

Tuesday, June 17, 2025 – 7:00 pm
Knox Palmerston Presbyterian Church

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The Presbytery of Waterloo-Wellington met in regular session on Tuesday, June 17, 2025, within Knox Palmerston Presbyterian Church.

The Rev. Nick Pavel led the Presbytery in a time of worship. The Moderator opened the meeting with prayer and constituted the court.

Attendance

Ministers

Rev. Scott McAndless, Clerk, Rev. Darrell Clarke, Moderator, Rev. Jeffrey Crawford, Rev. Dongwon Jung, Rev. Donald McCallum, Rev. Kristine O'Brien, Rev. Nick Pavel, Rev. Reuben St. Louis, Rev. Cathy Stewart, Rev. Dr. Frank Szatmari

Representative Elders

Lenora Arbuckle, Tom Bolton, Janet de Groot, Jo-anne Hall, Carol Hyde, Alan Israel, Werner Kuemmling, Peggy Lennox, Dave Mallet, Doug McCaig, Vern Platt, Gib McIlwrath, Vern Platt, Sue Senior, Rick Thomas, Terri Whiffin, Rhonda Wright.

Appendix: Rev. John Borthwick

Others: David Church (Treasurer), Beth Anne Fisher (Student), Rev. Tae Ho Yoo, Kathleen Sorensen, Maeve Forde (YAR)

Regrets: Rev. Dr. Walter McLean, Rev. Dr. Aubrey Botha, Rev. Dr. Peter Bush, Rev. Courtney Crawford, Rev. Hugh Donnelly, Rev. Dr. Mark Richardson, Rev. Jennifer Sokolowsky, Bob Galbraith, Alistair McIlwraith, Alex McNabb, Bonnie Street

The moderator, Rev. Darrell Clarke welcomed guests and visitors

1. It was **moved** by Scott McAndless/Reuben St. Louis that Maeve Ford be invited to sit and correspond. **Carried.**
2. It was **moved** by Scott McAndless/ Reuben St. Louis that the Docket as amended be adopted. **Carried.**
3. It was **moved** by Scott McAndless/ Reuben St. Louis that the minutes of May 13, 2025 be adopted as presented. **Carried.**
4. It was **moved** by Scott McAndless/Reuben St. Louis that items 5-7, 12-23, 25, 27, 29-39 as listed below be adopted by the consent of the court. **Carried.**

General Assembly

5. That the reports of commissioners and Young Adult Representative be received for information. **Carried by consent.**

Young adult representative, Maeve Forde, addressed the court regarding her experiences at General Assembly.

Presbytery Why and General Presbyter

6. That the Presbytery Why report be received for information. **Carried by consent.**
7. That the report of the General Presbyter be received and considered. **Carried by consent.**
8. It was **moved** by Doug McCaig/Nick Pavel that we adopt the 'Why' document, and its principles direct the ministry focus of the Presbytery. **Carried.**
9. It was **moved** by Reuben St. Louis/Cathy Stewart that the Why Working Group and the Funds Group, along with the Moderator, Moderator Elect and Clerk, be tasked to implement the Why



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document, and bring recommendations to the September and fall meetings, including but not limited to changes to the standing orders. **Carried.**

10. It was **moved** by Doug McCaig/Nick Pavel that sessions be urged to name 2025-26 representative elders who are curious and open to what God is doing in the Presbytery, during this moment of transition. **Carried.**
11. It was **moved** by Doug McCaig/Nick Pavel that the September meeting of Presbytery focus on the Gathering themes of “growing relationships and learning together” and details be determined by the Moderator, Moderator Elect, Clerk and General Presbyter. **Carried.**
12. That the report of the General Presbyter be adopted. **Carried by consent.**

Business

13. That the report of the Business Committee be received and considered. **Carried by consent.**
14. That the Presbytery homologate the actions of the clerk in referring correspondence. **Carried by consent.**
15. That the report of the Business Committee be adopted. **Carried by consent.**

Treasurer

16. Receive the Treasurer's Reports. **Carried by consent.**
17. Accept the unaudited Financial Statements to May 31, 2024. **Carried by consent.**
18. Approve the report as a whole. **Carried by consent.**

Congregational Response

19. The report be received and considered. **Carried by consent.**
20. That the above ministry agreement between Rev. Don McCallum and Knox/Calvin, Harriston be approved. **Carried by consent.**
21. That the above stated supply agreement between Rev. Darrell Clark and the Presbyterian Church in Rockwood be approved. **Carried by consent.**
22. That the above stated supply agreement between Rev. Lisa Dolson and Duff's, Puslinch be approved. **Carried by consent.**
23. That the memorandum of understanding (see attached) between Two Rivers Church (a mission of the Presbytery of Waterloo/Wellington), the Ecumenical Campus Ministry at University of Guelph and Rev. Andrew Hyde be approved. **Carried by consent.**
24. It was **moved** by Reuben St. Louis/Terry Whiffin that the above amalgamation plan for St. Andrew's Mount Forest, Knox Conn and Knox/Calvin, Harriston be approved. **Carried.**
25. That the Presbytery send a visitation team made up of Rev. Peter Bush, Rev. Scott McAndless and Rev. Reuben St. Louis for a follow-up visit to Knox, Palmerston in September 2025. **Carried by consent.**
26. It was **moved** by St. Louis/Terry Whiffin that the above General Presbyter employment agreement between Rev. Jeffrey Crawford and the Presbytery of Waterloo/Wellington be approved.

Rev. Crawford declared a conflict of interest. The court agreed by consent that he was welcome to stay.

The motion was **Carried.**

27. That the above stated supply agreement between Central Presbyterian, Brantford and Rev. Bill Bynum be approved. **Carried by consent.**

- 28. It was **moved** by St. Louis/Terry Whiffin that the above document “Benchmarking for Churches” be circulated to Sessions in the Presbytery and that they be encouraged to send any questions or comments to the General Presbyter Support Committee by October 1st. **Carried.**
- 29. That the report be adopted as a whole. **Carried by consent.**

Renewal Equipping Leadership

- 30. That the Report of Renewal and Equipping Leadership be received and considered. **Carried by consent.**
- 31. That Knox, Waterloo, be given a grant of \$8000 from the Diane Boyd Student Ministry Fund. **Carried by consent.**
- 32. That Kortright be given a grant of \$5,760 from the Diane Boyd Student Ministry Fund. **Carried by consent.**
- 33. That Joonim be given a grant of \$3,112.50 from the reGeneration Fund. **Carried by consent.**
- 34. That the Rev. Dr. Kristine O’Brien’s request for study leave be approved. **Carried by consent.**
- 35. That the Rev. Courtney Crawford’s request for study leave be approved. **Carried by consent.**
- 36. That the Rev. Dr. Jeff Crawford’s request for study leave be approved. **Carried by consent.**
- 37. That Kortright Church be given a grant of \$4875 from the reGeneration Fund. **Carried by consent.**
- 38. That Beth Anne Fisher be given a grant of \$1000 upon confirmation of her enrollment at St. Andrews Hall. **Carried by consent.**
- 39. That the Report of Renewal and Equipping Leadership be adopted. **Carried by consent.**

Additional Item from Property and Finance

The court was reminded that the Presbytery had previously agreed that congregations with outstanding loan balances of \$20,000.00 + should forward annually their annual budget and the financial statements from their Annual Report in electronic form to David Church, Presbytery Treasurer. Carried."

It was **moved** by Gib McIlrath/Vern Platt, that congregations be reminded of this obligation and that Finance and Property be empowered to contact those congregatoons to which this applies. **Carried.**

Adjournment

It was **moved** by Reuben St. Loud/Doug McCaig that the Court Adjourn. **Carried.**

Book of Reports June 17, 2025

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1 General Assembly Commissioners’ Report

Recommendation 5: That the reports of commissioners and Young Adult Representative be received for information

Prepared for the Presbytery of Waterloo-Wellington

June 10th, 2025

Prepared by: Donald P.J. McCallum, Carol E. Hyde, Kristine E. O’Brien, Werner K. Kuemmling, Nicolae Pavel, Sue C. Senior, Jennifer R. Sokolowsky, Terri L. Whiffin, & YAR Maeve Ford

Notes: Tonight’s verbal presentation will be made by Maeve Lili Forde (YAR representative for the Presbytery of Waterloo-Wellington. The slideshow has been created by Rev. Dr. Kirstine O’Brien. Written reports (included below) have been submitted by all other commissioners to the 2025 General Assembly.

Introduction

We are grateful for the opportunity to have served as representatives to the 150th General Assembly of The Presbyterian Church in Canada, held in Hamilton at MacMaster University. It was a time of rich worship, meaningful dialogue, and faithful discernment as commissioners gathered from across the country to listen for the Spirit’s leading in the life of our denomination.

This report offers reflections on some of the key moments, decisions, and impressions from our time at Assembly. Each of us brings a unique perspective shaped by the conversations we engaged in and the worship we shared. Our intent is not only to report on the business of the Assembly, but to convey something of the spirit in which it was conducted—the hope, humility, challenge, and grace that were present throughout.

As part of this report we are including a brochure on the work of the Committee titled, “Narratives of Hope and Possibility”, who presented a bold and faithful path forward for the church, which the 150th General Assembly Affirmed and embraced by appointing a commission to do the hard work needed in response to the report.

We thank Presbytery for entrusting us with this responsibility, and we offer this report in the same spirit of shared discernment and connectional accountability.

Carol E. Hyde

It is the sounds of General Assembly 150 that I will remember.

- Hundreds of beautiful voices raised in song at the opening service.
- The emotional tremor in the new moderator’s voice as he took up his role - Native drums, organ, guitars, rock bands, harp, bagpipes, soloists, and a DJ - French, English, Dakota, Taiwanese, Korean, Malawian languages sharing faith - Passionate, yet respectful speakers at the microphones
- Groans after sitting for six hours



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- The din of mealtimes
- The noisy AC in my dorm room
- The words “Jesus came/Jesus calls us” as theme
- The beautifully articulated faith statements of the YARs – our youth and our future But the best sound of all was the sound of the Holy Spirit offering hope, challenge and promise as we move on from our past and our present to learn to do church in new, faith-filled and exciting ways. General Assembly was a noisy place! I am so glad I was there!

Werner K. Kuemmling

The 2025 General Assembly was the first that I attended. Aside from being a well-organized and well-flowing event, what struck me the most was how welcomed I felt among a large number of people who were there for the purpose of honouring Christ. Throughout the five days, during the formality of the sederunts or the fellowship experienced during meal times and social events, the sense of kindness, care and respect was noticeable. Also, 15 young adult representatives (affectionally referred to as YARS) and 3 student representatives made a formidable presence. Their enthusiasm for this event was admirable.

For me, there were several "highlights" throughout the assembly that held special significance:

From the spiritual perspective, I particularly cherished the passage mentioned during the worship at the beginning of the ninth sederunt (based on John 21:15-17) which spoke to Christ's universal love and that "every lamb gets loved, every lamb gets fed", even, and maybe especially, the smallest and most lost of lambs among us. The second part of this important message is, of course, Christ's repeated prompting of Peter to be a caring disciple and to "feed my sheep." This is a well-known passage, but I thought it particularly relevant as a key message to the attendees of the General Assembly.

On a related note, one of my favourite and most moving presentations at the assembly was a short video presentation and discussion on the mission of Friends of Prison Ministry in Malawi (The Rev. Joel Sherbino, Church of Central Africa Presbyterian, Malawi). The ministry serves 24 prisons in the Southern and Eastern Regions of Malawi, which are chronically underfunded and hold men, women and children in overcrowded and deplorable conditions. Prisoners are shunned by society and have few friends or people who care for them. The ministry teams visit prisons each week and provide companionship, spiritual ministry and basic necessities of life to the prisoners. Their labour, ministry and care have resulted in bringing Christ into the lives of many prisoners and resulted even in several prisoners becoming ministers. Praise be to God.

On a lighter note, there was much wonderful music throughout the assembly. My favourite was a song I had not heard before called My Love Colours Outside The Lines,

wonderfully performed by the Trinity York Mills House Band.

