ministry.

RECOMMENDATIONS

7. That the Report of the Special Committee be received and considered.
8. That the Presbytery of Waterloo-Wellington approve the severing of the two small parcels of land from the property of Knox Presbyterian Church, 315 Mains St. W., Palmerston, And that the Presbytery of Waterloo-Wellington approves the sale of the two parcels of land to the neighbour who has made an offer for them.
9. That a Committee of Presbytery named by the Moderator visit Knox, Palmerston in Sept. 2025 to discuss if the plan presented to the Presbytery committee in Oct 2024 is unfolding as hoped and to gain an understanding that the financial viability of the congregation.
10. That to enable The Rev. Nick Pavel to be focussed on the life of Knox, Palmerston in this critical time, that a new Interim Moderator for St. Andrew's, Mount Forest and Knox, Conn be named effective Jan. 1, 2025.

11. That the Session and congregation of Knox, Palmerston are urged to build partnerships with other churches in Palmerston for the advance of gospel ministry.
12. That the Report of the special Committee be approved (and that the Committee be dismissed with the thanks of the court?)

3 Matters Related to Westside Presbyterian Church (from Finance and Property Report)

WESTSIDE PRESBYTERIAN CHURCH, CAMBRIDGE

The Property and Finance Committee of Presbytery was at the Sept. 2024 meeting of Presbytery given power to issue in the loan of \$150,000 that Westside Presbyterian Church, Cambridge was seeking to borrow from the Presbyterian Church Building Corporation. When Property and Finance met on Oct. 9, the team was told that there was an immediate need for \$201,948.98 to prevent a lien being placed on the building.

The team approved the loan of \$150,000 from The Presbyterian Church in Canada Lending Fund with an additional \$50,000 from the ReEmergency Fund of the Presbytery.

The terms of this additional \$50,000 loan are:

"This loan agreement is valid from October 11, 2024 and ends when the City of Cambridge releases the line of credit provision thus making a \$70,258 GIC available to repay the loan and the following terms of reference for the ReEmergency Financing and Repair Fund: "The repayment of loans will be made in full within 5 years. Repayment of emergency financial assistance will commence within one year, with a plan to reduce the loan with the assistance of the Congregational Response Team, develop a plan for the restructuring of the congregation. Emergency funding for essential congregational expenses will be provided, where the congregation does not have access to a line of credit or have the necessary amount available in other church funds."

Other conditions include:

1. That the congregation be made aware of the congregation's total financial situation including the fact that they will have to carry and repay upwards of \$725,000 within 10 years.
2. That Westside immediately apply for their HST rebate.
3. That the Presbytery conduct a forensic audit of Westside for the years 2022, 2023, and 2024.
4. To facilitate the timely approval of this agreement, that the Session approve this agreement."

RECOMMENDATION 13: That the Presbytery of Waterloo-Wellington homologate the actions of the Property and Finance Team in approving this \$50,000 to Westside Presbyterian Church from the ReEmergency Fund of the presbytery.

In the time between Oct. 9 and the next meeting of Property and Finance (Oct. 30. 2024) additional pieces of the story unfolded. The total owed to Nith Valley Construction Ltd. was in fact \$570,551.90 who have placed a lien on the property at 130 Victoria Ave., Cambridge. The contractor has acknowledged that the \$201,948.98 holdback amount has been paid leaving a balance of \$368,602.92. Westside has is seeking to put together \$368,000.00, they hope to borrow another \$300,000 from the PCBC, and are expecting to have the City of Cambridge release bonds the city was holding against a satisfactory inspection at the completion of the project. Westside requires the Presbytery's approval to apply to PCBC for this additional loan.

(An aside: The ReDevelopment of the Presbytery does not at present have \$300,000 available to lend.)

Property and Finance has yet to make a recommendation about such a loan approval. At present Westside owes the Presbytery \$275,000 and the PCBC \$150,000, with an additional \$300,000 loan, that would take the total indebtedness to \$725,000. Property and Finance is concerned about the ability of Westside, or any congregation for that matter, being able to manage this level of debt.

In the midst of the present challenges, it is essential for the Presbytery along with the Session and Congregation of Westside Church to hear again that in a call to a minister the first call on the funds raised by and given to the congregation is the payment of the minister's stipend and related expenses. Property and Finance believe that these matters are serious enough with enough complexity that it would be wise for the Presbytery to appoint a Financial Manager to oversee Westside's finances:

RECOMMENDATION 14: That the Presbytery of Waterloo-Wellington appoint and compensate a Financial Manager to begin as soon as possible in the management of finances at Westside PC. The Property and Finance Committee being given power to name the individual who would report to Presbytery's P&F Committee.

It seems likely that there will be more recommendations related to the finances at Westside to be dealt with before the January 2025 meeting of Presbytery, please stay tuned.

The situation at Westside has the Property and Finance Team examining how it might better manage the loans it presently has made to congregations, and how it might better communicate the terms of loans to new borrowers.

At the present time the Property and Finance Team deems it wise to suspend the granting of any new loans from the ReDevelopment Fund and the ReEmergency Fund.

RECOMMENDATION 15: That the Presbytery of Waterloo-Wellington suspend the granting of any new loans from the ReDevelopment Fund and the ReEmergency Fund to congregations or ministries within the bounds.

Suggested additional motion:

Recommendation 16: That matters related to Westside Presbyterian Church be added to the docket of the Emergent Meeting on December 19.

[4 Report of the Rainbow Communion Ad Hoc Team](#)

MOTION:

Recommendation 17: To receive and consider the report.

In keeping with the **work of The Presbyterian Church in Canada** to repent of harms and seek a new way, we are all called to be mindful of our commitments to seek right relations. We are all called to take real and meaningful action to address these harms and ensure that they do not continue.

Actions taken by the Presbytery of Waterloo – Wellington | March 2024:

That the Presbytery of Waterloo-Wellington commit to living out the words of the three Confessions for harm done due to anti-Indigenous racism, white superiority, homophobia, transphobia, and heterosexism. (Carried)

That as part of this committee's report at Presbytery Meetings a short (up to 10 minutes) ongoing educational piece/insights/practical applications of the recommendations before us, to be included as

part of the committee's report and that this be in effect for 2024 with further consideration to add it to the Standing Orders. (Carried)

*That the Presbytery of Waterloo-Wellington work with the Rainbow Communion Ad Hoc Team to help identify suitable resources for events, workshops and other gatherings that are to be endorsed by the Presbytery, with a view to help establish best practices to live out the church's promises to ensure that harm does not continue and to repent of harm done. (Motion referred to the **business committee in collaboration with the Rainbow Communion Ad Hoc team in a full conversation** of both committees to bring this back to the next regular meeting.)*

NOTE: the **Business Committee** and the **Rainbow Communion Ad Hoc Team** discussed 'next steps' **at the meeting facilitated by Creedence & Co.**

To carry out the work of meaningful reconciliation and healing mandated by the General Assembly of The Presbyterian Church in Canada, it is recommended that:

NOTICE OF MOTIONS:

Recommendation 19: That the name of the team be changed from 'Rainbow Communion Ad Hoc Team' to '**Reconciliation and Healing Team**'.

Recommendation 20 That the **status** of the 'Reconciliation and Healing Team' be changed from *ad hoc* to a **Standing Committee** of the Presbytery that includes the **following Terms of Reference:**

- d. **Encourage the Presbytery to learn** about the confessions and ongoing **actions taken by the Presbyterian Church in Canada** with respect to Reconciliation and Healing.

- i. **INDIGENOUS RECONCILIATION (2024)**

- <https://presbyterian.ca/justice/social-action/indigenous-justice/>

- ii. **RECONCILIATION WITH THOSE HARMED BY RACISM AND WHITE SUPERIORITY (2023)**

- <https://presbyterian.ca/justice/social-action/anti-racism/>

- iii. **RECONCILIATION WITH THOSE HARMED BY HOMOPHOBIA, TRANSPHOBIA, HETEROSEXISM & HYPOCRISY**

- <https://presbyterian.ca/sexuality/>

- e. **Help the Presbytery establish best practices** to live out the denomination's promises to ensure that harm does not continue and to repent of harm done.
- f. **Help the presbytery - in collaboration with the Business Committee - to identify suitable resources** for events, workshops and other gatherings that are to be endorsed by the Presbytery, with a view to help establish best practices to live out the church's promises to ensure that harm does not continue and to repent of harm done.

Recommendation 21: That the report Rainbow Communion Ad Hoc Team / Reconciliation & Healing Team be adopted.

5 Treasurer's Report

2024 Financial Activity to October 31st

Attached are the unaudited Financial Position (Balance Sheet) and Financial Report (Income Statement) for October 2024. The fourth quarter congregational assessment payments are processed and thank you to the congregations for these payments.

2024 Budget

Attached is the 2025 General Fund budget (version 1.3) for Presbytery approval. The total assessment revenue has decreased 8.8% from 2024. Telecommunication expenses have increased with the need to acquire a new website provider. The reference to the General Presbyter rows of the "Budget" and "Variance" columns are addressed in the Other Funds 2025 budget document.

Attached are the 2025 Other Funds amounts for information and some indication of revenue, expenses and transfers to various funds. As the General Presbyter expenses are paid from these other funds, reference the ReEmergency Fund, ReGeneration Fund and ReDevelopment Fund expense sections for the details.

Congregation Assessment Calculations

Attached are the 2025 congregational assessment calculations for Presbytery approval.

ReDevelopment Fund Financial Summary

When the Property and Finance committee was reviewing the ReDevelopment Fund finances a suggestion was made to provide the attached ReDevelopment Fund financial summary.

Respectfully submitted, David Church, Treasurer

Recommendation #22 Receive the Treasurer's Reports.

Recommendation #23 Accept the Financial Statements to October 31, 2024.

Recommendation #24 Approve the 2025 General Fund budget, General Presbyter expenses and the 2025 congregational assessment calculations as presented or amended.

Recommendation #25 Approve the report as a whole.

