

The Presbytery of Waterloo-Wellington met in regular session on Tuesday, March 11, 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. Aubrey Botha, Rev. Dr. Peter Bush, Rev. David Choi, Rev. Courtney Crawford, Rev. Jeffrey Crawford, Rev. Lisa Dolson, Rev. Dongwon Jung, Rev. Reuben St. Louis, Rev. Don McCallum, Rev. Kristine O'Brien, Rev. Nick Pavel, Rev. Dr. Mark Richardson, Rev. Jennifer Sokolowsky, Rev. Cathy Stewart, Rev. Kirk Summers, Rev. Grant Vissers.

Representative Elders

Sharon Feldman, Loretta Fox Janet de Groot, Sharon Feldmann, Bob Galbraith, Pauline Hall, Steven Jones, Werner Kuemmling, Dave Mallet, Doug McCaig, Gib McIlwrath, Vern Platt, Bonnie Street, Rick Thomas, Terri Whiffin, Rhonda Wright

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

Others: David Church (treasurer), Steven Marsh (St. Andrew's Hespeler), Beth Anne Fisher (Student), Rev. Tae Ho Yoo.

Regrets: Sue Senior, Peggy Lennox, Alistair McIlwraith

The moderator, Rev. Darrell Clarke welcomed guests and visitors

1. It was **moved** by Scott McAndless/Don McCallum that {any named visitors to the court as appropriate} be invited to sit and correspond. (Motion not made)

Docket

A late Property and Finance report and a motion to make a nomination for Associate Secretary, Canada Ministries were added to the docket.

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

Minutes

Arnold Bethune (Appendix) was added to the attendance for the January 14th meeting.

3. It was **moved** by Scott McAndless/Don McCallum that the minutes of January 14, 2025 and January 19, 2025 be adopted as amended. **Carried.**

Consent Agenda

4. It was **moved** by Scott McAndless/Don McCallum that items 5-8 and 11-36 as listed (and underlined) below be adopted by the consent of the court. **Carried.**

Reconciliation and Healing

5. That the Report of the Reconciliation and Healing Team be received and considered. **Carried by consent.**
6. That the report of the Reconciliation and Healing Team be adopted. **Carried by consent.**

Business Committee

7. That the report of the business committee be received and considered. **Carried by consent.**
8. That the actions of the Business Committee in referring correspondence be homologated. **Carried by consent.**

Overture re. Abuse and Harassment

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

Overture re. Church Manses

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

Nomination

Blair Bertrand has served the PCC faithfully in a variety of ways: he has been a pastor in both youth, camp, and traditional congregational scenarios. He is highly educated and is a respected teacher in diverse cultural settings. He is an author who has been published in wide-ranging areas of practical theology. He is widely connected in our Church and cares deeply about its health and vitality. We believe he would bring much wisdom and passion for the gospel to the important work of Canadian Ministries.

It was therefore **moved** by Reuben St. Louis/Kristine O'Brien that the Presbytery nominate Blair Bertrand for the Associate Secretary position with Canadian Ministries. **Carried.**

11. That the Business Committee be given power to issue to approve the funding application to the Avondbloem Fund by Kortright Presbyterian Church. **Carried by consent.**
12. That the Report of the Business Committee be adopted. **Carried by consent.**

Presbytery WHY

It was **moved** by Jeffrey Crawford/Kristine O'Brien that the court move into a committee of the whole with Jeffrey Crawford convening and Scott McAndless acting as secretary. **Carried.**

Crieff Hills
Treasurer

13. Receive the Treasurer's Reports. **Carried by consent.**
14. Accept the Financial Statements for 2023 and to February 29, 2024. **Carried by consent.**
15. Approve the report as a whole. **Carried by consent.**

General Presbyter

16. That the report of the General Presbyter be received and considered. **Carried by consent.**
17. That the report of the General Presbyter be adopted. **Carried by consent.**

Congregational Response Team

18. that the report be received and considered. **Carried by consent.**
19. that the Ministry Agreement between St. Andrew's, Guelph and Rev. Kirk Summers be renewed for an additional year until August 2026 and that the current agreement be amended to include the role of Interim Moderator. **Carried by consent.**
20. that the amended Ministry Agreement between Knox, Guelph and Rev. Cathy Stewart be renewed for an additional year until June 2026. **Carried by consent.**
21. that Rev. Angus Sutherland be appointed as Interim Moderator for Knox, Crieff as of April 1, 2025. **Carried by consent.**
22. that Rev. Lisa Dolson be appointed to the Working Group on Pastoral Care. **Carried by consent.**
23. that the Congregational Response Team be given power to issue in naming an interim moderator to work with Central, Cambridge. **Carried by consent.**
24. that that the report be adopted as a whole. **Carried by consent.**

Equipping Leadership and Renewal Team

25. that the report of the Equipping Leadership and Renewal Team be received and considered. **Carried by consent.**
26. That Beth Anne Fisher be re-certified as a student for Ministry within the P.C.C. **Carried by consent.**
27. That the Presbytery of Waterloo-Wellington endorse the application of the Rev. Norm Sennema to become a minister within the Presbyterian Church in Canada. **Carried by consent.**
28. That Rev. Dr. Jeffery Crawford's request for 2 weeks of Study leave be approved. **Carried by consent.**
29. That Rev. Dr. Peter Bush's request for 2 weeks of Study leave be approved. **Carried by consent.**
30. That \$300 be provided as an honorarium for Dr. Rebakah Ludolph from the 2024 General Fund surplus, charging it to the "Gifts to Other Individuals" account. **Carried by consent.**
31. That the following changes be made to the "Conditions of Disbursement" of the reGeneration Fund in Appendix B-4 of Standing Orders: **Carried by consent.**
32. That the report of the Equipping Leadership and Renewal Team be adopted. **Carried by consent.**
33. That the Report of the Property and Finance Committee be received and considered. **Carried by consent.**
34. That David Church be released from his oversight duties for Westside Presbyterian with the thanks of the court. Carried. **Carried by consent.**
35. that the Presbytery grant permission to St. Andrews P.C., Kitchener to demolish two houses (68 Queen St. N., Kitchener and 11 Roy St., Kitchener) that are adjacent to the church. This motion does not provide endorsement of the Roy Street Project. **Carried by consent.**
36. That the Report of the Property and Finance Committee be adopted. **Carried by consent.**

Following the Report on Crieff Hills Community, some discussion ensued resulting in the following motions:

It was **moved by** Lisa Dolson/Courtney Crawford that the presbytery support the Crieff hills application for a supporting ministry grant for the creation of new role of a Spiritual Animator. **Carried.**

It was **moved by** Nick Pavel/Mark Richardson that a grant in the amount of \$10,000 be offered by the Presbytery of Waterloo Wellington to demonstrate our support of this innovative ministry position within the bounds of our Presbytery that will serve those 'sheep/lambs' beyond our bounds. **Carried.**

Given that the Presbytery needed to work on securing such funding, the following motion to refer was made:

It was **moved by** Gibson McIlwrath/Mark Richardson that the motion be referred to the Renewal Team.