A Good 'Vibe and a Willingness to Risk, Donald P.J. McCallum

I've been to quite a number of General Assemblies. This one had a good vibe. There was a great deal of unity, common concern and mutual respect in evidence.

In the interest of brevity I will focus on Assembly Council Recommendation 1: *“That the General Assembly appoint a Special Commission called the Change Leadership Team for a 2 year term...”* which follows up on the report from the Working Group on Narratives of Change and Responsibility.



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I went into Assembly with serious reservations about giving such a group the authority usually reserved for the Assembly as a whole. Those concerns were capably stated by a number of Commissioners. However, I voted for the (amended) recommendation because the issues facing the denomination are extremely urgent and have been thoroughly aired. The Working Group listened carefully to the church in every region. It crafted an encouraging narrative and identified some goals.

Now we need a plan for change. And we need to get on with it. From the standpoint of the Book of Forms the methodology looks risky. But it is calculated risk made in good faith. We need to support this team with encouragement and prayer and careful listening. We need to hope that God will use it to bless his people.

Nicolae Pavel

One of the many encouraging aspects of this Assembly was its theological vision to reimagine the Church's structure and leadership in light of Christ's call to shared ministry. Rooted in prayerful discernment and a spirit of service, it lifts up the importance of collaborative leadership, online formation for both clergy and lay leaders, regional cooperation, and, importantly, the need for an open mind when it comes to implementing renewal.

At the same time, it does not ignore concerns that matter deeply: spiritual accountability, the inclusion of youth in leadership and life of the church, and the protection of the congregation's God-given responsibility in decision-making. All of this is held together by a Spirit-led desire to engage more faithfully and courageously in God's mission beyond the church walls. In all these discussions, I sensed both joy and challenge but also real hope that, with grace and wisdom, we are being invited into a deeper renewal for the Church in our time.

Sue C. Senior, Elder Knox Waterloo

My experience at the Assembly was positive - apart from physical and mental endurance required to fully prepare for and participate in the work of the denomination. Having said that, it is very important that commissioners approach this call to serve with the necessary focus, energy, and readiness to respond confidently to the reports/recommendations; to speak up when appropriate; and engage with staff, resource people, other commissioners, and guests of the Assembly.

As I reflected on my time at the PCC General Assembly, I found that several items of business continue to resonate with me even days after returning home. They are:

1. *The Assembly Council Working Group on Narratives of Hope and Possibilities* whose two years of intense work brought forward recommendations setting the denomination on a path forward to build a 'preferred future', instead of one that would likely be a 'probable future' of decline should we remain with the status quo. As a Committee of the Whole was formed, we were all able to share our thoughts on the proposals for action with one another and with the Assembly. The framework and the terms of reference that were approved mirrors the good work happening in our own Presbytery! (The helpful summary brochure can be located at: <https://presbyterian.ca/gao/ga2025/reports-to-general-assembly/>)

2. The *International Affairs Committee* brought forth a focus on the church's advocacy for a just and lasting peace for Palestine and Israel. The convenor, the Rev. Dr. Dorcas Gordon, provided a great deal of historical context going back to the Balfour Declaration in 1917 by the British government and the 1948 Nakba which refers to the violent expulsion of approximately three quarters of all Palestinians from their homes and homeland. She also reminded us of the PCC's previous actions regarding peace and justice advocacy in the region.



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The Executive Director of Independent Jewish Voices, Corey Balsam was invited as a guest of the committee. He spoke of his experiences as a Jew living in Palestine and enlightened us on the terrible horrors being inflicted on Gazan civilians daily with no ability to escape or avoid starvation or death from injuries/illness.

Several recommendations were adopted that point to specific tools for individuals and bodies of the PCC to utilize in order to take concrete actions for peace, justice, and support relief efforts.

3. Life and Mission Agency Committee - Recommendation LMA-001

That congregations be encouraged to connect with ecumenical or interfaith neighbours and local 2SLGBTQIA organizations in their communities to explore actions they can take collectively to care for the safety, dignity and human rights of Two-Spirit and LGBTQIA people.

I was encouraged to note that this recommendation was adopted with a very large majority - as written - without any debate. It seems to me that the Church understands that our duty of care for one another is a collective responsibility versus our differing beliefs and practice around marriage and ordination. This recommendation was yet another step in ensuring that harm does not continue.

I wish to commend our YARs - especially Maeve Forde from W-W - who engaged, spoke, moved and seconded motions, asked important questions, and ... listened. I appreciated the insights of the YARs and their willingness to serve in this way. It was a great deal to ask of them – especially as most are students who had to take time away from their jobs to attend.

Thank you for the honour to represent our Presbytery as a commissioner.

Jennifer R. Sokolowsky

I want to take a moment to share a short summary of The Rev. Dr. Pat Dutcher Walls reflection on her time as the Moderator of the 149th General Assembly. In her presentation she reflected on a year of leading workshops across Canada, designed to inspire congregations with hope and vision. These workshops complemented the Assembly Council's "Narratives of Hope and Possibility" initiative, engaging over 270 Presbyterians from 123 congregations. Rooted in John 20 and 21, the workshops explored how Jesus "shows up" and "sends us," prompting discussions about fear, discouragement, mission, and renewal.

Participants named present anxieties, such as declining membership, fear of change, and grief over losing traditions. Yet hope emerged as people recognized Jesus' presence in pastoral care, outreach, youth ministries, music, and vulnerable neighbors. Congregations shared creative ways of being sent into mission: food banks, special needs programs, afterschool clubs, and compassionate engagement beyond church walls.

The final invitation asked congregations to articulate their current or hoped-for narrative of life in Christ. While some were unsure, many offered stories of transformation, inclusion, and bold faithfulness. Dr. Dutcher-Walls concluded that the Presbyterian Church remains rich in compassion and legacy, but must embrace imagination, collaboration, and intentional choices to shape a faithful future. She prayed for courage and clarity for the church to respond to Christ's call with vision and action.

Terri L. Whiffin

When I arrived at General Assembly, I had somewhat of an idea what to expect as I had attended before during Covid. However, it was so much better in person - the swell of voices during worship, meeting



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Presbyterians from across Canada during breaks, and renewing friendships with those who had moved far away. There were 3 things that stand out in my mind:

1. The energy, focus and knowledge of our YAR's. They were so well-spoken and organized in their final presentation, showing their grasp of the issues and their commitment to our church.
2. The global impact of our PWS&D initiatives. The presentation regarding the Malawi prison ministry was very real. It gave context to the environment the prisoners were living in, and also the compassion and dedication of those offering the ministry.
3. There were many issues discussed, some ongoing, and some new. I brought back 19 notes to share with Session, regarding motions or initiatives to follow up on.

Thank you for the opportunity to participate! #wouldgoagain

Concluding Remarks

As we return from General Assembly, we do so with renewed appreciation for the breadth and depth of our church's ministry, and for the care with which commissioners seek to serve Christ in community. The conversations were not always easy, and the path forward is not always clear—but there was a palpable sense that God is at work, even in uncertainty, calling us to be a more faithful and responsive church.

We hope this report encourages ongoing reflection and dialogue within our Presbytery. May the decisions of the Assembly be received with thoughtful attention and prayerful discernment, and may the Spirit continue to guide us as we seek to serve Christ together in these changing times.

2 Young Adult Representative's Report

Hello, my name is Maeve Forde and I was the Young Adult Representative (YAR) from Waterloo-Wellington at the 2025 General Assembly. I was asked to share my experience and of course, I am more than happy to do it. At this year's assembly there were 15 YARs, coming from the east coast to west coast with differing opinions, views and theologies. We were lucky enough to have an amazing advisor, Jessica Foy, who was definitely the glue that held us together and created a space where all could be heard.

I am very grateful that I was able to hear differing views on certain recommendations and other topics during the sederunts, and conversations over meals as well as sharing in meaningful discussions in such a safe and moderated environment. Commissioners, YARs and presenters all shared their stories while also trying to make space for others to express their opinions. Each day and each sederunt brought new debates, new questions, new concerns, and more to think about.

During the first sederunt we went into a Committee of the Whole. During that time, we separated into groups and I had the opportunity to hear the diverse views and perspectives of the YARs and commissioners. At times, my beliefs and views were opposed and challenged.

While discussing specific recommendations such as those related to the Narratives of Hope and Possibilities, National Indigenous Ministries Council, and the conflict in Gaza, I was surprised by the variety of opinions and occasionally concerned by the use of language during the debate. Many of these discussions were heavy and quite emotionally draining. Despite this, I feel that they were valuable, both to the church as a whole, and to me personally, as they helped me to deepen my understanding of scripture and myself.

Something I, and others, found important for the church during these times was the active participation of the youth in all aspects of the church. This GA was a great reminder that despite the concerns that the

church is declining in numbers, there are still many youth who are ready to actively participate. This strong desire to participate was demonstrated at GA when we made three amendments and one motion, along with many, many advisory votes. On some subjects, we showed a unified front, on others we were divided.

There were many committees, reports and presentations which created a lasting impression on me and really had me interested in what the presenters had to say regarding those matters. Ones in particular were;

- The Narratives of Hope and Possibilities, where we, the young adults, put forward a motion to add a YAR to the newly formed Change Leadership Team (Special Commission). We believed that having a person who shares the unique

perspective of the younger generation on this commission in an advisory role was essential. The motion was unanimously adopted.

- I learned about the prison ministry in Malawi supported by the Life and Mission Agency of the PCC. Rev. Hastings Phale, who received the *Cutting Edge of Mission* award on behalf of “Friends of Prison Planting Seeds of Hope in the Prisons of Malawi”, shared via zoom - all the way from Malawi - that the numbers of incarcerated people are ever growing. However, in a place where many prisoners had been rejected by families, friends, and nearby communities, Rev. Hastings' team would be there to share that God and the Holy Spirit is there with them.

- International Affairs Committee: Corey Balsam, Executive Director of Independent Jewish Voices, detailed the violence the Israeli government is committing against Palestinians, specifically in Gaza. Corey said, “In the face of genocide, to be “neutral” is to take a “hollow” stand.” Further reminding us that as a Jewish person, he understood that the core post-Holocaust principle of “never again” is a universal principle that includes everyone.

A big theme of this GA was taking action, now. Not waiting for more time to pass, not putting off making decisions, we are here right now and we can do that work to get things moving. I was truly honoured to be the YAR for Waterloo-Wellington and I hope and feel I did all I could to represent our presbytery.

[3 Presbytery Why](#)

[Recommendation 6: That the Presbytery Why report be received for information](#)

Context:

The Presbytery Why is a vision and focus which will guide our ministry in the years ahead. This vision birthed from the gospel narratives of John 20 and 21 and affirmed by the Spirit, imagines a church willing to risk, rooted in resurrection hope and committed to mission. *Jesus Shows Up & Jesus Send Us*.

Why Statement:

In response to Jesus Christ, people gather from local congregations and ministries as the Presbytery, seeking to nurture the ministry, mission and witness of God in Waterloo-Wellington.

We seek to do this by:

- Being attentive to and naming the ways God is already active and at work within the region (discernment)
- Focus on living into our calling as a ‘sent people’ who join God’s mission in the world (missional)
- Moving beyond fear and engaging in risk-taking (discipleship)



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- Learning and experimenting with renewal- new ways, models and practices of being the church (ecclesiology)
- We seek to build just and respectful relationship with all people, rooted in the love and justice of Christ (Inclusion and reconciliation)

To focus on the above principles, we are called to...