Redevelopment Fund Summary

The purpose of the ReDevelopment Fund is to make loans available to congregations for capital projects including purchase or lease of land or real estate, building extension and/or improvement, grants for ministers in a manse or renting accommodation (up to 2024), \$50,000 congregational housing loans to new ministers in the Presbytery and partial funding for the General Presbyter in 2023 to 2025.

As of November 5, 2024, the ReDevelopment Fund assets are \$1,249,187 which consists of cash (6.1%), outstanding congregational loans (70.7%) and investments with various terms and access availability (23.2%).



Outstanding Congregation Loan Statistics

	Count	Remaining Loan Amount
Number of outstanding loans - Range \$4,000 to \$275,000	17	\$933,778
Number of congregations with loans	11	\$933,778
Congregation payments made in 2024	9	\$127,793
Deferred arrangements	2	\$135,500
2024 Arrears	2	\$118,800
Deviation from original loan understanding	2	\$456,685
New loans	2	\$100,000

All current loans are interest free and the normal repayment term is 10 years with repayment starting the following year of the loan. The exception is a term of 15 years for loans up to \$50,000 to congregations when they lend funds to their new minister for purchasing a home.

Note: An emergency new loan was funded from the ReEmergency Fund but is included in the above statistics. This loan is repaid once a legal requirement with the City of Cambridge is removed.

PRESBYTERY OF WATERLOO-WELLINGTON
DRAFT STATEMENT OF FINANCIAL POSITION
as of October 31, 2024

	GENERAL FUND	RESERVE FUND	TRUST FUND	ReDEVELOP- MENT FUND	DIANE BOYD CAMPUS FUND	REMERGE- NCY FUND	REGENERA- TION FUND	ALL FUNDS Oct-24	ALL FUNDS Oct-23
CURRENT ASSETS									
CASH	2,982	24,987	17,073	62,925	3,689	9,422	16,188	137,266	385,184
ACCOUNTS RECEIVABLE	2,588					-		2,588	116,188
ACCRUED INTEREST								-	-
G.I.C.'S								-	-
DUE FROM OTHER FUNDS	23,354	-		12		187	12	23,565	-
	28,924	24,987	17,073	62,937	3,689	9,609	16,201	163,419	501,372
LONG-TERM ASSETS									
NOTES RECEIVABLE(CHURCHES)				896,778		50,000		946,778	869,243
PCC CONSOLIDATED FUND		105,001	1,894	39,328	123,945	226,626	747,050	1,243,843	1,086,495
CORPORATE&GOV.BONDS etc.	30			247,169		50,000		297,199	111,758
ADJUST TO MARKET VALUE				2,975				2,975	9,222
	30	105,001	1,894	1,186,250	123,945	326,626	747,050	2,490,795	2,076,718
FIXED ASSETS									
COMPUTER EQUIPMENT	2,486							2,486	2,486
LESS DEPRECIATION	-	2,486						-	2,486
	-	-	-	-	-	-	-	-	-
TOTAL ASSETS	28,954	129,987	18,968	1,249,187	127,634	336,235	763,250	2,654,215	2,578,090
LIABILITIES									
ACCOUNTS PAYABLE	1,656							1,656	211
OWED TO OTHER FUNDS	211	22,592		551		211	-	23,565	
LONG TERM DEBT				35,779				35,779	38,210
	1,868	22,592	-	36,330	-	211	-	61,001	38,421
FUND BALANCES									
OPENING BALANCES	10,000	100,196	20,000	1,201,966	129,009	366,450	761,228	2,588,849	2,559,417
CURRENT SURPLUS(DEFICIT)	17,086	7,200	-	10,892	1,375	30,427	2,022	4,365	-
PRIOR UNDISTRIBUTED								-	19,748
	27,086	107,396	18,968	1,212,858	127,634	336,023	763,250	2,593,214	2,539,669
TOTAL LIABILITY/FUND BALANCES	28,954	129,987	18,968	1,249,187	127,634	336,235	763,250	2,654,215	2,578,090

FINANCIAL REPORT TO PRESBYTERY OF WATERLOO-WELLINGTON as at October 31, 2024

	GENERAL FUND			RESERVE FUND	TRUST FUND	ReDEVELOPMENT FUND	DIANE BOYD CAMPUS FUND	REMERGENCY FUND	REGENERATION FUND	TOTAL Oct-24	TOTAL Oct-23
	Oct-24	Budget	Variance								
INCOME											
Assessment Income	101,635	102,040	405							101,635	95,199
General Presbyter Fund Transfers		120,819	120,819							-	-
Income from induction services			-	465						465	400
Interest Earned	559	10	549	138	209	4,343	84	1,692	924	7,948	8,187
PCC Fund Income				8,778	158	3,280	11,440	17,060	62,454	103,986	69,796
Capital Gain(loss)			-			2,594			-	2,594	-
Proceeds of Dispositions, Grants & Requests	13,385	-	13,385	7,000		23,538			14,193	58,116	250
Total Income	115,579	222,868	107,290	16,381	367	28,575	11,525	19,560	77,570	269,556	173,832
EXPENSES											
Synod Assessment	42,383	42,383	-							42,383	33,388
Assessments - Total	42,383	42,383	-	-	-	-				42,383	33,388
Counselling Fees				9,181						9,181	800
Grants to Congregations			-						36,475	36,475	32,800
Grants-Renewal Projects			-							-	-
Grants - Post Secondary Students			-				12,900			12,900	18,335
Grants - U of G chaplaincy	9,000	9,000	-							9,000	9,000
Grants - Students for Ministry		1,200	1,200							-	-
Grants - New Life Counselling			-							-	-
Grants - Manse, Rental Subsidy			-			8,501				8,501	40,470
Grants - Canadian Food Grains		25	25							-	-
Grants - Other (Taiwan Earthquake Relief)	10,000	-	10,000							10,000	5,000
Grants - Total	19,000	10,225	8,775	9,181	-	8,501	12,900	-	36,475	86,057	106,405
Clerk's honorarium	12,600	15,120	2,520							12,600	13,073
Treasurer's honorarium	10,000	12,000	2,000							10,000	10,000
General Presbyter salary	-	97,400	97,400					46,489	31,278	77,767	-
General Presbyter pension & benefits	1,394	14,448	13,053			4,921		2,788	4,921	14,025	-
CPPEI	1,111	6,373	5,262			2,153		710	2,154	6,127	1,114
Liability Insurance	3,555	4,000	445							3,555	3,411
General and office supplies	1,513	2,000	487			143			143	1,799	1,137
Depreciation	-	-	-							-	829
Telecommunications	424	500	76							424	424
Audit and legal fees		2,500	2,500							-	-
Bank interest/charges	9	100	109			135				126	1,090
Administration Expenses-Total	30,588	154,440	123,852	-	-	7,353	-	49,986	38,496	126,423	31,077
Travel and mileage	195	5,000	4,805			578			578	1,351	196
Meals and hospitality	1,568	1,750	182		1,400					2,968	15,264
Travel - total	1,764	6,750	4,986	-	1,400	578	-	-	578	4,320	15,460
Commissioner's Expenses GA	1,758	1,000	758							1,758	2,150
Conference Funds		500	500			700				700	1,100
Student Psych. assessments/counselling			-							-	-
Visitors and Gifts		500	500							-	-
Christian education		1,500	1,500							-	-
Carbon Offset	-	350	350							-	-
Bunum	-	2,000	2,000							-	-
Canada Youth/Life	3,000	3,000	-							3,000	-
Student certification	-	300	300							-	-
2023 deficit recovery	-	3,674	3,674							-	-
General expense - Total	4,758	12,824	8,066	-	-	700	-	-	-	5,458	3,250
Total All Expenses	98,493	226,623	128,130	9,181	1,400	17,132	12,900	49,986	75,549	264,640	189,580
Surplus/(Deficit)	17,086	-	3,754	-	1,033	11,443	-	1,375	30,427	2,022	15,748

2025 Draft General Fund Budget						
	2025 Draft Budget	2024 Budget	2023 Actual	October 2024 Actual	Comments	Budget % Diff.
INCOME						
Assessment Income	93,040	102,040	95,109	101,635		-8.8%
General Presbyter Funding		120,819	-		accounted for the expense in the "Other Funds"	
Income from induction services		-	-		see Reserve Fund	
Interest Earned	250	10	5	559		
PCC Fund Income		-	-		see Other Funds	
Capital Gain(loss)		-	-	-	see ReDevelopment Fund	
Proceeds of Dispositions	-	-	250	13,385	Taiwan donation from the Watson Estate & General Assembly collection	
Total Income	93,290	222,868	95,364	115,579		
EXPENSES						
Synod Assessment	36,195	42,383	44,517	42,383	lower than 2024	-14.6%
Assessments - Total	36,195	42,383	44,517	42,383		
Counselling Fees		-	-		see Trust Fund expenses	
Grants to Congregations		-	-		see ReGeneration & ReEmergency Fund expenses	
Grants-Renewal Projects		-	-	-	see ReGeneration Fund	
Grants - Post Secondary Students		-	-		see Campus Student Ministry Fund	
Grants - U of G chaplaincy	9,000	9,000	9,000	9,000		
Grants - Students for Ministry	1,200	1,200	-	-		
Grants - Manse_Rental Subsidy		-	-	-	see ReDevelopment Fund expenses	
Grants - Canadian Food Grains	25	25	-	-		
Grants - Other (PWSD Turkey/Syria Earthquake Relief)	-	-	5,000	10,000	Taiwan Yu Shan Theological College earth quake relief	
Grants - Total	10,225	10,225	14,000	19,000		
Clerk's honorarium	15,120	15,120	15,377	12,600		0.0%
Treasurer's honorarium	12,000	12,000	12,000	10,000		
General Presbyter Salary		97,400	-	-	see "Other Funds"	
General Presbyter pension & benefits		14,448	-	1,394	see "Other Funds"	
CPP/EI	1,500	6,373	1,320	1,111	see "Other Funds" as well	
Pension contribution		-	-		see "Other Funds"	
Health & Dental Benefit		-	-		see "Other Funds"	
Liability Insurance	3,750	4,000	3,411	3,555		-6.3%
General and office supplies	2,000	2,000	1,143	1,513		0.0%
Depreciation	-	-	829	-	one computer sold & other fully depreciated.	
Telecommunications/Website	3,250	500	531	424	need to switch providers; Zoom account	550.0%
Audit and legal fees	2,500	2,500	-	-	in Oct. \$599 legal fee	0.0%
Bank interest/charges	100	100	913	9		0.0%
Administration Expenses-Total	40,220	154,440	35,524	30,588		-74.0%
Travel and mileage	750	5,000	291	195	see "Other Funds" as well	-85.0%
Meals and hospitality	1,750	1,750	1,310	1,568	includes June Presbytery meeting at Crieff Hills	0.0%
Travel - total	2,500	6,750	1,601	1,764		-63.0%
Commissioner's Expenses General Assembly	2,000	1,000	2,150	1,758		100.0%
Conference Funds	500	500	1,100	-		0.0%
Student Psych. assessments/counselling	-	-	-	-		
Visitors and Gifts	250	500	54	-		-50.0%
Christian education	750	1,500	-	-	Equipping Leadership committee	
Carbon Offset	350	350	-	-		
Bunum		2,000	-	-	removed per Peter Bush memo	
Canada Youth/Lift	-	3,000	-	3,000	Equipping Leadership committee	
Student certification	300	300	-	-		0.0%
2023 deficit recovery	-	3,674	-	-	any other General Fund budget items	
General expense - Total	4,150	12,824	3,304	4,758		-67.6%
Total All Expenses	93,290	226,623	98,946	98,493		-58.8%
Surplus/(Deficit)	-	3,754	3,582	17,086	balancing the 2025 budget	-100.0%