It was **moved by** Peter Bush/Don McCallum that the motion be amended to refer the motion to as special committee and that the Moderator name a special committee of 5 to reexamine the fund structure (Development Fund, Trust Fund, Rev. Diane Boyd Memorial Campus Student Ministry Fund, Redevelopment Assistance Fund, reDevelopment Assistance Fund, reGeneration Fund and **reEmergengy Fund** as found in the Standing Orders) and make recommendations. **Carried.**

Referral as amended **Carried.**

It was moved by Doug McCaig /Courtney Crawford that the court adjourn. **Carried.**

The moderator closed the meeting in prayer.

Book of Reports March 11, 2025

Table of Contents

Book of Reports March 11, 2025	6632
1. Reconciliation and Healing Team Report	6632
2. Business Committee	6633
3 Presbytery WHY Exercise	6636
4. Treasurer's Report	6637
5. General Presbyter's Report.....	6639
6. Congregational Response Team.....	6641
6 Equipping Leadership and Renewal Team(s)	6649

1. Reconciliation and Healing Team Report

A Standing Committee of the Presbytery

Recommendation 5: That the Report of the Reconciliation and Healing Team be received and considered.

Overture to General Assembly

Attached (as part of the Business Committee Report) is an Overture regarding The Presbyterian Church in Canada's Sexual Abuse and Harassment Policy, humbly asking General Assembly to consider how under-resourced congregations, presbyteries and synods are and therefore potentially unable to respond to allegations of abuse and harassment in a just and safe manner. Because of the lack of resources, there is an increased potential for creating more harm than healing when an allegation is made. With reduced numbers of Clergy and Elders serving, the current process does not guarantee that the reporting, investigation and resolution process can be handled by well-trained individuals. This can lead to lack of trust. Therefore, The Reconciliation and Healing Team humbly requests that The Presbytery of Waterloo Wellington approve and forward the attached overture, humbly requesting that the 150th General Assembly implement a professional confidential reporting process performed by a third party accredited agency, outside the denomination, trained to manage reporting, investigation, and resolution processes, that would be available to all courts of the church and resourced by the Presbyterian Church in Canada, or to do otherwise as the General Assembly, in its wisdom, deems best.

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

295	Jan	22	Sue Senor	Nomination for YAR Representative	Equipping Leadership
296	Jan	24	Norm Sennema	Request to be interview re. moving to PCC	Equipping Leadership
297	Jan	27	Nancy Nicol	Request to extend Interim Ministry	Congregational Resp
298	Jan	29	Kathryn Muir	Changes to the Roll	Presbytery
299	Jan	31	Margie Warren	Request for demolition	Property and Finance
300	Feb	4	Jeffrey Crawford	Study Leave Request	Equipping Leadership
301	Feb	5	Dongwon Jung	Request for Sports Camp funding	Property and Finance
302	Feb	5	Sandy Grimwood	Request for Housing Loan	Property and Finance
303	Feb	6	Alex Monsour Terrie-Lee	Change to clerk of session (to self) Kortright	Clerk
304	Feb	7	Hamilton	Request for memorial records	Clerk
305	Feb	10	Lynda Pinnington	Transition plan for Central Presbyterian Job openings: Directors of Finance & of Operations	Congregational Resp Web Manager
306	Feb	11	Deb Schlichter	Study Leave Request	Congregational Resp
307	Feb	17	Peter Bush	Grant proposal	Equipping Leadership
308	Feb	25	Reuben St. Louis	Thank you for the food bank gift.	Assembly Council
309	Feb	26	Laurier University	Intermission Proposal	Equipping Leadership
310	Mar	3	Reuben St. Louis		

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

General Assembly

So far our commissioners will be:

Clergy: Jen Sokolowsky, Donald McCallum. Nick Pavel Kristine O'Brien

Elders: Sue Senior (Knox Waterloo), Werner Kuemmling (Knox Guelph), Terri Whiffin (St. Andrew's Kitchener)

Our Young Adult Representative will be Maeve Lili Forde

We are waiting to hear if Kortright will be able to send an elder commissioner.

Renewal and Equipping Leadership Teams

Given that the Equipping Leadership team was very small and unable to find a convenor, the Business Committee made the decision to assign their business and membership to the Renewal Team as a temporary measure.

We are very thankful to Convenor, Donald McCallum for his willingness to take on this additional responsibility.

Overtures

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

Overture from Reconciliation and Healing

Overture regarding Abuse and Harassment

Whereas, it is the policy of The Presbyterian Church in Canada that sexual abuse or sexual harassment of any kind by church leaders, staff or volunteers will not be tolerated (Policy for Dealing with Sexual Abuse and Sexual Harassment),

Whereas, there is evidence throughout the denomination that abuse continues to be ongoing within Congregations, Sessions, Presbyteries and Synods,

Whereas, the church has committed to “respond with seriousness, sensitivity and concern for all involved, and will recognize the necessity of dealing with both complainant and complainee in a fair and just manner”, (Policy for Dealing with Sexual Abuse and Sexual Harassment),

Whereas, the reporting of harm as outlined in the Rainbow Communion report and its adoption including a total of 30 recommendations from 2018 – 2021 calls on the church to respond to reports of abuse,

specifically Recommendation RCL-010: “That The Presbyterian Church in Canada, through the Life and Mission Agency, provide a means for people to safely tell their stories of abuse and offer an appropriate pastoral response.”

Whereas, the membership of the denomination and presbyteries are becoming smaller in numbers within the denomination as a whole, and courts are currently under-resourced to appropriately manage and respond to allegations of abuse and harassment,

Whereas, the potential for conflicts of interest to arise is a much greater risk due to the restricted number of clergy, and victims may be reporting to perpetrators or their allies,

Whereas, it is the Moderator of the court reported to (in the name of the Presbytery, Book of Forms, 365–375) and if the Moderator (in the name of the Presbytery) deems that an admonition is sufficient, (“If the abuse is considered isolated and relatively minor, such as a temporary lapse of judgment, then an admonition may be administered”, Book of Forms, 367), which is subjective and open to manipulation, and may be biased if reporting to perpetrators or their allies,

Whereas, within the current framework, there is the potential for additional harm to the person who experienced and reported harm from abuse or harassment,

Whereas, the current reporting, investigation and resolution process makes it extremely difficult to occur in a timely and effective manner which can cause additional harm and lack of trust,

Whereas, the current process does not guarantee that the reporting, investigation and resolution process will be handled by well-trained individuals, which can cause additional harm and lack of trust,

Whereas, there is the potential for harm to the reputation and integrity of the Presbyterian Church in Canada when reports of abuse and harassment are not handled appropriately and in a timely manner,

Whereas, there may be the potential for lawsuits against the Presbyterian Church in Canada for mishandling of reports of abuse and harassment due to the way in which they are currently handled,

We humbly overture the 150th General Assembly to implement a professional confidential reporting process performed by a third party accredited agency, outside the denomination, trained to manage reporting, investigation, and resolution processes, that would be available to all courts of the church and resourced by the Presbyterian Church in Canada, or to do otherwise as the General Assembly, in its wisdom, deems best.

