

The Presbytery of Waterloo-Wellington met in regular session on Tuesday, January 14, 2025, over Zoom.

The moderator, Rev. Darrell Clarke, led the Presbytery in a time of worship and opened the meeting with prayer and constituted the court.

Attendance

Ministers

Rev. Scott McAndless, Clerk, Rev. Darrell Clarke, Moderator, Rev. Dr. Peter Bush, Rev. Courtney Crawford, Rev. Jeffrey Crawford, Rev. Lisa Dolson, Rev. Dongwon Jung, Rev. Reuben St. Louis, Rev. Don McCallum, Rev. Kristine O'Brien, Rev. Jennifer Sokolowsky, Rev. Cathy Stewart, Rev. Kirk Summers, Rev. Grant Vissers.

Representative Elders

Jeanet de Groot, Bob Galbraith, Alan Israel, Steven Jones, Werner Kuemmling, Peggy Lennox, Dave Mallet, Doug McCaig, Gib McIlwrath, Nancy Nichol, Bonnie Street, Sue Senior, Rick Thomas, Doris Tubman, Terri Whiffin

Appendix: Rev. John Borthwick, Rev. Dr. Linda Bell

Others: David Church (treasurer), Steven Marsh (St. Andrew's Hespeler), Christopher Williams, Rev. Tae Ho Yoo.

Regrets: Lenora Arbuckle, Jo-Anne Hall, Rev. Dr. Aubrey Botha, Debbie Bachura

The moderator, Rev. Darrell Clarke welcomed guests and visitors

It was **moved** by Scott McAndless/Don McCallum that the Docket as presented be adopted. **Carried.**

It was **moved** by Scott McAndless/Don McCallum that the minutes of November 12, 2024 be adopted as amended. **Carried.**

Correction: Motion #14 re. Financial Manager at Westside was incorrectly recorded as "carried." The motion was tabled (as indicated) and not voted on.

It was **moved** by Scott McAndless/Don McCallum that the minutes of December 10, 2024 be adopted as amended. **Carried.**

Clerk failed to record Mr. Marsh and Rev. McAndless as speakers from Hespeler.

It was **moved** by Scott McAndless/Don McCallum that items 5,6,7,12,13,14,15,16,17,20,25,26,27,31,32,33,37 as listed (and underlined) below be adopted by the consent of the court. **Carried.**

Item 8 was removed from the motion by consent

Reconciliation and Healing Team

That the Report of the Reconciliation and Healing Team be received and considered. **Carried by the consent of the court.**

That the report of the Reconciliation and Healing Team be adopted. **Carried by the consent of the court.**

Business Committee

That the report of the business committee be received and considered. **Carried by the consent of the court.**

It was **moved** by Scott McAndless/Don McCallum that the actions of the Business Committee in referring correspondence be homologated. **Carried.**

Note item #279 two typos in sender and referee will be corrected in the minutes

It was noted that there were a few errors in the rotation of commissioners to General Assembly going back a few years so that motion regarding commissioners was adopted as follows:

It was **moved** by Scott McAndless/Don McCallum that the commissioners to the 150th General Assembly be **Clergy:** Don McCallum, Aubrey Botha, Nick Pavel, Jen Sokolowsky, **Rep Elders:** Central Cambridge, Knox Waterloo, Knox-Calvin Harriston, Knox Guelph. And that the clerk be empowered to replace any commissioners who decline according to the established rotation. **Carried.**

It was **moved** by Scott McAndless/Don McCallum that the above overture be sent to the General Assembly with the support of Presbytery/without comment) and be referred to Assembly Council. **Carried.**

It was **moved** by Scott McAndless/Don McCallum that the above overture be sent to the General Assembly with the support of Presbytery and be referred to Assembly Council. **Carried.**

Additional Motion: It was **moved** by Scott McAndless/Don McCallum that Rev Linda Paquette (Appendix) be transferred to the care of the Presbytery of Ottawa. **Carried.**

That the Report of the Business Committee be adopted. **Carried by the consent of the court.**

St. Andrew's Guelph Stated Time

The Minister of St. Andrew's Guelph made a presentation on their recent experience with theft from the church to inform the Presbytery.

Treasurer

Receive the Treasurer's Reports. **Carried by the consent of the court.**

Accept the draft Financial Statements to December 31, 2024. **Carried by the consent of the court.**

Approve the report as a whole. **Carried by the consent of the court.**

General Presbyter

That the report of the General Presbyter be received and considered. **Carried by the consent of the court.**

That the report of the General Presbyter be adopted, **Carried by the consent of the court.**

Special Motion Re. Visitation

It was **moved** by Peter Bush/Frank Ferenc 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. **Carried.**

It was **moved** by Peter Bush/Frank Ferenc that the Standing Orders, Appendix I, be amended as indicated. (Highlighted text added, strikethrough text removed) **Carried.**

Congregational Response Team

That the report be received and considered. **Carried by the consent of the court.**

It was **moved** by Reuben St. Louis/Lisa Dolson that the Presbytery approve the MOU between ECM and TRC as presented. **Carried.**

It was **moved** by Reuben St. Louis/Lisa Dolson that Rev. Reuben St. Louis be appointed as a Presbytery representative to TRC. **Carried.**

It was **moved** by Reuben St. Louis/Lisa Dolson that the Presbytery dismiss the Knox Preston support committee consisting of Peter Bush, Beth Anne Fisher and Jeffrey Crawford with the thanks of the court. **Carried.**

It was **moved** by Reuben St. Louis/Lisa Dolson that the Presbytery dismiss Jeffrey Crawford as interim moderator of Knox, Preston as of January 19th with the thanks of the court. **Carried.**

That that the report be adopted as a whole. **Carried by the consent of the court.**

Finance and Property

That the report of the Finance and Property team be received and considered. **Carried by the consent of the court.**

That the report of the Finance and Property team be adopted. **Carried by the consent of the court.**

Equipping Leadership Team

It was **moved** by Scott McAndless/Don McCallum that Rev. Courtney Crawford's study leave be approved. **Carried.**

It was **moved** by Scott McAndless/Doug McCaig that Rev. Donald McCallum's study leave be approved. **Carried.**

It was **moved** by Scott McAndless/Don McCallum that Mr Steven Marsh be designated as an elder of sacrament under the authority of the session of St. Andrew's Hespeler. **Carried.**

Renewal Team

That the report of the Renewal Team be received and considered. **Carried by the consent of the court.**

That Rev. Dr. Kristine O'Brien be given time at a Presbytery meeting in the near future to talk about the work of a Spiritual Nurture Leader and in particular how it might enhance the work of the Presbytery. **Carried by the consent of the court.**

That the above (report from Kortright Church) be received for information. **Carried by the consent of the court.**

It was **moved** by Don McCallum/Janet de Groot that Presbytery endorse the application of St. Andrews', Fergus, for a grant of \$1375 for the Cook's Church Trust to support their 2025 Sports Camp. **Carried.**

It was **moved** by Don McCallum/Janet de Groot that Presbytery approve a grant of \$5000 to St. Andrew's, Fergus, from the Regeneration Fund. **Carried.**

It was **moved** by Don McCallum/Janet de Groot that Presbytery approve a grant of \$5000 to Knox, Palmerston, from the Regeneration Fund. **Carried.**

Notice of Motion given by Don McCallum: “At a future meeting of the Presbytery I will move or cause to be moved several changes or additions to the “Conditions of Disbursement” in Appendix B-4 of Standing Orders including that:

- a) Grants to each congregation will not normally exceed \$5000 per year.
- b) The congregation will be expected to provide at least 25% of the costs of the proposed program/activity.
- c) Grants will not normally be approved for more than five years for ongoing activities/programs.