2025 Other Funds Draft Budget					
	2025 Draft Budget	2024 Budget	2023 Actual	October 2024 Actual	Comments
INCOME					
Reserve Fund					
Income from induction services	1,000	1,000	400	465	
Interest Earned	200	120	119	138	
PCC Fund Income	8,500	7,500	10,311	8,778	
PCC Grant re Credance counselling		-	-	7,000	
Reserve Fund Income	9,700	8,620	10,831	16,381	
Trust Fund					
Interest Earned	150	25	157	209	
PCC Fund Income	250	500	692	158	
Fund Transfers	1,500	16,000		16,151	from Watson Estate
Trust Fund Income	1,900	16,525	849	16,518	
ReDevelopment Fund					
Interest Earned	2,500	2,500	5,185	4,343	reduced by interest free loans
PCC Fund Income	3,750	4,000	3,862	3,288	
Capital Gain(loss)	2,083	2,500	2,642	2,594	related GIC matures in Oct. 2025
Proceeds of Dispositions	-	32,500	-	23,538	Watson estate proceeds
Loan Payments	60,500	90,724	-	-	
Fund Transfers				31,278	from ReEmergency
ReDevelopment Fund Income	68,833	132,224	11,689	59,853	
Campus/Student Fund					
Interest Earned	50	50	260	84	
PCC Fund Income	14,000	10,000	13,945	11,440	
Fund Transfers					
Campus/Student Fund Income	14,050	10,050	14,204	11,525	
ReEmergency Fund					
Interest Earned	500	1,000	1,701	1,692	
PCC Fund Income	21,000	12,000	20,988	17,868	\$50,000 reduction re General Presbyter
Legal bills reimbursement	-	120,000		114,849	Watson Estate paid legal bills
Proceeds of Dispositions		13,000		-	20% Watson estate proceeds estimate
Fund Transfers					
ReEmergency Fund Income	21,500	146,000	22,689	134,409	
ReGeneration Fund					
Interest Earned	500	1,500	2,454	924	
PCC Fund Income	75,000	55,000	73,360	62,454	
Proceeds of Dispositions		19,500		14,193	Watson estate proceeds
Fund Transfers		-			
ReGeneration Fund Income	75,500	76,000	75,814	77,570	
Other Funds Income Total	191,483	389,419	136,076	316,255	
EXPENSES					
Reserve Fund	-	-	-	9,181	Credance counselling
Trust Fund	2,500	7,500	17,000	1,400	estimated 2025 expenses
ReDevelopment Fund					
Grants to Congregations	-	-	10,000		
Grants - Manse Rental Subsidy	-	13,772	40,470	8,501	not applicable for 2025
Bank interest/charges & legal fees	135	135	135	686	Housing loan legal fee

2025 Other Funds Draft Budget					
	2025 Draft Budget	2024 Budget	2023 Actual	October 2024 Actual	Comments
Congregation loans	???	50,000	50,000	50,000	St. A's, Hespeler 2023 & Kortright (housing) 2024
General Presbyter		60,000	4,947	7,769	see ReEmergency Fund for 2025 budget
Fund Transfers		-			
ReDevelopment Fund Expenses	135	123,907	105,552	66,956	
Campus/Student Fund					
Grants - Post Secondary Students	13,000	12,900	18,335	12,900	Kortright, Knox Waterloo, Joonim
Bank interest/charges		-	14	-	
Campus/Student Fund Expenses	13,000	12,900	15,862	12,900	includes grant total for this fund
ReEmergency Fund					
Grants to Congregations		-		-	
General Presbyter	121,300	-	-	49,986	includes 5% increase in Dec. 2025 pending contract extension & increased PCC H & B, reduced milage, IM reduction
Fund Transfers	1,500	16,000			to Trust Fund to start 2025 @ \$20,000
Bank interest/charges			10		
ReEmergency Fund Expenses	122,800	16,000	10	49,986	
ReGeneration Fund					
Grants to Congregations (2 Rivers)	3,000	8,000	13,000	8,000	
Other Grants to Congregations	25,000	19,000	13,800	28,475	
Bank interest/charges			10		
General Presbyter	-	60,000	4,947	38,496	see ReEmergency Fund for 2025 budget
Fund Transfers		-			
ReGeneration Fund Expenses	28,000	87,000	31,757	74,971	
Other Funds Expenses Total	166,435	247,307	170,181	215,394	
SURPLUS/(DEFICIT)					
Reserve Fund	9,700	8,620	10,831	7,200	
Trust Fund	- 600	9,025	- 16,151	15,118	
ReDevelopment Fund	68,698	8,317	- 93,863	- 7,103	
Campus/Student Fund	1,050	- 2,850	- 1,658	- 1,375	
ReEmergency Fund	- 101,300	130,000	22,679	84,422	
ReGeneration Fund	47,500	- 11,000	44,056	2,600	
Other Funds Surplus/(Deficit) Total	25,048	142,112	- 34,105	100,862	

Tuesday, November 12, 2024 – 7:00 pm
St. Andrew's Guelph Presbyterian Church

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2025 Congregation Assessments

