

The Presbytery of Waterloo-Wellington met in regular session on Tuesday, March 10, 2026, within Duff's Presbyterian.

The Rev. Lisa Dolson led the Presbytery in opening worship. Susan Schwartzentruber and Mark Gedke then led the Presbytery and guests in a workshop about Mental Health. The Moderator, the Rev. Dr. Kristine O'Brien opened the meeting with prayer and constituted the court.

Attendance

Ministers

Rev. Scott McAndless, Clerk, Rev. Kristine O'Brien, Moderator, Rev. Peter Bush, Rev. David Choi, Rev. Courtney Crawford, Rev. Jeffrey Crawford, Rev. Lisa Dolson, Rev. Hugh Donnelly, Patrick Gushue, Rev. Dongwon Jung, Rev. Nick Pavel, Rev. Mark Richardson, Rev. Jennifer Sokolowsky, Rev. Cathy Stewart, Rev. Kirk Summers, Rev. Grant Vissers, Rev. Konnie Vissers, Rev. Tae Ho Yoo.

Representative Elders

Loretta Fox, Jo-Anne Hall, Tom Bolton, Carol Hyde, Janet de Groot, Steve Jones, Doug McCaig, Gib McIlwrath, Dave Ogram, Bonnie Street, Rick Thomas, Doug Walker, Terri Whiffin, Rhonda Wright, Sharon Feldmann

Appendix:

Others: David Church (Treasurer), Beth Anne Fisher (Student) Bev Brown, Steven Marsh, Kathleen Sorensen, Harry Janssen, Sharon McLean, Deb Schlichter, Sue Senior, Lawrie Carter, Kathy Sauve, Mark Harper, Kathleen Forde, Christopher Williams, Mark Gaskin.

Regrets: Rev. Reuben St. Louis, Peggy Lennox, Rev. Darrell Clarke, Rev. Linda Bell, Rev. John Borthwick, Rev. Jay Brennan.

The moderator welcomed guests and visitors

1. It was **moved** by Scott McAndless/Nick Pavel that the elders from Knox Waterloo be invited to sit and correspond. **Carried.**
2. It was **moved** by Scott McAndless/Nick Pavel that the Docket as proposed be adopted. **Carried.**

Consent Agenda

3. It was **moved** by Scott McAndless/Nick Pavel that items 4, 11, 12, 15, 17-22, 30-31, 36 and 39-44 as listed below be adopted by the consent of the court. **Carried.**

Intervention Team

4. That the report of the Intervention Team be received and considered. **Carried by consent.**

Rev. Dr. Jeffrey Crawford declared a conflict of interest for the entirety of this report

5. It was **moved** by Peter Bush/Lisa Dolson that Presbytery accept the Knox, Waterloo Session's assessment that pastoral ministry at Knox Waterloo, as presently constituted, is not financially sustainable. **Carried.**
6. It was **moved** by Peter Bush/Lisa Dolson that Presbytery, acting on the recommendation of the Session of Knox, Waterloo, proceed toward the dissolution of the pastoral tie between Knox Waterloo and the Rev. Courtney Morris Crawford as a Category 2 dissolution. **Carried.**
7. It was **moved** by Peter Bush/Lisa Dolson that a hiring freeze at Knox, Waterloo be in place for the next 3 years. The creation of any new staff position or the increasing of hours for any existing



Tuesday, March 10, 2026 – 7:00 pm
Duff's Presbyterian Church

6873

staff positions at Knox, Waterloo between April 1, 2026 and April 1, 2029 must be approved by the Presbytery before being advertised and/or implemented. **Carried.**

8. It was **moved** by Peter Bush/Lisa Dolson that the Presbytery prepare a statement to be read at Knox Presbyterian Church, Waterloo, on March 15, 2026. **Carried.**
9. It was **moved** by Peter Bush/Lisa Dolson that the Moderator name a Commission with power to issue to negotiate the date of the dissolution and a Transition agreement for the Rev. Courtney Morris Crawford and report the negotiated agreement to the Session of Knox Waterloo and a future meeting of the Presbytery. **Carried.**
10. It was **moved** by Peter Bush/Lisa Dolson that the Commission review the process and correspondence related to this matter in order to clarify the process when pursuing the Dissolution of Pastoral Ties and report to the Presbytery at a future meeting. In this task the Commission will be acting as a Special Committee of the Presbytery. **Carried.**
11. That the report of the Intervention Team be adopted. **Carried by consent.**

At the conclusion of this report, the Moderator led the court in prayer for all parties involved.

Gather Team

12. That the report of the Gather Team be received and considered. **Carried by consent.**
13. It was **moved** by Scott McAndless/Nick Pavel that the Minutes of the meeting of January 13, 2026 be approved as presented. **Carried.**
14. It was **moved** by Scott McAndless/Nick Pavel that the Minutes of the meeting of March 1, 2026 be approved as amended. **Carried.**

Amendment: Doug McCaig was added to attendance

15. That the actions of the clerk in referring correspondence items 454-483 be homologated. **Carried by consent.**

Memorial Minute

David Lloyd George Mallett of Harriston passed away at Hamilton General Hospital, surrounded by his family, on Monday, February 16, 2026, in his 77th year.

David was a loving husband, father, grandfather and a faithful friend.

Dave, or Hammer as he was affectionately known, left a mark on all who knew and loved him. Hammer couldn't walk into a room without seeing a friend and perhaps this was because no matter where he went, he would always seek people out with a smile, a story, and a connection.

David was a faithful worker in his church, Knox-Calvin in Harriston. He served on the Session and at the Food Bank. He was involved with the Minto Refugee Committee.

Dave had that uncanny ability to see what needed to be done and do it. He stepped in to run the sound system, offered tech support where needed. He checked on furnaces, replaced filters and batteries. He checked the sump pump, did gardening and took out the recyclables. The congregation is still discovering jobs Dave took care of, that they didn't know about.

At the Food Bank, Dave was the Treasurer. He always brought food items left at the Church to the Food Bank and shopped for bargains. At Christmas Hamper time, he gathered up donations, and helped to organize and deliver the hampers.

In the Presbytery, we knew David as a member who was a quiet and supportive presence. He was always dependable. Presbytery may not have had any sump pumps to check, but when a need emerged, he was quick to step forward to fill it.

David's loss has left a big hole for his family, for his church and for the Presbytery, but we are grateful to have had the opportunity to share our common journey of faith with him.

16. It was **moved** by Scott McAndless/Nick Pavel that the above memorial minute be adopted.
Carried.

The minute was read by Janet de Groot, a close friend. The court stood in grateful remembrance and then the moderator led the court in prayer.