That the report of the Renewal Team be adopted. **Carried by the consent of the court.**

It was **moved** by Reuben St. Louis/Grant Vissers that the March Meeting that the March meeting be held online. **Carried.**

Adjournment

It was **moved** by Frank Firenc that the court adjourn. **Carried.**

Book of Reports

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1. Reconciliation and Healing Team Report

A Standing Committee of the Presbytery

Recommendation: That the Report of the Reconciliation and Healing Team be received and considered.

Please take note of an upcoming opportunity sponsored by The Ministry Forum:

Salem Debs – Self-Led Anti-Racism Course. At the moment, we are seeking to determine interest, so all we are asking for is for you and others to sign up for more information or to say that you’d love to be a part of it. The more people we have interested, the better group discount we can achieve – along with a subsidy from Ministry Forum... So again, we can make such a valuable learning opportunity more affordable for ministry leaders like yourselves.

SIGN UP HERE:

<https://ministryforum.ca/posts/the-antiracism-course-with-selam-debs>

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

Recommendation 6: That the report of the Reconciliation and Healing Team be adopted.

2. Business Committee

Recommendation 7: That the report of the business committee be received and considered

Correspondence

259	Nov	13	Jana Poechman	Confirming information sent to County Wellington	Clerk
260	Nov	13	Kristine O'Brien	Questions about loans	Treasurer
261	Nov	14	David Church	2025 Congregational Assessments	Presbytery
262	Nov	14	Don Muir	2025 Clerks' Consultation Fee	Treasurer
263	Nov	14	Tim Purvis	Request for Competent Objections	Presbytery
264	Nov	15	Betty Kupeian	Acknowledgement of approval of PCBC loan	Clerk
265	Nov	19	Cathy Stewart	Chance of Clerk of Session	Clerk
266	Nov	22	Lance Odland	Confirmation of transfer: Angus McGillivray	Clerk
267	Nov	24	Mary Visser Kerr	New Presbytery Web address	Presbytery
268	Nov	26	Sandy Grimwood	Concerns about proposed F&P motion	Finance & Property
269	Nov	29	Darrell Clarke	Stated Supply Agreement for signature	Clerk
270	Nov	29	Kathryn Muir	Novemer changes to the roll	Presbytery
271	Dec	2	Peter Bush	Overtures and additional Motion	Business
272	Dec	2	Terrie-Lee Hamilton	Moderator nominees for 2025	Presbytery
273	Dec	4	Jess Fay	Montreat College Conference Scholarships	Presbytery
274	Dec	4	Shirley Gale	Notice of Retirement	Clerk
275	Dec	4	Steven Marsh	Motion to make Sacramental Elder	Equipping Leadership
276	Dec	6	Donald McCallum	Study Leave Request	Equipping Leadership
277	Dec	6	Glen Soderholm	Two Rivers Update	Cong Response
278	Dec	9	Steve Jones	Minutes Knox Preston Meeting re amalgamation	Clerk

279	Dec	9	Steve Marsh	Minutes St. A. Hespeler Meeting re amalgamation	Clerk
280	Dec	12	Peter Bush	Grant Application Cooke's Fund	Renewal
281	Dec	16	Terrie-Lee Hamilton	Call for Nominations: CFO	Business Committee
282	Dec	17	Nick Pavel	Re-Generation Fund application	Renewal
283	Dec	18	Ian Ross-McDonald	Funds and nominations	Presbytery
284	Dec	18	Ian Ross-McDonald	Funds for Counselling	Reconc & Healing
285	Dec	18	Marjorie Copeland	Presbytery stats form	Clerk
286	Dec	20	Courtney Crawford	Study Leave Request	Equipping Leadership
287	Dec	20	Betty Kupeian	Notice of approval of PCBC Loan, Westside	Clerk
288	Dec	20	Peter Bush	ReGeneration Grant submission	Renewal
289	Dec	22	Jim Biggs	Synod Executive Report	Business
290	Dec	23	Mary Visser Kerr	Invoice for web services	Treasurer
291	Dec	23	Darrell Clarke	Christmas Message	Presbytery
292	Dec	23	Peggy Lennox	Message from Preston Ministerial	Clerk
292	Jan	8	Steve Marsh	Renewal Grant proposal	Renewal
293	Jan	8	Joanne Hall	End of Benefits payments	Clerk
294	Jan	10	Terrie-Lee Hamilton	Call for YAR Representatives to GA	Presbytery

Recommendation 8: That the actions of the Business Committee in referring correspondence be homologated

General Assembly

It is time, once again, to begin the process of identifying our commissioners to the upcoming General Assembly. The General Assembly will be held commencing Sunday, June 1, 2025, at McMaster University in Hamilton, Ontario.

The following names are coming to the top of our rotation this year (first four underlined):

Clergy: Don McCallum, Aubrey Botha, Nick Pavel, Hugh Donnelly, Kristine O'Brien, Courtney Crawford, Frank Szatmari

Rep Elders: Central Cambridge, Rockwood, Knox-Calvin Harriston, Knox Guelph, Knox Waterloo, St. Andrew's Kitchener, Kortright Guelph

Recommendation 9: That the commissioners to the 150th General Assembly be

Clergy: Don McCallum, Aubrey Botha, Nick Pavel, Hugh Donnelly

Rep Elders: Central Cambridge, Rockwood, Knox-Calvin Harriston, Knox Guelph

And that the clerk be empowered to replace any commissioners who decline according to the established rotation.

Please contact the clerk as soon as possible to confirm your commission or to indicate that you cannot attend.

Young Adult Representatives

Because this is the 150th Assembly, all Presbytery's are invited to send Young Adult Representatives this year. If you would like to nominate a YAR, please send that name with a few words about why to the Clerk of Presbytery as soon as possible. The names will be referred to the Equipping Leadership team who will bring a recommendation.

Election of Moderator

The Presbytery is no longer directly involved in the election of the moderator. The clerk has confirmed contact the roll of Presbytery and contact information for Presbyters to the national office. They will be contacting you directly by email to send you an electronic ballot. Please watch for this ballot and follow the instructions. The clerk would be happy to answer any questions you might have or guide you through the process.

Report from the Synod Executive

The Synod Executive sent out a report to Presbyteries asking for help on two matters:

1. Looking for people to serve on a working group to help Cairn work through financial matters and the challenges connected to paying their staff.
2. Looking for people to serve on the Regional Consultative Committee to hire regional staff.

We are pleased to report that Peter Bush has offered to help with the second matter and his name has been submitted. If anyone else would like to volunteer to help with either of these matters, please contact the clerk.