		2025 Assessment Calculations					2024 Differences			
		No. of Members	Assessment per Member	\$ Base	Assessment per \$ Base	Total Assessment	1/4/y Payment	Member Change	\$Base Change	Assessment Change
Congregation	Code									
Arthur, St. Andrew's	WW010	66	\$ 742.70	\$ 130,327.00	\$ 1,171.25	\$ 1,913.96	\$ 478.49	-17	\$ 29,527.00	\$ (4.56)
Gordonville, St. Andrew's	WW011	75	\$ 843.98	\$ 30,671.00	\$ 275.64	\$ 1,119.60	\$ 279.90	-7	\$ 3,500.00	\$ (89.80)
Cambridge, Central	WW030	254	\$ 2,858.27	\$ 265,411.00	\$ 2,385.26	\$ 5,243.52	\$ 1,310.88	-10	\$ (44,378.00)	\$ (756.24)
Cambridge, Knox Preston	WW040	54	\$ 607.66	\$ 102,263.00	\$ 919.04	\$ 1,526.72	\$ 381.68	-29	\$ (75,233.00)	\$ (1,118.40)
Cambridge, St. Andrew's, Hespler	WW070	235	\$ 2,644.46	\$ 185,520.00	\$ 1,667.27	\$ 4,311.72	\$ 1,077.93	0	\$ (101.00)	\$ (175.08)
Cambridge, Westside	WW060	125	\$ 1,406.63	\$ 170,215.00	\$ 1,529.73	\$ 2,936.36	\$ 734.09	-7	\$ (9,661.00)	\$ (300.16)
Crieff, Knox	WW241	56	\$ 630.17	\$ 74,968.00	\$ 673.74	\$ 1,303.92	\$ 325.98	6	\$ 26,567.00	\$ 264.92
Eden Mills	WW251	26	\$ 292.58	\$ 29,467.00	\$ 264.82	\$ 557.40	\$ 139.35	-3	\$ (1,273.00)	\$ (70.48)
Elmira, Gale	WW090	186	\$ 2,093.06	\$ 229,719.00	\$ 2,064.49	\$ 4,157.56	\$ 1,039.39	12	\$ 119,576.00	\$ 1,094.00
Elora, Knox	WW100	62	\$ 697.69	\$ 164,381.00	\$ 1,477.30	\$ 2,175.00	\$ 543.75	-4	\$ 48,110.00	\$ 307.28
Alma, St. Andrew's	WW101	49	\$ 551.40	\$ 39,493.00	\$ 354.92	\$ 906.32	\$ 226.58	-3	\$ 9,692.00	\$ 20.28
Fergus, St. Andrew's	WW110	286	\$ 3,218.37	\$ 296,408.00	\$ 2,663.83	\$ 5,882.20	\$ 1,470.55	-8	\$ (9,334.00)	\$ (427.52)
Guelph, Knox	WW120	218	\$ 2,453.16	\$ 356,751.00	\$ 3,206.13	\$ 5,659.28	\$ 1,414.82	-17	\$ (941.00)	\$ (456.40)
Guelph, Kortright	WW150	134	\$ 1,507.91	\$ 395,455.00	\$ 3,553.97	\$ 5,061.88	\$ 1,265.47	9	\$ (94,709.00)	\$ (1,032.88)
Guelph, St. Andrew's	WW130	219	\$ 2,464.41	\$ 329,006.00	\$ 2,956.79	\$ 5,421.20	\$ 1,355.30	-16	\$ (46,392.00)	\$ (863.40)
Harriston, Knox-Calvin	WW160	71	\$ 798.97	\$ 111,220.00	\$ 999.54	\$ 1,798.52	\$ 449.63	6	\$ (10,613.00)	\$ (110.28)
Kitchener, Calvin	WW170	142	\$ 1,597.93	\$ 223,641.00	\$ 2,009.87	\$ 3,607.80	\$ 901.95	-12	\$ (36,633.00)	\$ (645.80)
Kitchener, Doon	WW180	104	\$ 1,170.32	\$ 93,046.00	\$ 836.21	\$ 2,006.52	\$ 501.63	-28	\$ (18,853.00)	\$ (586.04)
Kitchener East	WW290	155	\$ 1,744.22	\$ 159,229.00	\$ 1,431.00	\$ 3,175.20	\$ 793.80	1	\$ (4,493.00)	\$ (163.72)
Kitchener, St. Andrew's	WW210	787	\$ 8,856.13	\$ 745,178.00	\$ 6,696.94	\$ 15,553.08	\$ 3,888.27	-12	\$ (82,719.00)	\$ (1,566.20)
Mount Forest, St. Andrew's	WW220	25	\$ 281.33	\$ 44,836.00	\$ 402.94	\$ 684.28	\$ 171.07	0	\$ 5,875.00	\$ 24.96
Conn, Knox	WW221	50	\$ 562.65	\$ 26,806.00	\$ 240.91	\$ 803.56	\$ 200.89	-1	\$ 5,913.00	\$ 13.52
Palmerston, Knox	WW230	15	\$ 168.80	\$ 40,696.00	\$ 365.74	\$ 534.52	\$ 133.63	-1	\$ 7,698.00	\$ 36.16
Puslinch, Duff's	WW240	96	\$ 1,080.29	\$ 94,284.00	\$ 847.33	\$ 1,927.64	\$ 481.91	0	\$ 14,842.00	\$ 60.52
Rockwood	WW250	33	\$ 371.35	\$ 51,599.00	\$ 463.72	\$ 835.08	\$ 208.77	-1	\$ (10,344.00)	\$ (146.48)
Waterloo, Joornim	WW300	119	\$ 1,339.11	\$ 214,753.00	\$ 1,929.99	\$ 3,269.12	\$ 817.28	3	\$ 77,198.00	\$ 619.28
Waterloo, Knox Waterloo	WW260	492	\$ 5,536.49	\$ 571,006.00	\$ 5,131.65	\$ 10,668.16	\$ 2,667.04	0	\$ 78,327.00	\$ 288.76
2025 Totals		4,134	\$ 46,520.02	\$ 5,176,349.00	\$ 46,520.02	\$ 93,040.12	\$ 23,260.03	(139)	(18,852)	(5,784)
2024 Totals		4,273	49,609	5,236,669	49,609	99,218	24,804			
Difference		(139)	(3,089)	(60,320)	(3,089)	(6,178)	(1,544)			

6 Business Committee

Recommendation 26: That the report of the Business Committee be received and considered.

Recommendation 27: that the actions of the Business Committee in referring correspondence items #413-442 be homologated.

413	Sep	11	Christy White	Request to sell property	Palmerston Committee
414	Sep	11	Christy White	Written dissent	Clerk
415	Sep	16	Tim Purvis	Invitation to discuss Presbytery Student	Equipping Leadersh
416	Sep	26``	Reuben St. Louis	Request for discussion re. Arms Embargo	Business Committee
417	Sep	30	Kathryn Muir	Changes to the Roll	Presbytery
418	Oct	1	Marilyn Repchuck	Request for submissions of stories	Presbytery
419	Oct	2	Terrie-Lee Hamilton	Call for nominations Deputy Clerk of GA	Business Committee
420	Oct	2	Terrie-Lee Hamilton	Corrections to referral information	Information
421	Oct	2	Michael Pettem	Deposition of Rev. Sampson Afoakwah	Clerk
422	Oct	2	Rob Congram	Recommendation for Gail Fricker as preacher	Clerk
423	Oct	7	Marry Visser Kerr	Need for change to Web Site hosting	Clerk
424	Oct	10	Betty Kupeian	Financial Arrangements for Westside	Clerk
425	Oct	11	Nancy Nicol	Copy of Letter to congregation	Clerk
426	Oct	14	Roland De Vries	Lay training opportunities	Presbytery
427	Oct	15	Peter Bush	Request to Clergy	Presbytery
428	Oct	16	Deborah Turchet	Wellington County update on Property sale	Clerk
429	Oct	18	Kristine O'Brien	New ministry conversation at Crieff Hills	Renewal
430	Oct	23	Peter Bush	Copy of Notice of Motion	Business Committee
431	Oct	23	Darrell Clark	Notice about Peter Goudy	Presbytery
432	Oct	23	Kristine O'Brien	Nomination for Deputy Clerk	Business Committee
433	Oct	24	Alex Monsour	Thank you for Renewal Grant	Renewal
434	Oct	27	Ian Gray	Pulpit St. Andrew's Kitchener Preached Vacant	Congregational Res
435	Oct	28	Bonnie Street	Request to share correspondance with session	Business Committee
436	Oct	28	Peter McGillivray	Contact information for Angus McGillivray	Business Committee
437	Oct	30	Norman Sennema	Request for interview re. joining PCC	Equipping Leadersh
438	Oct	31	Reuben St. Louis	Letter from Moderator re. Arms embargo	Presbytery
439	Nov	1	Steven Marsh	Insurance/Legal question	Business Committee
440	Nov	1	Karen Plater	2025 Presbyterian Sharing Allocations	Presbytery
441	Nov	5	Sandy Grimwood	Request to address Presbytery (Westside)	Business Committee
442	Nov	6	Steve Jones	Extracts Session & Congregational Meetings	Clerk

Regular Synod Meeting in October.

With the last-minute rush to find commissioners for the emergent Synod meeting in September, the Clerk neglected to think of the question of finding commissioners for the regular October meeting and this was

neglected (besides, the meeting had not even been scheduled when we last met). Fortunately, the clerk was able to find four commissioners to attend the meeting. That you to Nick Pavel, Kristine O'Brien, Karen Redman and David Ogram for stepping up.

Recommendation 28: That the Presbytery homologate the actions of the clerk in naming the commissioners to the Synod meeting: Nick Pavel, Kristine O'Brien, Karen Redman and David Ogram

Peter Goudy

Peter Goudy, a longtime elder at Central Presbyterian Church passed away suddenly recently. Peter has been a faithful servant to the church and to the Presbytery in many capacities. We therefore suggest that the following memorial minute be recorded.

Memorial Minute:

On Saturday, October 19, 2024, at 12:50 a.m. Peter William Goudy went to be with his Lord, surrounded by his loving family.

Peter's life was focused on his family, faith and his teaching career. Peter and Mary were married for 53 wonderful years, and they shared many adventures together. They embraced the present moment, fully aware that life is meant to be lived to the fullest, with the understanding that tomorrow is never guaranteed. Peter's family was the cornerstone of his life, and he took immense pride in them. The love they shared was a constant source of joy, making him feel cherished and connected to each one of them. He had a special bond with his children and grandchildren and enjoyed spending time with them. His favourite activities included spending sunny days by the pool with his grandchildren, driving to the beach to create lasting memories with loved ones, and cheering on his grandchildren at their sporting events. He loved hosting family dinners and sharing his Scottish heritage. With a flair for the dramatic, Peter brought every occasion to life for his grandchildren, from Canada Day and Thanksgiving to Robbie Burns Day, Easter, Christmas, and all the family birthdays.

Peter's service to God was something he held close to his heart, and he lived every day of his life loving his neighbours, treating everyone with kindness and continually giving back to his community. He was a lifelong member of Central Presbyterian Church and actively engaged in its community, contributing his time and energy to various initiatives. Peter held numerous significant roles within the church, including Chair of the Board of Managers, Elder, choir member, bell ringer, and member of the fundraising committee. He was instrumental in supporting the roof restoration project and tirelessly worked to raise funds for various initiatives that benefited his community, including the upcoming Beatles tribute concert on Saturday, October 26th. Additionally, he was an active member of the PROBUS Club and served on the board of the Trinity Community Table, where he washed dishes and prepared meals for those in need.

Peter was a faithful servant in the courts of the church and was a faithful and active member of the Presbytery of Waterloo-Wellington.

Peter was a passionate advocate for the deaf community, dedicating 50 years to teaching and administration at E.C. Drury School for the Deaf in Milton, Ontario, and Robarts School for the Deaf in London, Ontario. In recent days, his profound impact has been celebrated by an outpouring of support from former students, friends, and colleagues, highlighting the significant and positive difference he made in countless lives.

His impact on everyone he encountered was undeniably unforgettable, and to say he will be missed is an understatement beyond measure.

Recommendation 29: that the above memorial minute for Peter Goudy be adopted.

Nominations

Nomination for Moderator of General Assembly.

Any nomination for Moderator of the next General Assembly must be made at this meeting.

Nomination for Deputy Clerk

The Presbytery has been given the opportunity to make nominations for a new Deputy Clerk of General Assembly when Don Muir retires.

Kristine O'Brien would like to make the following nomination. (Other nominations may be entertained on the floor or at the January meeting).