Recommendation 9: That the above overture be sent to the General Assembly (with the support of Presbytery/without comment).

Overture from Peter Bush

WHEREAS from time to time the Trustee Board of The Presbyterian Church in Canada receives the title to church manses and other houses; and

WHEREAS there are Professional Church Workers who live in manses and who upon retirement will be seeking a place to live, and frequently these Professional Church Workers have limited equity as a result of having lived in manses; and

WHEREAS the housing market in Canada is very tight, with houses often selling for well above asking price;

THEREFORE, The Presbytery of Waterloo-Wellington overtures the 2025 General Assembly to instruct the Trustee Board of The Presbyterian Church in Canada that when it is selling houses, including manses, that it make the purchase of such houses available first to Professional Church Workers to purchase at fair market value before offering the house on the open market, or to do otherwise as the General Assembly in its wisdom may deem best.

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

Request for Application to the Avondbloem Experimental Fund

Kortright Presbyterian Church

The goal of this project is to plant a children's garden on the property of Kortright Presbyterian Church. Working alongside Rev. Konnie Vissers, the congregation will plant a children's garden that offers a safe connecting point for neighbourhood children to grow and learn alongside leaders about caring for the

environment and the theological mandate to care for the Earth. Konnie has started three other children's gardens through her work with "The Children's Garden Collective," which teach classes on eco-anxiety, creation care, and environmental education to community members, offer free food to the neighbourhood (and local food banks), and partner with kids and youth in growing food.

They are seeking funding from the Avondbloem fund. The deadline for applying for this funding is April 15 and must be supported by the Presbytery. In order to meet this deadline, we make the following motion:

Recommendation 11: That the Business Committee be given power to issue to approve the funding application to the Avondbloem Fund by Kortright Presbyterian Church.

Recommendation 12 That the Report of the Business Committee be adopted

3 Presbytery WHY Exercise

Process Background

We agreed 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 will comment on structure, leadership and resources. The working group is: Nick Pavel (Renewal & Equipping), Doug McCaig (P&F), Lisa Dolson (CRT), TBD (Healing & Reconciliation) and Jeffrey Crawford.

Why a Why?

WHAT- Every church knows WHAT they do. For example: worship on Sundays, offer Bible studies, hold fundraisers, conduct committee meetings, sing in the choir, etc.

HOW- Some churches know HOW they do it. For example: How does a church worship on Sundays? A minister leads the prayers and preaches a sermon. A choir director leads the choir. An administrator prepares the bulletin. Volunteers take turns making the coffee.

WHY- But very few churches know WHY they do what they do. Why do we get out of bed to worship on Sunday mornings? Why do we give money to the church? Why do we feed the hungry?

Why is the spiritual conviction that inspires and empowers the church to respond to God's call. The Why is rooted in purpose and motivation which keep the flame of our hope and faith alive.

Story: John 20 & 21

You are invited to read and re-read the stories of the Gospel of John chapters 20 and 21. You are invited to pray for understanding and wisdom as you explore these stories of faith.

Questions:

As you read John 20 & 21 please explore these questions:

- How does God show up in the story?
- What are the disciples doing? Who are the disciples being?
- What about fishing?
- What other stories come to mind as you read this story?

- Why the doubts? Why the belief? Why the fish? Why the waiting?
- How does God send in the story?
- What does this story say about the churches why/the Presbytery why?

Action Item:

We are inviting each member of Presbytery to spend a few minutes prior to the upcoming Presbytery meeting reading John 20 & 21 and pondering the above questions. You are encouraged to bring insights, reflections and questions to the March Presbytery meeting, at which time we will engage in conversation together.

4. Treasurer's Report

Treasurer's Report to the Presbytery of Waterloo-Wellington

March 11, 2025

2024 Financial Activity to February 28, 2025

Attached are the Financial Position (Balance Sheet) and Financial Report (Income Statement) for February 2025. The Income statement has the new 2025 budget amounts. Highlights in January/February include grants to Two Rivers Church, St. Andrew's Fergus and Knox Palmerston and the Synod first quarter assessment payment.

First Quarter Congregational Assessments

The first quarter congregation assessment remittances are somewhat less than last year but will wait to the end of March to address in case the remaining cheques are for 1 annual payment.

Westside Emergency Loan

The Westside Presbyterian Church emergency loan of \$50,000 was repaid in February. Thank you for addressing this loan in a timely manner.

PCC Consolidated Fund

The 2024 fourth quarter PCC Consolidated Fund report was received but further explanations are required before completing the 2024 financial reports.

Recommendation #13 Receive the Treasurer's Reports.

Recommendation #14 Accept the Financial Statements for 2023 and to February 29, 2024.

Recommendation #15 Approve the report as a whole.

