

Tuesday, January 13, 2026 – 7:00 pm
Over Zoom

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The Presbytery of Waterloo-Wellington met in regular session on Tuesday, January 13, 2026, over Zoom.

The Rev. Andrew Hyde and led the Presbytery in opening worship. He then led the Presbytery and guests in a workshop entitled “Observations from the Missional Edge. The Moderator, the Rev. Dr. Kristine O’Brien opened the meeting with prayer and constituted the court.

Attendance

Ministers

Rev. Scott McAndless, Clerk, Rev. Kristine O’Brien, Moderator, Rev. Peter Bush, Rev. David Choi, Rev. Courtney Crawford, Rev. Jeffrey Crawford, Rev. Lisa Dolson, Rev. Hugh Donnelly, Patrick Gushue, Rev. Dongwon Jung, Rev. Don McCallum, Rev. Jennifer Sokolowsky, Rev. Cathy Stewart,

Representative Elders

Loretta Fox, Jo-Anne Hall, Carol Hyde, Janet de Groot, Alan Israel, Steve Jones, Werner Kuemmling, David Mallett, Doug McCaig, Dave Ogram, Bonnie Street, Rick Thomas, Doug Walker, Terri Whiffin

Appendix: Rev. Jay Brennan, Rev. John Borthwick, Rev. Darrell Clarke

Others: David Church (Treasurer), Kathleen Sorensen, Rev. Andrew Hyde

Regrets: Rev. Reuben St. Louis, Peggy Lennox,

The moderator welcomed guests and visitors

1. It was **moved** by Scott McAndless/Lisa Dolson that Andrew Hyde be invited to sit and correspond. **Carried.**
2. It was **moved** by Scott McAndless/Dave Ogram that the Docket as proposed be adopted. **Carried.**

Consent Agenda

3. It was **moved** by Jeffrey Crawford/Doug McCaig that items 4,6-7,10-23,27,29-30,32,35-38 and 40 as listed below be adopted by the consent of the court. **Carried.**

Gather

4. That the report of the Gather Team be received and considered. **Carried by consent.**
5. It was **moved** by Scott McAndless/Doug McCaig that the Minutes of the meeting of November 11, 2025, be approved as presented. **Carried.**
6. That the actions of the clerk in referring correspondence items 420-453 be homologated. **Carried by consent.**
7. That the call to Rev. Tae Ho Yoo be lifted from the table. **Carried by consent.**
8. It was **moved** by Scott McAndless/Peter Bush that the call be placed in the hands of Rev. Tae Ho Yoo, who may indicate whether he accepts the call. **Carried.**
9. It was **moved** by Scott McAndless/Jeffrey Crawford that an induction service for Tae Ho Yoo be held at Joonim Presbyterian Church on Sunday, March 1, 2026, that Presbytery meet at 2:30 pm prior to the service, and that details of the service be left in the hands of the Moderator, Interim Moderator, Clerk and Stated Supply minister of Joonim. **Carried.**
10. That Rev. Tae Ho Yoo, Interim Minister of Joonim (for the moment), be transferred from the appendix to the constituent roll of Presbytery. **Carried by consent.**
11. That Rev. Patrick Gushue be placed on the constituent roll of Presbytery. **Carried by consent.**

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12. That the Rev. Jennifer Sokolowsky be transferred from the appendix to the constituent roll of Presbytery. **Carried by consent.**
13. That the Rev. Dr. Konnie Vissers be transferred from the appendix to the constituent roll of Presbytery. **Carried by consent.**
14. That Hugh Donnelly, Frank Szatmari, Cathy Stewart and Jeffrey Crawford be named as clergy commissioners to General Assembly. That Elders Lynda Pinnington and elders from Rockwood, Knox-Calvin Harriston, and Kortright be named as commissioners. **Carried by consent.**
15. That the clerk be empowered to replace commissioners who decline or become incapable of attending according to the rotation that has been established. **Carried by consent.**
16. That the Report of the Gather Team be adopted. **Carried by consent.**

General Presbyter

17. That the report of the General Presbyter be received for information. **Carried by consent.**

Treasurer

18. Receive the Treasurer's Reports. **Carried by consent.**
19. Accept the draft Financial Statements to December 31, 2025. **Carried by consent.**
20. Approve the report as a whole. **Carried by consent.**

Leadership

21. That the Report of the Leadership Team be received and considered. **Carried by consent.**
22. That the Trustees of St. Andrew's Presbyterian Church, Kitchener continue to work at differentiating themselves from St. Andrew's KW Housing Initiative Corporation. **Carried by consent.**
23. That the Special Committee be discharged. **Carried by consent.**
24. It was **moved** by Cathy Stewart/Don McCallum That the above be the congregational designations for Interim Moderatorships in 2026. **Carried.**
25. That Doon Church remain under the oversight of an Interim Moderator and Assessor Session until at least April 1st 2027. **Carried by consent.**
26. It was **moved** by Cathy Stewart/Don McCallum That Rev. Jay Brennan be appointed as Stated Supply Minister at 30% of full time in order to provide pastoral care for the congregation and to be responsible for Sunday Worship services under the terms of the attached contract. **Carried.**
27. That the Leadership Team of Presbytery review the appointment of the Interim Moderator and the membership of the Assessor Session for Doon Church, effective April 1, 2026 and make recommendations to the March meeting of the Presbytery. **Carried by consent.**
28. It was **moved** by Cathy Stewart/Don McCallum That the Presbytery endorse the appointment of the Rev. Jennifer Sokolowsky to the position of Pastoral Care Minister at Knox Presbyterian Church, Guelph for 20 hours a week, for 18 months beginning Dec. 15, 2025. **Carried.**
29. That Central be commended on how it has built up a strong and collaborative leadership, which will strengthen the transition to a new Minister in 2027. **Carried by consent.**
30. That Presbytery examine ways to support creative debt reduction at Central. **Carried by consent.**
31. It was **moved** by Cathy Stewart/Don McCallum That a Special Committee made up of 2 members from the Resources Team and 2 members from the Leadership Team meet with the Session of Central Presbyterian Church, Cambridge to discuss the financial concerns raised during the Presbytery Visitation. That the Special Committee report to the March 2026 meeting of the

Presbytery. The Moderator of Presbytery be given power to issue in naming the Special Committee. **Carried.**

32. That the Visitation Team be thanked and discharged. **Carried by consent.**
33. It was **moved** by Cathy Stewart/Don McCallum That the Presbytery of Waterloo-Wellington approve a grant of \$4,000 from the Knox’s Galt Fund of the Presbytery to support the Messy Church program at the Knox, Preston site. **Carried.**
34. It was **moved** by Cathy Stewart/Don McCallum That the Presbytery of Waterloo-Wellington approve a grant of \$5,000 from the Endowed Projects Fund of the Presbytery to support the above programs at St. Andrew’s, Fergus. **Carried.**
35. That the Presbytery of Waterloo-Wellington upon its review of the application of supporting documents from St. Andrew’s Presbyterian Church, Fergus, Ontario endorse the grant request of \$1,700 from the Cooke’s Church Trust in 2026. **Carried by consent.**
36. That the Presbytery of Waterloo-Wellington upon its review of the application of supporting documents from St. Andrew’s Presbyterian Church, Fergus, Ontario endorse the grant request of \$7,000 from the Creative Ministry with Children and Youth Fund in 2026. **Carried by consent.**
37. That the report of the Leadership Team be adopted. **Carried by consent.**

Resource

38. that the report of the Resource Team be considered. **Carried by consent.**
39. It was **moved** by by Doug McCaig/Bonnie Street that a \$25,000.00 loan be granted from the Reserve Fund to Knox-Calvin with a 5 year term. The loan will be repaid immediately upon receipt of funds from the sale of Mount Forest Presbyterian Church. The Convenor and Treasurer will draft the appropriate documentation. **Carried.**
40. that the report of the Resource Team be adopted. **Carried by consent.**

Adjournment

It was **moved** by Dave Ogram/Patrick Gushue that the court adjourn. **Carried.**

The Moderator closed in prayer

Book of Reports
Presbytery of Waterloo-Wellington
January 13, 2026

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1 Gather Team

Recommendation 4: That the report of the Gather Team be received and considered.