17. That the Report of the Gather Team be adopted. **Carried by consent.**

Treasurer Report

18. Receive the Treasurer's Reports. **Carried by consent.**
19. Accept the Financial Statements for 2025 and to February 28, 2026. **Carried by consent.**
20. Approve the report as a whole. **Carried by consent.**

General Presbyter Report

21. That the Report of the General Presbyter be received for information. **Carried by consent.**

Leadership Team Report

22. That the Report of the Leadership Team be received and considered. **Carried by consent.**

Motion from the floor: It was moved by Scott McAndless/Lisa Dolson that the Moderator name a small group to lead a discussion of the serious matters raised by the introduction to the Leadership report and that this discussion help the Presbytery to identify next steps for dealing with these issues. **Carried.**

23. It was **moved** by Grant Vissers/Mark Richardson the Presbytery of Waterloo-Wellington approve of Remit A, 2025. The motion was **defeated.**
24. It was **moved** by Peter Bush/ Lisa Dolson that the Rev. Dr. Jeffrey Crawford be named Interim Moderator for Doon Presbyterian Church, Kitchener. **Carried.**
25. That _____ be named as Assessor Elder to Doon Presbyterian Church, Kitchener. **The motion was withdrawn.**
26. It was **moved** by Peter Bush/ Lisa Dolson that the Rev. David Choi be named Interim Moderator for Knox-Calvin Presbyterian Church, Harriston until the June 2026 meeting of Presbytery. **Carried.**
27. It was **moved** by Peter Bush/ Lisa Dolson that Knox-Calvin Presbyterian Church, Harriston is to pay the Rev. Don McCallum his stipend and allowances until the end of May 2026. Also until the end of May 2026 the Presbytery of Waterloo-Wellington will pay the costs of pulpit supply and Interim Moderator rate at the Liaison level for Knox-Calvin Presbyterian Church, Harriston. **Carried.**
28. It was **moved** by Peter Bush/ Lisa Dolson that the Presbytery of Waterloo-Wellington commend the congregation of Kitchener East Presbyterian Church and the Rev. Mark Richardson for their faithful witness to the good news of Jesus Christ and their ministry in the community. **Carried.**

Additional motion: It was **moved** by Peter Bush/ Lisa Dolson that the visitation team be discharged with the thanks of the court. **Carried.**

29. It was **moved** by Peter Bush/ Lisa Dolson that the Rev. Grant Vissers be appointed Interim Moderator to Kitchener East Presbyterian Church, Kitchener, effective April 1, 2026. **Carried.**
30. That the Special Committee to do a follow-up visit be given until May 2026 to complete their work. **Carried by consent.**
31. That a Special Visiting team of David Church, Jeffrey Crawford, and Peter Bush visit the Session of Knox, Palmerston in April of 2026 and bring a report to the May meeting of Presbytery. **Carried by consent.**
32. It was **moved** by Peter Bush/ Lisa Dolson that a grant of \$400 from the Endowed Projects Fund be given to St. Andrew's, Gordonville in support of "Helping Congregations Use Social Media Well: A Workshop for rural and small-town churches". **Carried.**
33. It was **moved** by Peter Bush/ Lisa Dolson that grants of \$1,920 each from the Endowed Projects Fund be given to: Knox, Elora; Knox, Conn; St. Andrew's, Gordonville; Knox-Calvin, Harriston; and two yet to confirm congregations towards their participation in the Travelling VBS in the Northern Quadrant. **Carried.**
34. It was **moved** by Peter Bush/ Lisa Dolson that the Presbytery of Waterloo-Wellington upon its review of the application and supporting documents from Travelling Vacation Bible School in the Northern Quadrant of the Presbytery endorse the grant request of \$3,740 from the Creative Ministry with Children and Youth Fund of the Life and Mission Agency in 2026. **Carried.**
35. It was **moved** by Peter Bush/ Lisa Dolson that a grant of \$5,000 from the Endowed Projects Fund be given to Knox, Palmerston in support of Knox's summer ministry. **Carried.**
36. That the Presbytery of Waterloo-Wellington upon its review of the application of supporting documents from Knox Presbyterian Church, Palmerston, Ontario endorse the grant request of \$1,700 from the Cooke's Church Trust in 2026. **Carried by consent.**
37. It was **moved** by Peter Bush/ Lisa Dolson that a grant of \$5,250 from the Knox's Galt Fund be given to Central, Cambridge in support of Instagram and Facebook content production/monitoring of Central's Social Media presence. **Carried.**
38. It was **moved** by Peter Bush/ Lisa Dolson that a grant of \$5,000 from the Endowed Projects Fund be given to Central, Cambridge in support of Photography, Video production for Central's Social Media presence. **Carried.**
39. That the Report of the Leadership Team be adopted. **Carried by consent.**

Resource Team

40. That the Report of the Resource Team be received and considered. **Carried by consent.**
41. That an interest-free bridge loan in the amount of \$25,000.00 be granted to St. Andrews Presbyterian Church, Mount Forest to be repaid from the proceeds of the sale of the manse. **Carried by consent.**
42. that the report of the Resource Team be adopted. **Carried by consent.**

Complaint Response

The Court has received a complaint of harassment against a member. This complaint was sent to an investigative team, but their report was received in a closed court and will not be included in the public minutes. We can only report that the following motions were adopted.

That the Presbytery homologate the actions of the Moderator in naming the investigation committee.

Carried by consent

That Presbytery receive and consider the report **Carried by consent**

It was **moved** by Scott McAndless/Doug McCaig that Presbytery move *in camera*. The closed court will include only members on the constituent roll, the complainant, the respondent and members of the investigative committee. **Carried.**

It was **moved** by Cathy Stewart/Scott McAndless that the motions as approved by the closed court be included in the minutes. That all copies of the report, save one sealed copy maintained by the clerk, be destroyed. **Carried.**

The following are the motions approved by the Presbytery while *in camera*.