Respectfully submitted,

Tuesday, March 11, 2025 – 7:00 pm
Meeting by Zoom

6638

FINANCIAL REPORT TO PRESBYTERY of WATERLOO-WELLINGTON as at February 28, 2025

	<u>GENERAL FUND</u>			RESERVE	TRUST	ReDEVELOP	DIANE BOYD	REMERGE-	REGENERA-	TOTAL	TOTAL
	Feb-25	Budget	Variance	FUND	FUND	MENT FUND	CAMPUS FUND	NCY FUND	TION FUND	Feb-25	Feb-24
INCOME											
Assessment Income	23,260	93,040	69,780							23,260	25,409
Income from induction services			-							-	-
Interest Earned	1	250	249	37	45	168	10	140	25	424	2,540
PCC Fund Income			-	-	-	-	-	-	-	-	-
Capital Gain(loss)			-							-	-
Proceeds of Dispositions, Grants & Bequests	-		-	-		-			-	-	67,463
Total Income	23,261	93,290	70,029	37	45	168	10	140	25	23,684	95,411
EXPENSES											
Synod Assessment	9,049	36,195	27,146							9,049	10,596
Assessments - Total	9,049	36,195	27,146	-	-	-				9,049	10,596
Counselling Fees		-	-	-						-	-
Grants to Congregations		-	-			3,000			10,000	13,000	8,000
Grants-Renewal Projects		-	-							-	-
Grants - Post Secondary Students		-	-				-			-	-
Grants - U of G chaplaincy	-	9,000	9,000							-	-
Grants - Students for Ministry		1,200	1,200							-	-
Grants - Manse_Rental Subsidy			-			-				-	-
Grants - Canadian Food Grains		25	25							-	-
Grants - Other	-		-							-	-
Grants - Total	-	10,225	10,225	-	-	3,000	-	-	10,000	13,000	8,000
Clerk's honorarium	2,520	15,120	12,600							2,520	2,520
Treasurer's honorarium	2,000	12,000	10,000							2,000	2,000
General Presbyter salary	1,605	-	1,605		-	856		14,978		15,727	16,067
General Presbyter pension & benefits	1,525	-	1,525			1,525		1,525	-	1,525	2,788
CPP/EI	219	1,500	1,281			-		1,062	-	1,281	1,303
Liability Insurance	-	3,750	3,750							-	-
General and office supplies	11	2,000	1,989			-			-	11	224
Depreciation	-	-	-							-	-
Telecommunications	-	3,250	3,250							-	324
Audit and legal fees		2,500	2,500			-				-	-
Bank interest/charges	-	100	100	-	-	-				-	-
Administration Expenses-Total	4,830	40,220	35,390	-	-	669	-	17,565	-	23,063	25,226
Travel and mileage	-	750	750			-			-	-	18
Meals and hospitality	300	1,750	1,450		-					300	900
Travel - total	300	2,500	2,200	-	-	-	-	-	-	300	882
Commissioner's Expenses GA	-	2,000	2,000							-	-
Conference Funds	600	500	100			-		737		1,337	-
Student Psych. assessments/counselling		-	-							-	-
Visitors and Gifts		250	250							-	-
Christian education		750	750							-	-
Carbon Offset	-	350	350							-	-
Bunum	-	-	-							-	-
Canada Youth/Lift		-	-							-	-
Student certification	-	300	300							-	-
2023 deficit recovery	-	-	-							-	-
General expense - Total	600	4,150	3,550	-	-	-	-	737	-	1,337	-
Total All Expenses	14,778	93,290	78,512	-	-	3,669	-	18,302	10,000	46,749	44,703
										-	-
Surplus/(Deficit)	8,482	-	8,482	37	45	3,501	10	18,162	9,975	23,065	50,708

PRESBYTERY OF WATERLOO-WELLINGTON
DRAFT STATEMENT OF FINANCIAL POSITION
as of February 28, 2025

	GENERAL FUND	RESERVE FUND	TRUST FUND	ReDEVELOP- MENT FUND	DIANE BOYD CAMPUS FUND	REMERGE- NCY FUND	REGENERA- TION FUND	ALL FUNDS Feb-25	ALL FUNDS Feb-24
CURRENT ASSETS									
CASH	-	1,663	13,778	17,173	103,172	3,711	100,432	6,068	242,670
ACCOUNTS RECEIVABLE		8,902					-		8,902
ACCRUED INTEREST									-
G.I.C.'S									-
DUE FROM OTHER FUNDS		23,561	1		2,274		898	-	26,734
	30,800	13,779	17,173	105,446	3,711	101,329	6,068	278,306	634,163
LONG-TERM ASSETS									
NOTES RECEIVABLE(CHURCHES)				835,823				835,823	889,343
PCC CONSOLIDATED FUND		110,657	1,996	41,447	130,622	188,835	787,293	1,260,849	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	1,127,431	130,622	238,835	787,293	2,396,864	2,152,822
FIXED ASSETS									
COMPUTER EQUIPMENT		2,486						2,486	2,486
LESS DEPRECIATION	-	2,486						-	2,486
	-	-	-	-	-	-	-	-	-
TOTAL ASSETS	30,830	124,436	19,169	1,232,878	134,332	340,164	793,361	2,675,170	2,786,986
LIABILITIES									
ACCOUNTS PAYABLE	-							-	3,912
OWED TO OTHER FUNDS	2,745	11,340	-	762	-	10,064	-	24,912	125,036
LONG TERM DEBT				35,991				35,991	38,213
	2,745	11,340	-	36,753	-	10,064	-	60,902	167,160
FUND BALANCES									
OPENING BALANCES	19,602	113,060	19,124	1,199,626	134,323	348,262	803,337	2,637,333	2,481,496
CURRENT SURPLUS(DEFICIT)	8,482	37	45	3,501	10	18,162	9,975	23,065	50,708
PRIOR UNDISTRIBUTED								-	87,622
	28,085	113,096	19,169	1,196,125	134,332	330,100	793,361	2,614,268	2,619,825
TOTAL LIABILITY/FUND BALANCES	30,830	124,436	19,169	1,232,878	134,332	340,164	793,361	2,675,170	2,786,986

5. General Presbyter's Report

wwpresbyter@gmail.com 519.870.6060

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

General Presbyter 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 and presbyters;
- Creator of intentional processes to support the Presbytery in discernment and action;
- Connect, resource and support discernment and leadership development in congregations.

Regional Conversations

Each of the four regions is continuing the conversation. Below is a summary of the conversation and current direction in each area. I look forward to supporting the next steps.

North- a focus on getting to know each other and build relationship, a prayer calendar to connect. The next gathering is March 25.

South- exploring enhanced communication, a summer worship experiment and regional partnerships. The next gathering is TBD.

KW- a focus on wondering about how we do Sunday school/youth/faith formation, and opportunities to share in ministry together. The next gathering is March 12.

Guelph- an acknowledgement that there is only one settled minister in the region, a focus on getting to know each other and build relationships. The next gathering is March 26.

Presbytery 'Why?'

Please see the attached report from the Why Working Group. We look forward to the conversation at the March 11th Presbytery meeting and following. We encourage everyone to be reading John 20 and 21. The overall goal for this conversation is to determine a focus for our Presbytery that is grounded in scripture and builds on conversation over the last year around leadership, structure and resources.

'Best Before Dates' & Benchmarks

Two concepts are emerging and have been discussed in a variety of committees, regional and congregational conversations in 2025.

Best Before Dates – 'a best before' date indicates how long an unopened food product will retain its quality, taste, and nutritional value. It's different from an expiration date, which indicates food safety.'

In the same way, how long do churches retain their faithfulness related to Jesus showing up and Jesus sending us to do ministry and mission – their quality, taste and nutritional value. The church has focused on 'expiration dates' when things become unsafe or beyond repair – in crisis. What would it mean to explore and set 'best before dates,' in relationship to benchmarks of quality, taste and nutritional value?

Benchmarks – 'a standard or point of reference against which things may be compared or assessed.'

Benchmarking is not intended to limit the potential of churches. It seeks to assign metrics that do take into consideration the missional context and strategy employed to continue to be faithful stewards. Emerging benchmarks arises from prayerful and deliberate conversations, which have been ongoing in the Presbytery and data collected by the national church. To keep with the above 'best before date' metaphor, what could be the benchmarks associated with quality, taste and nutritional value of congregations? If you have specific thoughts or comments about potential benchmarks, please be in contact with Jeffrey.