Overtures

We have received two overtures from Peter Bush that we need to send on to General Assembly. They are as follows:

Overture re: Presbyterians Sharing

Whereas between 2020 and 2023 congregational giving to Presbyterians Sharing... (as reported in the Acts and Proceedings) went from \$5,447,007 to \$4,825,770, a drop of 11.4% in 3 years, and

Whereas between 2020 and 2023 the membership of congregations in The Presbyterian Church in Canada went from 73,367 to 64,194, a drop of 12.5% in three years, and

Whereas as this would suggest that congregational giving to Presbyterians Sharing... is declining at a rate similar to the decline in congregational membership, and

Whereas the 2021 General Assembly approved budget for the programmes and ministry of the church anticipated that 71.2% of the funds would be provided by congregational giving to Presbyterians Sharing...; while the 2024 budget anticipates 60.9% of the funds needed to support the budget coming from congregational giving to Presbyterians Sharing...; and the 2025 budget projects that 56.2% of the budget will come from congregational support of Presbyterians Sharing..., and

Whereas if this rate of decline continues, by 2027 Presbyterians Sharing... will provide less than half of the funds expended by the church offices in its work and ministry,

Therefore the Presbytery of Waterloo-Wellington humbly overtures the 150th General Assembly to commission a study to find new ways to fund the work and ministry covered by the General Assembly approved budget since the present model of dependence on congregational giving to Presbyterians Sharing... is not sustainable, or to do otherwise as the General Assembly deems best.

Recommendation 10: That the above overture be sent to the General Assembly (with the support of Presbytery/without comment) and be referred to Assembly Council.

Overture re. Providing Grants to Congregations and Ministries

WHEREAS the church of Jesus Christ, including The Presbyterian Church in Canada, is a sent church, and

WHEREAS central to the gospel message is to feed the hungry, to give a drink to the thirsty, to welcome the stranger, to clothe the naked, to care for the sick, and to visit the imprisoned (Matthew 25:31-46), and

WHEREAS the congregations of The Presbyterian Church in Canada are the place where the sending of the church, the people of God, takes place, and

WHEREAS many Presbyterian congregations and ministries across Canada have partnerships and connections within their communities through which the love of God is demonstrated both in actions and through words, and

WHEREAS many Presbyterian congregations and ministries across Canada wish they had the resources to grow partnerships with groups, organizations, and individuals in their communities who are reaching out in love and compassion, and

WHEREAS there is over \$20 million in the Closed and Dissolved Congregations Fund (also known as the New and Renewing Congregations Fund) of The Presbyterian Church in Canada,

THEREFORE, the Presbytery of Waterloo-Wellington overtures the Venerable the 150th General Assembly of The Presbyterian Church in Canada to provide \$5,000 grants to each congregation and ministry within the denomination out of the Closed and Dissolved Congregations Fund. These grants to be used for reaching into the community around the congregation or ministry in deed and in word with the good news of Jesus. The funds must be used for projects, initiatives, ministries outside the local congregation. For example, support to local food banks, school breakfast programs, children summer programs in local parks, community art displays, etc. (This list is examples; it is not definitive.) The application process would be simple; applications would be managed through Presbyteries. Grants funds would be given to presbyteries on the basis of the number of congregations and ministries within the bounds to be distributed to congregations and ministries on a basis of \$5,000 per congregation or ministry. (Presbyteries could opt to have their funds managed by their Synod.) The estimated cost of the initiative is under \$3.5 million. Or to do otherwise as the General Assembly deems best.

Recommendation 11: That the above overture be sent to the General Assembly (with the support of Presbytery/without comment) and be referred to Assembly Council.

Recommendation 12: That the Report of the Business Committee be adopted

[3. Treasurer's Report](#)

Draft 2024 Financial Activity to December 31, 2024

Attached are the draft Financial Position (Balance Sheet) and draft Financial Report (Income Statement) for December 2024. The statements are in draft form mainly because the fourth quarter results for the investments in the Presbyterian Church in Canada Consolidated Fund are still pending.

The current projected surplus for the General Fund is \$9,602.

General Assembly Collection Donation

Following the recommendation to donate the proceeds from the General Assembly worship collection to a Wilfrid Laurier University related food bank, the \$3,385 was donated to the Martin Luther University Free Weekly Distro Program.

Respectfully submitted,
David Church, Treasurer

Tuesday, January 14, 2025 – 7:00 pm
Meeting by Zoom

6612

Recommendation #13 Receive the Treasurer's Reports.

Recommendation #14 Accept the draft Financial Statements to December 31, 2024.

Recommendation #15 Approve the report as a whole.

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

	GENERAL FUND			RESERVE FUND	TRUST FUND	ReDEVELOPMENT FUND	DIANE BOYD CAMPUS FUND	REMERGENCY FUND	REGENERATION FUND	TOTAL Dec-24	TOTAL Dec-23
	Dec-24	Budget	Variance								
INCOME											
Assessment Income	101,635	102,040	405							101,635	95,109
General Presbyter Fund Transfers		120,819	120,819							-	-
Income from induction services			-	465						465	400
Interest Earned	662	10	- 652	145	263	4,450	96	1,722	975	8,313	9,880
PCC Fund Income				14,435	260	5,406	18,117	30,076	102,698	170,993	123,158
Capital Gain(loss)			-			2,576				2,576	2,642
Proceeds of Dispositions, Grants & Bequests	13,385	-	13,385	7,000		23,538			14,193	58,116	250
Total Income	115,681	222,868	107,187	22,044	524	30,818	18,213	31,798	117,866	336,945	231,439
EXPENSES											
Synod Assessment	42,383	42,383	-							42,383	44,517
Assessments - Total	42,383	42,383	-							42,383	44,517
Counselling Fees				9,181						9,181	800
Grants to Congregations			-						36,475	36,475	36,800
Grants-Renewal Projects			-							-	4,000
Grants - Post Secondary Students			-				12,900			12,900	18,335
Grants - U of G chaplaincy	9,000	9,000	-							9,000	5,000
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)	13,385	-	13,385							13,385	5,000
Grants - Total	22,385	10,225	- 12,160	9,181	-	8,501	12,900	-	36,475	89,442	110,405
Clerk's honorarium	15,120	15,120	-							15,120	15,377
Treasurer's honorarium	12,000	12,000	-							12,000	12,000
General Presbyter salary	-	97,400	97,400			13,149		46,489	31,278	90,915	7,973
General Presbyter pension & benefits	-	14,448	14,448			6,400		2,788	4,921	14,109	1,113
CPP/EI	1,331	6,373	5,041			2,473		710	2,154	6,668	1,959
Liability Insurance	3,555	4,000	445							3,555	3,411
General and office supplies	1,513	2,000	487			143			143	1,799	1,257
Depreciation	-	-	-							-	829
Telecommunications	1,024	500	- 524							1,024	586
Audit and legal fees		2,500	2,500							551	-
Bank interest/charges	9	100	109			135				126	1,090
Administration Expenses-Total	34,534	154,440	119,906	-	-	22,851	-	49,986	38,496	145,867	45,595
Travel and mileage	450	5,000	4,550			1,105			787	2,343	409
Meals and hospitality	1,568	1,750	182		1,400					2,968	17,509
Travel - total	2,019	6,750	4,731	-	1,400	1,105	-	-	787	5,311	17,918
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							-	54
Christian education		1,500	1,500							-	-
Carbon Offset	-	350	350							-	-
Bunum	-	2,000	2,000							-	-
Canada Youth/Lift	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	3,304
Total All Expenses	106,079	226,823	120,544	9,181	1,400	33,157	12,900	49,986	75,757	288,481	221,740
Surplus/(Deficit)	9,602	- 3,754	- 13,357	12,864	- 876	- 2,339	5,313	- 18,188	42,108	48,484	9,700