Gather:

- To have three teams: Gathering, Leading and Resourcing
- To gather as a Presbytery, alternating between a whole presbytery meeting and one for teams
- To meet focusing on growing relationships, learning together and preparing to be sent out to be the church in the world
- To seek and be open to how God is showing up and how we are being sent

Leadership:

- To establish health and wholeness as the priority for all elders and clergy, through professional support, to reduce isolation and establish healthy communities
- To embrace curious and creative leadership within presbytery as a way of moving beyond problem/solution frameworks and a fear of failure that leave us stuck
- To support congregations/ministries in learning and acting with the Spirit's help
- To allocate people resources for ministries that can articulate and demonstrate their why, how God is at work, and how they are being sent

Resources:

- To allocate resources for viable ministry and mission based on the above Why Statement
- Effective stewardship of asset management (people, buildings, property, money, investments)
- To encourage the use of presbytery resources for growing mission and ministry, with a focus on: risk taking, learning, and experimentation (aligned with the proposed Funds document)
- To provide resources for ministries that focus on outreach- living our calling as a sent people
- To fund staff who support discernment and leadership

Goals for 2025 & 2026

1. Experiment with new habits, rhythms and practices for regular gathering, including an intentional practice of worship at all gatherings
2. Practice forgiveness towards each other and for ourselves (confession) – “practicing unconditional positive regard for each other”
3. Create space for mourning and grief – the world and the church have changed and continue to change, and some are feeling loss and disappointment
4. Ask Sessions to name representative elders who are willing to be curious and support what God is doing in the Presbytery
5. Make changes to existing ‘standing orders’ and policy/polity to reflect the why
6. Engage in a specific learning foci at each meeting related to the above why statements.

4 General Presbyter

Recommendation 7: That the report of the General Presbyter be received and considered

wwpresbyter@gmail.com 519.870.6060

General Presbyter Ministry Focus

The following three areas of ministry guide the focus of the General Presbyter:

- *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.*

Presbytery ‘Why?’

Thank you for your input and engagement in the Why process. Specifically, the small group processes in March and May provided feedback and many suggestions about how this work could be implemented. The working group listened to this feedback and will seek to carry forward the practical suggestions about ‘what’ and ‘how.’ The feedback confirmed the revised “Why” document in scope and tone. A few language changes are presented in the revised document.

The Why document is a vision and focus for the Presbytery which will guide our ministry in the years ahead. This vision birthed from the gospel narratives of John 20 and 21 and seeks to be aligned with the Narratives of Hope and Possible recommendations that were approved at the recent General Assembly.

The following recommendations are presented:

- 8) **That we adopt the ‘Why’ document, and its principles direct the ministry focus of the Presbytery.**
- 9) **That the Why Working Group and the Funds Group, along with the Moderator, Moderator Elect and Clerk, be tasked to implement the Why document, and bring recommendations to the September and fall meetings, including but not limited to changes to the standing orders.**
- 10) **That sessions be urged to name 2025-26 representative elders who are curious and open to what God is doing in the Presbytery, during this moment of transition.**
- 11) **That the September meeting of Presbytery focus on the Gathering themes of “growing relationships and learning together” and details be determined by the Moderator, Moderator Elect, Clerk and General Presbyter.**

Recommendation 12: that the report of the General Presbyter be adopted.

5 Business Committee

Recommendation 13: that the report of the Business Committee be received and considered

Correspondence since May Meeting:

| | | | | | |
|-----|-----|----|---------------------|-------------------------------------|----------------|
| 338 | May | 9 | Kathryn Muir | Changes to the Roll | Presbytery |
| 339 | May | 15 | Grant Visser | Application for Student Grant | Renewal |
| 340 | May | 15 | Tae Ho Yoo | Application for Student Grant | Renewal |
| 341 | May | 15 | Tim Pervis | Commending Norm Sennema to our care | Equipping Lead |
| 342 | May | 20 | Kristine O'Brien | Richard Topping Available | Presbytery |
| 343 | May | 20 | Terrie Lee Hamilton | General Assembly Costs | Treasurer |
| 344 | May | 21 | Jennifer Astop | Avondbloem Grant to Kortright | Celebration! |
| 345 | May | 21 | Darrell Clarke | Stated Supply Agreement Rockwood | Cong resp |
| 346 | May | 21 | Darrell Clarke | Request for education funding | Equipping Lead |
| 347 | May | 21 | Jeff Crawford | Stated Supply Agreement Harriston | Cong resp |
| 348 | May | 28 | Doug McCaig | Stated Supply Agreement Duff's | Cong resp |

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| 349 | Jun | 1 | Donald McCallum | Notice of Harriston's approval of the amalgamation | Cong resp |
| 350 | Jun | 5 | Donald McCallum | Request for emergency funding (Harriston) | P&F |
| 351 | Jun | 5 | Peter Bush | Response to Funds Report | Funds Committee |
| 352 | Jun | 6 | Dean Adlam | Stated Supply contract for Bill Bynum | Cong resp |
| 353 | Jun | 6 | Reuben St. Louis | Looking to connect with Green Committees | Clerk |
| 354 | Jun | 8 | Peter Bush | Final Amalgamation Agreement | Cong resp |
| 355 | Jun | 8 | Jeff Crawford | Study Leave Request | Equipping Lead |
| 356 | Jun | 11 | Jonathan Tait | Introduction of Regional Minister to Presbytery | Presbytery |
| 357 | Jun | 11 | Grant Vissers | Regeneration Fund Application | Renewal |
| 358 | Jun | 12 | Deb Schlichter | Update on H. Donnelly Intermission | Business |
| 359 | Jun | 13 | Jonathan Tait | Re. Invitation to November Meeting | Business |

Recommendation 14: That the Presbytery homologate the actions of the clerk in referring correspondence

Regional Minister:

Jonathan Tait has been hired by the Synod as a regional minister, to begin in the fall. Synod will hold a Zoom worship service to celebrate his ministry in September and the Clerk will send out that link when it is available. Rev. Tait has been invited to the November meeting of Presbytery.

Hugh Donnelly:

Just for information, Hugh Donnelly's intermission has not gone as anticipated. He has had a medical adventure and had substituted 8 week's sick leave instead. Your prayers would be appreciated as he quietly recuperates at home.

Recommendation 15: That the report of the Business Committee be adopted

6 Treasurer's Report

2025 Financial Activity to May 31st

Attached are the unaudited Financial Position (Balance Sheet) and Financial Report (Income Statement) to the end of May 2025. Expenditures in May are tracking to the 2025 General Fund budget.

First and Second Quarter Assessment Analysis

Thank you to the congregations who addressed their first and second quarter assessment payments. In some cases, the annual amount was paid. There are still 3 congregations who have outstanding assessment payments and will continue to follow-up.

Recommendation #16 Receive the Treasurer's Reports.

Recommendation #17 Accept the unaudited Financial Statements to May 31, 2024. Recommendation #3

Recommendation #18 Approve the report as a whole.

Respectfully submitted,

David Church, Treasurer

FINANCIAL REPORT TO PRESBYTERY OF WATERLOO-WELLINGTON as at May 31, 2025

| | GENERAL FUND | | | RESERVE FUND | TRUST FUND | ReDEVELOPMENT FUND | DIANE BOYD CAMPUS FUND | REMERGENCY FUND | REGENERATION FUND | TOTAL | TOTAL |
|---|---------------|---------------|---------------|--------------|------------|--------------------|------------------------|-----------------|-------------------|---------------|----------------|
| | May-25 | Budget | Variance | | | | | | | May-25 | May-24 |
| INCOME | | | | | | | | | | | |
| Assessment Income | 46,520 | 93,040 | 46,520 | | | | | | | 46,520 | 50,817 |
| Income from induction services | | | - | | | | | | | - | |
| Interest Earned | 3 | 250 | 247 | 95 | 111 | 1,963 | 23 | 1,971 | 47 | 4,213 | 5,715 |
| PCC Fund Income | | | - | 197 | 4 | 74 | 232 | 338 | 1,401 | 2,246 | 84,004 |
| Capital Gain(loss) | | | - | | | 12 | | | | 12 | 2,602 |
| Proceeds of Dispositions, Grants & Bequests | | | - | | | | | | | | 54,731 |
| Total Income | 46,523 | 93,290 | 46,767 | - | 102 | 107 | 1,902 | - | 209 | 1,633 | 48,500 |
| EXPENSES | | | | | | | | | | | |
| Synod Assessment | 18,098 | 36,195 | 18,098 | | | | | | | 18,098 | 21,192 |
| Assessments - Total | 18,098 | 36,195 | 18,098 | - | - | - | - | - | - | 18,098 | 21,192 |
| Counselling Fees | | | - | | | | | | | | |
| Grants to Congregations | | | - | | | 3,000 | | | 10,000 | 13,000 | 28,000 |
| 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 | 28,000 |
| Clerk's honorarium | 6,300 | 15,120 | 8,820 | | | | | | | 6,300 | 6,300 |
| Treasurer's honorarium | 5,000 | 12,000 | 7,000 | | | | | | | 5,000 | 5,000 |
| General Presbyter salary | | | - | | | 6,419 | | 30,811 | | 37,231 | 40,167 |
| General Presbyter pension & benefits | | | - | | | 762 | | 5,930 | | 6,692 | 6,315 |
| CPP/EI | 548 | 1,500 | 953 | | | 531 | | 2,124 | | 3,203 | 3,268 |
| Liability Insurance | | 3,750 | 3,750 | | | | | | | | |
| General and office supplies | 11 | 2,000 | 1,989 | | | 86 | | | | 97 | 549 |
| Depreciation | | | - | | | | | | | | |
| Telecommunications | | 3,250 | 3,250 | | | | | | | | 324 |
| Audit and legal fees | | 2,500 | 2,500 | | | | | | | | |
| Bank interest/charges | 17 | 100 | 83 | | | 135 | | | | 152 | 110 |
| Administration Expenses-Total | 11,875 | 40,220 | 28,345 | - | - | 7,934 | - | 38,866 | - | 58,675 | 62,033 |
| Travel and mileage | 52 | 750 | 698 | | | 684 | | | | 736 | 689 |
| Meals and hospitality | 300 | 1,750 | 1,450 | | | | | | | 300 | 1,585 |
| Travel - total | 352 | 2,500 | 2,148 | - | - | 684 | - | - | - | 1,036 | 2,274 |
| Commissioner's Expenses GA | | 2,000 | 2,000 | | | | | | | | |
| Conference Funds | 800 | 500 | 300 | | | | | 1,557 | | 2,357 | 700 |
| Student Psych. assessments/counselling | | | - | | | | | | | | |
| Visitors and Gifts | 300 | 250 | 50 | | | | | | | 300 | |
| Christian education | | 750 | 750 | | | | | | | | |
| Carbon Offset | | 350 | 350 | | | | | | | | |
| Bunum | | | - | | | | | | | | |
| Canada Youth/Lift | | | - | | | | | | | | |
| Student certification | | 300 | 300 | | | | | | | | |
| 2023 deficit recovery | | | - | | | | | | | | |
| General expense - Total | 1,100 | 4,150 | 3,050 | - | - | - | - | 1,557 | - | 2,657 | 700 |
| Total All Expenses | 31,425 | 93,290 | 61,865 | - | - | 11,618 | - | 40,423 | 10,000 | 93,465 | 114,199 |
| Surplus/(Deficit) | 15,098 | - | 15,098 | - | 102 | 107 | 9,716 | - | 209 | 38,790 | 11,354 |
| | | | | | | | | | | 44,965 | 78,467 |