Thriving Congregations

<https://thrivingcongregations.org/about/#know-context>

The Thriving Congregations Coordination Program is part of Leadership Education at Duke Divinity. The program and its partners conducted research, offered consultations, developed programming and shared resources. What is a thriving congregation and how does it behave? While there is no "right" answer to this question, as this initiative has revealed over time; and yet many pastors, religious leaders and consultants agree that thriving congregations tend to share three general characteristics:

- 1. Recognize their changing social and cultural contexts*
- 2. Exhibit clarity of values and mission*
- 3. Cultivate Christian practices*

You are welcome to explore the details of these 3 characteristics on the website.

Looking Ahead

I have been asked to explore and support conversations on the following topics:

- Congregational Visitations
- Expectations and guidelines for Interim Moderators
- Education on Church Property
- Pastoral Leadership Transitions – boundaries and expectations related to beginning and ending ministry

[Recommendation 17: That the report of the General Presbyter be adopted](#)

6. Congregational Response Team

[Recommendation 18. Moved and seconded that the report be received and considered.](#)

St. Andrew's, Guelph

In January a request was received from St. Andrew's, Guelph Session to renew the Ministry Agreement between St. Andrew's and Rev. Kirk Summers. The agreement is set to end in August 2025 but the Session felt that they would not be quite ready to start the search process for a new minister until later in the fall. The Session would like Kirk to continue his ministry with them through this process until August 2026, at which time they hope to have a newly called minister. In addition, the original agreement neglected to mention anything about Kirk's role as their Interim Moderator even though he has been effectively acting in this capacity. The current practice of the Presbytery is for ministers in stated supply/interim ministry agreements to also take on the role of Interim Moderator for the congregation. Therefore, the CRT would like to formalize this appointment.

[19 Moved and seconded that the Ministry Agreement between St. Andrew's, Guelph and Rev. Kirk Summers be renewed for an additional year until August 2026 and that the current agreement be amended to include the role of Interim Moderator.](#)

Knox, Guelph

In February, the Session of Knox, Guelph requested that the Ministry Agreement between Knox and Rev. Cathy Stewart be renewed for an additional year. The agreement is currently set to end in June 2025. The congregation has been progressing through the PCC's New Beginnings program and feel that Cathy's continued guidance is needed to see this process through to its conclusion. Last fall, the agreement was amended to add more hours for Cathy. It is their intention to continue this amendment as part of the renewal.

[20 Moved and seconded that the amended Ministry Agreement between Knox, Guelph and Rev. Cathy Stewart be renewed for an additional year until June 2026.](#)

Knox, Crieff

The congregation of Knox, Crieff has been working with the General Presbyter toward an amalgamation with Kirkwall. Recently the two congregations have discerned that this would not be a beneficial partnership. At this juncture, the CRT would like to release the General Presbyter from his responsibilities as Knox's IM so that he can dedicate his time to other priorities in the Presbytery. In his place, the CRT recommends that Rev. Angus Sutherland be appointed as Knox's new IM.

[21 Moved and seconded that Rev. Angus Sutherland be appointed as Interim Moderator for Knox, Crieff as of April 1, 2025.](#)

Working Group on Pastoral Care

One of the sub-committees of CRT is the Working Group on Pastoral Care. It currently has two members (Rev. Mark Richardson and Andrew Foster). The CRT would like to add an additional member to replace Rev. Megan Penfold who is no longer in the Presbytery.

[22 Moved and seconded that Rev. Lisa Dolson be appointed to the Working Group on Pastoral Care.](#)

For information:



Central, Cambridge

The CRT has received notification that Rev. Dr. Aubrey Botha is planning on retiring at the end of 2026. Central's Session has proposed a transition plan that would have an overlap between the outgoing minister and the incoming minister. The CRT is looking to appoint an Interim Moderator to work with the congregation before approving the proposed transition plan.

[23 Moved and seconded that the Congregational Response Team be given power to issue in naming an interim moderator to work with Central, Cambridge.](#)

Presbytery Visitation Teams

With the help of the General Presbyter and Rev. Peter Bush, the CRT has recruited teams of Presbytery visitors and will be providing an orientation day for these individuals on March 29th at Gale Presbyterian Church.

Interim Moderator Reports

Eden Mills Interim Moderator Report

Eden Mills continues to hold worship each week, although at last year's annual meeting, it was decided that for the January through March months, we'd meet for worship over ZOOM. Given the weather all winter, and especially these past 2 Sundays, this has turned out to be a very good [prophetic] decision. We have been pleasantly surprised by the attendance which has increased each week and surpassed the average in person attendance of previous winter months. Parishioners from Nova Scotia, Toronto, Kitchener and Florida are attending. Since there's no internet at the church, my home office has become a studio of sorts and so far, I've managed to navigate the learning curve necessary.

Contributions to the church as well as to PWS&D, Presbyterians Sharing, and the Rockwood Food Bank remain strong -- with the Christmas food bank offering doubling previous donations.

Christmas Eve service was attended by our regulars and a significant number of folks from the village.

Since our last IM report, there have been upwards of 5 new folks attending regularly, and last Sunday on ZOOM, we had 5 children who were fascinated to see other folks on their computer and who delighted the congregation. There's a baptism scheduled for a new-to-us family, and later on, another one for a long term parishioner.

In June, our property will be utilized as a "pit stop" for some 300 riders in the "Ride to conquer cancer." We're excited to provide this small service in such an important endeavour.

Eden Mills is a happy, committed place to be. It's a small congregation with a great love for the Lord, for service and hospitality, and for each other. I feel honoured to serve and minister among them.

-- Linda J. Bell, IM at Eden Mills Presbyterian Church

Knox, Guelph

Knox Church continues their time of discernment regarding their future, and have crossed into the implementation stage of their New Beginnings journey. This phase attempts to establish practical directions for the goals they have identified through NB. The NB process has had real success in creating sustained and essential dialogue amongst the members, as they listen to the Spirit and one another in serious self-examination. The congregation has exercised considerable patience through this phase.

Rev. Cathy Stewart continues to do exceptional interim ministry as Knox navigates these many changes and disruptions to their life. Like many congregations, it has been difficult to find volunteers to convene committees, and so there has been added stress on her role. There are a number of projects that need attending to and her capacity has been stretched, but, there is hopeful movement in a number of areas.

The Rev. Shirley Gale has retired from her position as pastor of Senior's Ministry. Her ministry was properly acknowledged and celebrated. The Session, under Rev. Stewart's guidance, has done a deep dive on restructuring pastoral care ministry within the congregation.

There have been some physical and structural issues with the building which will cost a great deal to repair. These realities will play into future decisions for the congregation as well.

The reconstruction of the Guelph downtown core, directly proximate to the church has created challenges for parking and access, and this will take a long time before completion, however, the core worshipping members do persevere and show up. There is a small on-line community of worshippers that that participate virtually on Sunday mornings.