Recommendation 30: That the Presbytery of Waterloo-Wellington nominate the Rev. Cherie Inksetter for the position of Deputy Clerk of Assembly

A note from Rev. Cherie Inksetter that Kristine Requested:

Thank you for considering me as a nomination for the position of Deputy 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. Prior to ministry, owner and manager of Carluke Orchards, a farm, farm market, bakery and retail store for 24 years

- I oversaw a staff of 20, honed my necessary skills for leading a multi-staff business, balancing the needs and feelings of people but with attention to productivity*
- We won numerous awards for business excellence, recognizing overall leadership, and service to the community*

As a Ruling Elder

- I was ordained as an elder at St. Paul's, Carluke in 1995*
- Representative Elder to the Presbytery of Hamilton from 1998-2011*
- Member of Ministry, Standing Orders Revision Team and the Futures Visioning Task Force, Convenor of the Elders Team which organized Elder Workshops for training and networking.*

Teaching Elder

- I was ordained as a minister of Word and Sacrament in 2012 at St. Giles, St. Catharines.*
- In September 2023, I began my ministry at Morningside-High Park Presbyterian Church in Toronto.*

Presbytery Involvement

- Convenor of Executive, Standing Orders Revision Team, Visioning Team, Coordinating Team that implemented a new model of Presbytery for Niagara, helped to develop a Covenant of Conduct*
- Clerk of Niagara Presbytery from 2017 to 2020 and 2021-2023*
- Point person for response to a Human Rights Tribunal case involving the Niagara Presbytery and the National church*
- Was involved in a Corrective Case leveled at the Niagara Presbytery which gave me great insight into our polity*

- *On the Congregational Life and Work Committee for the Presbytery of West Toronto Synod of Southwestern Ontario*
 - *Moderator 2019-2020*
 - *Executive Committee member of the Synod*
 - *On the 2-person team to revise the standing orders of Synod*
- Member of the Assembly Council from 2019 to present and have been the convenor for the last two years.*
I continue to learn, taking classes, courses and workshops on:

- *conflict resolution*
- *bullying in the church*
- *church growth*
- *mission shaped ministry*
- *stewardship and discipleship*
- *Global Leadership Summit workshops*
- *John C. Maxwell's "Laws of Leadership" training*
- *Completed the Transitional Ministry Course, a two year program with the PCUSA*

Last, but certainly not least, I am a proud mom of 3 adult children, and have 2 wonderful grandsons and a granddaughter on the way. My extended family (including my very vibrant and busy mother) are very important to me and most live in the GTHA.

We are at a time in our denomination where there is unrest, uncertainty and more than a little unease about our future. In times of dissension, having someone who can listen to all and offer a pastoral presence is essential. I feel I have those gifts and these qualities would serve the position of Deputy Clerk well. Again, my thanks for your faith in me as you consider this nomination.

Rev. Angus McGillivray

Over the summer, Rev. Angus McGillivray and his wife moved to a care facility at 1191-2245 Lawrence Ave W. Etobicoke, ON, M6P 3W3. More recently, his wife passed away suddenly. Please remember Rev. McGillivray in your prayers.

Recommendation 31: That the Rev. Angus McGillivray be transferred to the care of the Presbytery of West Toronto, effective immediately.

Glen Soderholm

Glen will be officially retiring from his work with Two Rivers Church at the end of the year. We appreciate Glen's extraordinary work within this presbytery and look forward to continuing to maintain relationships.

Recommendation 32: That the Rev Glen Soderholm be moved to the Appendix to the Roll effective December 31, 2024

Assessor Presbyters

Over a year ago, two Presbyters stepped up to respond to a request from the Presbytery of Brampton to help them work through some very difficult issues. We are glad to report that they have now completed their work and given their report to that Presbytery.

Recommendation 33: That the Assessor Presbyters, Darrell Clarke and Gibson McIlwrath, be dismissed with the thanks of the court!

Notice of Motion

Just so that Presbyters may have a written copy of this, we would note that Rev. Peter Bush will be making a notice of motion. This will not be debated, but we ask you to give prayerful considering of the motion before he makes it at a future meeting:

At a future meeting, I will move or cause to be moved that a practice of Presbytery Visitation be re-instated in the Presbytery of Waterloo-Wellington as directed by the Book of Forms. The practice to include the development of four teams of Visitors within the Presbytery and that congregations be visited every three years, and that the Presbytery cover travel costs and any related hospitality costs.

Recommendation 34: That the Report of the Business Committee be adopted.

7 General Presbyter's Report

Introduction

The 'State of the Presbytery' report is based upon the General Presbyter's initial eleven months, and in relation to the 'Congregational Health & Vitality' process, the results of the 'Back to the Future' event and countless conversations with members of our churches.

Recommendation 35: that the 'State of the Presbytery' report be received and considered.

The First 11 Months

We would suggest that the ministry of the General Presbyter has fallen into 3 main areas:

- 1) People- Clergy and Elders: relationship builder, support, coach and care for the leadership of our ministries. The question is: 'How do we make well-being a priority?'
- 2) Congregations: connect, resource and support discernment and leadership development in local congregations. A focus on naming the 'what is' current state of reality has often been the focus of this work. The question is: 'What time is it now?'
- 3) The Presbytery: Creator of intentional processes to support the Presbytery in discernment and action. The questions are: 'What is our Why?' & 'What and Who do we need to be and do?'

Within these 3 areas of focus the goals during this first year has been to focus on conversations for relationship and possibility.

Outcomes

The General Presbyter has engaged in ministry in the following ways:

1) People

- meeting one-on-one with all but one clergy in the Presbytery, and many he has met with multiple times in-person, on zoom and on the phone
- attend several regional/local conversations with clergy about current ministry and exploration of future models and pathways
- respond to inquiries from clergy and elders about current challenges and opportunities
- coaching clergy as they navigate the daily tasks of ministry and leadership
- provided leadership at a Clergy Retreat at Crieff Hills

2) Congregations

- Moderated 17 session meetings; attended 10 session meetings as a guest/facilitator
- Lead 4 congregational workshops/learning opportunities
- Facilitated 2 discernment conversations between congregations; and one summer worship experiment debrief
- First responder to congregations and Interim Moderators as emergent needs arose
- Lead a New Beginnings Transformational Ministry Weekend, and scheduled to lead another
- Provided guidance, in consultation with the Clerk of Presbytery, and Clerks of Assembly on policies, procedures and polity of the church
- Assisted and encouraged congregations in engaging in local missional partnerships
- Interim Moderator at Knox Preston, Knox Crieff and St. Andrew's Kitchener
- Studied current trends and practices related to being the church today

3) Presbytery

- Facilitated the 'Back to the Future' Presbytery workshop day, provided leadership and facilitation at Presbytery meetings
- Created, distributed, collected and supported the assessment process related to the Congregational Health and Vitality Survey; including meeting with sessions to explore results
- Active ex-officio member of the Business Committee and Congregational Response Team
- Served on an Assembly Council Working Group exploring narratives of hope and possibility for the church
- Identified the need to create the following Presbytery resources: the role and expectations of an interim moderator, a process and guidelines for congregational visitations, and pathways for future ministry

As we reflect on the first year, it is important to continue to deepen relationships and the focus also moves to conversations for opportunity and action.

The Reality

Under the logic of the current system, as more churches are unable to afford a full-time minister, the ministers' duties grow to encompass ever greater numbers of churches—both priestly and administrative. In most congregations in the Presbytery, the reality is that the parochial model (one minister to one church) has not been feasible for some time. There are several notable exceptions, and we are in a rapidly changing context. Symptoms of this decay include: aging and shrinking congregations, decreased capacity to oversee and maintain buildings and property, declining ability to fund ministry, and increasing clergy burnout. What many local churchgoers see as a result is the shuttering and sale of buildings, the merger of congregations, and existential crises for those who came to expect that their local congregation, as they remember it, would always be there for them, only to discover late in life that this might not be the case.

Ministerial Leadership

Effective November 1, 2024 there are 21 ministers in the Presbytery, serving in 30 different ministries. Three ministries are non-congregational. Two ministers serve full-time in non-congregational ministries.

Two are full time Interim Ministers. Five are Stated Supply. Therefore, there are 12 called ministers in the Presbytery, which has 27 congregations. 8 of

the clergy in Presbytery are on short term contracts or appointments. Among called clergy and retirees there are 14 interim moderatorships.

I believe that the following statements represent the current practice of the Presbytery and the congregations of the Presbytery:

- The local congregation is the basic building block of ministry, which is inseparable from a particular building
- We prioritize the health of our buildings and the institution, over the health of our leaders – ministers and elders
- We are not being faithful when we make decisions about the future – silo based
- We make decisions based upon what is best for individual congregations, not for the whole of the Presbytery, for the mission of God
- Doing more of the same or trying to do it better does not yield growth or results
- It is the responsibility of the minister to deliver religious goods and services to members; weekly worship, pastoral care, all things administrative and to preside at funerals
- It is the responsibility of the local congregation to maintain the building, pay the bills and gather for worship
- We are unable to continue to do what we have been doing; there are not enough people resources to carry on as is
- We cannot support, nor be pastorally responsible for 28 churches
- The congregational model of church as we have known it is in drastic decline and not sustainable
- If the church is shrinking it is the job of the minister and session to maintaining all the familiar programming for those who remain, cause as few disturbances as possible, while innovating to attract young people
- Outward-focused mission sustained by life-long learning, personal discipleship, and active mutually transformative community life are nice to have, but not core to the Gospel
- We are concerned about growth, outreach and money; we are content about worship, our buildings and in-reach – we are not motivated to change

What Kind of Support Do We Need?

Throughout these early months I have often been asked about the above reality and what I see as ways we can live into the future. I am often asked when I engage in conversation with a church to 'solve' or 'cure' a problem. I am learning in response to humbly ask what kind of help the church (and in this case the Presbytery) is seeking. To use a health care metaphor, do they want the help of an oncologist, or do they want the help of a palliative care doctor?

I believe we are at a moment as a Presbytery where we need to be direct about what type of doctor we need and what the implications are of each choice of doctor. Both choices have positives and negatives, both are possible, and both are likely necessary.

To be honest and faithful, we cannot rely solely on palliative strategies and expect the results of an oncologist. We cannot say we want the oncologist and only be willing to take palliative action. While some may suggest this approach is too harsh or too personal, I offer it humbly and for such a time as this.