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

| | GENERAL FUND | RESERVE FUND | TRUST FUND | REDEVELOPMENT FUND | DIANE BOYD CAMPUS FUND | REMERGENCE FUND | REGENERATION FUND | ALL FUNDS May-25 | ALL FUNDS May-24 |
|--------------------------------------|--------------|--------------|------------|--------------------|------------------------|-----------------|-------------------|------------------|------------------|
| CURRENT ASSETS | | | | | | | | | |
| CASH | 6,827 | 20,540 | 18,065 | 95,054 | 3,725 | 65,976 | 6,091 | 216,276 | 315,485 |
| ACCOUNTS RECEIVABLE | 7,086 | - | - | - | - | - | - | 7,086 | 5,741 |
| ACCRUED INTEREST | - | - | - | 180,000 | - | - | - | - | - |
| G.I.C.'S | - | - | - | - | - | 55,000 | - | 235,000 | 225,000 |
| DUE FROM OTHER FUNDS | 18,043 | - | - | - | - | - | - | 18,043 | 7,000 |
| | 31,986 | 20,540 | 18,065 | 275,054 | 3,725 | 120,976 | 6,091 | 476,405 | 541,744 |
| LONG-TERM ASSETS | | | | | | | | | |
| NOTES RECEIVABLE(CHURCHES) | - | - | - | 831,573 | - | - | - | 831,573 | 882,843 |
| PCC CONSOLIDATED FUND | - | 113,226 | 2,043 | 42,409 | 133,654 | 194,467 | 805,573 | 1,291,372 | 1,223,861 |
| CORPORATE&GOV.BONDS etc. | 30 | - | - | 72,061 | - | - | - | 72,091 | 72,191 |
| ADJUST TO MARKET VALUE | - | - | - | 4,384 | - | - | - | 4,384 | 2,975 |
| | 30 | 113,226 | 2,043 | 950,427 | 133,654 | 194,467 | 805,573 | 2,199,421 | 2,181,870 |
| FIXED ASSETS | | | | | | | | | |
| COMPUTER EQUIPMENT | 2,486 | - | - | - | - | - | - | 2,486 | 2,486 |
| LESS DEPRECIATION | 2,486 | - | - | - | - | - | - | - | 2,486 |
| | - | - | - | - | - | - | - | - | - |
| TOTAL ASSETS | 31,986 | 133,766 | 20,107 | 1,225,481 | 137,379 | 315,442 | 811,664 | 2,675,826 | 2,723,614 |
| LIABILITIES | | | | | | | | | |
| ACCOUNTS PAYABLE | 1,889 | - | - | - | - | - | - | 1,889 | 13,912 |
| OWED TO OTHER FUNDS | - | 18,043 | - | - | - | - | - | 18,043 | 7,000 |
| LONG TERM DEBT | - | - | - | 33,128 | - | - | - | 33,128 | 35,386 |
| | 1,889 | 18,043 | - | 33,128 | - | - | - | 49,283 | 56,298 |
| FUND BALANCES | | | | | | | | | |
| OPENING BALANCES | 18,776 | 115,826 | 20,000 | 1,202,069 | 137,588 | 354,232 | 823,017 | 2,671,508 | 2,588,849 |
| CURRENT SURPLUS/DEFICIT | 15,098 | 102 | 107 | 9,716 | 209 | 38,790 | 11,354 | 44,965 | 78,467 |
| PRIOR UNDISTRIBUTED | 33,875 | 115,723 | 20,107 | 1,192,353 | 137,379 | 315,442 | 811,664 | 2,626,543 | 2,667,316 |
| TOTAL LIABILITY/FUND BALANCES | 31,986 | 133,766 | 20,107 | 1,225,481 | 137,379 | 315,442 | 811,664 | 2,675,826 | 2,723,614 |

7 Congregational Response Report

19 Moved and seconded that the report be received and considered.

Knox/Calvin, Harriston

Rev. Don McCallum is finishing his first year of stated supply at Knox/Calvin, Harriston and the congregation has been pleased with his leadership as they explore their future options as a congregation. The congregation would like to renew his stated supply agreement for a second year.

The Presbyterian Church in Canada

Stated Supply Ministry Agreement

Presbytery of Waterloo-Wellington

This agreement is dated the 17th day of June, 2025

Between:

The Congregation of Knox-Calvin Presbyterian Church, Harriston

and:

The Rev. Don McCallum, 58-520 Tremaine Ave S., Listowel, Ontario donpmccallum@gmail.com

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 half-time, agreed to be 22 hours per week.
- 4.0 This ministry will begin on September 1, 2025 and end on (a period less or equal to one year) 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 50%) | Monthly |
|---------|----------------------|---------|
| Stipend | \$31,850 | \$2654 |

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| | | |
|--|-----------------|-------------------|
| Housing Allowance & Utilities | 15,900 | 1,325 |
| Transition Allowance (at end of Contract)* | | |
| Total | \$47,750 | \$3,979.16 |

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

- \$1200.00 per year for study leave
- Cost of pulpit supply during the Minister’s vacation and continuing education leave.

8.0 The Minister will function as the Interim Moderator for the term of the ministry.

9.0 The Minister shall be a member of and accountable to the Presbytery in accordance with Book of Forms 176.

10.0 The Minister shall not be eligible to be called to the Congregation during the term of this Agreement.

11.0 This Agreement can be terminated by the Presbytery on its own or at the request of either the Congregation or 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.

* 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:

Clerk of Session

For the PRESBYTERY

Clerk of Presbytery

For the MINISTER:

Minister

SCHEDULE A

Stated Supply Ministry Goals and Expectations

The goals for this Stated Supply Ministry shall include:

- provision of sustaining ministry for the Congregation
- exploring, with the Session, opportunities to renew/develop the ministry of the congregation and helping to equip members/adherents to pursue the same.
- Working with other members of Presbytery to explore possible new ideas regarding the future of the pastoral charge.

The expectations of the Stated Supply Minister shall include:

- lead worship and preach, 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;
- attend and 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)
- provide observations and advice about the state of the Congregation's readiness for calling a minister;
- attend Presbytery meetings and provide regular reports about the ministry;
- provide the Session 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:

- ordained minister in good standing of The Presbyterian Church in Canada;
- congregational pastoral experience as an ordained minister;
- demonstrated ability to work with a Session to provide leadership in times of transition;
- attended workshop on the *Policy for Dealing with Sexual Abuse or Sexual Harassment* of The Presbyterian Church in Canada within the past 5 years;

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6687

- 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.

20 Moved and seconded that the above ministry agreement between Rev. Don McCallum and Knox/Calvin, Harriston be approved.

Rockwood

Rev. Darrell Clark has served the Presbyterian Church in Rockwood for almost a year now as ¼ time stated supply. Darrell's pastoral ministry to the congregation of Rockwood has been vital during a time of mourning. The congregation would like to renew his stated supply agreement.

The Presbyterian Church in Canada

Stated Supply Ministry Agreement

Presbytery of Waterloo-Wellington

This agreement ("Agreement") is dated the 15th day of May, 2025

Between:

The Congregation of The Presbyterian Church of Rockwood located at 255 Main Street South, Rockwood, ON, N0B 2K0 ("Congregation")

and:

The Rev. Darrell Clarke of 51 Periwinkle St. Kitchener, Ontario, ("Minister")

and:

The Presbytery of Waterloo-Wellington within The Presbyterian Church in Canada

presbyteryww@gmail.com. ("Presbytery")

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 part time based on 25% of full time of 45 hours per week.
- 4.0 This ministry will begin on August 1, 2025 and end on July 31, 2026 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:

| | Annual | Monthly |
|--|---------------------|--------------------|
| Stipend (inclusive of travel allowance) | \$ 15,960.00 | \$ 1,330.00 |
| Housing allowance (fair rental value of appropriate housing) | \$ 6,800.00 | \$ 567.00 |
| Other (specify) Continuing Ed. and Books | \$ 420.00 | \$ |
| Total | \$ 23,180.00 | \$ 1,897.00 |

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

- Seven weeks vacation per year.
- Pension payments as required by the Pension Plan of The Presbyterian Church in Canada
- Continuing Education allowance according to General Assembly and Presbytery regulations, to be used on approval of the Presbytery.
- Cost of pulpit supply during the Minister’s vacation and continuing education leave.
- \$150.00 annually for books and other resources

8.0 In the case of the Minister’s total disability or extended illness, this Agreement will terminate as of the date the medical leave commences. The Congregation will then continue to provide stipend and all allowances for a period of three months. Housing allowance and cost of utilities only will be continued for a further four months.

9.0 The Minister shall serve as Interim Moderator for the period decided by Presbytery.

10.0 The Minister shall be a member of and accountable to the Presbytery in accordance with Book of Forms 176.

11.0 The Minister shall not be eligible to be called to the Congregation during the term of this Agreement.

12.0 The Presbytery shall arrange for a service of recognition and periodic evaluations of this ministry.

13.0 This Agreement can be terminated by the Presbytery on its own or at the request of either the Congregation or the Minister on 60 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)

14.0 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.

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

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Knox Palmerston Presbyterian Church

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

For the CONGREGATION:

Clerk of Session

For the PRESBYTERY

Clerk of Presbytery

For the MINISTER:

Minister

SCHEDULE A

Stated Supply Ministry Goals and Expectations (Adjust for specific situation)

The goals for this Stated Supply Ministry shall include:

- provision of sustaining ministry for the Congregation
- provide observations and advice about the state of the Congregation and assisting the Session and Presbytery in reflecting on the future shape of Presbyterian ministry in Rockwood.

The expectations of the Stated Supply Minister shall include:

- lead worship and preach, 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 for a leader of worship on Sundays when the Minister is absent, subject to the Minister ensuring that the leader shall support the Congregation's vision and the polity and doctrine of The Presbyterian Church in Canada;
- provide pastoral care for sick and shut-in;
- officiate at weddings and funerals;
- work with boards and committees of the Congregation (other than the search committee when ministerial candidates are being considered for a call to the Congregation) to assist them in carrying out their assigned tasks;
- as Interim Moderator, attend board and committee meetings as required and moderate meetings of the Session Congregation;



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- perform other administrative duties as requested by the Session or Presbytery; (e.g., work with church secretary in preparing bulletins, newsletters, etc., exercise general oversight of church facilities, and represent the church in dealing with outside organizations);
- attend Presbytery meetings and provide two interim reports (November and April) about the ministry;
- provide the Session and Presbytery a written report regarding the Congregation at the end of the year of Stated Supply Ministry.

SCHEDULE B

Stated Supply Minister Qualifications (Adjust for specific situation)

The Minister shall have the following qualifications:

- ordained minister in good standing of The Presbyterian Church in Canada;
- congregational pastoral experience as an ordained minister;
- demonstrated ability to work with a Session to provide leadership;
- 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.

21 Moved and seconded that the above stated supply agreement between Rev. Darrell Clark and the Presbyterian Church in Rockwood be approved.

Duff's, Puslinch

Rev. Lisa Dolson's first year as stated supply for the congregation of Duff's, Puslinch is coming to an end. In that time she has helped the congregation discern a path for the future ministry of the church which is in the early stages of development (see IM report). The congregation would like to renew her stated supply agreement for another year.

The Presbyterian Church in Canada

Stated Supply Ministry Agreement

Presbytery of Waterloo-Wellington

This agreement is dated the 1st day of September, 2025

Between:

The Congregation of Duff's Presbyterian Church, Puslinch Township, located at 319 Brock Rd. (County Road 46), S. Puslinch, ON, N0B 2J0, 519-763-1163

and:

Rev. Lisa Dolson, 243 Sanatorium Road, Hamilton, Ontario L9C 1Z4 519-955-2158, lisa.dolson@icloud.com

Tuesday, June 17, 2025 – 7:00 pm
Knox Palmerston Presbyterian Church

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and:

The Presbytery of Waterloo-Wellington, The Presbyterian Church in Canada, 73 Queen St. E., Cambridge, ON N3C 2A9, 519-658-2652, clerkwatwell@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 part time, agreed to be 22.5 hours per week.
- 4.0 This ministry will begin on September 1, 2025 and end on August 31st, 2026, and may be renewed automatically 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) | Monthly |
|-------------------------------|--------------------|---------|
| Stipend | \$28,000.00 | |
| Housing Allowance & Utilities | \$14,000.00 | |
| Transition Allowance | \$0 | |
| Total | \$42,000.00 | |

- 7.0 In addition to the above, the Congregation shall provide:
 - Travel expenses related to Presbytery at a reimbursement rate of \$0.45 per kilometer
 - Cost of pulpit supply during the Minister's vacation and continuing education leave.
 - Five weeks total vacation.
 - \$1,000 and two weeks continuing education.
- 8.0 The stated supply minister shall be named as the Interim Moderator by the Presbytery to the Congregation for the term of the ministry
- 9.0 The Minister shall be a member of and accountable to the Presbytery in accordance with Book of Forms 176.
- 10.0 The Minister shall not be eligible to be called to the Congregation during the term of this Agreement.
- 11.0 This Agreement can be terminated by the Presbytery on its own or at the request of either the Congregation or the Minister on 60 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.

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.