Rev. Glen Soderholm

Interim Moderator, Knox Guelph

Doon, Kitchener

Doon and Duff's Sessions have met twice to discern the possibility of a shared path forward. At these meetings both Sessions experienced a sense of synergy and Spirit's presence in their conversation. With congregational support they have proposed an experiment for March - June, sharing 2 worship services each month: One at Doon and one at Duff's, with carpooling being arranged to support congregants who don't drive or who do not drive on the highway. Below is the communication shared with each congregation.

Exciting news for Duff's and Doon congregations

Doon and Duff's Presbyterian church have been on a journey exploring opportunities to partner with other Presbyterian churches in the area. Over the summer of 2024 we partnered with a number of neighbouring churches for joint worship, and Doon and Duff's felt a meaningful connection between our two congregations. Recently we met to begin conversations about what could be possible if we partnered in a creative way. At these meetings we felt a deep sense of God's presence as we shared in conversation about our struggles and convictions. We agreed that it is vital we get to know each other as a first step. And so, we want to bring to our congregations an exciting idea of how we might be able to build those relationships in meaningful ways. We feel that sharing in worship together on a regular basis would be an excellent way to nurture a friendship.

We share common foundational values:

We both want to be a dynamic, faithful group who serves God beyond our doors

We both strive to be welcoming congregations and inclusive of all people

Reaching out is at the center of who we are called to be

Both congregations have a deep sense of respect for their history

A deep spirit of loving family is at the heart of who we are as congregations

Excellent music is a priority in worship



Tuesday, March 11, 2025 – 7:00 pm

Meeting by Zoom

6644

We ask that both congregations open our hearts and imagine what could be possible. With open hearts and minds we will continue to sense the movement of God in our hearts as we seek to be faithful in this time and this place. We don't know what God has planned for us – but what we DO know is that God is faithful – and so as we look toward taking this first step we do so with faith, hope and abundance of love and grace. The following chart is a list of the shared worship services and times.

Doon Presbyterian Church @ 10:00AM

Duff's Presbyterian Church @ 10:30AM

March 9th

March 23rd

April 13th - Palm Sunday

April 18th - Good Friday

May 4th

May 18th

June 8th

June 22nd – Combined congregational picnic (location TBD)

In order to ensure that each member of Doon and Duff's has the ability to attend the services we are exploring car-pooling arrangements. The weekly bulletin and congregational email communications will contain joint announcements. As well, we are currently planning some fun fellowship opportunities to further get to know one another. This new partnership will allow us to share other activities such as shared bible study, a joint choir, shared mission and outreach opportunities and looking further down the road, perhaps even shared personnel.

Respectfully Submitted,

Rev. Jen Sokolowsky Stated Supply & Interim Moderator

Knox, Crieff

The Future

The conversation about a possible shared future ministry partnership with Kirkwall Presbyterian Church has concluded. Despite a strong desire to work together to explore a 2-point charge it has become clear that divergence exists related to both styles of worship and definitions of marriage. At a recent joint session meeting, and then at annual general meetings, there has been a mutual decision to move forward and explore other options for future ministry. The AGM included a fulsome discussion about the present and future, with honest conversation about what pathways might exist. The session will continue this discernment.

Worship & Pastoral Care

Worship is continuing at 9:30am on Sundays until at least Easter Sunday, as the shared pulpit arrangement with Kirkwall will continue until that time. Discussions are ongoing about the time and weekly need for worship leadership as we look ahead to the Spring. If a Summer Worship Experiment occurs again this year Knox Crieff would be keen to participate. The elders continue to be in communication with members and regular worship attenders.

Session

The Session continues to meet in-person monthly to support the people of Knox Crieff and attend to the matters emerging, especially related to the future. As part of the process that has been exploring the

future, the membership list was reviewed and updated this winter. At the AGM the Trust Deed for Knox was also updated and approved, which will be forwarded to Presbytery.

Interim Moderatorship

I have served as Interim Moderator for about year now and believe this is a helpful moment to transition leadership. It is hoped this transition will occur during the month of March.

Respectfully,

Jeffrey Crawford

Presbyterian Church of Rockwood

The Rockwood Experience continues. Stated supply ministry continues at Rockwood. Remembrance Sunday was celebrated on November 10th. Advent worship was conducted ending with the Christmas Eve service. The Christmas Eve service was well attended with a full sanctuary. All ages from 7 up participated in the service. Violinist Montana Crawford of Rockwood, who has performed with numerous orchestras in the US, provided music leadership with the organist Betty Small.

Advent worship was supported by Rockwood's "assistant pastor" Amelia Williams. Ameila is 7 years old and in grade 1 and she participates with the minister in parts of the service such as our Advent nativity puzzle each Sunday of Advent. She also shares in greeting the members of the congregation at the end of the service.

The roll is being revised, currently there are 39 members and 25 adherents. There is continuing pastoral visitation with a majority of the congregation having received a visit from the minister since August 1.

Attendance remains strong although the weather has impacted attendance as has those who have traveled south for the winter. Attendance remains ahead of last years average. Current average attendance is between 17 and 23. The Sacrament of Communion was last celebrated on December 1 and is scheduled for March 9 this year. Session last met on January 16. A joint meeting of the Session and Board of Managers was held on February 6th to prepare the 2025 budget. A proposed budget is now in circulation for review with the Annual Congregational Meeting scheduled for March 9th.

Generosity remains one of the characteristics which defines Rockwood. Rockwood is above average in its support of the needs of our community. The offering of \$1350 from the Christmas Eve service was donated to EWAG (East Wellington Community Services). Rockwood also donated 58 Samaritan's Purse shoeboxes for children around the world with donations of \$700 to facilitate the shipping. The Rockwood Christmas mission tree collected hats, mitts, and socks as well as nonperishable food for the food bank. Additionally, the Twilight Auxiliary donated \$500 to Evangel Hall, \$250 to the East Wellington Food Bank and \$250 to the Guelph Food Bank.

The Session and the Board remain diligent in their work. The congregation is well led and spiritually healthy, while the building is in good physical shape. Some minor preventive maintenance on the building is planned for 2025. The members of the Session are Marion Hunter (Clerk), Barb Bonner, Alex McNabb, Kris Ramlogan. he members of the Board are Jean Klooster, Barb Bonner, Bob Storey, Alex McNabb, Kris Ramlogan and our diligent treasurer Katy Winter.

The financial situation is strong with gifts and offerings were twenty percent ahead of plan at years end. While total expenses were up 14% to plan in 2024, net income ended 120% above plan. This leaves the congregation with a strong current accounts situation.

Respectfully submitted,

Rev. Darrell Clarke

Joonim

It has been an exciting and busy time at Joonim. Rev. Tae Ho Yoo began his stated supply ministry on January 1 with Rev. Yoo leading his first worship service on January 5. Rev. Yoo and family arrived at their new home in Waterloo on December 21 and the children are enjoying their new school experience. The congregation is very happy with Rev. Yoo's leadership and the congregation feels "that God led him to Joonim and our worship is filled with God's presence and joy." A Presbytery service of installation for Rev. Yoo and Joonim will be held on March 2, Joonim's 20th anniversary service.