1. It was **moved** by Cathy Stewart/Scott McAndless the complaint be sustained. **Carried.**
2. It was **moved** by Cathy Stewart/Scott McAndless that the Rev. Jay Brennan be prohibited from being employed in, appointed to, or otherwise exercising any worship or leadership role in any Presbyterian congregation or ministry within the bounds of the Presbytery of Waterloo–Wellington. **Carried.**
3. It was **moved** by Cathy Stewart/Scott McAndless the Rev. Jay Brennan be required to complete counselling or training that addresses respectful communication and power dynamics within a professional context, as approved by the Presbytery Leadership Team such as Southdown. (<https://southdown.on.ca/>) **Carried.**
4. It was **moved** by Cathy Stewart/Scott McAndless the Rev Jay Brennan be required to provide an acknowledgement that demonstrates an understanding of the impact of his behaviour. **Carried.**
5. It was **moved** by Cathy Stewart/Scott McAndless, upon satisfactory completion of Recommendations 3 and 4, the Rev. Jay Brennan may apply, in writing, to the Presbytery of Waterloo–Wellington for reconsideration and possible removal of the restriction set out in Recommendation 2. **Carried.**
6. It was **moved** by Cathy Stewart/Scott McAndless that, once the previous steps have been fulfilled, and only if both parties agree, that Presbytery facilitate a mediated restorative process for the complainant and respondent. **Carried.**

Notice of motion for the following was given at the meeting of March 1, 2026

7. It was **moved** by Cathy Stewart/Scott McAndless that the Presbytery reconsider the appointment to Doon as Stated Supply, which was to begin April 1, 2026. **Carried.**
8. It was **moved** by Cathy Stewart/Scott McAndless that the Presbytery rescind the appointment to Doon as Stated Supply. **Carried.**
9. It was **moved** by Cathy Stewart/Scott McAndless that the Presbytery approve the report of the investigation committee. **Carried.**
10. It was **moved** by Cathy Stewart/Scott McAndless that the Presbytery dismiss the investigation committee with the thanks of the court. **Carried.**
11. It was **moved** by Grant Vissers/Jennifer Sokolowsky that presbytery offer to pay for up to 6-8 sessions of therapy for the complainant. **Carried.**
12. It was **moved** Patrick Gushue/Grant Vissers that, if the complainant is satisfied and requests no further action, that the Presbytery seek a path through a disciplinary case as outlined in the Book of Forms (345 and following). **Carried.**

13. It was **moved** by Cathy Stewart/Scott McAndless that the Presbytery return to regular session and that only the motions as approved be spread in the minutes. **Carried.**

It was **moved** by Doug McCaig/Peter Bush that the court adjourn. **Carried.**

Book of Reports

Presbytery of Waterloo-Wellington

January 13, 2026

Contents

1 Intervention Team re. Knox Presbyterian Waterloo	6877
2 Gather Team	6880
3 Treasurer's Report	6882
4 General Presbyter Report	6889
5 Leadership Team Report	6890
6 Resource Team.....	6910
7 Complaint Response	6911

1 Intervention Team re. Knox Presbyterian Waterloo

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

On Feb. 10, 2026 the Presbytery of Waterloo-Wellington received communication from the Session of Knox Presbyterian Church, Waterloo that the congregation was facing a financial crisis.

In part the letter read:

"In the face of recurring and growing budget deficits, Knox has been working hard to increase donations and rental/parking revenue to support our many vibrant ministries. Our biggest expense is staffing - 44%. Our revenue would be sufficient if we did not also carry a significant mortgage - now around \$2M - that makes up about 28% of the expenses. For this reason, we are struggling to meet our ministry commitments without budget deficits. We are now at the point where this is no longer sustainable....

As a result, on Tuesday January 27, 2026, Session made some difficult decisions to reduce staffing (see excerpt below), with the understanding that Presbytery is responsible for ministerial positions, and we need to make a request to Presbytery to come in to discuss solutions with the Session and Minister....

Excerpt from Session meeting January 27, 2026 with Rev. Cathy Stewart Moderator

Motion: *In consideration of recurring budget deficits, that Session proceed with the reduction in staffing through the discontinuation of the Associate Minister and Faith Formation Director positions at Knox Waterloo. Session will assess and address future ministries and staffing needs, and is committed to developing an interim plan to support ministry needs during this time of staff restructuring."*

To reiterate: The Session indicated they were discontinuing the Director of Faith Formation half-time position, which is a matter that does not involve Presbytery. Further, the Session requested that the Presbytery dissolve the pastoral tie between Knox, Waterloo and the Associate Minister. Three Session meetings regarding staffing have been Moderated by the Rev. Cathy Stewart on an invitation from the Rev. Hugh Donnelly. The Rev. Courtney Morris Crawford was asked not to be present during those meetings.

Two members of the Intervention Team – the Rev. Dr. Peter Bush and the Rev. Lisa Dolson – were named to research the situation and to report to Presbytery with recommendations. What follows is that report and recommendations.

A. Financial Status

Knox Church, Waterloo does have a financial crisis, one that is related to their building costs and the congregation being stretched beyond its ability to pay the combined costs of the building and the congregation's ministry. The 2025 year-end financial report states the 15-year-old building has a mortgage of about \$2.2 million. The following costs represent 46% of the annual budget expenditures:

\$118,935.57 mortgage interest
\$187,779.94 mortgage principal
\$190,057.17 utility and maintenance
\$496,772.68 total building costs 2025

It will take about 12 years before the mortgage is paid off, and annual budget deficits of \$120,000 are not sustainable over that period of time. Knox, Waterloo is not financially sustainable to carry the financial load of the building costs, along with the staffing component, at the income level received by the congregation donations and property rental efforts. This is not a new challenge, but it has become particularly acute.

B. Credence & Co Summary

The Session hired Credence & Co., with the help of a grant endorsed by the Presbytery in November 2025, to do an analysis of the staff structure. The Credence Report noted the financial challenges named above, commenting further that "The challenge for Knox is not that it is overstaffed but that the financial equivalent of approximately two full-time ministry positions is currently designated to cover Knox's mortgage, loan and mortgage interest payments." The Credence Report highlighted the positive number of families with children who are part of Knox, Waterloo, commenting on how uncommon that is for mainline churches in the present time. The Credence report stressed that Knox, Waterloo is not over-staffed for the congregational size, however, there did appear to be overlap in duties.

RECOMMENDATION 5: That Presbytery accept the Knox, Waterloo Session assessment that pastoral ministry at Knox Waterloo, as presently constituted, is not financially sustainable.

The Credence & Co report was partially funded through a grant approved by the Presbytery of Waterloo-Wellington in November 2025. The Presbytery was remiss in not walking with the Session of Knox Church, Waterloo through that ensuing process. To say that again, the Presbytery did the right thing in approving the grant, and it should have named a Presbytery member(s) to walk with the congregation through what was likely to be a difficult process.

C. Staffing Concerns

The Session has determined that the way to address the financial crisis is eliminate two positions, both the half-time Director of Faith Formation position and the full-time Associate Minister position. The Director of Faith Formation position was held by a person who was on direct contract with the congregation and that termination is not a matter for the Presbytery. The Associate Minister, the Rev. Courtney Morris Crawford, was called and inducted (2020) by the Presbytery to the role, therefore this is a Presbytery matter.

The Intervention Team brings the following recommendation.