Recommendation 5: That the Minutes of the meeting of November 11, 2025 be approved as presented/amended

Correspondence:

420	Nov	10	Margie Warren	Roy Street Tast Force Report	Roy St.
421	Nov	11	Jennifer Astop	Notice re. Crieff Hill Grant Application	Clerk
422	Nov	12	Mavis Ho	Sacrament Elder Program	Presbytery
423	Nov	13	David Church	Congregational Assessments	Presbytery
424	Nov	14	L. Pinnington Marjorie	Grant Request, online presence	Resource
425	Nov	18	Copeland Jeffrey	Information re. E&R Candidates	Presbytery
426	Nov	21	Crawford	Team Signup	Presbytery
427	Nov	24	Knox College Spencer	Call for nominations for DD	Presbytery
428	Nov	24	Edwards	Collective 2026 information Thank you for support of "Rooted"	Presbytery
429	Nov	25	Konnie Vissers Jeffrey	Grant	Info
430	Nov	26	Crawford	Signed Contract: Patrick Gushue	Pens&Ben
431	Dec	1	Kathryn Muir	Changes to the roll	Presbytery
432	Dec	2	Crieff Hills	Lunch invitation for clergy	Clergy
433	Dec	3	Peter Bush	New Rep Elder: Doug Walker	Clerk
434	Dec	3	Nick Pavel	Financial Reports Palmerston	Palmerston
435	Dec	3	Tim Purvis	Clergy Mental Health Study Question about funding for the	Clergy
436	Dec	3	Gib McIlwrath	Collective	Leadership
437	Dec	11	Peter Bush 11 Beth Anne	2 Grant Requests, St. Andrew's Fergus	Leadership
438	Dec		Fisher 11 Marjorie	Training Certifications Call for Nominations for Standing	Leadership
439	Dec		Copeland	Committees Rural and Remote Ministries Grant	Gather
440	Dec	11	Jennifer Astop Donald	Resp.	Gather
441	Dec	11	McCallum	Reserve Fund Application	Resource
442	Dec	12	Peggy Lennox Dianne	News of Rev. Choi's father	Presbytery
443	Dec	12	Douglas	Transfer of Patrick Gushue`	Gather
444	Dec	15	PCC	2025 Gifts by congregation	Resource
445	Dec	16	Joni Smith	Knox's Galt Fund application (Hespeler)	Leadership
446	Dec	16	Karen Plater	Affordable Housing Consultation	Resource
447	Dec	19	Peter Bush	Grant Request to LMA seeking support	Leadership

			Glen			
448	Dec	19	Soderholm	Contract Jen Sokolowsky		Leadership
			Charles			
449	Dec	22	McPherson	Suspension Andrew MacDonald		Clerk
			Rebecca	Tae Ho Yoo E&R requirement		
450	Dec	22	Simpson	completed		Gather
			Wendy			
451	Dec	29	Paterson	Passing of Helen Cleghorn		Presbytery
			Jeffrey			
452	Jan	2	Crawford	Letter of Reference for P. Gushue		Clerk
			Mary Visser			
453	Jan	5	Kerr	Web Site invoice		Treasurer

Recommendation 6: That the actions of the clerk in referring correspondence items 420-453 be homologated.

Call to Tae Ho Yoo

At the September 10, 2024 regular meeting, the Presbytery processed the following business:

A Call to Rev. Tae Ho Yoo from Joonim Presbyterian Church. The terms of that call may be found in the minutes of that meeting.

It was **moved** by Scott McAndless/Jen Sokolowsky that as the terms of the call and the guarantee of stipend are in order, the guarantee of stipend to the Rev. Tae Ho Yoo be deemed acceptable. **Carried.**

It was noted that vacation should be five weeks. The call was corrected accordingly.

It was **moved** by Scott McAndless/Dongwon Jung that the call to the Rev. Tae Ho Yoo be sustained as a gospel call and approved by the Presbytery of Waterloo-Wellington. **Carried.**

It was **moved** by Scott McAndless/Glen Soderholm that the motion regarding the call to the Rev. Tae Ho Yoo be tabled until such time as his process with the Education and Reception Committee is completed. **Carried.**

We are pleased to report that Rev. Tae Ho Yoo has completed the requirements that he has been given by Education and Reception. We would therefore make the follow recommendation.

Recommendation 7: That the call to Rev. Tae Ho Yoo be lifted from the table.

Recommendation 8: That the call be placed in the hands of Rev. Tae Ho Yoo, who may indicate whether he accepts the call.

Recommendation 9: That an induction service for Tae Ho Yoo be held at Joonim Presbyterian Church on Sunday, March 1, 2026, that Presbytery meet at 2:30 pm prior to the service, and that details of the service be left in the hands of the Moderator, Interim Moderator, Clerk and Stated Supply minister of Joonim.

The Roll of Presbytery

The Gather team reviewed the roll of Presbytery and the question of how and when clergy are to be added. Here are the regulations:

Here are the rules in the Book of Forms:

176. The presbytery consists of: (see especially sections 176.1, 176.2 and 176.5, also 176.3 and 176.5.1)

176.1 Ordained ministers within the bounds, whose ministry is carried out on a minimum of a half-time basis and:

176.1.1 who are pastors, associate or assistant pastors, directors of Christian Education, interim ministers, stated-supply (whether in congregations or mission fields), chaplains to the armed forces when stationed within the bounds; (see section 213.2) (Declaratory Act: A&P 1979, p. 239, 88)

176.1.2 who are appointed by the Life and Mission Agency to an overseas mission field and are within the bounds because of furlough or special assignment;

176.1.3 who have been appointed to mission work in Canada within the bounds for not less than one year by the Life and Mission Agency or who, as per section 201.2, are serving part-time in a congregation and have been appointed by the presbytery at the request of the minister and session of the congregation or on presbytery's own initiative;

176.1.4 who are ordained ministers serving within the bounds of the presbytery under appointment by the Life and Mission Agency, and who have been sent by their overseas church, and received by the Life and Mission Agency, as missionaries to The Presbyterian Church in Canada; (see A&P 1979, p. 408–10 and 85; A&P 1980, p. 100)

176.1.5 who serve on our college faculties or are employed on the staff of the courts or agencies of this church; (Declaratory Act: A&P 1966, p. 399–401, 93; A&P 1980, p. 111, 217; A&P 1989, p. 268, 65)

176.1.6 who make request and are serving in agencies not directly responsible to The Presbyterian Church in Canada as Bible Society secretaries, teachers in Bible or theological colleges, or university departments of religion; workers in inner-city, national, or overseas missions (the last when residing within the bounds); (Declaratory Act: A&P 1989, p. 268, 65); or institutional chaplains, appointed for not less than one year (Declaratory Acts: A&P 1988, p. 283, 34; A&P 1992, p. 383, 63; A&P 1995, p. 229, 38; A&P 2017, p. 279–80, 15).

176.1.7 Deleted, 2024

176.1.8 who are not included above, and who, at presbytery's request and by authorization of the Assembly, have been placed upon the roll. Such presbytery applications shall not be made for retired ministers, except those who are rendering active service; (Declaratory Act: non-theological teachers or professors, psychologists, social workers, or other ministers in secular employment; A&P 1989, p. 267, 65)

176.1.9 when there has been a significant change in the status or abilities of the minister whose name has been ordered placed on the constituent roll, the name, as the presbytery may judge, shall be placed on the appendix to the roll by proper motion of the court. Should the new status, in the judgment of the presbytery, merit a placing of the name on the constituent roll, the presbytery may overture the General Assembly in conformity to section 176.1.8.

176.1.10 Equalizing ministers: Where there are more elders than ministers on the constituent roll of a presbytery, the presbytery may, on an annual basis, add to the constituent roll ministers from the appendix to the roll, who are serving as interim moderators, to act as equalizing ministers.

On this basis, these are the changes to the roll that we feel need to be made now:

Rev. Tae Ho Yoo is now a received minister working (for the moment) as stated supply

Recommendation 10: That Rev. Tae Ho Yoo, Interim Minister of Joonim (for the moment), be transferred from the appendix to the constituent roll of Presbytery.

Rev. Patrick Gushue, Interim Minister for St. Andrew's Kitchener, is being transferred to our care by the Presbytery of Brantford.

Recommendation 11: That Rev. Patrick Gushue be placed on the constituent roll of Presbytery.

Rev. Jennifer Sokolowsky has entered into a half-time Pastoral Care contract with Knox Presbyterian Church, Guelph

Recommendation 12: That the Rev. Jennifer Sokolowsky be transferred from the appendix to the constituent roll of Presbytery.

Given Konnie Vissers' new ministry associated with Kortright Presbyterian Church, it seems wise to place her on our Roll.

Recommendation 13: That the Rev. Dr. Konnie Vissers be transferred from the appendix to the constituent roll of Presbytery.

If these motions are adopted, the roll of Presbytery will include 22 clergy and 24 laity which is close to parity. Gather will consider whether any action needs to be taken to name equalizing members at a future time.

General Assembly Commissioners

A motion to name eight commissioners to the 2026 General Assembly needs to be considered by the end of January. Here, for information are the upcoming names according to the rotation. The clerk will be reaching out to people in this order:

Clergy (confirm):

1. Hugh Donnelly
4. Frank Szatmari
5. Cathy Stewart



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6. Jeffrey Crawford

Laitie (awaiting some responses):

1. Lynda Pinnington (Cambridge, Central)
2. Rockwood
3. Harriston, Knox-Calvin
4. Guelph, Kortright
5. Alma
6. Fergus, St. Andrew's

Recommendation 14: That Hugh Donnelly, Frank Szatmari, Cathy Stewart and Jeffrey Crawford be named as clergy commissioners to General Assembly. That Elders Lynda Pinnington and elders from Rockwood, Knox-Calvin Harriston, and Kortright be named as commissioners.

Recommendation 15: that the clerk be empowered to replace commissioners who decline or become incapable of attending according to the rotation that has been established.