Rev Yoo. Leads worship on Sunday afternoon, Wednesday evening and Saturday morning prayer services. Communion was celebrated on December 29 and January 5. It will be celebrated again on April 20 (Easter) Current attendance remains strong at approximately 75 per Sunday. The Christian Education program from junior children to young adults, under the leadership of Pastor Mi Young Eom continues.

Rev. Yoo was certified as an applicant to Education and Reception at the November meeting of Presbytery. Rev. Yoo and the Presbytery have completed all the necessary application requirements for Rev. Yoo's E and R interview in March.

After a period of exploration and conversations with two churches in the Presbytery regarding the relocation of the congregation, the Session decided to remain in their present location at Emmanuel United Church. The session met on November 20.

A Christmas service of music was held on December 25th. On December 29th the congregation bid farewell to Rev. Dong-han (Phillip) Song after eight years of ministry in various capacities at Joonim. His worship leadership during the six years of the vacancy was vital to the congregation's continuing success. The Songgu Yeongsin service was held on New Years Eve and New Years prayer services on January 3 and 4th.

The financial situation at Joonim remains very strong as gifts and offerings are meeting plan. The review of the 2024 financial statements and the presentation and approval of the 2025 Budget took place at a congregational meeting on February 23rd. Joonim has begun the next stage of their ministry as it celebrates its 20th anniversary this year.

Respectfully submitted,

Rev. Darrell Clarke

Duff's Puslinch

Duff's congregation gather to worship, share fellowship, support mission efforts, and faithfully care for their community. There are ongoing pastoral visits. Several people actively engage in the weekly book discussion and they are currently exploring Barbara Brown Taylor's *Learning to Walk in the Dark*. The year-end annual reports are in progress with the Annual General meeting set for Sunday April 6th.

This is an exciting time for the congregation as plans are underway to develop a closer relationship with Doon. Duff's Session will have met several times with the Doon Session by the time this report is distributed at Presbytery. The Session meetings are friendly and cooperative as possibilities are explored and plans are developed. Dates are set for the congregations to worship together seven times,

alternating between the two locations, starting in March through to June. In her Interim Moderators Report, the Rev. Jen Sokolowsky shares additional details about these plans.

Respectfully submitted,

Rev Lisa Dolson, Stated Supply and Interim Moderator

St Andrew's, Alma and Knox, Elora

Since September 2024, both congregations have had steady pulpit supply from a variety of ordained and lay leaders. The Sacrament of Communion has been provided according to their established schedules. Both churches are engaged in local mission. The Rev. Dr. Jeff Crawford led a joint meeting with the two sessions near the end of 2024. This conversation was both helpful and distressing as the need for future changes were discussed. Both congregations are experiencing anxiety over a prolonged vacancy. However, at the present time these congregations are not resourced well enough to call a full-time minister. Both have engaged in the presbytery-initiated conversations in the northern region of the presbytery. While there is no current vision for establishing new ministry partnerships it has stimulated fresh conversations about each church's future.

St. Andrew's

The congregation remains modest in size with 10-20 attending worship services. There is a realistic sense that the church is not sustainable in its current form for more than a few years. Conversations are taking place at each session meeting about what future options might be preferred.

Knox

There are 40 -50 people who gather each week (one child who often attends) plus social events.

1. Debt: There is an outstanding \$250 000 loan from the Presbytery that was used to replace the sanctuary roof (but not the steeple which is also in need of repair). The agreement from the presbytery indicated that it would be paid back in full on the sale of church property or in ten equal installments. This is the current repayment:

Knox Elora Presbytery Loan Payments		
Year	Payment Date	Amount
2023		\$0
2024	2024-06-07	\$4,000
2024	2024-10-21	\$6,315
2024	2024-11-04	\$8,000
2024 Total		\$18,315
Outstanding Loan Balance		\$231,685

2. Additional debt: A \$10 000 overdraft (September 2024) was paid back in full in December 2024.

3. Manse: There has been a great deal of discussion about the manse. Some time ago the congregation voted not to sell it. Faced with high energy and maintenance costs, the Session worked hard to get it ready for rental and they expect to have a tenant in place by March 1. This will generate much needed funds.

4. Financials: A new treasurer has restructured the financial reporting system to make it easier to understand. Each month he takes on a teaching role with the elders so that finances are completely transparent. There are further plans to share ongoing financial information with the whole congregation. With the income from the manse, it is expected

that there will be a balanced budget and presbytery loan repayments.

Submitted by Kristine O'Brien

St. Andrew's Kitchener

The Co-Interim Moderators have been busy overseeing the vacancy at St. Andrew's, Kitchener. We have been active on many different levels of congregational life.

Worship Services have continued with the congregation experiencing the benefit of different preachers (including the interim moderators). The preaching roster is now set until the end of June.

We wish to extend our thanks to Rev. Wendy Paterson who has contributed in so many ways to ensure continuity especially in the areas of worship leadership and pastoral care. Wendy has been a leader, with the guest preachers, in most of the worship services as well as leading several funeral services. She has also made many pastoral visits and attended staff meetings. Wendy has made a great contribution which was recognized by the Session at its February meeting.

Rev. Dr. Herb Gale has been engaged as a consultant to the Finance Team and Board of Trustees and has been active in many ways facilitating conversations and preparing presentations in this area.

Jeff and Ian have been busy attending meetings on a regular basis including session, operational council, search, and staff. The Board of Trustees also welcomed Ian and Herb and had a conversation about the role of the Trustees at St. Andrew's.

Jeff has been overseeing the work of the Search Team. A congregational survey has been completed, and the team is now busy compiling the congregational profile.

Throughout the vacancy our focus has been on preparing the way for the new minister and setting her/him up for success by tidying things up in terms of congregational processes and procedures. The teams and groups at St. Andrew's have enthusiastically supported this focus which includes questions such as "What is working now?" and "What needs to be changed or improved?" Our hope is that things will be running as smoothly as possible when the new minister arrives.

We both feel a deep sense of appreciation for each other and the partnership model is working well. We complement each other and are both committed to the work at St. Andrew's during this season of vacancy.

Respectfully submitted,

Rev. Dr. Jeffrey Crawford and Rev. Dr. Ian Gray

Knox-Calvin, Harriston

The pulpit continues to be filled weekly by myself and the Lord's Supper was celebrated on the first Sunday of Advent and the first Sunday in February. I am currently focusing on making 'get acquainted' visits with members and adherents and hope to have these completed before summer. Hopefully this will enable me to give an up-to-date 'snap-shot' of the congregation in my report in June.