RECOMMENDATION 6: That Presbytery, acting on the recommendation of the Session of Knox, Waterloo, proceed toward the dissolution of the pastoral tie between Knox Waterloo and the Rev. Courtney Morris Crawford as a Category 2 dissolution.

A Category 2 dissolution occurs when “the Presbytery has accepted the Session’s assessment that the congregation cannot support the ministry position financially.” To be clear, Category 2 dissolutions are made for financial reasons, they are not related to job performance or the ability to do ministry.

This will be the first time in forty years that Knox, Waterloo will not have staff person intentionally working in the area of children, youth and families. The strong presence of families at Knox, Waterloo bears witness to the impact of commitment to such ministry and the results it can produce. The Intervention Team is concerned that the staffing gap in this area will impact Knox, Waterloo’s ministry. The Intervention Team is also concerned about the impact on the remaining staff with the loss of 60 hours of staff time each week.

At an in-person meeting between the Intervention Team and the Session, on February 24, 2026, the Session reiterated strongly that these decisions were being made for financial reasons, the primary need being to pay down the mortgage. The following recommendation directs the Presbytery to hold the Session accountable to its stated commitment.

RECOMMENDATION 7: That a hiring freeze at Knox, Waterloo be in place for the next 3 years. The creation of any new staff position or the increasing of hours for any existing staff positions at Knox, Waterloo between April 1, 2026 and April 1, 2029 must be approved by the Presbytery before being advertised and/or implemented.

D. Next Steps

The Session of Knox, Waterloo asked for the Presbytery’s accompaniment in the process. Part of that accompaniment would be for the Presbytery to issue a statement regarding the dissolution of the pastoral tie between Knox, Waterloo and the Rev. Courtney Morris Crawford to be read at the March 15, 2026 worship gathering at Knox, Waterloo, and at the Annual Meeting that day.

RECOMMENDATION 8: That the Presbytery prepare a statement to be read at Knox Presbyterian Church, Waterloo, on March 15, 2026.

Given the timing of the correspondence from the Session to the Presbytery it has not been possible for the Intervention Team to begin the process of negotiating a Transition Agreement. Therefore, the request is that the Presbytery invite the Moderator to name a Commission to accomplish that work.

RECOMMENDATION 9: That the Moderator name a Commission with power to issue to negotiate the date of the dissolution and a Transition agreement for the Rev. Courtney Morris

Crawford and report the negotiated agreement to the Session of Knox Waterloo and a future meeting of the Presbytery.

RECOMMENDATION 10: That the Commission review the process and correspondence related to this matter in order to clarify the process when pursuing the Dissolution of Pastoral Ties and report to the Presbytery at a future meeting. In this task the Commission will be acting as a Special Committee of the Presbytery.

Recommendation 11: That the report of the Intervention Team be adopted.

Submitted by,

Peter Bush

Lisa Dolson

2 Gather Team

Recommendation 12: That the report of the Gather Team be received and considered.

Recommendation 13: That the Minutes of the meeting of January 13, 2026 be approved as presented/amended

Recommendation 14: That the Minutes of the meeting of March 1, 2026 be approved as presented/amended

Correspondence:

454	Jan	6	John Barrett	Request to supervise grants	Leadership
455	Jan	14	Jim Sitler	Letter of Demission: John Giurin	Clerk
456	Jan	15	Connie Wardle	Housing Survey re. Presbytery policies	clerk
457	Jan	15	Jonathan Tait	Ontario Youth Parliament opportunity	Presbytery
458	Jan	19	Donald McCallum	Incident Report	Special Committee
459	Jan	21	Patrick Gushue	Enrolment form	Clerk
460	Jan	21	Frank Szatmari	Visitation Report	Leadership
461	Jan	29	Peter Bush	Loan request for Mt. Forest (emergency fund)	Resource
462	Jan	29	Peter Bush	Manse Sale offer	Resource
463	Jan	31	Peter Bush	News of David Mallott Illness	Presbytery
464	Feb	2	Kathryn Muir	Changes to the Roll	Presbytery
465	Feb	2	Nick Pavel	Grant Application	Leadership
466	Feb	3	Donald McCallum	Doon Health and Dental	Clerk
467	Feb	5	Cathy Stewart	Report of Investigation	Presbytery
468	Feb	10	Mollie Loughran	Grant Application (Gordonville)	Leadership
469	Feb	10	Deb Schligher	Financial Crisis Intervention Request	Intervention
470	Feb	10	Courtney Crawford	Request for copy of #469	Sent
471	Feb	12	Donald McCallum	News of illness	Presbytery
472	Feb	20	Peter Bush	Sale of church and house in Mt Forrest	Resource
473	Feb	23	Jeffrey Crawford	Request to examine session records	Clerk
474	Feb	23	Neil Ellis	Conversation between Crieff Hills and Duffs	Leadership
475	Feb	24	Barb Cook	Request for Planned retirement transition	Leadership

Tuesday, March 10, 2026 – 7:00 pm
Duff's Presbyterian Church

6881

476	Feb	25	Ian Ross-McDonald	Safe Church initiative	Gather
477	Feb	27	Kathryn Muir	Changes to the Roll	Presbytery
478	Feb	27	Margie Warren	Plan for use of fund from expropriation	Resource
479	Mar	2	Marjorie Copeland	Presbytery Statistical form	Clerk
480	Mar	2	Courtney Crawford	Letter of concern for process	Clerk
481	Mar	3	Jo-anne Hall	Renewal of Sacramental Elder Status	Leadership
482	Mar	3	David Choi	Study Leave Request	Leadership
483	Mar	4	Nick Pavel	Offer to host June Presbytery meeting	Gather

Recommendation 15: That the actions of the clerk in referring correspondence items 454-483 be homologated.

Memorial Minute

The Presbytery was deeply saddened to hear of the death of a faithful presbyter and servant of the church since we have last met. The Gather Team proposes the adoption of the following minute to honour the contribution of our brother in Christ, David Mallott.

David Lloyd George Mallett of Harriston passed away at Hamilton General Hospital, surrounded by his family, on Monday, February 16, 2026, in his 77th year.

David was a loving husband, father, grandfather and a faithful friend.

Dave, or Hammer as he was affectionately known, left a mark on all who knew and loved him. Hammer couldn't walk into a room without seeing a friend and perhaps this was because no matter where he went, he would always seek people out with a smile, a story, and a connection.

David was a faithful worker in his church, Knox-Calvin in Harriston. He served on the Session and at the Food Bank. He was involved with the Minto Refugee Committee.

Dave had that uncanny ability to see what needed to be done and do it. He stepped in to run the sound system, offered tech support where needed. He checked on furnaces, replaced filters and batteries. He checked the sump pump, did gardening and took out the recyclables. The congregation is still discovering jobs Dave took care of, that they didn't know about.