Sub-Teams

There are two sub-teams that fall under the Gather Team: Pastoral Care and Sexual Abuse and Sexual Harassment Response Team. We are still working on the membership of the Pastoral Care Team, but the Sexual Abuse and Harassment teams is as follows:

Frank Szatmari
Beth Anne Fisher
Kristine O'Brien
Scott McAndless

Recommendation 16: That the Report of the Gather Team be adopted

2 General Presbyter's Report

Recommendation 17: That the report of the General Presbyter be received for information

presbyter@gmail.com 519.870.6060

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.

New Presbytery Teams

Below is the proposed make-up of the new Presbytery Teams. The Interim Team Leaders have supported the teams meeting for the first time and getting us going in this New Year. Each team is responsible for appointing its own Team Leader. There are presbyters who have not found teams to date, please speak with the General Presbyter if you desire to join the Gather or Resource Team; the Leadership Team is the fullest.

Gather

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Scott McAndless – Clerk (Interim Team Lead)
Reuben St. Louis
Tae Ho Yoo
Tom Bolton
David Choi
Courtney Morris Crawford
Mark Richardson
Frank Szatmari
Kristine O'Brien - Moderator

Leadership

Peter Bush (Interim Team Lead)
Grant Vissers
Carol Hyde
Jo Anne Hall
Aubrey Botha
Lisa Dolson
Jen Sokolowsky
Don McCallum
Nick Pavel
Loretta Fox
Dave Ogram
Beth Anne Fisher
Linda Bell
Dongwon Jung
Cathy Stewart

Jeffrey Crawford – General Presbyter

Resources

Doug McCaig (Interim Team Lead)
Janet de Groot
Bonnie Street
Darrell Clarke
Peggy Lennox
Dave Mallett
Gib McIlwrath
Jay Brennan
Hugh Donnelly
Kirk Summers
Patrick Gushue
David Church -Treasurer

3 Treasurer's Report

Draft 2025 Financial Activity to December 31, 2025

Attached are the draft and unaudited Financial Position (Balance Sheet) and Financial Report (Income Statement) for December 2025. The statements are in draft form mainly

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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 \$6,606.

Respectfully submitted,

David Church, Treasurer

Recommendation #18 Receive the Treasurer's Reports.

Recommendation #19 Accept the draft Financial Statements to December 31, 2025.

Recommendation #20 Approve the report as a whole.

DRAFT FINANCIAL REPORT TO PRESBYTERY of WATERLOO-WELLINGTON as at December 31, 2025

	GENERAL FUND			RESERVE FUND	TRUST FUND	ReDEVELOP MENT FUND	DIANE BOYD CAMPUS FUND	REMERGE-NCY FUND	REGENERA-TION FUND	TOTAL Dec-25	TOTAL Dec-24
	Dec-25	Budget	Variance								
INCOME											
Assessment Income	92,277	93,040	763							92,277	101,635
Income from induction services & Other Donations	31	-	31			313				343	465
Interest Earned	259	250	9	64	265	3,019	55	2,866	122	6,649	8,313
PCC Fund Income				8,587	155	3,216	9,640	14,748	60,807	97,154	203,761
Capital Gain(loss)						1,196				1,196	1,170
Proceeds of Dispositions, Grants & Bequests	585	-	585							585	58,116
Total Income	93,151	93,290	139	8,651	420	7,743	9,696	17,615	60,929	198,204	371,120
EXPENSES											
Synod Assessment	36,195	36,195	-							36,195	42,383
Assessments - Total	36,195	36,195	-							36,195	42,383
Counselling Fees											9,181
Grants to Congregations						3,000			19,158	22,158	36,475
Grants-Renewal Projects											
Grants - Post Secondary Students	1,000	-	1,000				13,760			14,760	12,900
Grants - U of G chaplaincy	9,000	9,000	-							9,000	9,000
Grants - Students for Ministry		1,200	1,200								
Grants - Manse_Rental Subsidy											8,501
Grants - Canadian Food Grains		25	25								
Grants - Other											13,385
Grants - Total	10,000	10,225	225	-	-	3,000	13,760	-	19,158	45,918	89,442
Clerk's honorarium	15,120	15,120	-							15,120	15,120
Treasurer's honorarium	12,000	12,000	-							12,000	12,000
General Presbyter salary						60,513		30,811		91,324	90,915
General Presbyter pension & benefits						8,979		5,930		14,909	14,109
CPP/EI	1,314	1,500	186			3,418		2,124		6,857	6,668
Liability Insurance	3,664	3,750	86							3,664	3,555
General and office supplies	1,788	2,000	212			206				1,994	1,799
Depreciation											
Telecommunications	100	3,250	3,150							100	1,024
Audit and legal fees		2,500	2,500								551
Bank interest/charges	31	100	69			135				166	126
Administration Expenses-Total	34,017	40,220	6,203	-	-	73,251	-	38,866	-	146,134	145,867
Travel and mileage	374	750	376			1,778				2,152	2,343
Meals and hospitality	1,351	1,750	399							1,351	2,968
Travel - total	1,725	2,500	775			1,778				3,503	5,311
Commissioner's Expenses GA	2,716	2,000	716							2,716	1,758
Conference Funds	800	500	300					1,557		2,357	700
Student Psych. assessments/counselling											
Visitors and Gifts	507	250	257							507	
Christian education		750	750								
Carbon Offset		350	350								
Visitation expenses	585	-	585							585	
Canada Youth/Lift											3,000
Student certification		300	300								
2023 deficit recovery											
General expense - Total	4,608	4,150	458	-	-	-	-	1,557	-	6,165	5,458
Total All Expenses	86,545	93,290	6,745	-	-	78,029	13,760	40,423	19,158	237,915	288,461
Surplus/(Deficit)	6,606	-	6,606	8,651	420	70,286	4,064	22,808	41,770	39,711	82,659

PRESBYTERY OF WATERLOO-WELLINGTON
 DRAFT STATEMENT OF FINANCIAL POSITION
 as of December 31, 2025

	GENERAL FUND	RESERVE FUND	TRUST FUND	REDEVELOP- MENT FUND	DIANE BOYD CAMPUS FUND	REMERGE- NCY FUND	REGENERA- TION FUND	ALL FUNDS Dec-25	ALL FUNDS Dec-24
CASH									
ACCOUNTS RECEIVABLE	5,365	23,098	18,219	147,913	3,756	66,539	4,994	269,884	156,898
ACCRUED INTEREST	200							200	2,588
G.I.C.'S				180,332				235,665	225,000
DUE FROM OTHER FUNDS	20,632					55,332		20,632	63,898
LONG-TERM ASSETS	25,797	23,098	18,219	328,245	3,756	121,871	4,994	525,980	448,384
NOTES RECEIVABLE(CHURCHES)				713,633				713,633	900,878
PCC CONSOLIDATED FUND			2,201	123,328	129,767	209,553	859,793	1,446,653	1,293,618
CORPORATE&GOV.BONDS etc.	35							35	72,214
ADJUST TO MARKET VALUE									4,384
FIXED ASSETS	35	122,011	2,201	836,961	129,767	209,553	859,793	2,160,321	2,271,094
COMPUTER EQUIPMENT	2,486							2,486	2,486
LESS DEPRECIATION	2,486							2,486	2,486
TOTAL ASSETS	25,832	145,109	20,420	1,165,206	133,524	331,424	864,788	2,686,302	2,719,478
LIABILITIES									
ACCOUNTS PAYABLE	1,514							1,514	-
OWED TO OTHER FUNDS		20,632		0				20,632	12,076
LONG TERM DEBT				33,423				33,423	35,894
FUND BALANCES	1,514	20,632	-	33,423	-	-	-	55,569	47,970
OPENING BALANCES	17,712	115,826	20,000	1,202,069	137,588	354,232	823,017	2,670,444	2,588,849
CURRENT SURPLUS(DEFICIT)	6,606	8,651	420	70,286	4,064	22,808	41,770	39,711	82,659
PRIOR UNDISTRIBUTED	24,318	124,477	20,420	1,131,783	133,524	331,424	864,788	2,630,733	-
TOTAL LIABILITY/FUND BALANCES	25,832	145,109	20,420	1,165,206	133,524	331,424	864,788	2,686,302	2,719,478

4 Leadership Team

[Recommendation #21: That the Report of the Leadership Team be received and considered.](#)

1. Intervention Sub-team

The present members of the Intervention Sub-team are: Cathy Stewart, Peter Bush, Jeffrey Crawford. The Intervention Sub-team respond to congregational issues between Presbytery meetings if needed. Other members of the Presbytery are welcome to contact the Leadership Team Lead – Peter Bush – if they are interested in joining the Intervention Sub-Team.

2. Special Committee St. Andrew's, Kitchener

FINAL REPORT SPECIAL COMMITTEE - dated Dec. 1, 2025

The Special Committee (Darrell Clarke and Peter Bush with staff support from Jeff Crawford) named to support St. Andrew's Church, Kitchener in its plans to build a housing development and to work with the Trustees on polity matters is bringing its final report to the Presbytery.