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

	GENERAL FUND	RESERVE FUND	TRUST FUND	ReDEVELOP- MENT FUND	DIANE BOYD CAMPUS FUND	REMERGE- NCY FUND	REGENERA- TION FUND	ALL FUNDS Dec-24	ALL FUNDS Dec-23
CURRENT ASSETS									
CASH	3,931	13,742	17,128	92,924	3,701	9,428	16,043	156,898	341,542
ACCOUNTS RECEIVABLE	2,588					-		2,588	115,977
ACCRUED INTEREST								-	-
G.I.C.'S								-	-
DUE FROM OTHER FUNDS	13,262	-		637		-	-	13,898	314
	19,781	13,742	17,128	93,561	3,701	9,428	16,043	173,384	457,833
LONG-TERM ASSETS									
NOTES RECEIVABLE(CHURCHES)				850,878		50,000		900,878	889,343
PCC CONSOLIDATED FUND		110,657	1,996	41,447	130,622	238,835	787,293	1,310,849	1,139,857
CORPORATE&GOV.BONDS etc.	30			247,187		50,000		297,217	111,758
ADJUST TO MARKET VALUE				2,975				2,975	11,865
	30	110,657	1,996	1,142,486	130,622	338,835	787,293	2,511,919	2,152,822
FIXED ASSETS									
COMPUTER EQUIPMENT	2,486							2,486	2,486
LESS DEPRECIATION	-	2,486						-	-
	-	-	-	-	-	-	-	-	-
TOTAL ASSETS	19,811	124,400	19,124	1,236,047	134,323	348,262	803,337	2,685,303	2,610,656
LIABILITIES									
ACCOUNTS PAYABLE	-							-	3,017
OWED TO OTHER FUNDS	209	11,340	-	527	-	-	-	12,076	314
LONG TERM DEBT				35,894				35,894	38,207
	209	11,340	-	36,421	-	-	-	47,970	41,538
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)	9,602	12,864	876	2,339	5,313	18,188	42,108	48,484	9,700
PRIOR UNDISTRIBUTED								-	-
	19,602	113,060	19,124	1,199,626	134,323	348,262	803,337	2,637,333	2,569,117
TOTAL LIABILITY/FUND BALANCES	19,811	124,400	19,124	1,236,047	134,323	348,262	803,337	2,685,303	2,610,656

4. General Presbyter's Report

wwpresbyter@gmail.com 519.870.6060

Recommendation 16: That the report of the General Presbyter be received and considered

Ministry Focus

In my role as General Presbyter the following three areas of focus guide the ministry:

- Relationship builder, support, coach and care for clergy;
- Creator of intentional processes to support the Presbytery in discernment and action;
- Connect, resource and support discernment and leadership development in congregations.

Regional Conversations

By the date of the Presbytery meeting all four regions will have met. The hoped for outcome of these gatherings is to build relationships and explore the two models which are presented in the State of the Presbytery Report. Each region is moving at a unique pace, as some areas have previously engaged in conversation, and others are just beginning. Following these meetings, I look forward to exploring what is helpful regarding next steps for each of the regions. I also see these regional conversations impacting the 'Why' of the Presbytery.

Presbytery 'Why?'

At the November meeting as part of The State of the Presbytery Report the following motion was carried: *"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.”

It is requested that the team leader for each team/committe please forward the name of the person who will be participating on behalf of your group to the General Presbyter not later than January 24th. Once the names of those who will be part of the working group are received then a meeting will be set for February. At the March meeting of Presbytery we will engage in the beginnings of a discernment process together.

Interim Moderator Ministry

It needs to be acknowledged that a large portion of my ministry in the fall and now into the winter has been supporting the three congregations where I am serving as Interim Moderator- Knox, Preston; Knox, Crieff; and St. Andrew's Kitchener. In the months ahead this will be shifting related to the amalgamation for Preston, and in anticipation of both the regional conversations and the Presbytery 'Why' leading us towards action in Spring.

Recommendation17: That the report of the General Presbyter be adopted

5. Special Motion Regarding Visitation

Notice of Motion was given in November by Peter Bush:

Narrative re: Presbytery Visitation

Based on Peter Bush's Notice of Motion to the November meeting of Presbytery. Peter Bush had noted in one of the General Presbyter's reports that Jeffrey Crawford was interested in re-instituting Presbytery Visitations. Jeffrey Crawford and Peter Bush met in mid-December to talk about Presbytery Visitations. We note that there is a lengthy section in the Standing Orders about them.

Instead of asking: how will these visitations take place? We chose to ask: who will do these visitations?

We imagine a cluster of potential visitors (say about 10-12), who will be brought together in February for a workshop so that there can be alignment around the vision and purpose for Presbytery Visitations. As opposed to getting through the required questions, the purpose is to hear behind the answers and the body language if there are other narratives at work. To be able to draw out the unseen stories of hope, and to point to potential risks. It is more about art than science, more about discernment than facts, more about ethos than written processes. Three person teams would visit a congregation on a Sunday – attending worship, and then doing interviews with congregation, session, Board, other groups, minister(s). Teams would be provided with some basic information before arriving – 2 weeks bulletins, most recent annual report, and there would be a check off sheet created to cover nuts and bolts questions.

Teams would be asked to write reports that are timely and succinct and which suggest action paths for the Presbytery beyond “we commend the minister and congregation.” For this reason we believe that 8 is the greatest number of visit that could be done in a 12 month period. In theory, a visitor would be on two visits a year. At that rate it will take 3 years to do a circuit of the Presbytery.

Funds would be needed to pay supply, for travel costs, and food (although most congregations would likely provide hospitality). We anticipate in 2025 a cost of \$2,000.00. These funds to come from the surplus in the Presbytery budget from 2024.

Some other mechanics – Congregational Response Team needs to name a “Visitation Coordinator”. That person along with Jeffrey and myself would lead the Alignment Day event. (this relates to Standing Order Appendix I, section 1).

We like the opening section of Appendix I and see no reason to reinvent the wheel – but everything after section on page 43: “Visitations will consist of three persons.” is struck and it is replaced with the highlighted section.

A list of possible team members has been brainstormed and if this is adopted, those persons will be asked to join the Visitation Team roster.

Congregations to be visited in 2025: Knox, Elora; Kitchener East; Central, Cambridge; Calvin, Kitchener; Doon, Kitchener.

Recommendation 18: 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.

Proposed Changes to Standing Orders

APPENDIX I (May 2004 – updated March 2010)

The Care of Congregations A Process for Presbytery Visitations

Why Do We Visit? Within our system of church government, the immediate care and oversight of both ministers and congregations is the responsibility of presbytery. Presbyterial visitation is the primary tool for the exercise of that responsibility with respect to congregations. The Book of Forms, however, provides little guidance for presbyteries in fulfilling this important role, noting only that “the presbytery should visit the congregations under its care” (199.1), and that “there is no law as to the manner of conducting a visitation” (199.2). Presbyteries are left very much to their own discretion, although a list of “suggested questions for presbyterial visitation” is given in an appendix.

How Do We Visit? The issue of how best, and how often to visit is a perennial problem in many presbyteries. Regrettably, visitations are often sporadic, lacking in continuity with earlier visitations, and negatively perceived by congregations as only occurring when presbytery suspects there is a problem with the minister and/or within the congregation. If visitations are to be useful and helpful tools for presbyteries in developing healthy relationships with congregations, then they must be conducted on a regular basis; be perceived as pastoral in their intent, and be consistent in their implementation. In addition, congregations need to be assured of the presbytery’s timely and meaningful follow-through to recommendations arising from visitation reports.