At the Food Bank, Dave was the Treasurer. He always brought food items left at the Church to the Food Bank and shopped for bargains. At Christmas Hamper time, he gathered up donations, and helped to organize and deliver the hampers.

In the Presbytery, we knew David as a member who was a quiet and supportive presence. He was always dependable. Presbytery may not have had any sump pumps to check, but when a need emerged, he was quick to step forward to fill it.

David's loss has left a big hole for his family, for his church and for the Presbytery, but we are grateful to have had the opportunity to share our common journey of faith with him.

Recommendation 16: That the above memorial minute be adopted.

General Assembly Commissioners

The slate of GA commissioner is almost complete. As of this writing, we are still short one Elder commissioner. If the clerk reaches out to your session, please respond as soon as possible.

Clergy:

Hugh Donnelly
Frank Szatmari
Cathy Stewart
Jeffrey Crawford

Laity:

Lynda Pinnington (Cambridge, Central)
Jean Kramer (Knox-Calvin Harriston)
Elizabeth Harnum (Calvin Kitchener)
One more needed

Future Meetings

The Presbytery will next meet on May 12, 2025 at Gale Presbyterian Church at 7:00 pm. An opening workshop will be led by Beth Anne Fisher.

The Presbytery will meet on June 16, 2026 at Knox Presbyterian Church in Palmerston at 7:00 pm. A supper will be provided to Presbyters starting at 5:30 pm by the congregation and those who come will be asked to contribute to the cost of the supper. Jeffrey Crawford will lead the Presbytery in an opening workshop on the denominations new Safe Church policies.

Election of Moderator

Keep your eyes on your correspondence as the clerk will initiate an election for our next Moderator in April.

Recommendation 17: That the Report of the Gather Team be adopted**3 Treasurer's Report****2026 Financial Activity to February 28, 2026**

Attached are the unaudited Financial Position (Balance Sheet) and Financial Report (Income Statement) for February 2026. These statements reflect the new approach with the start of the new funds.

With the introduction of the new funds and the additional columns, the Financial Report (Income Statement) is split into a General Fund income statement and a New Funds statement. For the Financial Position (Balance Sheet) only one statement is required. The February General Fund income statement has the new 2026 budget amounts. The February New Funds income statement has some budget amounts and the 2025 column has many N/A entries due to the new funds. Any comments and suggestions about the revised statements to accommodate the new funds are welcome.



Tuesday, March 10, 2026 – 7:00 pm
Duff's Presbyterian Church

6883

Highlights in January and February include grants to St. Andrew's Hespeler (Knox's Galt Fund) and St. Andrew's Fergus (Endowed Project Fund) and the Synod first quarter assessment payment.

2025 Final Statements

With the receipt of the fourth quarter PCC Consolidated Funds report, also attached are the final statements for 2025. The 2025 General Fund surplus was \$6,506. Some of this surplus as well as some the 2024 surplus is used to lower the 2026 congregation assessment calculation.

First Quarter Congregational Assessments

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

Final 2025 Financial Activity to December 31, 2025

Attached are the unaudited Financial Position (Balance Sheet) and Financial Report (Income Statement) for December 2025.

The General Fund surplus for 2025 is \$6,506.

Recommendation #18 Receive the Treasurer's Reports.

Recommendation #19 Accept the Financial Statements for 2025 and to February 28, 2026.

Recommendation #20 Approve the report as a whole.

Respectfully submitted,

David Church, Treasurer

Tuesday, March 10, 2026 – 7:00 pm
Duff's Presbyterian Church

6884

PRESBYTERY OF WATERLOO-WELLINGTON
STATEMENT OF FINANCIAL POSITION
as of February 28, 2026

	CHURCH LEADERS										ALL FUNDS	
	GENERAL FUND	CU SURPLU FUND	RESERVE FUND	BEING FUND	DIANE BOYD AMPUS FUN	ENDOWED PROJECT FUND	IEW MINISTRIES GRANT FUNC	NEW MINISTRIES GALT PRESBYTER FUND	PREVIOUS FUNDS	ALL FUNDS Feb-26	ALL FUNDS Feb-25	
CASH	3,464	21,292	33,733	20,040	15,030	5,013	5,010	5,013	97,354	25,892	231,841	242,670
ACCOUNTS RECEIVABLE	6,643					-				6,643	6,643	8,902
ACCURED INTEREST						180,332			55,332	-	235,665	225,000
G.I.C.'S	21,530								1	-	21,531	28,736
DUE FROM OTHER FUNDS	31,636	21,292	33,733	20,040	15,030	185,346	5,010	5,013	152,687	25,892	495,678	505,308
LONG-TERM ASSETS												
NOTES RECEIVABLE(CHURCHES)			25,000			-			699,073	724,073	835,823	
PCC CONSOLIDATED FUND			91,347	80,000	285,000	259,668	395,000	91,000	129,668	133,850	1,465,533	1,293,618
CORPORATE&GOV. BONDS etc.	35								-	-	35	72,214
ADJUST TO MARKET VALUE									-	-	-	4,384
	35		116,347	80,000	285,000	259,668	395,000	91,000	129,668	832,923	2,189,641	2,206,039
FIXED ASSETS												
COMPUTER EQUIPMENT	2,486										2,486	2,486
LESS DEPRECIATION	- 2,486										- 2,486	- 2,486
TOTAL ASSETS	31,671	21,292	150,080	100,040	300,030	445,013	400,010	96,013	282,355	858,815	2,685,319	2,711,347
LIABILITIES												
ACCOUNTS PAYABLE	1,870								295	33,504	1,870	-
OWED TO OTHER FUNDS	1	21,234								33,504	21,531	27,341
LONG TERM DEBT											33,504	35,991
	1,871	21,234	-	-	-	-	-	-	295	33,504	56,904	63,332
FUND BALANCES												
OPENING BALANCES	14,718	28	150,000	100,000	300,000	450,000	400,000	100,000	300,000	825,266	2,640,012	2,671,508
CURRENT SURPLUS(DEFICIT)	15,083	29	80	40	30	4,987	10	3,987	17,940	45	11,598	23,493
PRIOR UNDISTRIBUTED	29,800	57	150,080	100,040	300,030	445,013	400,010	96,013	282,060	825,311	2,628,415	2,648,015
TOTAL LIABILITY/FUND BALANCES	31,671	21,292	150,080	100,040	300,030	445,013	400,010	96,013	282,355	858,815	2,685,319	2,711,347