The Roy Street Project group, a committee of the Session of St. Andrew's Church, has been in conversation with Flourish (an independent organization connected with Indwell) regarding Flourish becoming the Owner's Representative. At the time of writing this report a recommendation to that end had been sent to Session of St. Andrew's Church for their consideration. Such a relationship will bring an increased level of confidence to the Presbytery that the project has good supports in place to see the build to completion.

In recent conversations involving the Roy Street Project group and some members of the Trustees of St. Andrew's have explored the idea of St. Andrew's Church entering into a lease agreement with the future operator of the building sooner rather than waiting until the construction is completed done. At the time of writing this report a lease was being worked on, such leases are complicated and take time. Such a lease would provide increased confidence to the Presbytery regarding the level of risk being entered into by St. Andrew's Church.

The Trustees of St. Andrew's Church and the members of St. Andrew's KW Housing Initiative Corporation are the same people. The two boards mirror each other. This remains a matter of concern. However, there are signs that the two boards are seeking to differentiate themselves from each other. The Annual Meeting of the Corporation, to take place in the spring of 2026, will provide a relatively seamless way to continue the differentiation process.

Matters related to the Housing Development have dominated the Special Committee's time at St. Andrew's Church, therefore little has been done regarding the Trustees and polity matters. It is evident that the Trustees at St. Andrew's have an authority that is greater than being "a pen in the hand of the congregation." This quotation comes from the Trust Deed of congregations in The Presbyterian Church in Canada, including St. Andrew's Presbyterian Church, Kitchener. We heard frequently about the Trustees telling the congregation various things, we heard almost never about the congregation giving direction to the Trustees by means of motion, debate, and vote. We believe that such a change in culture will take time with the Session working intentionally with the congregation and the Trustees towards that change. We also believe that new Trustees being elected as presently serving Trustees end their terms will aid in this cultural

shift. The congregation will require education and support if they are to exercise their place in the oversight of the Trustees work.

RECOMMENDATION 22:

That the Trustees of St. Andrew's Presbyterian Church, Kitchener continue to work at differentiating themselves from St. Andrew's KW Housing Initiative Corporation.

RECOMMENDATION 23:

That the Special Committee be discharged.

3. Interim Moderators

a. Categories and Rates

Categories of Interim Moderatorships

- Category I – Search – 10% of 8th Increment -- \$477 a month (in 2026)
- Category II – Liaise – 7% of 8th increment -- \$335 a month (in 2026)
- Category III – Transition – 15% of 8th increment -- \$716 a month (in 2026)

Interim Moderatorships

- St Andrew, Kitchener – Category I – Search
- Central Cambridge – Category II – Liaise
- Eden Mills – Category II – Liaise
- Crieff – Category II – Liaise
- Knox Guelph – Category III – Transition
- Doon – Category III – Transition
- Conn (end of Mount Forest) – Category III – Transition until end of April 2026
- Elora-Alma – Category III – Transition
- St. Andrew's Guelph -- NA
- Duff's -- NA
- Knox-Calvin, Harriston -- NA
- Rockwood – NA

RECOMMENDATION 24:

That the above be the congregational designations for Interim Moderatorships in 2026.

b. INTERIM MODERATOR REPORT FROM DOON

Interim Moderator's Report to Presbytery re Doon Church for January 2026

As a follow-up to reports made to Presbytery in 2025, and after review of the New Beginnings Report, Session minutes and Annual Reports (from 2010 to 2025) and consultations with a number of groups and individuals, I would offer a number of observations, followed by several recommendations from the Assessor Session:

First, there are a number of areas of concern that should be noted:

- Three ministers have left Doon Presbyterian Church in a fairly abrupt manner in the past six years. The congregation seems to have a history of becoming divisive during times of stress, sometimes resulting in criticism being levelled toward leaders in an unhealthy manner. While this is not the only reason for these pastoral transitions, it has been a significant part of the equation.
- In the past decade the Ministers and Session have tried to lead the congregation to renewal through a number of consultations and goal-setting processes. While there have been some positive results, other ideas have failed to take hold due to a lack of volunteers. The 'Alternate Proposal' adopted by the congregation in June 2025 is predicated on a high level of volunteer involvement. The demographics of the congregation will continue to make this challenging.
- The resignation of all members of the former Session in October has left a leadership vacuum. It will take some time to see if new leaders will rise up who are concerned for the spiritual health of the congregation and for outreach to the community.
- As donation-revenue has declined, the congregation has increased income for local expenses by renting the facility to outside groups. Transfers from the church's Cemetery Board have also covered shortfalls in the Operating Budget. These income streams have masked the fact that giving and the number of donors has dropped significantly.
- As financial pressures increased, donors tended to focus on the Operating Fund rather than on Missions/Outreach. About 7 or 8 years ago the congregation applied for permission from the City of Kitchener to help with bingo games. At present most expenditures for 'missions/outreach' (including Presbyterians Sharing, PWSD, etc.) have come from the proceeds of bingo events. Income from this source is currently precarious due to a lack of volunteers. The low level of commitment to needs beyond that of Doon Church is a cause for concern.
- While the New Beginnings Report warned that continuing in the present location would likely lead to continued decline, the congregational meeting in June of this year took a clear decision to remain in place. This location has low visibility and parking is limited.

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There are also a number of building and/or property issues that have not be addressed due to a lack of finances.

On the other hand, there are some reasons for hope:

- There is an active worshipping congregation at Doon Church on Sunday mornings. The music is good, with a blend of contemporary and traditional styles. The service is relaxed and flexible. There are about 35-40 in attendance with an average of 7-10 children. The congregation is welcoming and reflects a diversity of ages and ethnicities.
- If these dynamics are nurtured it is possible that Sunday attendance could grow. 'Success' in this area over the next year or two might be about 55-65 on average. This worshipping congregation could also be the source for new leadership with appropriate encouragement and equipping. Rev. Jay Brennan was recruited for Sunday Supply by the previous minister and continues in the role a couple of times per month. His relaxed, open, straightforward style seems to be a good 'fit' for Doon at this time.
- After the decision was made to remain in the present location, several donors made substantial gifts totaling \$40,000. This, combined, with lower expenses due to the ending of the Stated Supply contract, means that Doon is financially solvent for the present. However, it may also be the case that a number of contributors have withdrawn from active support. It will take a several months before the financial strength of the congregation is known.
- The Board of Managers has recently been reconstituted with 5 members. They are working on a Budget for 2026 and an 'asset management' plan to address building/property projects over the next few years. Rising rental income could help fund the latter. There is a determination to no longer use financial transfers from the Cemetery Board to make up for shortfalls in the Church budget and discussions are underway to establish more of an 'arms-length' relationship between the Church and the Cemetery.
- It is the opinion of the Assessor Session that Doon Church is financially stable enough to last for a year or two. The congregation has about 50 active members and 25 adherents. Given the size and activity level of the congregation, we believe that a full-time or even a half-time minister is not required at this time. We are mindful of the fact that, in June 2025 the congregation agreed that the continued existence of the church would depend on a higher level of volunteer involvement. It could be an advantage to keep ministerial availability at a relatively low level to see if increased lay participation is forthcoming rather than depending upon a paid minister for a variety of ministry roles.
- The Assessor Session and I are addressing a number of administrative tasks that we hope to accomplish between now and the Annual Meeting in March. These include a review and revision of the Roll, discussions with those who have been active in outreach activities regarding the level of volunteers and sources for financial support and possible steps to encourage spiritual growth in the next year or so.



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- If the recommendations below are adopted, it would likely be appropriate for the March meeting of Presbytery to review the appointment of the Interim Moderator and the membership of the Assessor Session effective April 1st 2026.

RECOMMENDATION 25:

That Doon Church remain under the oversight of an Interim Moderator and Assessor Session until at least April 1st 2027.

RECOMMENDATION 26:

That Rev. Jay Brennan be appointed as Stated Supply Minister at 30% of full time in order to provide pastoral care for the congregation and to be responsible for Sunday Worship services under the terms of the attached contract.

RECOMMENDATION 27:

That the Leadership Team of Presbytery review the appointment of the Interim Moderator and the membership of the Assessor Session for Doon Church, effective April 1, 2026 and make recommendations to the March meeting of the Presbytery.

The Presbyterian Church in Canada

Stated Supply Ministry Agreement

Presbytery of Waterloo-Wellington

This agreement is dated the 13th day January, 2026

Between:

The Congregation of Doon Presbyterian Church, Kitchener

and:

The Rev. Jay Brennan, 135 Oxford St., Ste 403, Guelph, ON N1H
2M8 jay@brennancreative.ca

and:

The Presbytery of Waterloo-Wellington within The Presbyterian Church in Canada
Kitchener, ON N2E 4C7 Presbyteryww@gmail.com

This Agreement outlines the terms for the Presbytery appointment of the Minister to the position of Stated Supply in the Congregation.

- 1.0 The goals and expectations for this ministry are found at Schedule A, attached.
- 2.0 Qualifications of the Minister are found at Schedule B, attached.

3.0 This ministry is thirty percent of full-time, agreed to be an average of thirteen hours per week.

4.0 This ministry will begin on April 1, 2026 and end on March 31, 2027 and may be renewed with the mutual consent of all parties.