Creating and Developing Congregational Profiles To be helpful over time and to ensure that each successive visitation does more than simply “reinvent the wheel,” the visitation process needs to create and build upon profiles of each congregation under the care of presbytery. Such profiles will be kept on file by the presbytery clerk, and will include previous visitation reports, together with copies of the statistical and annual reports for the previous three years. A copy of the congregational profile from the most recent vacancy may also provide a helpful tool for gauging congregational progress. Much of this information may not be readily available for the first cycle of visitations, and a “baseline profile” may need to be created for later visitations to build upon.

Presbytery Follow-Up Effective and timely follow-up is an essential element of any visitation process. To that end, clear time lines should be in place to ensure that the visitation does not get bogged down at any point in the process. In addition, a common reporting format should assist both the presbytery in the consideration of reports and visitation teams in reviewing the reports of earlier visitations.

Formal and Informal Process Presbyterial visitation if pastoral in its intent is an “informal process” by definition. It is important to avoid either the appearance or reality of an informal visitation process drifting into a formal, investigative or disciplinary process. When action is required beyond the mandate of a visitation team, a special committee or commission ought to be appointed by presbytery, with clear terms of reference given.

Guiding Principles These, then, are the principles guiding this visitation process:

Procedure Revision of Appendix ‘I’ Procedure 1. The visitation process is conducted under the oversight of the Visitation Coordinator who is a member of the Congregational Response Team ~~Affairs Committee~~
2. Visitations will be conducted in every pastoral charge under the care of Presbytery on a five year rotational basis, except within one year of the settlement of a vacancy. 3. Visitations shall normally take place from January to May, September to November. 4. Visitations will consist of three persons.

5. The teams will be made up of elders – both ruling elders and teaching elders will be on any given team. 6. A Visitation Roster of 10-12 visitors will be invited to an annual alignment gathering. From this roster 3 persons will be selected to make a given visit. 7. The Visitors will use some standardized questions to begin their conversations. However, since those questions are likely to evolve over time they are not being written into the standing orders. 8. Visitation teams will visit a congregation on a Sunday – attending worship, and then doing interviews with congregation, session, Board, other groups, minister(s). 9. Teams will be provided with some basic information before arriving – 2 weeks bulletins, most recent annual report, and there would be a check off sheet created to cover basic elements. This material is to be in the hands of the Visitation team 2 weeks before the visit. 10. Reports will be written in timely manner, will be succinct and suggest action paths for the Presbytery beyond “we commend the minister and congregation.” 11. The Presbytery budget will carry a Visitation line item to pay for supply for the minister who is away from their pulpit, for travel costs, and food.

~~5. Through the Congregational Affairs Committee, the Presbytery will be informed of pastoral charges that are being visited. The Presbytery Clerk will advise the appropriate Session Clerks in writing of the Presbytery’s intent to visit, providing the name and contact information for the convener of the visitation team, and enclosing a copy of these guidelines, including A2 Sample Pulpit/Bulletin Announcement, A3 General Questionnaire, A4 Guided Conversation with Professional Church Workers A5 Guided Conversation with meetings with the Session, A6 Guided Conversation with meetings with the Board. 6. The Presbytery Clerk will provide the convener of the visitation team with a copy of the previous years’ statistical reports and any previous visitation report(s) on file. 7. Not less than eight weeks prior to the visitation, the team convener will contact the minister of the congregation to confirm a date and time for the visitation to take place. At that time, the convener will ensure that the congregation has received the Visitation Guidelines from the Clerk of Presbytery. The convener will request a copy of the most recent Annual Report for the church(es) and any other helpful written material, like a recent newsletter. 8. The general questionnaire (A3) will be made available to the congregation(s), for completion and return to the visitation team, within 2 weeks of the visit. 9. The minister, Session and Board of Managers is encouraged to fill out answers to questions in the appropriate Appendix, and return these answers to the visitation team, within 2 weeks of the visit. 10. The Visitation team will meet separately with the minister(s), Session(s), and board of manager(s) of the pastoral charge. The discussion should include,~~

but is not limited to the questions in the appropriate Appendices (see A3, A4, A5) 11. The team may also choose to meet with members of the congregation at large, in which case notice must be given from the pulpit at least two weeks in advance of the meeting. 12. The Visitation team is encouraged to attend a worship service in the congregation(s) of the Pastoral charge. If pulpit supply is needed, this will be paid by the Presbytery. 13. Not more than two weeks following the visitation, the visitation team will forward a draft of its report to the Session(s) for study and comment. 14. As soon as possible, the Session(s) of the Pastoral Charge will forward any comments or concerns to the convener of the Visitation Team. 15. The Visitation Team may choose to revise their report in consultation with the Session(s) concerns, or may present the report as written with any comments/concerns from the Session(s) noted as an addendum. 16. When the report is completed, and normally not more than 12 weeks after the visitation date, it is presented to the Presbytery for consideration, using the Visitation Report Format in the appendix. 17. The congregation has the right to be heard when the Visitation Report is received by the Presbytery. 18. Matters arising from the report which warrant further investigation, or may issue in formal action, shall be referred to a special committee named by Presbytery, and not the original visitation team. 19. Other matters requiring follow-up shall be referred to the Congregational Affairs Committee for action. 20. Once the visitation report has been adopted by Presbytery, a letter is sent by the Presbytery clerk thanking the congregation for its participation.

~~Appendix List re Visitation questionnaires A1 Letter from Presbytery Clerk re Upcoming Visitation A2 Sample Pulpit/Bulletin Announcement A3 General Questionnaire A4 Guided Conversation with Professional Church Workers A5 Guided Conversation with meetings with the Session A6 Guided Conversation with meetings with the Board A7 Template for Report to Presbytery A8 Sample Timeline for Visitation Process~~

~~A1 Letter to Session Clerks from Presbytery Clerk Dear _____: In its ongoing role of providing care and pastoral support to congregations, the presbytery conducts regular visitations with each congregation within the bounds approximately every three years. By these visitations, the presbytery seeks to build up its relationship with all the congregations under its care. Your congregation of _____ has been named as one of the congregations in the next cycle of visitations which will take place during the months of _____. The convener of your visitation team will be _____, and you or your minister should be in touch with him/her as soon as possible to arrange a suitable date for the visitation. I am enclosing a copy of the Care Of Congregations Guidelines. Please take time to look over the information, and especially the visitation timeline, taking note of those things which require action by the session clerk. Please feel free to contact me or your visitation team convener if you require further information. Sincerely, Presbytery Clerk~~

~~Letter to session clerks should be sent immediately after the presbytery meeting establishing the visitation schedule.~~

~~A2 Sample Bulletin Announcement The Presbytery of _____ will soon conduct its regular visitation to this congregation, and will meet with the minister(s), session and board of managers on DATE _____. Members and adherents of the congregation are encouraged to participate in the visitation process by completing a visitation questionnaire. Completed questionnaires will be forwarded to the team in advance of the visitation, and must be returned to _____ not later than DAY _____, DATE _____. Thank you.~~

~~Announcement should appear in the bulletin and/or be announced from the pulpit, for at least 4 weeks prior to the visitation~~

Tuesday, January 14, 2025 – 7:00 pm
Meeting by Zoom

6618

~~A3 General Questionnaire Name: _____ Date: _____~~

~~Congregation: _____ Please describe the strengths and successes of the congregation's ministry and programs What suggestions would you offer to strengthen the congregation's ministry and programs What issues/challenges are being experienced in the congregation's ministry and programs In what ways might presbytery better support and encourage your congregation To be completed by everyone participating in the visitation~~

~~A4 Guided Conversation with Professional Church Workers Name _____~~

~~Date _____ Congregation _____ Conversation should include, but need not be limited to the following:~~