As I triage in this moment, I will offer the prescription of an oncologist. A reminder, that many of us will know well, the oncologist's prescription is full of risk and hardship, and possible transformational outcomes.

Paths Forward

The following principles are foundational for this way forward:

- The future will require a commitment to do ministry and carry out our mission in ways we do not know how to do currently
- We must discern as a Presbytery; we are not congregationalists (together we are responsible as the pastoral bishop for the witness, mission and ministry of all churches within our region)
- All churches, like all things in God's design, have a life cycle – things are born, grow, live, decline, die and are resurrected
- We are better together, naming our interconnectedness, discerning the way forward in Christ (building trust will be necessary)
- We cannot manage our way out of this moment, leadership is required
- Transformational change will require cultural change for all our ministries and for each of us individually

The following shifts (from ... to) in our orientation are a helpful practical framework¹:

- 1) Posture: From fixing... to listening, discerning and experimenting
- 2) Focus: From membership (for us)... to discipleship (for God/others)
- 3) Structure: From one shape fits all ... to a mixed ecology
- 4) Leadership: From clergy led, elder supported... to elder led, clergy supported.

Pathways

Model One- Mission Area Model

A Mission Area is a group of churches who work together with one another in shared mission and ministry in a defined geographic area. They are developed based on a shared sense of mission and supported by the growth of relationships and partnership in ministry. They can be large or small.

Leadership

Central to this model is raising up and supporting local leadership. Mission areas will require leadership teams consisting of lay people and clergy, working collaboratively in leading the mission of the church in the area. Each congregation will have small, designated leadership teams, which could be understood as reimagined sessions. Upon the creation of mission areas, staff appointments are no longer made to local churches, but rather to the mission area leadership team. (Existing staff would need to be

¹ With credit to many authors and thinkers who are seeking to engage theology and the church in this secular age, especially the work of Luther Seminary's 'Faith+Lead.' Further expansion and exploration of these shifts will be necessary.

reappointed to the local mission area leadership team or explore alternative options.) Each Mission Area would have a Mission Area Leader(s) and a local Mission Area Council made up of representatives from each local church.

Structure

Within this model, congregations enter covenant with one another to pursue mission and ministry in the Mission Area. The backbone of this structure is shared commitment exemplified through a Mission Area Council that works with the Mission Area Leader(s) to discern and oversee mission.

The Presbytery is responsible to develop clear position descriptions that describe expectations around the frequency of worship in various locations throughout the Mission Area. The administrative burden typically placed on clergy needs to be moved elsewhere, either to a central administrative hub in the Mission Area, or elsewhere in the Presbytery.

Model Two – Regional Model (Cathedral)

A Regional model is based upon the historic framework of there being larger central churches (cathedrals) that function as larger regional churches, which then support several smaller local churches.

Leadership

Key to this model is the regional church (cathedral) having a larger staff team which then meets the needs of all the churches associated with this network. A head of staff (Lead Minister of a Region) then supports a team of clergy and lay people who minister within the local congregations. In this model, ministry staff are deployed based on the needs and skills to help individual congregations and groups of congregations address opportunities or

challenges. The Ministry Team may be engaged like circuit riders, spending designated amounts of time in various communities to encourage, provide sacraments, and develop missional priorities.

Structure

Within this model individual churches enter covenant with the larger regional church. Members of the clergy and staff team provide support to the cathedral church, as well as the individual local churches. Specific clergy and staff appointments are made, with the understanding that needs may shift. Local churches contribute funds to the cathedral church in order to be part of the regional model. Local churches remain primarily responsible for the maintenance and upkeep of local property; unless that property is amalgamated with the Hub church.

The distinctive role of the cathedral church as a centre of excellence should be fully integrated into the mission, ministry, and strategy of the Presbytery. The Presbytery is responsible for approving all agreements between the cathedral church and local churches. The administrative burden typically placed on clergy needs to be moved elsewhere, either to a central administrative hub in the region, or elsewhere in the Presbytery.

Proposed Regional Groupings

Guelph Region (6)

Kortright
St. Andrew's Guelph
Knox Guelph
Rockwood
Eden Mills
Two Rivers

Northern (9)

St. Andrew's Fergus
Gordonville and Arthur
Palmerston
Knox Calvin, Harriston
Elora and Alma
Conn and Mount Forrest

KW Region (6)

Gale, Elmira
St. Andrew's Kitchener
Knox Waterloo
Joonim
Kitchener East
Calvin, Kitchener

Southern (8)

Central
Westside
St. Andrew's, Hespeler
Doon
Duffs
Knox, Crieff
Knox, Preston
Crieff Hills

Recommendation 36: that the Presbytery engage in regional conversations beginning as soon as possible, and not later than the end of January 2025, to build relationships and explore these two models, and each region appoint a team leader to support the discussion, and then meet with the General Presbytery.

Who is the Presbytery / Who do we need to be?

If we desire to engage in the above pathways then we must make an intentional decision to be a 'team' together as the Presbytery, as opposed to 28 individual congregations. Our ability to work together,

build trust and not fear conflict is foundational to the above path forward. In order to build trust we need to be able to focus on what we hold together in common and continue to build community.

The Presbytery Needs a Why

Without a vision/purpose/why we will continue to struggle with priorities. As such, we could develop a presbytery vision, priorities and short-term goals that will seek to support us in using our limited resources in the most faithful and effective ways. This would assist us in better understanding the role of Presbytery. Having guiding principles when we are faced with making difficult choices and decisions, supports a culture of experimentation.

Recommendation 37: that the Presbytery engage in a process during the March and May meetings of 2025 to craft a 'Why statement' that focuses on both being and doing, and that each team/committee of Presbytery appoint one member to be part of a working group that will meet in February and April. That this conversation be grounded in the Gospel narratives of John 20 and 21, and comment on structure, leadership and resources.

Recommendation 38: Report as a whole.

8 Property and Finance Team

RECOMMENDATION 39: That the report be received and its recommendations considered.

WESTSIDE PRESBYTERIAN CHURCH, CAMBRIDGE
(Moved to a separate section above.)

HOUSEKEEPING MATTERS

Gib McIlwrath will act as Convenor of Property and Finance for the 2024-2025 year.

Input was asked for from Presbyters about where to send the offering received at General Assembly's opening worship in June 2024. Upon review of the various suggestions the Property and Finance Team brings the following recommendation.

RECOMMENDATION 40: That the offering from the General Assembly's opening worship service in the amount of \$3,385.00 be given to the Food Bank on the Wilfrid Laurier University Campus.

RECOMMENDATION 41: The report as a whole (as amended??).

9 Congregational Response Team Report

November 12, 2024

Recommendation 42: Moved and seconded that the report be received and considered.

St. Andrew's, Kitchener

Since the last meeting of Presbytery, the CRT conducted two exit interviews, one with Rev. Dr. Marty Molengraaf and the other with members of the Session of St. Andrew's, Kitchener. A report was drafted

and circulated with the CRT for information. In response, the CRT, being given power to issue at the September Presbytery meeting, appointed Rev. Dr. Ian Gray and Rev. Dr. Jeffrey Crawford as an Interim Moderator team at its October 31st meeting. While they have already had some initial meetings with the Session and other leaders of St. Andrew's throughout October, their work officially commenced November 1, 2024. As per their IM report, the congregation has asked for permission to commence a search for a new minister. In light of the exit interviews and the recommendations of the IM team, CRT would like to recommend that St. Andrew's, Kitchener be allowed to proceed.

Recommendation 43: Moved and seconded that St. Andrew's, Kitchener be given permission to commence a search for its next minister.

St. Andrew's, Mount Forest/Knox, Conn

In response to the report re: Knox, Palmerston, the CRT has agreed to relieve Rev. Nick Paval from his responsibility as IM for Mount Forest and Conn effective December 31st. In his place the CRT recommends Rev. Dr. Peter Bush for the position of IM to these congregations.

Recommendation 44: Moved and seconded that Rev. Dr. Peter Bush be appointed IM for St. Andrew's, Mount Forest and Knox, Conn effective January 1st, 2025.

Knox, Preston

(Moved to a separate section above)

Hungarian Preaching Point

With the retirement of Rev. Dr. Marty Molengraaf, a new interim moderator is needed for the Hungarian Preaching Point that meets at St. Andrew's, Kitchener. This role merely serves as a liaison between the preaching point and the Presbytery. As such, there is no need for remuneration. The CRT would like to recommend that Rev. Reuben St. Louis be appointed to this position.

Recommendation 45: Moved and seconded that Rev. Reuben St. Louis be appointed interim moderator for the Hungarian Preaching Point effective immediately.

For information:

At the most recent meeting of the CRT on October 31st, Rev. Reuben St. Louis was appointed chair of the Congregational Response Team. The team reviewed the standing orders related to its duties and responsibilities. In addition, a small committee was formed to gather information regarding the number of hours full-time ministers and church workers are/should be expected to work and to report back to the CRT.

Interim Moderator Reports

Knox Presbyterian Church – Guelph

This Fall finds Knox Guelph in the thick of their New Beginnings discernment process. With 53 participants, 11 leaders, and 8 small groups, we are hearing encouraging reports from the group leaders

on the conversations that are taking place. There is nervousness mixed in with anticipation of where this process will lead the congregation, but, there is also hope for a renewed sense of purpose going forward.

A new Church Musician has been hired and by all reports doing an outstanding job in worship accompaniment and choir leading.

The Interim Minister Rev. Cathy Stewart continues to offer excellent ministry and worship leading. The Session recognized that she is working more hours than her job description allows and pays her for, so, it was moved that her contract be adjusted to reflect the hours worked, and that the subsequent remuneration be increased appropriately.

In Christ,

Rev. Glen Soderholm

Knox Crieff

Shared Ministry with Kirkwall

The conversation about a possible shared future ministry partnership with Kirkwall Presbyterian Church remains active. Both sessions met together earlier this fall. A working group has been formed and is meeting monthly online to take next steps. It has reviewed the General Assembly document which outlines the steps towards the creation of a two-point charge. A draft of a 'memorandum of understanding' has been developed and is being reviewed by each session. A plan is emerging for congregational conversations this fall. The process and journey continues.