* 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:

Clerk of Session

For the PRESBYTERY

Clerk of Presbytery

For the MINISTER:

Minister

SCHEDULE A

Stated Supply Ministry Goals and Expectations (Adjust for specific situation)

The goals for this Stated Supply Ministry shall include:

- provision of sustaining ministry for the Congregation

The expectations of the Stated Supply Minister shall include:

- plan and lead worship and preach, 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;
- Meet regularly with the Church Administrator on congregational matters
- Meet weekly/semi-weekly with the Music Director for worship planning
- Lead Bible Study on a regular basis.
- provide pastoral care for sick and shut-in;
- Reach out to newcomers and longtime church members.
- Identify and develop new leaders for the congregations' ministries

- as Interim Moderator, attend all meetings required and moderate all meetings of the Session and Congregation;
- attend Presbytery meetings and provide regular reports about the ministry;

SCHEDULE B

Stated Supply Minister Qualifications (Adjust for specific situation)

The Minister shall have the following qualifications:

- Be a Committed Christian
- congregational pastoral and leadership experience as an ordained minister;
- Possess a passion for pastoral care in regular and crisis visitation.
- Enjoy welcoming people to the congregation, making them feel welcome.
- Have demonstrated achievement in leadership and the development of other leaders.
- The ability to work with a Session to provide leadership in times of transition;
- 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.

22 Moved and seconded that the above stated supply agreement between Rev. Lisa Dolson and Duff's, Puslinch be approved.

Two Rivers Church, Guelph

In January the Presbytery approved a 6-month memorandum of understanding between the Ecumenical Campus Ministry at University of Guelph and Two Rivers Church whereby the ECM chaplain, Rev. Andrew Hyde, a minister in the United Church of Canada, would take on a half-time ministry position at Two Rivers Church. This trial period has proven to be a successful arrangement for all involved and Two Rivers has requested that a 2 year renewal of the memorandum be approved by the Presbytery. The memorandum will jointly be approved by the United Church of Canada who has oversight over Rev. Hyde as a minister.

Collaborative Covenant Between:

Two Rivers Church (2RC)

and

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

and

Rev. Andrew Hyde

As partners within the Body of Christ, we enter into this collaborative agreement that calls us to work together to create a ministry context that is faithful in its use of resources, and to pray for and rely upon God's grace and guidance for our minister and ministries.

We covenant to support each other in this important work, listening carefully to the insights, and direction that emerge from our ministry partnership, finding ways of meeting challenges and celebrating opportunities for service.

As partners in covenant relations, we commit to exploring ways of supporting each other, and building bonds of Christian community between us.

We agree to the following:

1. Two Rivers Church (2RC) and the Ecumenical Campus Ministry at the University of Guelph (ECM) will share a called United Church minister - the Rev. Andrew Hyde - for the purposes of worship, sacrament, pastoral care, and oversight of meetings related to ministry governance.
2. ECM will continue to employ Rev. Hyde on a full time basis (40 hours per week), with 20 hours per week being served with 2RC. It is recognized that the minister's division of time and presence with each ministry may vary from week to week, but it is expected to be divided equally over the long run. It is accepted by both parties that there are specific times of the year when Rev. Hyde will be required to prioritize one party over the other. Busy times on campus include, but are not limited to, convocation, university orientation week, and Multifaith Week. Key times for 2RC include, but are not limited to, semester planning and ministry start ups, as well as Christmas and Holy Week.
3. 2RC agrees to pay ECM 50% of total salary, benefits, government pension, EI, payroll costs, phone, etc. as laid out in Appendix 1. ECM will send 2RC invoices every other month for these payments.
4. Rev. Hyde will receive 4 weeks (5 Sundays) of vacation each year, along with 3 weeks of Continuing Education time, to be scheduled at a time agreeable to all parties. Rev. Hyde is also entitled to take an additional 3 month paid sabbatical every 5 years. He is next eligible for sabbatical in Spring 2026.
5. Each ministry is responsible for arranging pulpit supply or other necessary leadership during Rev. Hyde's absence due to vacation, continuing education, illness, sabbatical, or other leave.
6. Members of the ECM Board and the 2RC Leadership Team will continue to function independently, and will gather together no less than annually to oversee this Collaborative Covenant and discuss matters of shared concern.
7. In case of a complaint or concern expressed about Rev. Hyde's leadership with ECM, that complaint will be forwarded to the ECM Board - who may choose to involve the University of Guelph and/or denominational partners. In case of a complaint or concern expressed about Rev. Hyde's leadership with 2RC, that concern will be brought to the 2RC Leadership Team and/or its Human Resources Committee. The 2RC Leadership Team may then choose to involve the ECM Board, the Western Ontario Waterways Regional Council, or the Presbytery of Waterloo-Wellington, depending on the nature of the complaint.
8. The duration of this Collaborative Covenant shall extend from July 1, 2025 to June 30, 2027. Should either party wish to exit this agreement prior to that date, a minimum of 3 months notice will be given in writing.

Signed on _____ on behalf of ECM Board by _____

Signed on _____ on behalf of 2RC Leadership Team by _____

Signed on _____ by Rev. Andrew Hyde _____

Appendix 1

Remuneration

The Ecumenical Campus Ministry at the University of Guelph (ECM) and Two Rivers Church (2RC) agree that each party will be responsible for half of the Rev. Andrew Hyde's remuneration over the course of this agreement - July 1, 2025 to June 30, 2027.

Currently, Rev. Hyde's remuneration is through the payroll at Dublin Street United Church. ECM pays Dublin Street United Church for Rev. Hyde's remuneration on a monthly basis, and Dublin Street United Church pays Rev. Hyde through the central United Church of Canada payroll. To keep Andrew Hyde's salary and benefits consistent with previous years, ECM will continue this arrangement with Dublin Street United Church, and 2RC will pay ECM for half of Rev. Hyde's remuneration.

Remuneration for Rev. Hyde in 2025 is as follows:

Minimum salary* (COL Grp 4, Category F), plus 10% = \$85,410

Phone, internet = \$1,200

Continuing Education = \$1,640

Parking = \$800

TOTAL 2025 Remuneration = \$89,050

Remuneration for July 1, 2025 through December 31, 2025 = \$44,525 Each ministry's share of costs, for the second half of 2025 = \$22,262.50

ECM shall invoice 2RC at the mid-point of alternating months, for \$7,420.

(the United Church's minimum salary scale is updated yearly to include adjustments for cost of living, so this figure will change slightly for 2026 and 2027)*

23 Moved and seconded that the memorandum of understanding (see attached) between Two Rivers Church (a mission of the Presbytery of Waterloo/Wellington), the Ecumenical Campus Ministry at University of Guelph and Rev. Andrew Hyde be approved.

St. Andrew's, Mount Forest/Knox, Conn/Knox-Calvin, Harriston

At the May meeting of Presbytery, the amalgamation plan for St. Andrew's, Mount Forest, Knox, Conn and Knox/Calvin, Harriston was presented for information and discussion. No concrete changes have been made to the amalgamation plan since that time and the congregations have presented it to the Presbytery for approval.

Amalgamation Plan

St. Andrew's Presbyterian Church, Mount Forest, Ontario with

Knox Presbyterian Church, Conn, Ontario

and Knox-Calvin Presbyterian Church, Harriston, Ontario

Dated – June 8, 2025

BACKGROUND

The Session of St. Andrew's Presbyterian Church, Mount Forest has been wondering about the future of the congregation for a number of years. That process was sped up by two events in late 2024 and early 2025. The first was the clear statement from the person who has been Clerk of Session, Treasurer, and maintainer of the building that they intended to step down from all those roles. The second was Session members reading through the State of the Presbytery Report and hearing in it permission for St. Andrew's Presbyterian Church, Mount Forest to close. Those events coincided with the appointment of a new Interim Moderator. The Session took the change in Interim Moderators as an opportunity to ask the Interim Moderator to guide the congregation through a process to closure.

At the Annual Meeting of the Congregation (Feb. 22, 2025) the Session indicated to the congregation their belief that it was time for St. Andrew's to close. The Interim Moderator outlined the differences between dissolution and amalgamation. The Session was clear that no decision was being made at that meeting.

Session reflected on what they heard from congregation members and their own reflections and decided at a meeting held on March 5, 2025, to bring to a congregational meeting a recommendation to amalgamate with both Knox Presbyterian Church, Conn and Knox-Calvin Presbyterian Church, Harriston. The congregational meeting was held on March 22, 2025; the congregation voted 13 to 2 in favour of such an amalgamation.

(Knox, Conn has been a long-term partner with St. Andrew's in a two-point charge. Knox-Calvin, Harriston had some years ago approached St. Andrew's and Knox, Conn about becoming a three-point charge, something that did not take place.)

Both the Sessions of Knox, Conn (April 8, 2025) and Knox-Calvin, Harriston (April 9, 2025), have agreed to the plan. The plan has been reviewed by Presbytery (May 13, 2025), the plan was approved at a congregational meeting of St. Andrew's Presbyterian Church, Mount Forest on June 1, 2025; at a congregational meeting of Knox Presbyterian Church, Conn on June 8, 2025; and at a congregational meeting of Knox-Calvin Presbyterian Church, Harriston on June 1, 2025. The plan is coming to the Presbytery for approval at the June 2025 meeting of Presbytery.

A number of the items that take up substantial space in most amalgamation plans are not relevant in this context.

PASTORAL LEADERSHIP

St. Andrew's Presbyterian Church, Mount Forest has no pastoral leadership beyond supply preachers and an interim moderator. There will be no need for supply preachers after Sept. 21, 2025. The Interim Moderator's role will end with the sale of the property and buildings and the distribution of the assets. No transition allowances will be required.

GOVERNANCE

None of the five elders who presently serve at St. Andrew's want to be elders in the amalgamated congregations. The Session will dissolve with the sale of the property and buildings and the distribution of the assets.

INFRASTRUCTURE

The Board of Managers of St. Andrew's Church will dissolve with the sale of the property and building and the distribution of the assets. The Trustees Board will dissolve with the sale of the property and buildings.

ASSETS



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By the time the amalgamation is enacted St. Andrew's will have about \$3,000 in the bank.

There is no debt on the books.

The congregation owns three buildings – the church building (196 Birmingham East, Mount Forest), the manse (166 Birmingham St. East, Mount Forest), and the small house behind the church (191 Fergus St. North, Mount Forest). These will be sold with the proceeds becoming the residual assets of the congregation to be taken into the amalgamation.

The manse and the small house are both rented out, the tenants have been informed of what is taking place and are being given the first chance to purchase the two houses at close to market value. Otherwise, they will be sold on the open market.

This process will take some time since the lot on which the three buildings stand needs to be severed into three lots. This will require a land survey and township/county approval. It seems likely that the sale of the properties may not be completed before 2026. But that should not impact the date of the last worship service of Sept. 21, 2025.

The congregation designates that 15% of the residual assets be given to the Indigenous Ministry Fund (The Presbyterian Church in Canada).

The congregation designates 25% of the residual assets be divided between The Mount Forest Louise Marshall Hospital Foundation (CRA#: 888153848 RR 0001) and the Mount Forest Community Pantry (CRA# 893180844 RR 0001).

The remainder (60%) will be divided equally between Knox Presbyterian Church, Conn and Knox-Calvin Presbyterian Church, Harriston.

CRA CHARITABLE NUMBER

St. Andrew's charitable number will be the one being revoked. There is no name change happening to the other two congregations. The process of revoking the charitable number will be managed by the congregational treasurers.

CHATTLES

Once a sale of the church building has taken place it will be much easier to determine what items will be staying with the building. Knox Presbyterian Church, Conn has expressed interest in some items.

Plans are being made regarding the War Memorials, and other items of community significance.

Other items will be donated to places where they can be used or given to the Mount Forest Thrift Store, the proceeds from which support health care in the community.

ARCHIVAL RECORDS

The Congregational Archivist of St. Andrew's Church, Mount Forest will play a lead role in this process which will follow the pattern outlined in the Amalgamation Guidelines prepared by the General Assembly Office.