~~CONDITIONS OF EMPLOYMENT: How long have you served in your current position Does the stipend meet or exceed the minimums set by the General Assembly Has the stipend been reviewed by the congregation in the past three years Is an adequate housing allowance paid/Is the manse kept in good repair Is adequate office space and equipment being provided~~

~~PERSONAL CARE: How do you maintain a healthy balance between work/family/recreation Do you have a set day off during the week~~

~~For use in individual meetings with the minister(s), and any other professional church workers employed in the congregation~~

~~Do you make use of all allotted vacation time~~

~~PROFESSIONAL DEVELOPMENT What study leave opportunities have you taken in the past three years Are you currently involved in any ongoing studies Are you involved in any other denominational and/or ecumenical work at the local, regional, or national level~~

~~OTHER CONCERNS Are there any other concerns or issues you wish to discuss with the visitation team~~

~~A5 Guided Conversation with the Session, or their representatives Congregation~~

~~_____ Date _____ Present: Conversation with the session should include, but need not be limited to the following:~~

~~SESSION & ELDERS What is the number of elders on session (proportion active/inactive) Does session use the term or life service model (if not, has term service been considered) How is session organized—on the “district model,” or otherwise In what ways do elders fulfil their pastoral responsibilities in the congregation~~

~~The team may choose to meet with the session and board, or their representatives, together.~~

~~How often does session meet, and for what purposes (e.g. business, study, training, etc) Does session have standing committees What are they, and are they working well Has the session implemented “Faithful Response,” the church’s policy on the protection of children, youth, and vulnerable adults What opportunities, issues, or challenges are currently on the session’s agenda 1. Do all ministry activities have written job descriptions? Please make these available for the Visitation Team. 2. Is risk assessment an integral part of your planning for all ministry activities? 3. Are Covenant of Care forms being used for all ministry activities? Please make these available for the Visitation Team. 4. Do you follow the Leading With Care guidelines when recruiting, orienting teachers/leaders? 5. How do you orient and train your teachers/leaders? 6. Who oversees Police Record Checks for all high risk ministries~~

and where is the information stored? (Minister(s) included ?) 7. Are your teacher(s)/leader(s) personally supervised and supported? 8. What have you learned from your annual evaluation?

~~EQUIPPING Do elders receive training for their office (give details) Has session made use of any resources from The Elder's Institute, the "For Elders" newsletter, or any other source (give details) Have elders attended a workshop on the church's Policy on Sexual Abuse and Harassment Has the session/congregation participated in any visioning or strategic planning exercises~~

~~FACILITIES Is the church facility fully accessible Is there a church library/resource centre Is there a nursery, and does its furnishings meet appropriate safety standards Is parking available, and is there designated handicapped parking adjacent to the church entrance~~

~~PROGRAMS What programs/special ministries are currently in place What any new programs/special ministries have been initiated since the last visitation, or are currently being considered Are there Christian education programs/opportunities for all ages Is training and support provided for volunteers in specific ministries (give details)~~

~~STEWARDSHIP How does the congregation encourage faithful financial stewardship Does the congregation have an endowment fund and/or encourage planned giving How does the congregation determine its accepted allocation for Presbyterians Sharing Does the congregation give regular financial support to any other missions(including PWS&D) Does the stipend meet or exceed the minimums set by the General Assembly, and is it adequate for the needs of your minister(s) Has the stipend been reviewed by the congregation in the past three years~~

~~CONCLUSION In what ways might the presbytery better support and encourage your session in its work~~

~~A6 Guided Conversation with the Board of Managers, or their representatives Congregation:~~

~~_____ Date: _____ Present: Conversation with the board should include, but need not be limited to the following: THE CONGREGATION AND ITS MANAGERS What is the number of managers on the board What is the normal term of service for managers How often does the board meet Does the board have any standing committees What are they, and are they working~~

~~The team may choose to meet with the session and board, or their representatives, together.~~

~~Do managers receive any training for their office~~

~~BOARD AND SESSION Does the minister(s) attend board meetings on a regular basis How is communication between the board and session handled Is there a session rep on the board~~

~~FACILITIES Is the church facility (and manse) in good repair Are there any major building maintenance concerns facing the congregation currently or in the near future Is adequate office space provided for staff, and is the office adequately equipped Does the church facility meet all accessibility and fire safety requirements, and the requirements of the policy for the protection of children, youth and vulnerable adults FINANCES Is the congregation's financial stewardship meeting its budgeted obligations Are the church's financial reports properly audited each year Are Presbyterians Sharing and other remittances forwarded in a timely manner Has the congregation conducted any stewardship or planned giving campaigns How and when is the stipend paid Does the stipend meet or exceed the minimums set by the General Assembly, and is it adequate for the needs of your minister(s) Has the stipend been reviewed by the congregation in the past three years~~

~~CONCLUSION In what ways might the presbytery better support and encourage your board in its work~~

A7 Template for Report to Presbytery Visitation Report Congregation

Date of Visitation _____ Visitation Team _____

(convener) _____ Preamble
[Describe briefly arrangements for the visitation, and the meetings held with individuals or groups]
Observations [Describe briefly highlights, questions, or concerns arising from the following] From
responses to the questionnaire: From our conversation with the minister(s): From our conversation with
the session: From our conversation with the board of managers: Findings [Describe briefly any findings,
insights, causes for celebration or concern arising from the questionnaires and conversations above.
Include any ways in which the presbytery might offer encouragement and support, and specify any
matters which may require further action by presbytery] Recommendations [1. Matters requiring to be
followed-up by the Congregational Life Committee, if any. 2. Matters requiring further investigation to be
referred to a special committee, if any. 2. That the congregation be thanked for their hospitality and
participation. 3. That the visitation team be dismissed with the court's thanks.] Respectfully submitted
NAME, Visitation Team Convener

A8 Visitation Timeline 1 Visitation Schedule determined by presbytery, and congregations advised in
writing by clerk. 2 8-12 weeks prior to the visitation, team convener contacts the minister to confirm date
of visitation. 3 4-6 weeks prior to the visitation, notice is given in bulletin and/or from the pulpit, and
general questionnaires are distributed/made available. 4 2 weeks prior to the visitation, completed
questionnaires are returned to the team convener by the session clerk. 5 Visitation takes place. 6 1-2
weeks following the visitation, draft report is forwarded to the session for comment. 7 2-4 weeks following
the visitation, draft report is returned

Recommendation 19: That the Standing Orders, Appendix I, be amended as indicated. (Highlighted text
added, strikeout text removed)

6. Congregational Response Team

Recommendation 20. Moved and seconded that the report be received and considered.

Two Rivers Church

The Rev. Glen Soderholm's ministry agreement with Two Rivers Church concluded Dec. 31, 2024. Through the fall, TRC searched for a new staff person to help lead the mission. In December, CRT became aware that TRC was pursuing an arrangement with the Ecumenical Campus Ministry at University of Guelph (A Presbytery supported ministry) for the chaplain, Rev. Andrew Hyde, to work part-time with TRC for a trial period of six months. The Memorandum of Understanding between ECM and TRC is attached. CRT is in favour of this arrangement. However, due to Rev. Hyde being a United Church of Canada minister with no official standing in the court, CRT would also recommend that a member of Presbytery be appointed as a Presbytery representative to TRC. The language of "Presbytery representative" is used because TRC is not an official congregation and therefore appointing an IM would be inappropriate.