5.0 The stipend and allowances shall meet or exceed General Assembly and Presbytery requirements and may be prorated in the case of part time.

6.0 The Congregation shall pay the following monthly stipend and allowances, less payroll deductions, to the Minister at the beginning of each month:

	Ann. (Pro-rated 30%)	Monthly
Stipend	\$19,511	\$1,626
Housing Allowance & Utilities	10,800	900
Transition Allowance (at end of Contract)*		
Total	\$30,311	\$2,526

7.0 In addition to the above, the Congregation shall provide:

- Additional \$1000.00 per year for study leave
- Five weeks vacation and two weeks study leave
- Cost of pulpit supply during the Minister’s vacation and continuing education leave.

8.0 An Interim Moderator will be named by the Presbytery to the Congregation for the term of the ministry.

9.0 The Minister shall be accountable to the Presbytery.

10.0 The Minister shall not be eligible to be called to the Congregation during the term of this Agreement. If the Minister does subsequently seek a call, there must be at least 60 days between the end of the Agreement and Session issuing an invitation for the Minister to preach for the call.

11.0 This Agreement can be terminated by the Presbytery on its own or at the request of the Minister on 30 days written notice. During the first three years of ministry under the terms of this Agreement including subsequent consecutive renewals no further payments shall be required at the date of termination or expiry. After three years of consecutive service, the provisions of the Policy for the Dissolution of Pastoral Ties shall apply. (Policy attached if renewal is past three years)

12.0 This Agreement is in accordance with the policies for ministry within The Presbyterian Church in Canada and shall be subject to the laws of the province of Ontario.

13.0 This Agreement may only be amended or modified in writing and with the consent of all parties.



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* Note: After a Minister has remained in Stated Supply status for over three years, they are eligible and required by law to be paid a transition allowance. In this case it is for a period of four months.

This agreement is approved by the parties as of the date written above.

For the CONGREGATION:

Assessor Elder

For the PRESBYTERY

Clerk of Presbytery

For the MINISTER:

Minister

SCHEDULE A

Stated Supply Ministry Goals and Expectations

The goal for this Stated Supply Ministry is the provision of sustaining ministry for the Congregation by leading worship and providing pastoral care as agreed upon with the Interim Moderator Services and

The expectations for the Stated Supply Minister shall be to:

- lead worship and preach at least 3 times monthly on average, subject to vacation and continuing education leave;
- celebrate the sacrament of Holy Communion as determined by the Session;
- celebrate the sacrament of baptism as approved by the Session;
- provide pastoral care for sick and shut-ins;
- officiate at weddings and funerals as requested;
- attend meetings of the Session and, at the request of the Interim Moderator, moderate meetings of the Session and Congregation;
- perform some other administrative duties as requested by the Session or Presbytery; (e.g., work with church secretary in preparing bulletins and with the pianist-vocalist in preparation for worship);
- provide the Session, Interim Moderator and Presbytery with a written report regarding the Congregation at the end of the Stated Supply Ministry or at the time of the proposed renewal of the contract.

SCHEDULE B

Stated Supply Minister Qualifications

The Minister shall have the following qualifications:

- congregational pastoral experience as an ordained minister;
- attended workshop on the *Policy for Dealing with Sexual Abuse or Sexual Harassment of The Presbyterian Church in Canada* within the past 5 years;
- provide a vulnerable sector police records check prepared within the previous two months and demonstrate familiarity with the *Leading With Care* policy of The Presbyterian Church in Canada.

FROM INTERIM MODERATOR – KNOX, GUELPH

RECOMMENDATION 28:

That the Presbytery endorse the appointment of the Rev. Jennifer Sokolowsky to the position of Pastoral Care Minister at Knox Presbyterian Church, Guelph for 20 hours a week, for 18 months beginning Dec. 15, 2025.

Dear Rev. Sokolowsky;

Welcome to the Knox Guelph Church family. I am pleased to present this revised offer for the 18-month contract part-time position, Pastoral Care Minister at Knox Guelph, effective December 15th, 2025. At the end of the term, this contract position will be considered for renewal based on mutual agreement from both parties. This offer is contingent on successful reference checks and completion and satisfaction of a Vulnerable Sector Check. The key terms and conditions of this offer of employment are noted below. Termination with cause will result in dismissal without notice, and termination without cause will follow the Employment Standards Act (ESA).

Compensation

Your annual stipend will be \$30,938 and your hours of work will be 20 per week as noted below. Your job title is Pastoral Care Minister, reporting to Rev. Glen Soderholm, Interim Moderator or his designate, Rev. Cathy Stewart, Interim Minister. You will be paid at the beginning of a month, in advance. Additional compensation details noted below. As this is a contract position, these terms and details will be reviewed regularly. All allowances will be paid monthly as earned over time. The job description requires in person visits which may involve the use of own-use vehicle, as well as tolls or parking, all of which will be covered by the travel allowance. In line with performance, the Stipend and the Housing Allowance will move with Knox's approved COLA rate for that year. No COLA will be applied to the other components of compensation and will be discussed and agreed to in advance of each calendar year. In addition, 2 weeks of paid study time will be earned each calendar year (cumulative up to 5 years).

Pastoral Care Minister

20 HRs

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Compensation	FINAL	Notes
Stipend	30,938.00\$	Exceeds Category 1,
8th Increment		
Housing Allowance (inclusive of utilities)	14,463.00\$	Pro rated
Study/Resource Allowance	1,350.00\$	Study 1100, Books 250
not pro rated,	2wks/year (cumulative max 5	years)
Travel Allowance	3,000.00\$	
Cell Phone Allowance	450.00\$	Pro rated
Total	50,201.00\$	
Health & Dental (employer paid benefit)	6,747.84\$	
Total including H&D	56,948.84\$	
PCC Pension (member paid)	3,335.64\$	
Basic Group Life (member paid)	1,200.84\$	
Vacation	5wks = 20*5=100hrs	

HR Policies

Knox Presbyterian Church Guelph complies with the applicable legislation as per the Employment Standards Act (ESA), the Occupational Health and Safety Act, and all PCC Guidelines. Knox reserves the right to alter or amend all internal policies.

Performance Management Annual performance reviews will be conducted on a calendar year basis, including goal setting for the coming year. The first review will be scheduled for the summer 2026 and then will move to the normal annual calendar year cadence.

Hours of Details of Work

The standard, part-time, work week is 20 hours. These hours would include being present at worship twice a month, leading worship and preaching once a month, for a total of 3 Sundays per month (on average). Office hours will average 2 hours/week. Responsibilities of the role include pastoral care ministry, pastoral visitation and support, community care initiatives, monthly worship leadership, communications and pastoral tracking, and new initiatives as time permits (See attached Job Description).

Vacation and Holidays

This role is entitled to all Ontario Statutory holidays, plus any additional holidays designated by Knox. This position may be required to work on Christmas Eve, Christmas Day, Easter Sunday, and Good Friday. Payment for public holidays worked will be as per the ESA. You are entitled to 5 weeks of vacation, prorated based on your start date and a 20-hour work week. To request time off you will be required to gain approval from your direct supervisor or designate.



Return of Property

If this employment agreement is terminated for any reason, you will immediately return all property belonging to Knox Presbyterian Church Guelph.

5. Visitations

RECOMMENDATION 29:

That Central be commended on how it has built up a strong and collaborative leadership, which will strengthen the transition to a new Minister in 2027.

RECOMMENDATION 30:

That Presbytery examine ways to support creative debt reduction at Central.

RECOMMENDATION 31:

That a Special Committee made up of 2 members from the Resources Team and 2 members from the Leadership Team meet with the Session of Central Presbyterian Church, Cambridge to discuss the financial concerns raised during the Presbytery Visitation. That the Special Committee report to the March 2026 meeting of the Presbytery. The Moderator of Presbytery be given power to issue in naming the Special Committee.

RECOMMENDATION 32:

That the Visitation Team be thanked and discharged.

PRESBYTERY VISITATION REPORT

November 3, 2025

Presbytery Visitation to Central Presbyterian Cambridge on September 28, 2025

Visitors: Jeanette Bomhof (Elder at Gale Elmira); Werner Kuemmling (Rep elder from Knox Guelph); Rev Cathy Stewart (Interim Minister Knox Guelph)

Introduction & Background

In preparation for the visit, the team

- reviewed the two most recent annual reports including financial statements,
- met to review all aspects of the visit,
- held a phone interview with the Clerk of Session to gather information that was of a factual nature, in order to allow the in-person visit to focus on more substantial questions.
- sent questions for Session, Board and congregation so they could take time to prepare their responses.



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The visiting team participated in worship and facilitated a congregational conversation in the sanctuary for about thirty minutes immediately following worship. This was followed by a meeting with the Session, then the Board of Managers then the Minister Rev Botha.

23-year ministry: Over the course of the last twenty-three years, under the leadership of Rev Dr Aubrey Botha Central has undergone a transition from a traditional, predominantly “Scottish ancestry” congregation to a multi-cultural and multi-age evangelical community from a diversity of denominational backgrounds (or no church background). They find that based on feedback, the word “Presbyterian” seems to be off-putting for some people who are looking for a church home, so they are considering using the name Central Church on promotional materials.