OTHER MATTERS

Membership



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Members of St. Andrew's will be given time to select where they wish to have their members transferred to, or if they wish to be sent their membership certificate. For members who have not indicated where they wish to have their membership sent by Nov. 1, 2025, will be transferred to either Knox Church, Conn or Knox-Calvin Church, Harriston.

Pastoral Care

The Interim Moderator of Knox Church, Conn or the minister of Knox-Calvin Church, Harriston will be available to provide pastoral care if persons in Mount Forest wish a Presbyterian minister.

Final service

The final service at St. Andrew's Church will be led by the interim moderator of Knox and the minister of Knox-Calvin and is planned to take place on Sept. 21, 2025.

24 Moved and seconded that the above amalgamation plan for St. Andrew's Mount Forest, Knox Conn and Knox/Calvin, Harriston be approved.

Knox, Palmerston

Last September, the Presbytery appointed a visitation team to visit Knox, Palmerston and to hear more about the congregations future plans. This was prompted by their request to sever a piece of the property to sell. One of the recommendations that arose out of that visit was the need for a follow-up visit in September 2025. The Congregational Response Team proposes to send the same team as last year.

25 Moved and seconded that the Presbytery send a visitation team made up of Rev. Peter Bush, Rev. Scott McAndless and Rev. Reuben St. Louis for a follow-up visit to Knox, Palmerston in September 2025.

General Presbyter

The General Presbyter position was originally approved as a two year contract which would end this coming November. The General Presbyter sub-committee has reviewed the work of our General Presbyter and the progress that we have made as a Presbytery. Therefore, they have recommended that the position be renewed (including standard increases) for another two years plus a month to the end of December 2027. The funding for this position is currently included in the proposed funding changes to the Presbytery fund structure which is to be considered at some future date.

May 1, 2025

Rev. Dr. Jeffrey R. Crawford
32 Dunbar Road South
Waterloo, ON N2L 2E3
jeffreycrawfordleadership@gmail.com

Dear Jeffrey,

We are pleased to offer you a twenty five month contract for the full-time position of General Presbyter for the Presbytery of Waterloo Wellington. This comes into effect on December 1, 2025 and end December 31 2027. You will work 40-44 hours per week and your work week is typically Monday to Friday. From time to time you may be called upon to shift days according to the work required.

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Please carefully review the updated job description and additional Presbyterian Church in Canada policies as provided. Payments will be issued monthly by the Presbytery Treasurer (currently David Church). Receipts for phone, travel and study may be submitted to the presbytery for reimbursement. Your compensation is as follows:

\$61,614 Stipend

\$38,850 Housing

\$1000 Phone

\$1500 Study Allowance

As you begin you are entitled to five weeks of vacation and two weeks of study leave. You remain eligible for group benefits, pension and long-term disability through the Presbyterian Church in Canada.

Let me know if you have any further questions. We are so pleased to welcome you and look forward to working with you.

Jeffrey Crawford

Date

Clerk of Presbytery

Date

Presbytery of Waterloo-Wellington

General Presbyter Position Portfolio April 2025

Focus Areas of Ministry

1. People- Clergy and Elders: relationship builder, support, coach and care for the leadership of our ministries.
2. Congregations: connect, resource and support discernment and leadership development in local congregations. A focus on naming the 'what is' current state of reality has often been the focus of this work.
3. The Presbytery: Creator of intentional processes to support the Presbytery in discernment and action.

Outcomes in Focus Areas

The General Presbyter will engage in ministry in the following ways:

1) People

- meeting one-on-one with clergy in the Presbytery for pastoral support, coaching and encouragement
- attend regional/local conversations with clergy and elders about current ministry and exploration of future models and pathways
- respond to inquiries from clergy and elders about current challenges and opportunities
- coaching clergy as they navigate the daily tasks of ministry and leadership
- provide leadership at educational events and gatherings
- provide pastoral support for clergy and elders as urgent needs arise and refer when needed



2) Congregations

- attend session meetings as a guest/facilitator
- lead congregational workshops/learning opportunities
- facilitate discernment conversations between congregations and in regions
- first responder to congregations and Interim Moderators as emergent needs arise
- provided guidance, in consultation with the Clerk of Presbytery, and Clerks of Assembly, on policies, procedures and polity of the church
- serve as Interim Moderator in no more than one congregation
- occasionally be available for pulpit supply at normal General Assembly rates

3) Presbytery

- facilitate Presbytery workshops, provided leadership and facilitation at Presbytery meetings
- active ex-officio member of the Business Committee and Congregational Response Team
- connect the Presbytery with future oriented conversations about being the church
- create and update presbytery resources and/or connect with theological college or national church agencies to resource ministry

Accountability

- Report to and coordinate work with the Congregational Response Team
- Engage in regular direct communication with a team of 3 designated members of the CRT/Presbytery
- Review and report on measurable goals every 4-6 months (fall, winter, spring)
- Report to Presbytery at each regular meeting and give a full annual report

Principals that Guide the Ministry

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

26 Moved and seconded that the above General Presbyter employment agreement between Rev. Jeffrey Crawford and the Presbytery of Waterloo/Wellington be approved.

Paris Presbytery

Presbytery of Waterloo/Wellington received the following stated supply ministry agreement from the Presbytery of Paris. The agreement is between Rev. Bill Bynum and Central Presbyterian Church in Brantford. At its last meeting, Presbytery removed Rev. Bynum from the role and he was added to the Presbytery of Paris role in anticipation of this agreement. The only thing left to do is approve the ministry agreement.

STATED SUPPLY MINISTRY AGREEMENT BETWEEN

THE CONGREGATION OF

CENTRAL PRESBYTERIAN CHURCH, BRANTFORD

AND

THE REVEREND BILL BYNUM

FOR THE PERIOD STARTING AUGUST 1, 2025-JULY 31, 2026

For the purpose of providing consistent ministry leadership and visioning during the second year Central Presbyterian Church ministers at 446 Grey Street in Brantford, it is agreed that the Rev. Bill Bynum will begin service as half time stated supply.

THE AGREEMENT:

- 1) This stated supply covenant will begin on August 1, 2025 and end on July 31, 2026. This covenant may be renewed with the mutual consent of both parties.
- 2) The time commitment is for half time ministry (22 hours per week). This time commitment will include the following on Bill's part:
 - Provide creative worship on Sunday and at other special times (Good Friday, Christmas Eve, etc.) that will inspire, instruct, and affirm the congregation.
 - Provide pastoral care for those with urgent and emerging needs.
 - Visioning with the session on ways to effectively minister to the new community in which Central resides.
 - Conduct funerals and weddings if requested and available.
 - Attend session meetings and congregational meetings which will be moderated by the interim moderator
 - Correspond with the interim moderator on a regular basis
 - Assist with helping the congregation in any mission endeavours.
 - Providing any small groups or programs that may assist in the spiritual growth of the congregation.

Remuneration:

In return for the spiritual leadership of the Rev. Bill Bynum, we the people of Central Presbyterian Church Brantford covenant to provide the following:

| | |
|-------------------|-------------|
| Annual Stipend | \$34,594.00 |
| Mileage | \$ 3,600.00 |
| Housing allowance | \$18,000,00 |

In addition to the above, Central Presbyterian Church covenants to:

1. Provide five weeks of holidays annually
2. Provide the cost of pulpit supply as required.
3. Pay for Medical and Dental Insurance as provided through the Pensions and Benefits Board.

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4. In case of disability or extended illness, to continue to provide stipend, accommodations and allowances for a period not less than that set by the General Assembly.

This covenant can be terminated at the request of either the congregation or the Rev. Bill Bynum on 30 days written notice. In the case of a medical or health issues the covenant will terminate upon the date the medical leave commences.

This covenant may only be amended or modified in writing and with the consent of both parties.

This covenant is approved by the parties as of May 28, 2025.

For the congregation of Central Presbyterian Church, Brantford

For the minister - Rev. Bill Bynum

For the Presbytery of Paris _____

Clerk Rev. Dean Adlam

27 Moved and seconded that the above stated supply agreement between Central Presbyterian, Brantford and Rev. Bill Bynum be approved.

Benchmarking Document

As the Presbytery continues to discuss its “Why”, the General Presbyter and sub-committee have concurrently been working on a related congregational benchmarking tool (see below) based on the research of Halo Canada to assist congregations in discerning their future. A couple congregations in the Presbytery have already begun to use this tool. The Congregation Response Team would like to share it with the Presbytery for information and invite comments and questions be sent to the General Presbyter and/or the sub-committee to assist in further refining the tool. If appropriate, the benchmarking tool may be recommended for formal approval and use at a future meeting.

Benchmarks for Churches

The Presbytery of Waterloo-Wellington

as of May 25

Halo Canada studied 4,300 Canadian churches that closed between 2009 and 2018. They examined the T3010 records and observed the following common characteristics in congregations over the 5 years prior to their closure:

- An annual deficit for three or more years consecutively
- Annual expenses running 30% higher than revenue
- Cash and Long-term investments equaling less than three times the annual deficit
- Occupancy costs totaling 30% or more of annual expenses
- Staffing costs greater than 60% of total expense

*See <https://www.halocanadaproject.com/home.html> for more information.

Benchmarking is a helpful strategy in the current climate of change among our congregations. It is a process that considers each congregation's missional context, financial health and ministry engagement. These benchmarks are ways we seek to be faithful to our Gospel call to reach out, change and be missional. They arise from prayerful and deliberate conversations which have been ongoing in the Presbytery and data collected by the church. They build on stewardship themes from Dr. Callahan 'focus on your strengths' and discover what your church is best at serving the community.

Each congregation will report their specific benchmarks once a year. They should be reported to the CRT by June 1st annually. Some data can be easily collected while other information can be discussed and documented through session or congregational meetings, according to the needs and traditions of each church.

This information will be used in two ways. First, it will help the congregation assess its own health and create clear options for future ministry. If a congregation discovers that many of these benchmarks have been reached, they will already have a set of choices in front of them, without the need for special visitations or committees. The benchmarks can be used to identify areas ripe for growth, and that could inspire future planning for each church. Second, it will create opportunities for the presbytery to discern how God is leading us into future mission. Information will allow the presbytery to make informed decisions about resourcing churches who are flourishing. This is an opportunity to be proactive and for congregations to plan for the future.

Answer each question as honestly as possible. When complete count the number of 'yes' responses.

Benchmarks:

1) Financial:

- a. Has there been an annual deficit of more than 10% of the operating budget for 3 years in a row? Have the congregation's total expenditures exceeded your total income in each of the last three years?
- b. Are occupancy costs 30% or more of annual expenses?
- c. Are staffing (stipend, housing, utilities, study leave for the minister plus custodial and administrative staff) greater than 60% of total annual expenses?
- d. Are debt repayments more than 20% of the annual expenses and/or are debt repayments in arrears for more than 12 months?

2) Baptisms and New Entry into the Church

- a. Have there been 6 baptisms or less in the past 3 years?
- b. Have there been 10 professions of faith or less (excluding church membership transfers) in the past 5 years?
- c. Are there fewer than 3 new people at worship each month?
- d. Has the Sunday School program declined to the point that there are no children for a Sunday School?

3) Spiritual Health

- a. Have regular or seasonal Bible study lapsed for more than 2 years?
- b. Have active prayer structures (ie prayer chain, prayer group, etc) stopped functioning?

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- c. Are formal pastoral care systems inactive (a pastor who visits, elder visiting districts)?
- d. Is there an absence of other creative pastoral supports (ie church library, small groups, online gatherings etc)?

4) Worship

- a. Has worship attendance declined for 3 or more years in a row? (count the number of people (adults and children) on the second Sunday of each month, excluding special services such as anniversary, Easter and Christmas)
- b. Is average weekly worship attendance fewer than 15 people?
- c. Have you relied on pulpit supply, from persons outside the congregation, for more than 18 months and there is no plan to do otherwise in the next 12 months?