Recommendation 21. Moved and seconded that the Presbytery approved the MOU between ECM and TRC as presented.

Recommendation 22. Moved and seconded that Rev. Reuben St. Louis be appointed as a Presbytery representative to TRC.

Knox Preston Team

A committee was named to support Knox Preston while they considered their options for future ministry. Now that Knox, Preston and St. Andrew's, Hespler have been amalgamated, CRT would like to dismiss the committee with the thanks of the court. In addition, CRT would like to dismiss the interim moderator as of January 19 th also with the thanks of the court.

Recommendation 23. Moved and seconded that the Presbytery dismiss the Knox Preston support committee consisting of Peter Bush, Beth Anne Fisher and Jeffrey Crawford with the thanks of the court.

Recommendation 24. Moved and seconded that the Presbytery dismiss Jeffrey Crawford as interim moderator of Knox, Preston as of January 19 th with the thanks of the court.

For information:

Interim Moderator reports are due by February 26 th for the March meeting of Presbytery.

Recommendation 25. Moved and seconded that the report be adopted as a whole.

Respectfully submitted,

Rev. Reuben St. Louis

**Memorandum of Understanding Between Two Rivers Church (TRC)
and**

The Ecumenical Campus Ministry (ECM) at the University of Guelph

Effective: January 1, 2025-June 30, 2025

For the purposes of this short-term agreement, the parties expect not to terminate the agreement early.

Purpose

This memorandum of understanding (MOU) will guide the relationship between TRC and the ECM Board with respect to the provision of Ministerial Services to TRC by ECM and the Rev. Andrew Hyde.

Definition

ECM will provide the ministerial services of Andrew Hyde to TRC. It is understood by both parties that the Ministerial Services to TRC will be on a half time basis as outlined in the section entitled Compensation Details. It is accepted by both parties that there are specific times of the year when Andrew Hyde will be required to prioritize one party over the other. Busy times on campus include, but are not limited to, convocation, university orientation week, and Multifaith Week. Key times for TRC include, but are not limited to, semester planning and ministry start ups, as well as Christmas and Easter.

Review of work

TRC will undertake an ongoing review of the work and relationship in order to discern whether it would be of benefit to both parties to continue the ministry partnership. The ECM Board will also take a proactive role in this discernment on a regular basis. The Leadership Team of TRC will introduce this MOU with the congregation as soon as possible to invite their support.

Both parties shall be responsible for retaining insurance to cover their activities. Should an issue arise necessitating short term disability, it shall be governed under the terms of the United Church of Canada.

The ECM Board will engage in an ongoing review of the work through reports submitted monthly to the Board by Andrew Hyde. Andrew Hyde and Thomas Littlewood (ECM Board Chair) will communicate openly throughout the year to

ensure the needs of the parties are being recognized and delivered upon. TRC will check in regularly with Andrew at its monthly Leadership Team meeting.

Compensation Details

For this six-month period, ECM and TRC agreed to a halftime arrangement. That is, that Andrew Hyde will spend 20 hours a week providing services to each organization. TRC agrees to pay ECM half of Andrew Hyde's salary and benefits as outlined in Appendix 1.

January 8, 2025

Appendix 1

Remuneration

The Ecumenical Campus Ministry at the University of Guelph and Two Rivers Church agree that each party will be responsible for half of the Rev. Andrew Hyde's remuneration from January 1, 2025 to June 30, 2025. Currently, Andrew Hyde's remuneration is through the payroll at Dublin Street United Church. ECM pays Dublin Street United Church for Andrew Hyde's remuneration on a monthly basis, and Dublin Street United Church pays Andrew Hyde through the central United Church of Canada payroll. To keep Andrew Hyde's salary and benefits consistent with previous years, ECM will continue this arrangement with Dublin Street United Church, and Two Rivers Church will pay ECM for half of Andrew Hyde's remuneration.

Remuneration for Rev. Andrew Hyde in 2025 is as follows:

Minimum salary (COL Grp 4, Category F), plus 10% = \$85,410 Phone, internet = \$1,200

Continuing Education = \$1,640

Parking = \$800

TOTAL 2025 Remuneration = \$89,050

Remuneration for January 1, 2025 through June 30, 2025 = \$44,525

Both the Ecumenical Campus Ministry at the University of Guelph and Two Rivers Church shall be responsible for paying half of the prorated remuneration for the 6-month term of this MOU, or \$22,262.50 from each party.

ECM shall invoice Two Rivers Church each month in the amount of \$3,710.40. Two Rivers Church shall pay ECM by cheque made to "University of Guelph Ecumenical Campus Ministry" on the fifteenth day of the month.

7. Finance and Property

Recommendation 26: That the report of the Finance and Property team be received and considered.

A meeting was held on January 10 via Zoom at 7pm

The report is for information only and does not include recommendations.

1/ Westside Presbyterian Church: An update report was provided and discussed

Westside up date to January 10. 2025

Dec 2024 Loan payment of \$25000 was made to the Presbytery (Dave can confirm the date.)

Jan. 6 2025 The final documents signed by the trustees were provided to PCBC.

Jan 7, 2025 The paperwork was given to the person who handle the tax work for them. The total is over \$49,000.

The lawyers for the congregation, the contractor, and PCBC were coordinating payment and removal of the lien.

Jan 8, 2025 City of Cambridge confirmed they are processing payments of \$16k and \$6k and a letter for the bank to release the hold on the GIC.

Jan 9, 2025 I confirmed in a phone call their budget is draft at this time with more committee meetings planned to finalize the figures. The congregational meeting is scheduled for Feb. 16 2025 and the budget is to be ready for distribution to the congregation on Feb. 2025. The two staffing items that were reported to Presbytery are items that have been in the budget for some years. They are not new. One is to replace the administrative assistant who has transferred out of town with her family. It is a part time job for about 12 hours per week. Interviews are under way. The second position is to replace the music director who resigned some months ago. The application / hiring process is underway.

I confirmed that a copy of the budget document to be presented to the annual meeting is to be forwarded to the F&P team when it is ready and the year end financial and annuals meeting reports should be forwarded to treasurer Dave.

Their fund raising drive has reached it's 2025 goal of \$75,000 in cash and pledges and 2026/2027 targets are close to 85% with more pledges expected.

The person to perform over site of the congregational finances by receiving monthly financial reports, annual meeting report, until the emergency loan is loan is repaid to the W.W. Presbytery. A motion was made appointing David church to the position.

2/ A discussion regarding visitation was held. How to handle visitations – on our own or part of a visitation team – to which congregations all or only those with loans – questions we want asked and documents to be received. The conclusion of the discussion was the F&P team will provide any questions they want asked on a Presbytery visit to specific congregations will be provided to the team assigned to make the visit. The P&F team will have further discussion on their fiduciary duties with regard to congregations with outstanding loans.

3/ David Church, treasurer presented the proposed budget and pending financial matters.

4/ From a report at last Presbytery meeting:

Recommendation 3: 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.

Doug McCaig indicated interest to serve on the working group. committee and was appointed

5/ A discussion was held on the need for all committees to use the standard application form when money is requested from Presbytery. David Church will research application requirements and report back.

Gibson McIlwrath

P&F Team chair

Recommendation 27: That the report of the Finance and Property team be adopted.

8. The Equipping Leadership Team

The Equipping Leadership Team has not yet identified a new team lead and has not met. There is no report, but a few items that have been referred to the team are simple and straightforward and so we would put them before the Presbytery so as not to delay them.