GENERAL FUND FINANCIAL REPORT TO PRESBYTERY of WATERLOO-WELLINGTON as at Febuary 28, 2026				
	GENERAL FUND			TOTAL
	Feb-26	Budget	Variance	Feb-25
INCOME				
Assessment Income	18,949	76,630	57,681	23,260
Interest Earned	1	150	149	2
Surplus from 2024 & 2025	9,500	9,500	-	-
Total Income	28,450	86,280	57,830	23,262
EXPENSES				
Synod Assessment	8,398	33,590	25,193	9,049
Grants - Students for Ministry		1,200		
Grants - Canadian Food Grains		100		
Assessments and Grants Total	8,398	34,890	25,193	9,049
Clerk's honorarium	2,573	15,438	12,865	2,520
Treasurer's honorarium	2,042	12,252	10,210	2,000
CPP/EI	224	1,500	1,276	219
Liability Insurance	-	3,750	3,750	-
General and office supplies	131	2,000	1,869	-
Depreciation	-	-	-	-
Telecommunications	-	500	500	-
Audit and legal fees	-	1,000	1,000	-
Bank interest/charges	-	50	50	-
Administration Expenses-Total	4,970	36,490	31,520	4,739
Travel and mileage	-	1,500	1,500	-
Meals and hospitality	-	1,750	1,750	300
Travel - total	-	3,250	3,250	300
Commissioner's Expenses GA	-	2,750	2,750	-
Conference Funds	-	1,000	1,000	600
Student Psych. assessments/counselling		-	-	
Visitors and Gifts	-	500	500	-
Christian education		750	750	
Carbon Offset	-	350	350	-
Visitation expenses	-	1,000	1,000	-
Canada Youth/Lift	-	3,000	3,000	-
Student certification	-	300	300	
Contingency	-	2,000		
General expense - Total	-	11,650	9,650	600
Total All Expenses	13,367	86,280	69,612	14,688
Surplus/(Deficit)	15,083	-	11,783	8,574

Tuesday, March 10, 2026 – 7:00 pm
Duff's Presbyterian Church

6886

NEW FUNDS FINANCIAL REPORT TO PRESBYTERY OF WATERLOO-WELLINGTON

as at February 28, 2026

	CHURCH											
	KCU	LEADERS	DIANE	ENDOWED	NEW MINISTRY	KNOX'S GALT	GENERAL	PREVIOUS	TOTAL			
	SUPPLUS	RESERVE	BEING	CAMPUS	PROJECT	GRANT FUND	FUND	FUND	FUNDS	31-Jan-26	2026	TOTAL
	FUND	FUND	FUND	FUND	FUND	FUND	FUND	FUND	FUND		BUDGET	Jan-25
Income from induction services & Other Donations										-	1,000	N/A
Interest Earned	29	80	40	30	13	10	13	220	45	481	12,675	422
PCC Fund Income										-	90,500	-
PCC Fund Market Value Changes												
General Presbyter Interim Moderator Reimbursement							2,975			2,975	9,000	1,517
Proceeds of Dispositions, Grants & Bequests										-		N/A
Total Income	29	80	40	30	13	10	13	3,195	45	3,456	113,175	1,939
EXPENSES												
Counseling Fees										-	-	N/A
Grants to Congregations					5,000		4,000			9,000	-	N/A
Grants-Renewal Projects										-	-	N/A
Grants - Post Secondary Students										-	13,000	N/A
Grants - U of G chaplaincy										-	9,000	N/A
Grants - Other										-	87,000	N/A
Grants - Total					5,000		4,000			9,000	109,000	-
General Presbyter salary							16,911			16,911	101,464	16,067
General Presbyter pension & benefits							4,225			4,225	25,613	4,191
General Presbyter study allowance										-	1,500	
General Presbyter mileage etc.										-	2,000	-
General Presbyter Total	-	-	-	-	-	-	21,136	-	-	21,136	130,577	20,258
Bank interest/charges										-	100	N/A
Visitors and Gifts										-	250	N/A
Contingency										-	1,000	N/A
General expense - Total	-	-	-	-	-	-	-	-	-	-	1,350	-
Total All Expenses	-	-	-	-	5,000	-	4,000	21,136	-	30,136	240,927	20,258
Surplus/(Deficit)	29	80	40	30	(4,987)	10	(3,987)	(17,940)	45	(26,680)	(127,752)	(18,319)

Tuesday, March 10, 2026 – 7:00 pm
Duff's Presbyterian Church

6887

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

	GENERAL FUND	RESERVE FUND	TRUST FUND	REDEVELOPMENT FUND	DIANE BOYD CAMPUS FUND	REMERGE-NCY FUND	REGENERATION FUND	ALL FUNDS Dec-25	ALL FUNDS Dec-24
CASH	5,265	23,098	18,219	147,913	3,756	66,539	4,994	269,784	156,898
ACCOUNTS RECEIVABLE	200							200	2,588
ACCRUED INTEREST									
G.I.C.'S				180,332		55,332		235,665	225,000
DUE FROM OTHER FUNDS	20,632			10,500				31,132	63,898
	25,697	23,098	18,219	338,745	3,756	121,871	4,994	536,380	448,384
LONG-TERM ASSETS									
NOTES RECEIVABLE(CHURCHES)				703,133				703,133	900,878
PCC CONSOLIDATED FUND		123,693	2,231	123,958	131,557	212,443	871,650	1,465,533	1,293,618
CORPORATE&GOV. BONDS etc.	35							35	72,214
ADJUST TO MARKET VALUE									4,384
	35	123,693	2,231	827,091	131,557	212,443	871,650	2,168,701	2,271,094
FIXED ASSETS									
COMPUTER EQUIPMENT	2,486							2,486	2,486
LESS DEPRECIATION	2,486							2,486	2,486
TOTAL ASSETS	25,732	146,791	20,450	1,165,836	135,313	334,314	876,645	2,705,081	2,719,478
LIABILITIES									
ACCOUNTS PAYABLE	1,514							1,514	
OWED TO OTHER FUNDS		20,632		0				20,632	12,076
LONG TERM DEBT				33,423				33,423	35,894
	1,514	20,632		33,423				55,569	47,970
FUND BALANCES									
OPENING BALANCES	17,712	115,826	20,000	1,202,069	137,588	354,232	823,017	2,670,444	2,588,849
CURRENT SURPLUS(DEFICIT)	6,506	10,334	450	69,655	2,275	19,918	53,627	20,931	82,659
PRIOR UNDISTRIBUTED									
	24,218	126,160	20,450	1,132,413	135,313	334,314	876,645	2,649,512	2,671,508
TOTAL LIABILITY/FUND BALANCES	25,732	146,791	20,450	1,165,836	135,313	334,314	876,645	2,705,081	2,719,478