Worship style is contemporary, with words and graphics projected on a screen, accompanied by piano, sometimes organ, and rotating groups of bands. The service follows a non-traditional pattern with prayers and Scripture integrated into the service rather than at set times.

Joys/strengths/life giving qualities (Spiritual Health) : Central finds that their “Jesus first” commitment guides them through potentially difficult issues. They try to be a ‘peach’ congregation: easy to enter, with a hard (strong and solid) core rather than like a coconut which is hard to enter in order to discover the sweetness inside. The congregation affirms that they find Central welcoming and supportive, a home and refuge regardless of their circumstances, creating a “family atmosphere.” The downtown location is both a strength and a challenge: the aesthetics of this beautiful old stone church, so visible in the central square, attracts visitors and creates a sense of presence in the city; its location means there is some vandalism, and under-housed people looking for support.

Ministries: Leadership in ministry is widely shared in a climate that cultivates collaboration and supports the vision of 1 Corinthians 12 of a congregation as a human body. There is leadership for all the ministries, which include: children and youth ministries; three Bible studies (Alpha; Minister-led series; a women’s study); pastoral care team; men’s ministry; prayer ministry; online ministry (website and You tube), communication through Facebook and Instagram. Various forms of mission include support for the local food bank, hymn sings for seniors, support for an orphanage in Lesotho and a chicken project in Guatemala. They employ residents of The Bridges, a homeless shelter downtown for landscaping, which seems to have reduced the vandalism around the building

Leadership: There are twenty-one elders on Session, a mix of “long-time” and more recently elected. They tried term eldership for a time but have returned to the former “for life” while allowing people to retire and move off from active service. They are very intentional about how they address disagreements, indicating “we do not fight.” They exhibited respect, solidarity and care for one another. They describe how prayer is integral to their deliberations and they feel they can speak from their hearts. Session elders each have a district of 8-10 people, which supports communication between elders and the Session. They have a strong connection with a local Christian School (Christian Reformed Church) which brings members and leaders.

Board of Managers: Each member of the Board has an area of responsibility (Property, Weddings, Use of facilities (rentals), Treasurer. Every point on Presbytery’s checklist for sound



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governance and practice is met (e.g. Leading with Care; police checks (see Appendix for more detail). The sanctuary is accessible, but its stage is not (though they tried!)

Mission work is supported exclusively through fund raising. Specific events target specific ministries e.g. a 5 km walk to support Rachel's Home in Lesotho.

Central has limited capacity to use rental of the building as a source of income. This is due to heavy use by the congregation itself, and also the positioning of the washrooms in relation to the rooms that would be suitable to rent. They welcome concerts in the sanctuary.

Revenue in 2024 was close to \$600,000, mostly through offerings. The budgeted contribution of \$5,000 to Presbyterian Sharing in 2024 may reflect Central's relationship with the larger Presbyterian Church. The Treasurer does not typically present the requested allocation to the congregation when presenting the budget (\$30,979 in 2024).

Challenges:

One challenge they currently face is to recruit a Staff person for Youth ministry.

Session described the major discernment required about the roof: it was either "repair the roof or relocate." Given the location right at the heart of the city, they decided they did not want to give up the location. The 2-million-dollar price tag has been a major financial challenge, especially as interest rates went up. Through donations and fund-raising, Central is making its way towards paying down this debt.

The change in leadership when Rev Botha retires in Spring 2027 is a challenge. Presbytery has granted their request to begin a search so that a new Lead minister will overlap with Rev Botha for some months before his retirement.

Both Board and Session note some fatigue given there are sometimes three kinds of fund-raising or calls for giving: for missions, for the roof and for the regular budget.

Some leaders are aware that even though Central does have a significant ministry with children and youth, it still needs strengthening, and continual energy is needed to keep engaged with the younger generation.

Relationship with Presbytery and the PCC: Session describes the relationship as "fraught". Central gets frustrated with Presbytery not being forward thinking, overly focused on money yet not supportive to the ways it could assist a viable congregation such as Central e.g. Presbytery could make a loan to help Central with their roof expenses. The Session expressed dismay about the new plan to deal with Presbytery's funds: it does not support a congregation like Central. Central would appreciate Presbytery funding the cost of the Interim moderator which will be added to their expense as of October 1, 2025. They would have liked financial help in setting up their new website. Central would like the PCC to revise its rules around membership; they find that the concept of membership is not meaningful to many of their faithful people.

Summary: Central Presbyterian Church in Cambridge is eminently "viable" in terms of its ministry.



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Recommendations:

1. That Central be commended on how it has built up a strong and collaborative leadership, which will strengthen the transition to a new Minister in 2027.
2. Presbytery examine ways to support creative debt reduction at Central.

Appendix A

Questions for the congregation of Central Presbyterian, Cambridge, after worship

This will be an all-congregation conversation. The 3-person team from Presbytery will be listening and trying to catch the pulse of God's Spirit at Central. We hope people feel free to be honest and forthright. This is not a test. Each congregation is unique, with its own strengths and challenges. This is an exploration. Questions are often most helpful to those who ponder them!

1. As you think about your time at Central, what has brought you the most joy? What has led you to feel most alive and growing in faith?
2. What do you think is the single, most important, life-giving characteristic of this church? When you are at your best, what are you doing?
3. What are some of the challenges facing Central?
4. If this congregation happened to close (for some reason), what would be the one thing people in the community would miss most? (in other words, what presence does Central have in the community?)
5. If you were to describe Central as some character in the Bible, or situation in the Bible, what would that be?

Appendix B Check List for via phone conversation with Clerk of Session September 24/ 2025

1. Leading with Care team: We don't have a "team" per se, but rather an elder assigned to oversee this ; We take it seriously, training all volunteers in Leading with Care as well as AODA (Accessibility for Ontarians with Disabilities Act) which is not required, but this training is a provincial requirement for all volunteers who deal with the public.
2. Police Record checks: These are updated every 5 years for elders and any volunteers with children, youth, or seniors.
3. Preparation of Budget: an initial draft is done by the Treasurer by soliciting request to team leaders; this is then reviewed by the Board of Managers. There is then a joint meeting of Session and Board of Managers in December of each year. It is presented to congregation at a pre-AGM meeting, and then voted by congregation at AGM.
4. Cheques 2 signatures? yes.
5. Offering counted on church property on Monday mornings. Counted by office manager and 1 congregational member. Goes into a safe after worship until Monday morning.

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6. Term service or Life service for elders: We did have term service (when it first came out in the 1990's); did it for a 6-year cycle; it didn't work for us. Signing up for 6 years seemed more daunting to people; we dropped it and went back to Life service. Some elders have been on for a long time; others serve for a few years or resign or retire for personal reasons. There are 21 elders on Session at this point. This includes a core group of 10 who have been on long time, 5 new elders elected in spring; and another 6 who are neither "really long time" or "really new". No regular rotation. When we did an election in 2022 the average age dropped by about 25 years.
7. Membership: The congregation is roughly 50-50 between adherents and members. Many adherents have been in congregation for a long time but see no need to formalize their membership. We have been on a kick to ask adherents to become members, explaining there are some things an adherent can't do (become an elder; vote for a call) Younger people, in particular don't share same (former/traditional) meaning of membership.
8. Paid personnel: Other than the minister, these are all part time.
 - Custodian
 - Office administrator
 - Children & family: staff person is on Maternity leave; position currently filled by members
 - Youth ministry coordinator is currently vacant; they are re-working the job description now and hope to have someone in place by January
 - Music director: currently on sick leave

6. Grants

a. Presbytery Funds (Knox's Galt and Endowed Projects)

1. ST. ANDREW'S HESPELER PRESBYTERIAN CHURCH

We would be pleased to be considered candidates for a grant from the Knox's Galt Fund. We would like to apply to this fund for a \$4000.00 grant. The Session of St. Andrew's has committed to contribute 25% or \$1,000.00 as their portion of support.

As you well know the congregations of St. Andrew's Hespeler and Knox, Preston amalgamated almost a year ago, in January 2025. When that amalgamation happened one of the key items agreed upon was maintaining and growing a presence in Preston. We currently have a portion of the former Knox Preston building for our use.

We have spent considerable time researching the program "Messy Church" and feel this would be a great place to start to reach out to the Preston Community. Messy Church is a wonderful program with the purpose of "reaching families who are not in our churches on Sundays." [<https://messychurch.ca/>] Messy Church is a growing international community! We want to bring Jesus alive and teach people on the outer edges of church what faith is all about.



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Currently we have a few very enthusiastic individuals who have recently visited another Messy Church location in our Presbytery to see exactly what happened. They came back completely energized and ready to start working seriously on this program to roll it out early in 2026. Once back from this evening they reported back to our Christian Education Team. Our Christian Education Team is now committed to working towards starting this new program in our Preston location.