Worship & Pastoral Care

As part of a continuing conversation with Kirkwall, beginning on November 3rd a worship experiment will commence. Crieff and Kirkwall will worship as a two-point charge with the same preacher on Sundays. As such, Crieff will move its worship time to 9:30am and Kirkwall to 11am to accommodate this shift. The plan is to proceed with this arrangement until the spring and continue to evaluate.

Session

The Session continues to meet in-person monthly to support for the people of Knox Crieff and attend to the matters emerging, especially related to the future.

Respectfully,
Jeffrey

Knox Preston

(Moved to a separate section above)

St. Andrew's Kitchener

Transitions

October 31st was the official conclusion of the Rev. Dr. Marty Molengraaf's time as St. Andrew's Lead Minister. We give God thanks for Rev. Marty's faithful ministry at St. Andrew's and pray in retirement that Rev. Marty and Rev. Barb would experience a season of deep rest and renewal.

The Rev. Dr. Ian Gray, formerly of Calgary, joined the Presbytery in the summer and has become an active member of the Congregational Response Team. He has stepped forward to serve alongside the Rev. Dr. Jeffrey Crawford, General Presbyter, as Co-Interim Moderators.

As Co-Interim Moderators we have determined primary areas of responsibility related to the scope of work. We will each focus on the following primary tasks. Ian will moderate the session and support the ministry of the operational council. Jeffrey will organize Sunday morning worship leadership and support the search for the next minister. We are also pleased to share that Rev. Dr. Herb Gale has agreed to serve as an Advisor to the Interim Moderators during this time of transition. We are thrilled that Rev. Wendy Paterson will be continuing her role in pastoral care and leading funerals at St. Andrew's.

Worship & Pastoral Care

The pulpit was formally declared vacant, and Ian moderated the session meeting in late October, with the permission and support of Marty. We believe a smooth transition is ongoing and wish to express deep thanks to all the staff and elders at St. Andrews for their welcome and support. Specifically, we need to name the deep support and hospitality of Rev. Wendy Paterson, Pastoral Care Coordinator, and Margie Warren, Clerk of Session. A schedule of preachers has been organized until Easter Sunday including both familiar and some new voices.

Exit Interview

We note that an exit Interview process was completed in October and a report presented to the Congregational Response Team. St. Andrew's has a legacy to build upon and an energy in the present that provides hope for the future. There is an urgent desire to continue the current inclusive missional ministry pathway. There is some anxiety about the next steps in this transitional phase, and the desire to have a new minister as soon as possible. We find St. Andrew's ready to move forward and believe action is appropriate currently. Therefore, we would recommend that St. Andrew's Kitchener be given permission to begin the search process for its next minister.

Respectfully,
Ian & Jeffrey

Eden Mills Presbyterian Church

The congregation continues to worship weekly, to make special quarterly contributions to the local food bank, contribute to Presbyterians Sharing and PWSD, and maintain the building and property. Average

attendance at worship is 12. The session meets bi-monthly and the board of managers keeps everything in good repair. I lead worship regularly, with the Rev. Willy VanArragon leading once each month.

A special Christmas Eve service is being planned and is generally attended by the regulars and a number of folks from the village. At our annual meeting, it was decided that the congregation would worship over ZOOM for the winter months of January, February and March.

Respectfully submitted,
Rev. Dr. Linda J. Bell, interim moderator

Presbyterian Church of Rockwood

Pulpit supply continued until the end of June and there were no services during the month of July. As of August 1, 2024, Rev. Darrell Clarke is stated supply at Rockwood. Rev. Clarke first provided pulpit supply in November 2023 during the illness of Rev. Diane Boyd. This November will mark a one year association with Rockwood.

Rockwood's 162nd anniversary was held on September 29 with good attendance. 35 families are associated with Rockwood for a total of 60 individuals. There is continuing pastoral visitation with a third of the congregation having received a visit from the minister since August 1. The congregation has returned to its pre pandemic attendance levels and attendance remains steady with an uptick in attendance over the last year. Current average attendance is between 17 and 23. Sacrament of Communion was celebrated on June 16 and September 29. Session last met on August 25 and October 10 and will meet once more before year end.

Rockwood hosted Presbytery on September 10, the first hosting in 24 years. It was great to see the sanctuary was filled to near capacity.

A newsletter, The Rock, began on September 16 and work is underway to reestablish the congregation's website.

At the Thanksgiving Service \$500 was raised in support of Ontario Gleaners, one of Rockwood's supported ministries. Currently the Operation Christmas Child campaign is underway with a view to surpass last year's donation of 53 shoeboxes by the congregations. Preparations are underway for Remembrance Sunday and Advent and Christmas services, as well as annual Christmas Evangel Hall and local Guelph mission campaigns.

The financial situation is strong with gifts and offerings ten percent ahead of plan and total revenue 20% ahead of plan as off the end of the third quarter. While total expenses are up 11% to plan, net income is up 80%.

Rev. Darrell Clark

Joonim

As most within the Presbytery are aware, at the September 10, 2024 Presbytery meeting, Joonim placed both a call and a stated supply agreement before the Presbytery. This was the culmination of a ten month search process. Rev. Tae Ho Yoo preached for the call on August 18, 2024 with 96% of the congregation signing the call.

Joonim continues to move toward the January 1, 2025 start of Rev. Tae Ho Yoo as stated supply. Their application to IRCC for a work permit is ongoing and progressing. Rev. Yoo has begun the application process for E and R reception with an interview expected in March 2025. This includes the process for certification as an E and R candidate led by the equipping leadership team of the Presbytery of Waterloo-Wellington. Rev. Yoo and family are actively searching for a home in the Waterloo area.

Now that its ministerial leadership is confirmed, Joonim is currently exploring relocating from Emmanuel United Church (its current lease expiring at the end of this year) preferably to a PCC church in the Kitchener Waterloo area. Discussions are planned for the week of October 28th.

Rev. Song Dong-han (Philip) continues to lead worship. Sunday afternoon, Wednesday evening and Saturday morning prayer services are continuing as per usual. Communion was celebrated on Thanksgiving Sunday and will be next celebrated on New Year's Day. Current attendance remains strong at approximately 75 per Sunday. September saw the restart of Christian Education programs for children, youth and young adults under Pastor Mi Young Eom.

Jang Man-sik (James) was inducted as an elder on September 22. Rev. Peter Han led the worship service with the induction conducted by the interim moderator. Session met in April and June and will meet again on November 20. Planning is underway for Advent and Christmas services and Songgu Yeongsin service on New Years Eve and the New Years dawn prayer service.

The annual outdoor service was held on June 23 at Guelph Lake Conservation Area - 120 members and friends of Joonim attended. The annual Vacation Bible School (Aug.29-Sept. 1) was attended by 41 children and members. On October 3, Joonim welcomed a new baby! At the thanksgiving service on October 13, 5 young people were confirmed. On October 30, the fall welcome party for new members was attended by 7 new families. Unfortunately, the congregation have three members who are undergoing cancer treatment, and they and their families are being supported by the congregation.

The financial situation at Joonim remains strong as gifts and offerings are meeting plan and congregational expenses are being met.

Rev. Darrell Clark

Doon, Kitchener

Worship

Worship attendance averages between 40-50 people with 3-8 children typically present and actively engaged. Doon has shared in a number of special services including Communion, A Welcome Back to School Sunday with a picnic and party (and blessing of the backpacks!), Thanksgiving, A celebration of their 171st Anniversary, All Saints Sunday and more.

New Beginnings

Doon has completed the Small Group Sessions and the Small Group Leaders have completed a draft of their report to the Congregation. They have sent their report to their New Beginnings guide and are awaiting feedback. Their plan is to share the report with the congregation in a November worship service. The Small Group Leaders have discerned Doon's 'Why' to be: Living in faith, Acting with mission.

Financial Status

Doon has not had to draw from its investment fund in the second or third quarter of the year. They have sustained their ministry through congregational gifts and outside rentals.

2024 Giving Goal: \$118,400

Given so far in 2024 \$95,361

Needed to make budget in 2024: \$23,039

How Doon has made a difference this year

Doon held a very meaningful VBS in August, they've made financial gifts to the Foodbank, Presbyterian World Service & Development, Nutrition for Learning, Presbyterians Sharing, The Working Centre, & Marillac Place. They have also served 3 dinners at Ray of Hope, engaged in The New Beginnings Process, made their annual Presbytery Loan Repayment, spent funds on Building Maintenance, and have supported a number of International Students in vital ways.

Upcoming Plans Doon is making

- Their second neighborhood food drive will take place in November
- Their Annual Bazaar will take place in November
- Gingerbread Decorating event for the neighbourhood will happen in December
- Conestoga student Christmas party and lunch will take place the week between Christmas and New Year's

Rev. Jen Sokolowsky

Knox Calvin, Harriston

Rev. Calvin Brown had his last meeting with the Session in September. The Elders expressed their appreciation for his care and guidance during the past year and a half.

The pulpit continues to be filled each week by myself. The Lord's Supper was celebrated on the first Sunday in October and is scheduled to be observed four more times between now and next Summer.

Current income is meeting expenditures and the funds on hand were sufficient to cover the exterior painting of windows/trim (approx. \$20,000) which was completed this month. The Board of Managers will begin preparation of the 2025 Budget in November.

At the Session meeting in October we reviewed ideas that have been considered to enable the congregation to be financially sustainable over the longer term. We also reviewed articles in the 'Renew 52' resource that was circulated by the Presbytery and have made a list of ideas to consider in the coming months.

Over the coming year I hope to make 'get-acquainted' visits with the members and adherents and to recruit several members to assist in leading worship. I am looking at offering a "Handling the Holidays" (Griefshare) event in November and perhaps a Griefshare group as an outreach in the community if there is sufficient interest in early 2025.