Courtney Crawford

Rev. Crawford has put in a study leave request. She is taking courses at the Atlantic School of Theology towards the Diploma of Intergenerational Faith Formation. She will be taking courses over the next two years and the diploma involves 4 courses and 4 mini-retreats (online). She begins her first course, *The Intergenerating Church*, in January 2025.

Recommendation: That Rev. Courtney Crawford's study leave be approved.

Donald McCallum

Rev. McCallum has put in a Study Leave request for one week at Presbyterian College in May as part of his mentoring program.

Recommendation: That Rev. Donald McCallum's study leave be approved.

Request from session of St. Andrew's Hespeler:

Steven Marsh, having completed the courses under the auspices of St. Andrew's Hall, VST be confirmed as an elder of Sacrament. The session requests that he be given authority to act as such under the direction of the session of St. Andrew's Hespeler.

Recommendation: That Mr Steven Marsh be designated as an elder of sacrament under the authority of the session of St. Andrew's Hespeler.

9. Renewal Team

Recommendation 32: That the report of the Renewal Team be received and considered

1. **Crieff Hills is exploring the possibility of hiring a Spiritual Nurture Leader** at the Retreat Centre. This position would be under the umbrella of the McLean Estate Committee. Part of the vision of to expand opportunities for spiritual outreach, particularly to those who are not connected with an institutional church.

Recommendation 32: That Rev. Dr. Kristine O'Brien be given time at a Presbytery meeting in the near future to talk about the work of a Spiritual Nurture Leader and in particular how it might enhance the work of the Presbytery.

2. **Re: Presbytery Grant from the ReGeneration Fund to Kortright Church**

Kortright Church has reported on the use of its Grant from the Regeneration Fund to support a “new Mission and Vision renewal initiative”. A grant of \$9800 was approved in 2023 and the process, which began in April 2022 is now complete. They expressed sincere gratitude for the funds and outlined how they had been spent.

For the information of other churches in the Presbytery that might be considering such an initiative we provide the breakdown of their expenses:

\$4230 for support from Church Helper and development of congregational communication tools.

\$1400 for consulting support from Rev Doug Schonberg.

\$3323 for Prayer Conference as a final roll-out.

\$867 for staff additional support and administration.

Recommendation 33: That the above be received for information.

- 3. The Session of St. Andrews Fergus has requested the endorsement of the Presbytery for their application for a grant from the Cook’s Church Trust** for a grant of \$1375 to support their sports camp in July 2025. The project will cost about \$7,675, of which \$3,300 will come from participants’ registration fees and \$3,000 from sources inside St. Andrew’s.

Recommendation 34: That Presbytery endorse the application of St. Andrews’, Fergus, for a grant of \$1375 for the Cook’s Church Trust to support their 2025 Sports Camp.

4. Application from St. Andrews, Fergus’ for a grant from the Regeneration Fund

St. Andrew’s Church, Fergus is continuing to join the community in what it is doing (Luke 10:1-11). To that end they have been present at the Home and Leisure Show, the Medieval Festival, and the Fergus Fall Fair. The congregation is sponsoring ice time at the local arenas for free public skating, participates in the Santa Claus Parade in both Elora and Fergus, and operates children’s programming in the public parks. They are working on how to be present at the Steampunk festival and during Culture Days.

St. Andrews is seeking support from the Presbytery for the first three of these ventures. At the Home and Leisure Show and the Fall Fair they give away books and other resources related to self-help, spirituality, the story of Jesus, and living the Jesus way in the world. Members of the congregation staff the booth and are available to talk to those who stop by about the church and about faith. There is no cost to have a booth at the Fall Fair but there is a cost to be present at the Home and Leisure Show.

At the Medieval Festival church members operate a water station while being dressed as monks. It takes place in The Medieval Festival takes place on St. Andrew St. (Main St.) in Fergus in hot weather and they provide water with reuseable water bottles and compostable cups. Over 1000 people were served in 2024 and this provides an opportunity to connect with the church.

Expenses

Costs

Grant
Request

Home and Leisure Show	Booth rent and carpeting	1,300	
	Books, Resources, giveaways	2,500	
	TOTAL	3,800	2,700
Fergus Fall Fair	Books, Resources, giveaways	2,500	1,900
Medieval Day	Reuseable water bottles	700	400
TOTAL		7,000	5,000

Recommendation 35: That Presbytery approve a grant of \$5000 to St. Andrew's, Fergus, from the Regeneration Fund.

5. Application from Knox, Palmerston, for a grant from the Regeneration Fund

The Church is seeking support for the following:

1. Community Barbecues

Four community barbecues throughout the year, with a total cost of \$2,000. Use:

- BBQ'd Hamburgers in June
- Peameal on a Bacon in July
- Corn and Ice Cream in August
- Hot Dogs and Apple Cider in September

These barbecues bring the community together. They involve advertising, materials, snacks, meals, drinks, fellowship, and live music. They are requesting \$1,250 in grant funding to help cover these costs.

2. Food Bank Support

The church partners with the local Food Bank including helping to provide Easter and Christmas hamper donations. In addition the church has its own Lord's Pantry monthly program. The total expenses for this initiative amount to \$1,000, and they are seeking \$750 in grant support to help cover supplies.

3. Palmerston Fair and Outreach

The congregation is seeking a presence at several important community events:

- The John Deere Thow Strokes Fair in July
- The 150th Homecoming for Palmerston in August
- The Fall Fair in late August
- The Palmerston Kris Kringle Market in November
- The Children's Christmas Hamper Program in December

This involves giveaways and resources for which the total cost \$2,000. They are requesting \$1,250 in grant funding for these initiatives.

4. Newcomer's Welcome

Each year Knox participates in the local newcomers' welcome to support multicultural connection. This year we are focusing on welcoming Mexicans, Ukrainians, Portuguese, and Cuban

newcomers. The total cost for this event is \$1,000, and they are requesting \$750 in grant funding to help provide the handouts and support necessary for this effort.

5. Vacation Bible School

In collaboration with other local churches, Knox will be hosting a Bible School in July. This year they are expecting 30 to 35 participants, and the cost of running this program is \$1,500. This includes advertising, materials, snacks, and meals. They are requesting \$1,000 in grant support to cover part of the cost.

In Summary:

The total expenses for all these initiatives come to **\$7,500**. They are requesting **\$5,000** in grant funding to support these important community programs.

Three-Year Program Plan & Financial Support

The session is proposing a three-year time-frame for the above initiatives and hopes to gradually reduce the Presbytery subsidy. This approach will ensure that they have enough time to reevaluate the program's viability and sustainability.

Recommendation 36: That Presbytery approve a grant of \$5000 to Knox, Palmerston, from the Regeneration Fund.

6. In the course of reviewing applications for grants from the Regeneration Fund, the Renewal Team discussed guidelines which have been used in the last year or two to help ensure that there is an opportunity for as many congregations as possible to apply for and receive assistance. To facilitate clear communication we are proposing to make some additions to Appendix B-4 of Presbytery's Standing Orders.

Notice of Motion: "At a future meeting of the Presbytery I will move or cause to be moved several changes or additions to the "Conditions of Disbursement" in Appendix B-4 of Standing Orders including that:

- d) Grants to each congregation will not normally exceed \$5000 per year.
- e) The congregation will be expected to provide at least 25% of the costs of the proposed program/activity.
- f) Grants will not normally be approved for more than five years for ongoing activities/programs.

Recommendation 37: That the report of the Renewal Team be adopted