5) Outward Facing Mission

- a. Is the number of people served in mission (excluding church members/adherents) less than the congregation's membership in the past 2 years? (this is direct ministry ie. hosting a community meal, tutoring student--not collecting donations/fundraising for another organization nor the church)
- b. Have formal mission structures stopped functioning (mission committee, WMS, designated leaders, annual mission trip participants etc)?
- c. Is mission spending less than 20% of the congregation's annual income? (investment in mission programs, fundraising for mission trips, donations to other organizations)

10 or more 'Yes' Results:

If a congregation has 7 'Yes' responses, we invite you to contact the General Presbyter to start a conversation towards the future.

If a congregation has more than 10 'Yes' responses, it is time to choose an alternate path forward for ministry. With the support of the General Presbyter, choose one of the following options and present it to the Congregational Response Team of the Presbytery within in the following 12 months:

- a. Amalgamate with a nearby congregation(s) or other local mission
- b. Dissolve the congregation (closure)
- c. Continue as a congregation, but sell the property to support the ongoing mission and worship
- d. Create a mission plan that repurposes the building with local partners

28 Moved and seconded that the above document "Benchmarking for Churches" be circulated to Sessions in the Presbytery and that they be encouraged to send any questions or comments to the General Presbyter Support Committee by October 1st.

For information:

Interim Moderator Reports

Doon, Kitchener

Tuesday, June 17, 2025 – 7:00 pm
Knox Palmerston Presbyterian Church

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Doon Presbyterian Church continues to journey through a season of discernment and transition with faith, courage, and thoughtful reflection. Over the past two years, the congregation has engaged in prayerful conversations about its sustainability, identity, and future ministry.

In recent months, a potential formal partnership with Duff's Presbyterian Church has emerged as a hopeful next step. Both congregations have been in regular contact, with Sessions meeting together and apart to explore shared ministry possibilities. They have also begun worshipping together twice a month, fostering deeper connection and mutual trust.

On May 3rd, Doon held a congregational round table discussion to consider possible futures. Of the 28 participants, 17 affirmed a call to pursue a formal partnership with Duff's. A few expressed a desire to try once more to sustain the congregation independently, and these voices are being held respectfully within the wider discernment.

Congregational meetings are scheduled for June 25th to vote on whether to formally pursue a covenantal partnership. Should both congregations approve, further planning will begin to shape the shared vision, structures, and practical considerations of ministry together.

While key questions remain—especially around buildings, staffing, and leadership—there is a shared commitment to proceed with transparency, care, and hope. The goal is a process that honours the unique gifts of both communities and opens space for sustainable and faithful ministry.

As Interim Moderator, I remain encouraged by the leadership and spiritual maturity shown by Session and congregation alike. This is a time of uncertainty, but also great possibility. We ask for Presbytery's continued support and prayer as this journey unfolds.

Respectfully submitted,
Rev. Jen Sokolowsky

Duff's, Puslinch

The good people of Duff's worship as a community, pursue mission initiatives, and provide care to those in need. The unexpected death of a beloved faithful congregant, Ken Gunson, recently filled the church to overflowing. The annual Golf and Euchre tournament was a sold-out event and exceeded expectations in fundraising efforts for Hospice and Waterloo Wellington Mental Health initiatives. Several congregants consistently join with me to worship with residents and staff at Morryston Park Nursing Home. The love of Christ is evident in these and many other efforts of this faithful community.

The people of Duff's recognize the need to be open to new opportunities as they continue to seek God's guidance in their faith journey. Significant energy has been invested over the last six months as Duff's actively engages in exploring a closer relationship with Doon. Through ongoing cooperative efforts of both Sessions the congregations have developed a growing synergy as they worship together twice monthly. The Sessions are calling for separate Congregational Meetings, to be held on June 25th, with the recommendation that a formal partnership be pursued between Duff's and Doon. I am thankful for the courage demonstrated by the Duff's elders as they continue to discern the path forward.

Respectfully submitted,
Rev. Lisa Dolson



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Knox, Elora/St. Andrew's Alma

Both congregations continue to have steady pulpit supply from a variety of ordained and lay leaders. The Sacrament of Communion has been provided according to their established schedules. Programs continue as usual.

Knox, Elora

The manse has been updated and is now rented out. Manse income as well as congregational fundraising efforts are making it possible for Presbytery loan repayments to be made. Unfortunately, expenses continue to exceed income for 2025. Work is being done to ensure the congregation fully understands their situation. A series of three congregational meetings is being arranged for September with coaching from the General Presbyter. These will be used to explore their current ministry context as well as setting out future choices.

St. Andrew's, Alma

The congregation continues to wait for Knox, Elora to further define its future.

Respectfully submitted,

Rev. Kristine O'Brien

Knox, Guelph

Knox Guelph continues in its New Beginnings journey as the Implementation Team works diligently to expand their chosen story into an actionable strategy. One of the outcomes of the discernment process was to recognize that the current building may not be sustainable as the place for housing the worship and ministries of Knox. Questions of how to best steward the building and its future occupies the leadership's energies. Knox has been in communication with the Presbytery to work together in discerning next steps for building's future.

The ongoing Interim Ministry of the Rev. Cathy Stewart continues to be valued highly as the congregation navigates its management with less people and less energy to invest in ministry programs. That being said, there is a stalwart and faithful core who remain committed to the church's mission, and are open to growing into missional followers of Jesus.

Respectfully submitted,

Rev. Glen Soderholm

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

Significant attention has been given to St. Andrew's. Mount Forest as the Session and the congregation have worked towards the decision to close, amalgamation and develop an amalgamation plan.

Session at Knox, Conn continues to meet and there is conversation about the challenges of reaching their community with the good news of the gospel. They continue to discuss ideas from Renew 52. The adjustment to being a one-point charge is being anticipated with some initial thoughts being talked through.

While a path has been defined, walking that path will inevitably raise unexpected challenges and leaders are seeking to not run too far ahead in their thinking. Balancing being prepared with not overthinking.

Submitted by,

Peter Bush



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Knox Palmerston Presbyterian Church

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Knox, Crieff

I have met once with Crieff Session, being delayed because of my first cold since before covid. The congregation is small but determined not to be too quick about closing. Worship is going well.

As a result of the Session meeting, I met with Kyle Dore to discuss the past brief connection between Crieff and Kirkwall. Although the experiment has stopped for now, there is no closed door yet. The new year may bring another attempt as circumstances may change. I will also be meeting on May 22nd with Jen Sokolowsky and Lisa Dolson about the suggested connection with Doon and Duff's.

Meanwhile, the search for supply for the last quarter of the year is underway. I plan to take the first Sunday of each month in order to keep connection with the congregation.

Respectfully submitted,

Rev. Angus Sutherland

Calvin/Knox, Harriston

Background: The congregation was a full-time, single-point charge up until about 2018. At the suggestion of the incumbent minister, the call was reduced to ¾ time with pulpit supply being provided once a month. With decreased attendance and income after the pandemic, the congregation decided to seek a half-time minister when she retired at the end of 2022. I began a Stated Supply Contract in September 2024.

Current Situation:

Membership: About 90 members in about 65 households. Eleven of those households are shut-ins and another 6-7 are inactive and out of the area.

Worship Attendance – between 30-45 in person plus 4 or 5 on Livestream. The service is also viewed by up to another 20 persons on YouTube during the course of the week.

Paid Staff: The music director is a very good pianist/organist. 2-4 persons practice prior to the Sunday service and lead singing. The office administrator/book-keeper is in the office Tuesdays & Thursdays 8:30-noon. A part-time caretaker cleans the church weekly.

Organizations/Ministries:

- There are currently 5 Elders on Session. It meets monthly and functions as a 'committee-of-the-whole'. We could use at least one more elder.
- There are 5 members of the Board of Managers. They meet monthly and are very efficient. They could probably use one or two more members.
- The Congregation partners with the United Church in actively supporting the local Food Grains Bank project. Support is also strong for the local food bank.
- The Church Hall is used by the VON for an exercise class on Tuesday & Thursday mornings.

Strengths:



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- Many congregations claim to be welcoming and supportive – Knox-Harriston actually is. They reach out to newcomers and tactfully include people. They care for one another and for others in the community consistently and practically during challenging times. They love to gather in table fellowship – after worship and on varied special occasions.
- The church is no longer as large as it once was and the majority of the members are seniors – but those who are available are dedicated workers and among them are some strong lay leaders.
- They have a positive relationship with the United Church in Harriston. Both have strong involvement in the local Foodgrains Project and other community causes.

Looking toward the next year or two:

- From a financial perspective, Knox-Calvin should be able to support a half-time minister for the foreseeable future. The building is in very good shape and while there are a few capital projects on the horizon they should be manageable.
- ‘Get Acquainted’ home visits have been done with most of the congregation. Going forward I intend to focus on pastoral calls with newcomers, shut-ins and others who have specific needs.
- We are advised that few if any members from Mount Forest will attend Knox-Calvin after the proposed Amalgamation. However, I intend to work with their Interim Moderator to ensure that shut-ins and others do not ‘fall through the cracks’.
- Knox-Calvin does not have a history of being involved in Bible studies or other small group meetings. I am curious as to whether some short-term studies would spark interest in the church and/or wider community.
- I continue to wrestle with ‘updating’ the worship service. In the absence of a children’s time and choir music we could use some new ‘elements’. It should also be a priority to develop 3-4 worship leaders to take part in various aspects of the service. This would be particularly important if, at some point, Knox-Calvin is no longer a single-point charge.
- While the current arrangement seems to be working well, we are nearing 2/3 of the way through the first year of what has been understood to be a 3ish year relationship. **I would like to be able to help them transition to something that is sustainable for the longer term.**
 - a. I think the most desirable arrangement from their perspective would be a shared-ministry arrangement with the local United Church. While at this time neither congregation is ready to surrender its building, a month-about arrangement, similar to that used in the summer time, could be positive. The United Church is a full-time single point but is struggling to keep up financially. Reducing payroll costs could be positive for both congregations. An ‘experimental period’ could be a good first step.
 - b. Knox, Walkerton is currently vacant. It is a 30 km. drive is currently a full-time single-point charge. I did contact their Interim Moderator to express that Harriston might be interested in a conversation if they were looking for a partner – but thus far I have had no response from him. There are some concerns about the distance between the 2 churches, particularly in the winter time.
 - c. Conversations in the Northern Kingdom have been helpful and positive. All five of Harriston’s elders have attended and are up to speed on the dynamics.

Respectfully submitted,



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Rev. Don McCallum

St. Andrew's, Kitchener

Transitions

We understand our transitional ministry to be about preparation for a new minister. Our role is to support the elders and the staff team of St. Andrew's on this journey. The session, amidst its ongoing ministry and leadership of the congregation, is exploring a conversation in the following three areas:

- Organizational Structure
- Stewardship (ongoing-deficit)
- Staffing Needs (Lead Minister and staff team)

In the months ahead the session will need to determine how it desires to engage these topics, while focusing on a search for a new minister. The Rev. Dr. Herb Gale is acting as a consultant supporting the finance team, the trustees, and the Roy Street Housing Project.

Worship & Pastoral Care

The pulpit has been supplied by a variety of leaders who have shared their gifts and passion with St. Andrew's. Both worship and pastoral care continue to be supported by The Rev. Wendy Paterson, Pastoral Care Coordinator.

Search Process

A draft profile for the role of lead minister is before the session for their review. The search team, with input from the congregation, has presented a fulsome narrative of the life and ministry of St. Andrew's. A process is underway to 'revise the roll' in preparation for a call.

Respectfully submitted,

Rev. Ian Gray & Rev. Jeffrey Crawford

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

Respectfully submitted,

Rev. Reuben St. Louis

8 Renewal and Equipping Leadership

Recommendation 30: That the Report of Renewal and Equipping Leadership be received and considered

Funding Requests for Student Ministry:

Knox Waterloo is requesting a grant for their Student Ministry, which is described as follows:

1. The first dimension of The Knox Student Ministry Program focusses on monthly programs with the intention of building Christian community and deepening Christian education among students of local universities and colleges. This is a ministry which welcomes university and college-aged

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students in the life of Knox Waterloo. A group has been meeting monthly and has welcomed over 30 university students to gatherings with a focus on building Christian community and deepening Christian faith. Over this year, this program has used a video curriculum which introduces a broad range of theological topics including: bible, discipleship, Christology, and Christian community.