Tuesday, March 10, 2026 – 7:00 pm
Duff's Presbyterian Church

6888

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

	GENERAL FUND			RESERVE TRUST REDEVELOP DIANE BOYD REMERGE- REGENERA-						TOTAL	TOTAL
	Dec-25	Budget	Variance	FUND	FUND	MENT FUND	CAMPUS FUND	NCY FUND	TION FUND	Dec-25	Dec-24
INCOME											
Assessment Income	92,277	93,040	763							92,277	101,635
Income from induction services & Other Donations	31	-	31							343	465
Interest Earned	259	250	9	64	265	3,019	55	2,866	122	6,649	8,313
PCC Fund Income				10,270	185	3,847	11,430	17,638	72,664	116,034	203,761
Capital Gain(loss)	585	-	-			1,196				1,196	1,170
Proceeds of Dispositions, Grants & Bequests			585			-				585	58,116
Total Income	93,151	93,290	139	10,334	450	8,373	11,485	20,505	72,786	217,083	371,120
EXPENSES											
Synod Assessment	36,195	36,195	-							36,195	42,383
Assessments - Total	36,195	36,195	-	-	-	-	-	-	-	36,195	42,383
Counselling Fees											9,181
Grants to Congregations						3,000			19,158	22,158	36,475
Grants-Renewal Projects											
Grants - Post Secondary Students	1,000	-	-				13,760			14,760	12,900
Grants - U of G chaplaincy	9,000	9,000	-							9,000	9,000
Grants - Students for Ministry	1,200	1,200	-								-
Grants - Manse, Rental Subsidy						-					8,501
Grants - Canadian Food Grains		25	25								
Grants - Other											13,385
Grants - Total	10,000	10,225	225	-	-	3,000	13,760	-	19,158	45,918	89,442
Clerk's honorarium	15,120	15,120	-							15,120	15,120
Treasurer's honorarium	12,000	12,000	-			60,513				12,000	12,000
General Presbyter salary						8,979				91,324	90,915
General Presbyterian pension & benefits						3,418				5,930	14,109
CPP/EI	1,314	1,500	186							6,857	6,668
Liability Insurance	3,664	3,750	86							3,664	3,555
General and office supplies	1,788	2,000	212			206				1,994	1,799
Depreciation											
Telecommunications	200	3,250	3,050							200	1,024
Audit and legal fees		2,500	2,500								551
Bank interest/charges	31	100	69			135				166	126
Administration Expenses-Total	34,117	40,220	6,103	-	-	73,251	-	38,866	-	146,234	145,867
Travel and mileage	374	750	376			1,778				2,152	2,343
Meals and hospitality	1,351	1,750	399							1,351	2,968
Travel - total	1,725	2,500	775	-	-	1,778	-	-	-	3,503	5,311
Commissioner's Expenses GA	2,716	2,000	716							2,716	1,758
Conference Funds	800	500	300					1,557		2,357	700
Student Psych. assessments/counselling											
Visitors and Gifts	507	250	257							507	
Christian education		750	750								
Carbon Offset		350	350								
Canada Youth/Lit	585	-	585							585	
Student certification		300	300								3,000
2023 deficit recovery											
General expense - Total	4,608	4,150	458	-	-	-	-	1,557	-	6,165	5,458
Total All Expenses	86,645	93,290	6,645	-	-	78,029	13,760	40,423	19,158	238,015	288,461
Surplus/(Deficit)	6,506	-	6,506	10,334	450	69,655	2,275	19,918	53,627	20,931	82,659

4 General Presbyter Report

Recommendation 21: That the Report of the General Presbyter be received for information

wwpresbyter@gmail.com 519.870.6060

Ministry Focus

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

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

Clergy Support

One of both the joys and heartaches of my ministry is being a support for our ministers. Often that involves conversation and food. Sometimes it's checking-in about life and family, and other times offering support with an ongoing ministry challenge. It is a joy to offer this support, being a listening ear, praying and coaching; and it is a heartache that many ministers are overwhelmed with the needs of their flock and the growing demands of the Presbytery.

Congregational Support

The beginning of 2026 has been an incredibly full and challenging time with many congregational matters requiring immediate support. In February almost all my time was as 'first responder' on behalf of the Presbytery. My time and energy have been especially focused on the following churches:

- St. Andrew's Kitchener – as Interim Moderator focused on the Roy Street Project, Governance and Search Team
- Gale, Elmira – supporting the session during Rev. St. Louis' Intermission
- Doon, Kitchener – as assessor elder and now moving into Interim Moderator
- Harriston- pastoral support, session support and transition planning

Connections & Education

I continue to lean into Transitional Ministry frameworks for supporting our people and our Presbytery. In this moment in the life of the church all ministry is transitional. In the months ahead I am hoping to share additional learnings from my transitional ministry coursework that I undertook in 2025.

Looking Forward

As we look ahead, when I am not directly involved as first responder, my priorities include:

- Deepening support for congregations in transition
- Strengthening clergy care
- Supporting Presbytery in strategic decisions focused on its "why"
- Encouraging faithful experimentation in mission and ministry.

I am grateful for the trust placed in me by the Presbytery and for the dedication of our ministers, elders, and lay leaders.

5 Leadership Team Report

Recommendation 22: That the Report of the Leadership Team be received and considered.

Introduction

The report that follows may appear ordered and well-managed, but that is an illusion. Beneath the surface of the report lies uncertainty, fragility, and exhaustion. The impact of one minister's need to be on health leave is a sign of just how close the Presbytery is to a tipping point where things fall apart. Following a necessary resignation as the Interim Moderator at Doon, there is a need for a new Interim Moderator. Due to health leave, an Interim Moderator is needed for Knox-Calvin, Harriston. In the short term both of those were given to the General Presbyter, who at the time of Presbytery meeting will have four Interim Moderatorships (that is not manageable long term). One more health crisis, one more congregational crisis, and there will be no one left to send.

At present, some members of the Presbytery (both ruling elders and teaching elders) are putting in 10 to 15 hours a week on Presbytery related matters, time which is coming out of doing work in their congregations. Such demands put strains on those home congregations, potentially putting those congregations at risk. This is not sustainable.

There is not space in this report, nor is there time on the agenda of the March meeting to discuss this fully. But this is a matter that it would be wise for the Presbytery to set aside time to discuss. Such a discussion would be more fruitful if a discussion document was circulated ahead of the conversation.

Remit A

Remits are proposed changes to the Book of Forms. Remits come to Presbyteries from the General Assembly through the Barrier Act. It is called the Barrier Act because Presbyteries can only vote "Yes" or "No" they cannot make amendments. As well, the motion that comes to the Presbytery to vote on must be in the affirmative – to vote "no" the Presbytery defeats the Affirmative motion.