We have several next steps planned:

- Making sure the Preston location is clean, vibrant and safe. This step will heavily involve our Christian Education Team:
 - This will include updating decor so it doesn't look like you walked onto the set of a 1960's television show. We would want to paint four rooms and a bathroom; replace carpet in three rooms; add new window coverings in two rooms; tune the piano, get new baseboarding for all rooms involved,
 - Purchasing proper heating dishes and other needed kitchen dishes so that dinner items can be kept at the safe and correct heat, re-wire some plugs in the kitchen so more than one item can be plugged in at a time. This site does not have a stove/oven. But in time we would like to investigate how we can add this to the kitchenette.
 - Updating the bathroom, needs a new all-in-one sink/cupboard, sanitary disposal unit.
 - Purchase 2 new adult sized tables and chairs and a child size table and chairs.
 - Purchasing a computer to keep Messy Church records and keeping in touch with families involved.
- As much of the work that can be done by volunteers, ie: painting will be done by recruiting volunteers.
- Once the above steps have been figured out and teams have been developed to look after each item we will move on to the next steps. We have a list of next steps for further updating and arranging our space to meet our needs better.
- We will then develop a small Planning Team (potential members have already been approached) dedicated to developing the Messy Church program in our Preston location.
 - Detailed files will be kept with the intention of sharing with others or using the documentation to start a Messy Church program in another location.
 - The Planning Team will work on the nitty gritty of the plans; themes for the nights, where to get volunteers, menus, advertising, etc. and will report back to the Christian Education Team. If anything needs to be approved by the Session of St. Andrew's recommendations will come from the Christian Education Team.
- We have begun to collaborate with other Preston organizations, in particular, the Preston Heights Neighbourhood Group and the Cambridge Food Bank to bring more programming to the Preston location. As such we will be able to draw on the groups of children/youth using these

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other groups and programs to help advertise about the Messy Church program. Our Preston location is very close to a public school so we will be investigating how we can advertise to this demographic as well.

- We believe God is calling us to reach out into this community, to go where the people are to bring the Word of God to some who may never have heard it before. We hope to light a few sparks so that children and families will begin to think about attending a church or finding their faith. While attending church is not mandatory for this program it would certainly be a welcome benefit of using the Messy Church program.
- We recognize that our society seems to be moving away from having a part of any church, but there is also a noticeable group of young people searching for something, something positive, something more. We want to be able to reach some of this group.
- Once we identify timing and steps involved we will be teaching the entire congregation about Messy Church.
- We will teach them (the congregation) about the program.
- We will ask for volunteer support.
- We will ask our congregation for prayer support.

*Tentative breakdown of expenditures:

Contributed by St. Andrew's:

1. Craft supplies, including storage containers
 - a. Supplies for 10 months (including glue, scissors, paper, assorted other supplies)
\$ 125.00
 - b. Storage bins 75.00
2. Child sized table and 6 chairs 240.00
3. Piano tuning 210.00
4. Kitchenware to keep dinners at proper heat 350.00
5. **Food for 10 months (based on 40 people) 2000.00

Total: ***\$3000.00

Use of grant funds:

1. Laptop \$ 400.00
2. Paint and supplies (all rooms) 1200.00
3. Baseboard trim 400.00
4. Flooring (installed carpet, 3 rooms) 2000.00

Total: \$4000.00

*Tentative: we will do as much as our funds allow.

**Food: we plan to look for sponsors for our dinners to involve community businesses.

***While our Session has approved in principle (and will approve at their January meeting) a 25% contribution to this grant they have also indicated they will support Christian Education programming within our church budget.

Two main goals for starting this program in our Preston location are as follows:

1. Our main goal in offering this program to the Preston community is to build relationships with Jesus and each other, to model our faith by action. We hope to reach people who are at the fringe of finding or growing their faith. By offering a safe place to explore these possibilities and to teach about the bible we believe we can light some sparks that may ignite now or sometime in the future.

2. Our second goal is to connect members of the newly formed congregation. Work parties to ready the facility and to run the program will allow the former Knox Preston folks to introduce the former St. Andrew's Hespeler folks to the Preston community and building. The work that needs to be done to ready the facility to welcome the community will allow all of us to get to know each other, will bring out our strengths and help us start some meaningful conversations. By working together to make the Messy Church program a vital program in the Preston community we will all feel a sense of belonging, together, at this location as well.

RECOMMENDATION 33:

That the Presbytery of Waterloo-Wellington approve a grant of \$4,000 from the Knox's Galt Fund of the Presbytery to support the Messy Church program at the Knox, Preston site.

2. St. Andrew's Fergus

ENDOWED PROJECT FUND GRANT REQUEST

This proposal was approved by a motion of the Session of St. Andrew's Presbyterian Church, Fergus at its Dec. 10, 2025 meeting.

MOTION by Ruth Cunningham, seconded by John Agar, That St. Andrew's Church apply for a \$5,000 grant from the Endowed Project Fund of Presbytery of Waterloo-Wellington for 2026. Motion CARRIED.

The grant will be divided among three projects related to children and youth. Through these programs we anticipate connecting with 100-130 children and youth, 3/4ths of whom are not part of Sunday activities at St. Andrew's Church.

- The Messy Church program at St. Andrew's is just over 2 years old. It began slowly in 2023 continuing with average attendance of 25 to 35 through early 2025. There was

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discussion in Jan. 2025 that maybe the program was not worth the effort. Then in April 2025 numbers exploded to 60, in the fall of 2025 they have come back to about 50. Our Messy Church has morphed into the following pattern – 2nd Tuesday of the Month (not July and August) – a story book is read to mark the start - -then three different craft stations – then we go on “an adventure” which is some form of treasure hunt, search, through the building. Followed by family friendly worship in the sanctuary. And then supper during which we find the adults connect in meaningful ways.

- The Parks Program is four weeks of evening programming in 3 town parks. Four Tuesdays in one park, four Wednesdays in a second and four Thursdays in a third. It is like an outdoor compressed Vacation Bible Camp held in a park. No registration kids drop in and out as they see the activities happening. It is free of charge. We anticipate seeing about 40 different children at these programs. The grant funds will help us hire a student to support the parks program.
- The VBS runs in the latter half of August at St. Andrew’s. This year we are going to create our own curriculum because we find the set programs do not fit our needs. We expect 35-40 children to come through our VBS program. It is free of charge.

GRANT REQUEST:

Expenses		Costs	Grant
Messy Church	(10 sessions) Programme costs	1,250	
Family Suppers	1,750		
TOTAL	3,000	2,250	
Parks Program	Staff (2 people)	2,700	
Program costs	1,800		
TOTAL	4,500	1,500	
Vacation Bible School	Program Costs	2,000	1,250
TOTAL		9,200	5,000

RECOMMENDATION 34:

That the Presbytery of Waterloo-Wellington approve a grant of \$5,000 from the Endowed Projects Fund of the Presbytery to support the above programs at St. Andrew’s, Fergus.

b. Other Grants requiring endorsement

A variety of grantors who offer program grants to congregations, these grantors often require Presbytery endorsement of the project before they will consider the application.



Among the grantors congregations might want to consider are:

- The Cooke's Church Trust – contact the Presbytery of East Toronto
- Congregational and Community Ministries, The Presbyterian Church in Canada - presbyterian.ca/ccm/funds/

1. St. Andrew's Fergus to Cooke's Church Trust

Grant Request to Cooke's Church Trust

From St. Andrew's Presbyterian Church, Fergus

MOTION – Session of St. Andrew's Church, Fergus, Dec. 10, 2025

Moved by Laurie Matheson and Seconded by Jim Hall

That the Session of St. Andrew's Church, Fergus approves the grant request for \$1,700 from the Cooke's Church Trust and forwards it to the Presbytery of Waterloo-Wellington for the presbytery's endorsement. CARRIED

Proposal for funding a Special and Short-Term Ministry

Cooke's Church Trust grant requests have six published requirements. Each of these are addressed in turn here:

1. Written presentation of the project or program, its objectives/ purpose

St Andrew's Fergus hosts a one-week sports camp outreach each summer. This camp aims to involve young people from the local community in a fun sporting program, where Christian values and teachings are part of everyday camp life. The camp is evangelistic, aiming to communicate the Gospel in such a way that young people are able to make a conscious decision to follow (or not to follow) Christ. Our hope is that young people who choose to take up the Christian life make this choice knowing what they are choosing to be part of. If young people choose to not take up the Christian life, they will make that choice knowing what they are not choosing.

The camp was attended by 61 children in the summer of 2025, we believe having 65 campers in 2026 is a reasonable goal. (We note that in applying for a Cooke's Church Trust grant in 2025 we indicated a goal of 55 children and we had 61.) St. Andrew's, through a constellation of children's program offerings, Sports Camp, VBS, summer program in town parks, and Messy

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Church, along with the presence in one of the local schools, has developed the reputation of running programs that will not turn anyone away. Parents of children with anger management issues and the parents of children with cognitive challenges know that their children will be welcomed and nurtured in the programs offered by St. Andrew's.

An addition to our Sports Camp the last three summers has been one evening in Sports Camp we have a barbecue for the families who have children in the program. The staff attend and are able to connect in a informal way with campers and their families.

Our intent with this proposal is to lower the overhead costs of hosting a sports camp. With some staffing positions potentially funded by Cooke's Church Trust, we will be able to offer the camp at a more affordable rate for local families.