I have enrolled in a mentoring group for pastors of small churches in rural and small town settings. Zoom meetings will be led by Marc Potvin, the Director of Field Education at the Montreal School of Theology, beginning on November 1st. Details of costs and a possible in-person conference in the spring are somewhat vague at this time so I will request permission of the Presbytery regarding this Continuing Education commitment when I have more information.

Submitted by Don McCallum

St. Andrews, Alma and Knox, Elora

September 8th I led worship at each congregation and worship has since been led weekly by a variety of local ministers and lay people. The sessions met once separately in September and on October 29 met together with the General Presbyter, the Rev. Dr. Jeff Crawford.

At this time the Knox Elora congregation is transitioning to a new treasurer. I met with him to review that congregation's financial position and he indicated that cash flow is stable enough to ensure that weekly pulpit supply and regular ongoing expenses are being met. More comprehensive financial reporting may take some time. St. Andrew's Alma's finances are stable and continuing as expected.

Both congregations are understandably anxious about the future of ministry in their communities. The joint meeting with Jeff Crawford invited the elders to consider their changing contexts and their "why." More conversation and study are necessary before a roadmap for the future can be created.

Rev. Dr. Kristine O'Brien

Duff's Puslinch

The congregation enjoyed joint services through the summer. My time with Duff's began September 1st. The congregation continues to be actively engaged with committee work and community events. The

Tuesday, November 12, 2024 – 7:00 pm
St. Andrew's Guelph Presbyterian Church

6595

VoN exercise program continues several mornings each week. The recent Bazaar was well organized as a steady flow of people filled the church. They raised slightly higher funds than the previous year. The Teddies for Tragedy annual Teddy Bear Tea was filled with volunteers along with hundreds of Teddies. Repairs were completed to the flat roof. Pastoral visits have begun. An advent study will begin mid-November with several people expressing interest.

Submitted by Lisa Dolson

St. Andrew's, Mount Forest/Knox, Conn

No report

St. Andrew's, Guelph

No report

Recommendation 46: Moved and seconded that the report be adopted as a whole.

Respectfully submitted,
Rev. Reuben St. Louis, Chair

10 The Equipping Leadership Team

Recommendation #47: That the report of the Equipping Leadership Team be received and considered.

The Team met on Tuesday Oct. 8th, 2024 by Zoom.

Present: Glen Soderholm (convenor), Courtney Crawford, Hugh Donnelly, Dongwon Jung, Peggy Lennox,

Students Under Care

Subsequent to our meeting on the 8th, we received correspondence from the Education & Reception committee of the Life & Mission Agency, that the Rev. Tae Ho Yoo (who is being called to Joonim Church) would need to be interviewed and certified by our Presbytery in order to fulfill his call.

On Oct. 22nd, a task group consisting of Glen Soderholm, Courtney Crawford, and Dongwon Jung met with Rev. Yoo at Westside PC. We heard the story of his life and call to ministry, and then invited him to respond to questions which we had provided. We were impressed with his character and passion for the church, and felt that he would be an appropriate candidate for ordained ministry within our denomination, Presbytery, and Joonim Church.

Recommendation #48: That the Presbytery of Waterloo-Wellington certify Rev. Tae Ho Yoo for ministry within the PCC.

Request for Intermission - Rev. Hugh Donnelly

Tuesday, November 12, 2024 – 7:00 pm
St. Andrew's Guelph Presbyterian Church

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May 28, 2024

To: The Presbytery of Waterloo-Wellington From: The Rev. Hugh Donnelly
Re: Request for permission for Intermission

I am in my 28th consecutive year of ordained ministry, and my 5th year of ministry at Knox Waterloo. I wish to ask for the support of the Presbytery of Waterloo-Wellington for my intention to take my very first Intermission, with the suggested dates of May 18th to July 27th, 2025.

At the meeting of the Session of Knox Waterloo held on May 28, 2024, a motion was moved, seconded and approved that: “the request for Intermission be forwarded to the Presbytery of Waterloo-Wellington for consideration with the full support of the Session of Knox Waterloo.”

The policy regarding Intermission was adopted in 1992, and states that an Intermission is intended as: *a time to get in touch with the Holy Other in our lives. An Intermission is an: opportunity for the minister to spend significant time without the mantle of leadership or pastoral responsibility...It is an intentionally planned time of renewal for the minister: for the teacher to become the student, for clergy to become worshippers once again, to nourish the soul and refresh their spiritual life and calling. It continues: This time is to be for the sake of self, not for congregation, the Church or for acquiring academic credentials...Considerable latitude is given to what actually may happen in the time set aside.* [A Time of Sabbatical in The Presbyterian Church in Canada (A&P 2022, p. 196 – 198)]

I set the intention of **personal & spiritual renewal** as an overarching goal for my intermission.

- I hope to spend focussed time **developing my skills in music**, both writing and playing. This activity is, for me, a spiritual discipline, connecting me with the Holy Other. As a part of this, I plan to explore online resources of worship music, one being <https://www.musicthatmakescommunity.org/>
- I wish to spend some time at a **monastic community** in Ireland or Scotland—details to be arranged. I hope that such an activity will nourish my soul and refresh my spiritual life and calling, enabling me as clergy to become the worshipper.
- I plan to **read a catalogue of books**. This will allow time for the me as teacher to become the student. Of special interest will be books related to Emergent Christian theology.
- I plan to find and consult with a **spiritual director** before, during, and after my Intermission.

I am prepared to follow the terms of the policy, including covering required costs related to pulpit supply. I also plan to invite the five Ministers in Association of Knox Waterloo to assist the congregation in ways which match their interests and gifts, including support for The Rev. Crawford in the areas of pastoral care and worship leadership.

I am grateful for your consideration of this request. The Rev. Hugh Donnelly

Recommendation #49: That the Rev. Hugh Donnelly's request for Intermission be approved.

Study & Report for Information

We were asked to study & report on the Guidelines for a Review of Ministry document that was sent down from General Assembly. The purpose of the document appears to be an expanded and deeper reflection upon the Book of Forms Sections 324 - 344 which sets forth guidelines to assist Presbyteries when it is necessary to conduct a review of ministry in response to a non-disciplinary complaint against a minister. The weight of the document advocates for more pro-active and preventative measures for Ministers, Sessions, and congregants to circumvent conflicts by communicating more regularly and honestly before problems escalate. These suggestions are helpful reminders that conflicts can't be ignored or swept under the carpet, but, dealt with openly, courageously, and wisely.

It is suggested that Presbyteries provide helpful resources for these proactive initiatives and encourage their members to access them.

It also reminds Presbyters about the tradition and wisdom of employing a mechanism for regular visitation of congregations by the Presbytery.

It was noted that the process in the Book of Forms for Review of Ministry requires a great deal of work and many people to sustain the whole process. We noted that having new people assigned to each of the independent investigations, while ideal, may not be realistic given the current capacities of our presbyters; Presbyteries will have to make adaptations.

It may well be that this report is offered in the recognition that a more anxious and more divided world will produce more conflicts in our Presbyteries than in previous generations, thus, this seems to be a prudent and wise document to have available.

Recommendation 50: that the above be sent as a presbytery response to the Clerks of Assembly.

Recommendation #51: The Equipping Leadership Team Report be adopted as a whole.

11 A Response to the Proposal allowing Ruling Elders to be Interim Moderators

The proposal is a response to the growing number of congregations in The PCC without called ministers, and the growing number of those congregations who do not intend to call in the foreseeable future. There are numerous stories across the country of ministers serving as Interim Moderators for 2 or 3 pastoral charges.

The proposal is that following some training and being recognized by their presbytery as having the gifts for the role, Ruling Elders would be able to serve as Interim Moderators in congregations that were not seeking to call a minister.

Our response raises more questions than it answers, but that would suggest this proposal needs more reflection.

1. 134 congregations in the PCC have 20 or fewer members, that is are unlikely to call a minister. And another 236 had between 21 and 57 members, many of these congregations as well unlikely to call a minister. These 370 congregations are half the congregations in the PCC.

All of that is to suggest that the present model of ministry of a full-time, ordained minister serving a single congregation is not a viable model of ministry in a significant number of congregations in the

denomination. This is a call to a significant re-thinking of the goals and expectations the denomination has for small congregations, to a re-thinking of the model of ministry, including the ways in which ministry personnel will be deployed to these congregations. To be honest we don't have any studies or working papers that help us to understand what it means to be an effective Interim Moderator in the non-calling congregation.

To simply expand who can be an Interim Moderator without a much larger conversation about the vision and hope for small congregations will do little to address the more basic questions that face small churches in the present moment.

2. In light of the fact that the PCC has little experience with how to effectively support congregations who do not foresee calling a minister, it would make sense to deploy the best trained personnel to these congregations. Meanwhile, the process of profile writing and intricacies of searching for a minister are well described in the handbook. Therefore, would it not be more logical to have Ruling Elder Interim Moderators serving in areas that are well-defined, and the unknown and uncertain landscape served by the most highly trained personnel.
3. The suggestion was made of creating a team of a supervisory Teaching Elder Interim Moderator who would act as mentor and advisor to the Ruling Elder Interim Moderator. This team approach might be able to benefit from team members being able to play to their gifts, as opposed a single Interim Moderator needing to do everything. The mentoring could give Ruling Elder Interim Moderators more confidence in their work.
4. What are the competences that will be looked for in Ruling Elder Interim Moderators? What will they be expected to know? How will that be tested for? It would be useful for Presbyteries to have a checklist of what the Assembly believes are the skills and knowledge required for this role.
5. Has there been any conversation with Ruling Elders in presbyteries that are short of Interim Moderators, do we know if there is any interest among Ruling Elders to become Interim Moderators?

RECOMMENDATION:

- 52 That the Report of the Special Committee to study and report be received and considered.
- 53 That this be the response of the Presbytery of Waterloo-Wellington to the proposal of allowing Ruling Elders to be Interim Moderators.
- 54 That the Report be adopted and that the committee be dismissed with the thanks of the court.