2. The second dimension (the Knox Music Scholars Program) has Knox recruit five students per year (enrolled in the Music Programs at both universities) to share in weekly liturgical leadership, while providing small honoraria to assist with their educational expenses. Five post-secondary music students are given honoraria as part of our Music Scholars ministry. These students become section leads, and both give and receive leadership in our Chancel Choir and other music ministries. In addition, they lead the Youth Praise Band.
3. For decades, Knox has reached out to approximately 35 students who grew up at Knox Waterloo and have moved away to attend college or university. Each one receives a handwritten card of support from a Knox member and periodic “care” packages including home baked cookies and Tim Horton’s gift cards. Each Christmas, Knox hosts a gathering of these students following worship to provide a lunch and an opportunity for them to catch up with one another and with their church home.

Budget Music Scholars: \$19,800 Student Ministry: \$900

Knox is asking for \$15,000 from the fund of Presbytery to support these vibrant ministries.

Application from Joonim’s Church Young Adult Ministry

Joonim’s Church is a Korean congregation serving young adult students, primarily Korean-English speaking, in the Kitchener-Waterloo region. Most of these students are enrolled at the University of Waterloo and Conestoga College, but we also welcome students from other regions of Canada and various international backgrounds. The church was established with a clear vision for community and campus ministry.

1. Sola Scriptura - Group Bible Study

Sola Scriptura is a weekly Bible study program designed to equip young adults with foundational Christian beliefs, doctrine, and worldview. It aims to nurture them as disciples of Jesus Christ, encouraging mutual support and spiritual growth. It involves students, graduates and adult members, running for 15 weeks in each of the 3 semesters. Finances are for refreshments: \$2,850.

2. Young Adult Koinonia - Friendship Festival October 11, 2025

This Thanksgiving weekend event is designed to foster friendship and community among young adults. Students are invited to participate in a sports festival, experiencing hospitality and fellowship, and are naturally introduced to the gospel. The financial need is for refreshments and sports equipment rental/purchase: \$1500

3. Young Jesus - Community Service Projects

This program provides young adults with opportunities to practice Christ’s love through community service. Participants will serve at local homeless outreach organizations, building relationships and understanding Christ’s compassion. It offers a connection point for young adults who may not attend church. No financial support is being sought.

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- Sola Scriptura - Group Bible Study: \$2,850
- Friendship Festival: \$1,500
- Total: \$4,150
- Congregational Fund (25%): \$1,037.50
- Total Grant Request: \$3,112.50

Application from Kortright, Guelph

The intent of our Young Adults ministry is to bring young adults and post-secondary students together to experience Jesus *in community*. We recognize how influential peers can be in shaping one's worldview and strive to surround young adults with individuals dedicated to supporting and growing with them.

Description of Activities:

Each year we hire a young adults intern to facilitate events and foster relationships with young adults in our community. We aim to strike a balance between hosting events geared more towards growing our understanding of the Bible and socially focused gatherings that aim to build connections within the group. A typical example of the former event would be a weekly Bible study or worship night. Through these, we are able to reach two critical components of our church's mission statement: being rooted in Jesus and growing as a community. We strive to offer a space whereby those who have studied the Bible and those new to it can ask questions that challenge themselves, ultimately strengthening our knowledge of who God is. When we wrestle through these things with one another, it enables us to grow closer to one another and create an atmosphere of trust and respect.

Another central aspect to our mission is outreach, which is primarily done through our social events. Whether a game night or lunch hosted by a family after church, we strive to create relaxed environments where young adults feel comfortable inviting their friends. As important as worship nights and Bible studies are, we believe merely experiencing the love and community of other Christians can make a profound impact and plant a seed in the lives of young adults. Thus, our events not only promote fellowship, but create a warm space where non-Christians feel welcomed and encouraged to ask questions.

Testimony from one student: *"As a university student not interested in 'typical' student activities, my first year at school was really lonely. I had sought out different Christian groups on campus, but my shyness and the feeling of intimidation from not knowing anyone created a barrier to getting connected. At Kortright, I felt that the team, specifically the young adults intern at the time, did an excellent job of intentionally talking to newcomers and showing their heart for getting to know the community. Since then, I have seen how committed Kortright is to outreach and becoming trusted neighbours."* - Student Participant

Financial Details:

The total proposed budget for the ministry is 8,000.00.

Total Request from the Fund: \$6,000.00.

As in 2024, requests for funding for student ministries are much greater than the \$13,400 available this year. Last year the Presbytery endeavoured to provide as much money as possible by providing funds from the Student Ministry Fund for Knox/Waterloo and Kortright, while approving a grant for Joonim from the reGeneration Fund (in part because its request was lower than the \$5000 cap). For the same



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reasons we are the same approach in 2025, however as Presbytery reviews its approach to endowment funds we would note that a few questions need to be raised:

- The Diane Boyd Fund appears to focus on ministry with college/university students. Should we discern to what extent requests are of this nature and/or are for the support of other ministries of the congregation?
- We have agreed that reGeneration Fund grants are for start-ups of new ministries and should be reduced over a period of a few years. Do we need to make more funds available for grants from the Diane Boyd Fund rather than using the reGeneration Fund for ongoing student ministries or change the terms of their reGeneration Fund to be used for this purpose when funds allow?
- We would do well to support ministries that reach out to Young Adults. To some extent requests for grants for Student Ministry are also requests for support for ministry with young adults who are not students. Should consideration be given to support young adult ministry in a more general fashion?

Recommendation 31: That Knox, Waterloo, be given a grant of \$8000 from the Diane Boyd Student Ministry Fund.

Recommendation 32: That Kortright be given a grant of \$5,760 from the Diane Boyd Student Ministry Fund.

Recommendation 33: That Joonim be given a grant of \$3,112.50 from the reGeneration Fund.

Study Leave

Rev. Dr. Kristine O'Brien is requesting Study Leave from June 9-16 to attend the Antiracism Course with Salaam Debs (as recommended by Knox College's Ministry Forum). This is online course content along with a series of meetups with other church leaders, hosted by John Borthwick at Knox College. Selam is a Black Ethiopian queer woman, an antiracism educator, an anti-oppression coach, a social justice advocate, a student in dismantling anti-Black racism, an accomplice in dismantling anti-Indigenous racism, xenophobia, Islamophobia and an advocate in 2SLGBTQ+ & disability rights through an intersectional lens. Selam's Antiracism work is rooted in the understanding that we must acknowledge and identify the insidiousness of white supremacy before we can dismantle colonial belief systems. The process of undoing, unlearning and re-educating is necessary for white communities to embark on, to support the healing journey for our racialized communities. You can learn more about Selam at www.selamdebs.com

Recommendation 34: That the Rev. Dr. Kristine O'Brien's request for study leave be approved.

Courtney Crawford is requesting study leave from October 14 to 27 as follows:

"For one of the weeks, I will be continuing my reading for my Diploma in Intergenerational Faith Formation at the Atlantic School of Theology. I plan on the second week to focus on going through the material of Anti-Racism Course with Selam Debs, that I registered for through an offer by Knox College's Ministry Forum. This is online course content along with a series of meetups with other church leaders, hosted by John Borthwick at Knox College. Selam is a Black Ethiopian queer woman, an antiracism educator, an anti-oppression coach, a social justice advocate, a student in dismantling anti-Black racism, an accomplice in dismantling anti-Indigenous racism, xenophobia, Islamophobia and an advocate in 2SLGBTQ+ & disability rights through an intersectional lens. Selam's Antiracism work is rooted in the understanding that we must acknowledge and identify the insidiousness of white supremacy before we can dismantle colonial belief systems. The process of undoing, unlearning and re-educating is necessary

for white communities to embark on, to support the healing journey for our racialized communities. You can learn more about Selam at www.selamdebs.com”

Recommendation 35: That the Rev. Courtney Crawford’s request for study leave be approved.

Jeff Crawford is seeking approval for 2 weeks of study leave from October 14 to 20 and then November 17 to 23. “During this time, I plan to focus on a course I am taking on Transitional Ministry. Specifically, I will be taking ‘The Art of Transitional Ministry- Part Two’ offered by the Transitional Ministry Education Consortium of the PC(USA). Having completed part one in the winter, I am really looking forward to continuing this program.”

Recommendation 36: That the Rev. Dr. Jeff Crawford’s request for study leave be approved.

Kortright Church Application to the reGeneration Fund

The following application from Kortright has been received:

MINISTRY BACKGROUND:

At Kortright Presbyterian Church, we continue to live out our mission and vision of being “rooted in Jesus”, “growing as a community”, and “becoming trusted neighbours”. In particular, the past few years have seen a strong focus on building bridges with our neighbourhood in several strategic areas:

1. For the past 5 years, we continue to serve the vulnerable through our Food Security Garden, which has continued to gain traction. This past season, we gave away over 6000 lbs. of fresh produce to neighbours and local poverty-alleviation organizations
2. In 2023, we also became a satellite location for the Guelph Food Bank, serving our neighbourhood twice per week with fresh produce, meat, non-perishable food, as well as toiletries. Each week we serve 30-50 households (representing 80-100 individuals) in our neighbourhood, and we give away more than 1,500 pounds of food per week. In total, our catchment area serves approximately 250 unique individuals on a month-by-month basis.
3. In 2023 we started “Open Gym” on Saturday afternoons during the school year, inviting neighbours into our facility to use the gym to get out some energy in the colder months. We also paired this with free community movie nights and other community-centric events, including a fall fair, a garden open house party, and various holiday events.
4. We continue to see many new individuals and families connecting on Sunday mornings, some new to faith, some re-entering church after a hiatus.

GRANT REQUEST:

In view of all that is happening, we are requesting grants from the Presbytery to bolster the work that is happening at KPC and in our neighbourhood. We are seeking funding for the following:

1. Raised garden beds to involve more seniors and those with disabilities in volunteering in the food security garden.
2. A new refrigerator to store fresh and frozen produce and protein for our food cupboard.
3. Improved signage for our various outreach ministries, including parking signs for newcomers, as well as more permanent signage for our Food Bank satellite location and food security garden.

4. A community and communications kiosk that would serve as the central point of contact for newcomers, renters, and those accessing information and resources.

PROPOSED BUDGET

| | Costs | Grant |
|-------------------------------|----------------|--------------|
| Expenses | | |
| Accessible raised garden beds | \$1,500 | \$1,000 |
| Refrigerator | \$1,000 | \$500 |
| Signage around facility | \$2,000 | \$1,750 |
| Information kiosk, tech | \$2,000 | \$1,750 |
| TOTAL | \$6,500 | 5,000 |

Kortright’s request falls within the scope of the reGeneration Fund and they are to be commended for this outreach ministry. However, it should be noted that the congregation is expected to cover at least 25% of the costs so a grant of \$4875 would seem to be appropriate.

If Presbytery approves grants from the reGeneration Fund to Joonim and Kortright at this meeting, the total amount expended thus far in 2025 will be \$17,987.50 or approximately half of the amount available for this year. Please note that the deadline for applications for 2025 is September 1st.

Recommendation 37: That Kortright Church be given a grant of \$4875 from the reGeneration Fund.

Financial Support for our Student for the Ministry

Beth Anne Fisher was recently recertified by Presbytery and is in the process of applying to study at St. Andrew’s Hall in September. She noted in our interview that financial considerations are causing her to pursue her remaining studies on a part-time basis. To help alleviate some of the financial need we are recommending a grant from the Presbytery Budget. \$1200 is available for this purpose and we are advised by the Treasurer that ample funds are also available in monies unspent from previous years.

Recommendation 38: That Beth Anne Fisher be given a grant of \$1000 upon confirmation of her enrollment at St. Andrews Hall.

Encouragement for Ministers seeking to transfer to the PCC

The Life and Mission Agency has contacted the Presbytery asking us to provide ongoing encouragement/support for Rev. Norman Sennema as he engages in the process to become a Minister in the P.C.C. Rev. Aubrey Botha has agreed to do so but other members of Presbytery who know Norman are encouraged to do so as well.

Recommendation 39: That the Report of Renewal and Equipping Leadership be adopted