2. Detailed budget showing sources of funding and costs of the project or program

We are partnering with Scripture Union who charge \$130 per participant. A fee which would prevent some families from participating in the sports camp. In our request for \$1,700 we are asking for funds towards off-setting the costs of 2 staff which will allow us to reduce registration fees. These funds when added to the \$3,525 (committed by the congregation) mean the registration cost can be cut in half to \$65, making it possible for more children to participate.

Expenses:

Program Costs (65 participants @ \$130)	\$8,450
Promotion and Incidentals	\$1,000
Family Barbecue	\$ 200
TOTAL	\$9,650

Income:

Registration Fees (65 participants @ \$65)	\$4,225
Congregational Support	\$3,725
Grant from Cooke's Church Trust	\$1,700
TOTAL	\$9,650



3. A copy of the most recent annual financial statement of the congregation or entity requesting the grant: This requirement is exempted for summer programs and summer programs and short-term ministries

4. Minute of a congregation meeting /Board meeting approving the project/program: This requirement is exempted for summer programs and summer programs and short-term ministries

5. Minute from the local Presbytery approving the congregation/entity making a grant request to Cooke's

A minute from the Waterloo Wellington Presbytery is attached.

6. The project/program must be identified within items 2 to 8 in the Cooke's Fund Guidelines

This proposal to fund a sports camp fits within item number eight of the Cooke's Fund Guidelines. We ask for funding to help support staff positions for the week of Sports Camp.

RECOMMENDATION 35:

That the Presbytery of Waterloo-Wellington upon its review of the application of supporting documents from St. Andrew's Presbyterian Church, Fergus, Ontario endorse the grant request of \$1,700 from the Cooke's Church Trust in 2026.

2. St. Andrew's Fergus to Creative Ministries with Children and Youth (Life and Mission Agency)

PROJECT DETAILS

Summer Programming for Kids in Fergus

June 1, 2026 to August 29, 2026

Detailed project description

St. Andrew's has fallen into operating three distinct summer programs for children, the goal is to integrate them better and thereby be able to enhance them and make them more robust.

The Sports Camp is a partnership with Scripture Union who operate sports camps throughout southern Ontario. The program is a 7 hour a day week-long program. We anticipate 65 children attending the program which introduces children to various sports, has fun activities and integrates the telling the story of Jesus into the activities of the day. There is also a family barbecue where families and camp staff can connect in an informal context. The grant funds from the Cooke's Trust are used to help keep the registration costs down to make the camp



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Over Zoom

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affordable for families. Our sports camp has become a place where parents of special needs children feel comfortable providing activities for their children.

The Parks Program is four weeks of evening programming in 3 town parks. Four Tuesdays in one park, four Wednesdays in a second and four Thursdays in a third. It is like an outdoor compressed Vacation Bible Camp held in a park. No registration, kids drop in and out as they see the activities happening. It is free of charge. We anticipate seeing about 40 different children at these programs. The grant funds from the municipality of Centre Wellington are used to support advertising and program costs of the Parks program.

The VBS runs in the latter half of August at St. Andrew's. This year we are going to create our own curriculum because we find the set programs do not fit our needs. We expect 35-40 children to come through our VBS program. The Presbytery grant helps with VBS programming costs. It is free of charge for participants.

Is the Project a new initiative? No.

If not, how does it continue a former initiative in a new way?

The Expanded Parks Program was new in 2025, and it was not integrated into the rest of the summer ministry taking place at St. Andrew's, Fergus. Imagining the summer as a integrated piece with staff person hired for the purpose of overseeing the summer ministry is new and is part of finding future support.

We have discovered that some of the children at sports camp are not interested in sports all day, so we will offer some of the craft activities we have learned from VBS programming to children who are part of the sports camp. This hybrid approach is new and we think will help maintain interest in the program. This integrated approach will allow for better ways of reaching new Fergus which is not of Scottish background.

Finally, we have found that the canned curricula do not fit the context well. And so with dedicated staff for the first time we will write our own curriculum.

All of this is building on what was ad hoc and making it more intentional and integrated it the ongoing ministry of St. Andrew's.

Without the grant the summer program will remain ad hoc and episodic rather than part of the whole ministry of St. Andrew's.

In what way is this project creative/innovative not only to the ministry but to the denomination?

We have not done an extensive survey, but we don't believe that there are other congregations in the PCC doing programs in public parks the way we are doing them. It requires a flexibility and a resilience to do. And needs to be easily transportable as we set up and tear down each evening. The upside is that we meet children and families that we would connect with in no other way.

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We think that congregations with teams as small as 3 or 4 committed people could imitate what we are doing.

We struggle with how to connect the kids we see in the summer with our Messy Church program during the year. As we work on that we may learn things that are helpful to other congregations trying to make connections between programs they offer.

How does this express the Good News?

Each day at Sports Camp children hear a story of Jesus. And they spend the day in the presence of people who are seeking to be followers of Jesus.

With the Parks program the church goes out into the community to join people where they are, and in that space tells the stories of God. And has fun with children which says church can be fun – following Jesus can be fun.

The VBS also tells stories of Jesus, and as part of the program children have a chance to see the sanctuary and we talk about what happens in church. We also talk about care and compassion for others.

Is this project one-time or ongoing? Ongoing.

If ongoing, how will the project be sustainable?

We are actively nurturing granting bodies. A proven integrated approach will help us convince grantors we are serious and have an effective approach.

PROJECT BUDGET

Total Budget \$26,310

Income from St. Andrew's \$9,035

Other Income sources: Presbytery of Waterloo-Wellington - \$2,750

Cooke's Church Trust - \$1,700

Township of Centre Wellington - \$1,600

Registrations for Sports Camp - \$4,225

Total estimated income \$10,275

REQUEST – \$7,000

RECOMMENDATION 36:



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That the Presbytery of Waterloo-Wellington upon its review of the application of supporting documents from St. Andrew's Presbyterian Church, Fergus, Ontario endorse the grant request of \$7,000 from the Creative Ministry with Children and Youth Fund in 2026.

RECOMMENDATION 37:

That the report of the Leadership Team be adopted.

6 Resource Team

Recommendation 38: that the report of the Resource Team be considered.

The Resource Team of the Presbytery of Waterloo-Wellington met on January 5, 2026 at 7:00 p.m. via zoom.

Request from Knox-Calvin Presbyterian Church, Harriston

Knox-Calvin has requested a \$25,000.00 loan over 5 years to finance the upgrading of their elevator. The total cost is \$50,000.00 and Knox-Calvin has the necessary funds to cover 50% of the cost. The funds are required by January 19, 2026 to facilitate the upgrades. Future revenue sources for repayment of this loan include the sale of St. Andrew's Mount Forest. Knox-Calvin has indicated they will pay off this loan as soon as those funds are received. The team is satisfied that Knox-Calvin's request meets the evaluation criteria for approval of this request. As this is an emergency it will be recommended as an emergency loan as per the standing orders with funds from the Reserve fund.

The Resource Team's recommendation to the Presbytery is:

Recommendation 39:

Moved by P. Lennox/G. McIlwrath that a \$25,000.00 loan be granted from the Reserve Fund to Knox-Calvin with a 5 year term. The loan will be repaid immediately upon receipt of funds from the sale of Mount Forest Presbyterian Church. The Convenor and Treasurer will draft the appropriate documentation. Carried.

Request from Central Presbyterian Church.

We also received a request from Central Presbyterian Church for a New Ministries Grant. After clarification the request was referred to the Leadership Team for their consideration and decision, without comment.

Knox Guelph

Knox Guelph has requested permission to sell their building. The Presbytery has granted permission and this team has Power to Act. An update was provided and we report that Knox Guelph is proceeding based on the Next Step Benchmarks we provided in December 2025. D. Church is the liaison between our team and Knox Guelph.

“Collective 2026” Summer Youth Event

D. Church reported that \$3,000.00 has been budgeted for this joint United church-PCC national event in July. Registration for Collective 2026 opens on January 15, 2026. The team request that the Clerk circulate this information. The resource group will accept applications for those



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Over Zoom

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wanting assistance with a general guideline that the presbytery monies could be up to 1/3 of the cost per applicant. The resource group will have discretion for the distribution.

Winterbourne Cemetery

A number of years ago Winterbourne Presbyterian Church was closed and the church was sold. At that time there was no decision with regard to the operation or disposition of the cemetery. Mr. Deade, a volunteer from the former Winterbourne church, has been continuing to file the necessary documentation with the Bereavement Authority of Ontario. It has been communicated to us that this arrangement has ceased. G. McIlwrath has contacted the Authority and will continue to investigate this situation and will determine what steps need to be taken to file the necessary reports, until such time as a decision is made as to the Cemetery's future.

Affordable Housing

Karen Plater, Associate Secretary, Stewardship, with the PCC has requested information regarding any congregations within our Presbytery that have affordable housing on their property. The team will forward this to J. Crawford will share this information to Kitchener St. Andrews as St. Andrew's is in the process of planning such.

Next meeting: Monday, February 23, 2026 at 7:00 p.m.

Recommendation 40: that the report of the Resource Team be adopted.

Respectfully,

Doug McCaig

Resource Team