Finances are currently in a positive position. An Irish Stew lunch is planned for St. Patrick's Day to contribute to the Palmerston Hospital's MRI fund and the Board is planning a fish-fry in May to assist with church expenses.

Preparations are underway for the Annual Meeting on February 23rd. An ongoing concern is for the elevator which was installed several decades ago. Parts are no longer available and any significant problem would require the installation of a new elevator. Current funds and investments could cover about half of that cost and the current elevator is working well, but to provide for a future upgrade, the Board and Session will be recommending to the Annual Meeting that a designated fund be created for this purpose. The elevator is used by a number of congregants each week who could no otherwise attend.

The Session has met monthly, focusing upon reports provided by our General Presbyter. Prior to the pandemic, the Session began to communicate with other Presbyterian Churches in the area when financial challenges made it evident that continuing as a single, full-time pastoral charge was no longer sustainable. Those conversations continue in the current quadrant format, but the Session is also wondering about the possibility of a connection with congregation(s) in neighbouring Presbyteries and/or with a congregation of another denomination. While the current half-time Stated Supply arrangement is working well, I continue to be mindful that this is an 'interim' solution and a more permanent arrangement needs to be considered for the longer term. I continue to consult with Jeff Crawford regarding strategies for the future.

Submitted by Don McCallum

[24 That the Report of the Congregational Response Team be adopted as a whole](#)

[6 Equipping Leadership and Renewal Team\(s\)](#)

[Recommendation 25: That the report of the Equipping Leadership and Renewal Team be received and considered.](#)

Re-Certification of Beth Anne Fisher

The Committee met with Beth Anne Fisher regarding her recertification as a student for the ministry. Beth Anne is in the final stages of her Phd. Work at Emmanuel College. Her goal is to finish her thesis this summer re. spiritual formation for leadership, specifically regarding how churches relate to power. She has an M.Div. from Wycliffe College but has been assigned eight courses to be completed prior to ordination in the P.C.C. She plans to start them this year, perhaps at St. Andrews Hall. Beth Anne has done pulpit supply in the Presbytery and worked part-time with Knox-Preston in 2024. She would like to serve in a congregational context, particularly in times of transition or in a church that is pursuing a new vision for the future.

[Rec. 26 That Beth Anne Fisher be re-certified as a student for Ministry within the P.C.C.](#)

Endorsement of the Rev. Norm Sennema

Rev. Norm Sennema is applying to the Committee on Education and Reception to become a minister of the Presbyterian Church in Canada. This application requires the endorsement of the Presbytery in which he resides. He supplied the Committee with copies of his resume, covering letter and the application form used by E. & R. Rev. Sennema has been a minister of the Christian Reformed

Church of North America since 1993, having served as a Pastor in Charlottetown (PEI), Ajax, Port Perry and Cambridge (On) and as a Curriculum Coordinator with the Leadership Development Network. The team was impressed with his openness to discuss his concerns with recent changes in the CRC and his desire to serve in a context with greater openness to different positions. He is being pro-active in his exploration of the Presbyterian Church in Canada and we believe that he would be an asset to our denomination.

Rec. 27: That the Presbytery of Waterloo-Wellington endorse the application of the Rev. Norm Sennema to become a minister within the Presbyterian Church in Canada.

Study Leave Requests:

Rev. Dr. Jeffery Crawford is requesting 2 weeks of study leave from February 13 to 19 and then March 17 to March 23 to complete a course on 'The Art of Transitional Ministry- Part One' offered by the Transitional Ministry Education Consortium of the PC(USA).

Rec. 28: That Rev. Dr. Jeffery Crawford's request for 2 weeks of Study leave be approved.

Rev. Dr. Peter Bush has requested two weeks of study leave to be used in the following ways:

- March 13-15 to attend the Metropolis Toronto Conference – theme: Resetting the Canadian Immigration Agenda
- April 11 – Canadian Branch Missiological Society: Ecclesiology and Missiology In Toronto - Paper presentation – “Using Henry Venn’s Three ‘Selfs’ to Nurture the Mission of Rural and Small-town Churches in Post-Christendom Canada”
- May 13-14 to attend – Re-Imagining Church, Land and Community – Wycliffe College, Toronto
- June 15-21 – to attend – The Hockey Conference, Winnipeg - Paper presentation “The Kingston Church Athletic League, 1949-2024: A Case Study of one Minor Hockey League”;

Rec. 29: That Rev. Dr. Peter Bush's request for 2 weeks of Study leave be approved.

Funding Request from the Kitchener-Waterloo Churches.

One of the proposals that has come out of K/W churches meeting together is that they would like to get their Christian Education teams together to talk about alternatives to the traditional Sunday School model. They have enlisted the help of Dr. Rebekah Ludolph from Laurier University who also leads a six-week course on intergenerational ministry. They would like to offer her an honorarium in the amount of \$300 and are asking if Presbytery can provide the funding for this multi-congregational project. Since there was a surplus in the General Account in 2024, we are recommending the following:

Rec. 30: That \$300 be provided as an honorarium for Dr. Rebekah Ludolph from the 2024 General Fund surplus, charging it to the “Gifts to Other Individuals” account.

Revisions to Appendix B-4 of Standing Orders

At the January meeting Notice of Motion was given regarding changes to the “Conditions of Disbursement” for grants from the reGeneration Fund. These changes are an attempt to communicate what has become the practice of the Presbytery.

In order to encourage participation from as many Congregations as possible, grants have been limited to \$5000 per year. This helps to prevent one or two large projects from using most of the funds available for that time period.

In order to ensure that the Congregation is committed to the project/activity, at least 25% of its budget must come from the congregation.

Because it may take time for a ministry to become established, the Presbytery has been willing to provide funding for the same activity for several years. However, it is not advisable for the Presbytery to



Tuesday, March 11, 2025 – 7:00 pm

Meeting by Zoom

6651

take permanent responsibility for such activities. We are recommending that funding would normally not be approved for more than five years.

[Rec. 31 : That the following changes be made to the “Conditions of Disbursement” of the reGeneration Fund in Appendix B-4 of Standing Orders:](#)

(Note: the new sections are in bold italics)

7. Applications for renewal projects ready to be implemented must be received annually by September 1.

8. Disbursement will be on a first come first serve basis, depending on the availability of funds, the recommendations of the Renewal Team, and, ultimately, the approval of Presbytery. **Grants to each congregation will not normally exceed \$5000 per year.**

9. Implementation dates need to be available before the first grant will be available to the applicant congregation.

10. Costs associated with renewal projects will be considered for funding by the Renewal Team. **The congregation will be expected to provide at least 25% of the costs of the proposed program/activity.**

11. ~~Applications retroactive to January 1, 2022 will also be considered up to November 1, 2022.~~ **Grants will not normally be approved for more than five years for ongoing activities/programs.**

[Recommendation 32: That the report of the Equipping Leadership and Renewal Team be adopted.](#)