The content of the Remit is below the Recommendation, to see background discussion of the remit go to: [2025 Remits and Referrals - The Presbyterian Church in Canada](#) and click on Remit A under Presbyteries

RECOMMENDATION 23:

That the Presbytery of Waterloo-Wellington approve of Remit A, 2025.

That new Book of Forms 213.4.1 read as follows and be remitted to presbyteries under the Barrier Act:

213.4.1 Where a presbytery discerns that there is no minister of Word and Sacraments available to carry out the full typical range of responsibilities of an interim moderator for a pastoral charge, it may commission a ruling elder or a member of the Order of Diaconal Ministries to assist with this work on the following terms:

a) The candidate shall be interviewed by the presbytery to ascertain their personal and spiritual qualifications to serve as an interim moderator assistant.

- b) The candidate shall be trained in relevant polity, the facilitation of session and congregational meetings, basic pastoral care and reporting to presbytery through an interim moderator.
- c) Those commissioned as interim moderator assistants shall serve a specific pastoral charge for a period not exceeding two years. The commission is renewable following a presbytery review.
- d) The interim moderator assistant shall be accountable to the presbytery through an interim moderator for the duration of the commission.
- e) The interim moderator assistant may be compensated according to the standing orders of the commissioning presbytery.
- f) Whenever a pastoral charge is deemed by the presbytery ready to begin a search process to call a minister, an interim moderator will facilitate that process while the interim moderator assistant may continue their duties, at the discretion of the presbytery.

INTERIM MODERATORS

Doon Assessor Session

The Rev. Don McCallum has resigned effectively immediately as Interim Moderator of Doon Presbyterian Church, Kitchener. With the Rev. Dr. Jeffrey Crawford as Acting Interim Moderator, the Assessor Session is now only 2 people and therefore unable to function.

Ms Bonnie Street is willing to remain as an Assessor Elder. The Rev. Dr. Jeffrey Crawford will become the Interim Moderator. We are in need of an additional assessor elder.

RECOMMENDATION 24:

That the Rev. Dr. Jeffrey Crawford be named Interim Moderator for Doon Presbyterian Church, Kitchener.

RECOMMENDATION 25:

That _____ be named as Assessor Elder to Doon Presbyterian Church, Kitchener.

Report of the Assessor Session (Draft Final)

The Congregational Meeting held in June of 2025 was a pivotal moment for Doon Church. In response to the New Beginnings Report, the Congregation made a clear decision to commit to renewal in the present location, with the understanding that this would require increased financial support and volunteer involvement. We respect that decision, but the challenges outlined in that Report remain valid and at this point we feel it is important to note that there are several possible scenarios for the future. Broadly speaking, we would outline two...

Possible outcomes for Doon over the next few (1-2) Years

a. Current State

- Worship attendance remains at 35-40 as the number of newcomers struggles to keep pace with aging demographics and community mobility.
- Finances plateau but manage to keep up with inflation as long as rental income continues.
- It is challenging to address building/property issues which are ongoing due to the age of the facility.
- Sufficient volunteers continue to be a challenge.



- Finding long-term ministerial leadership is difficult unless Doon comes under the umbrella of a larger congregation in the region.

Decline

- Worship attendance is reduced to 20-25 on Sunday
- Financial constraints result in cutbacks to budgets and ministerial leadership is limited to Sunday Supply and oversight by an Interim Moderator.
- Congregational leaders and the Presbytery are working on a plan to wind-down the congregation and are considering what to do with the property.

We recognize that growth is always possible as the movement of the Spirit so desires, and humbly at this time we do not see outwards signs of growth.

Last fall the Presbytery appointed an Interim Moderator and Elders from elsewhere in Waterloo-Wellington to function as an Assessor Session to guide Doon Church for several months. We present the scenarios above, not to discourage the Congregation, but to underline the importance of following up on the decision that was made last year.

Some progress has been made but a number of unknowns persist. The Board of Managers has been reconstituted on a provisional basis with several persons being added. A number of large donations in September and a reduction in Operating Expenses have put the church in a better financial position and increased rental income for 2026 is expected to help as well. On the other hand, more time is needed to see how finances will go, what deferred projects are most urgent and, most importantly, whether there are sufficient volunteers to maintain and grow the ministries of Doon Church.

In January, the Presbytery agreed to continue the appointments of an Interim Moderator and an Assessor Session. In the coming year the Assessor Session and Presbytery will need to:

- Discern how to provide leadership for worship on Sunday mornings
- Monitor progress in financial stewardship, addressing building/property concerns and finding adequate volunteer support.
- Discern whether it is desirable at this time to elect Doon Members to Session and who those persons might be.
- Explore longer-term options for Doon such as involvement in a multiple point charge (temporary or longer term).
- Reflect on which deferred property/building projects should be addressed in light of the longer-term viability of the congregation.

In the midst of seasons of change and transition it is always appropriate to express gratitude and appreciation for those who have served faithfully. We acknowledge that 2025 saw the conclusion of Rev. Jen Sokolowsky's Interim Ministry at Doon. We thank Jen for her deep care for the people of Doon and willingness to explore various options for future ministry. 2025 also included the resignation of all the ruling elders. We give God thanks for Joanne Baxter (Clerk), Carolyn Cahoon, Dara-Lee Cicchine, Kinsly Daniel, Bob Galbraith, Sandi Galbraith, Jill Hubick, Catherine MacDonald and Marjorie Poitras. We express gratitude and thanks to these elders who responded to the call of God to serve in ministry at Doon and then faithfully followed that call, even in their resignation. We are also grateful for many others who have served and continue to serve in various capacities in the life of Doon Church. In the midst of seasons of change we remember the faithfulness of God and claim it as the foundation of our hopes for the future.

Submitted by Bonnie Street and Rev. Dr. Jeffrey Crawford, with Rev. Don McCallum

Harriston Interim Moderator

With the Rev. Don McCallum having had a stroke it is necessary to put an Interim Moderator in place for the next three months. At that time a re-evaluation will take place. The Interim Moderator's role for the next three months will be to ensure the congregation has supply preachers, provide crisis pastoral care, and moderate Session meetings.

The Rev. David Choi has agreed to be the Interim Moderator for the next three months.

RECOMMENDATION 26:

That the Rev. David Choi be named Interim Moderator for Knox-Calvin Presbyterian Church, Harriston until the June 2026 meeting of Presbytery.

The Rev. Don McCallum was on a Stated Supply contract. Therefore, he is entitled to 3 months of sick leave which would go until the end of May 2026, during this time he is to be paid stipend and allowances as per the Stated Supply contract. Since the Rev. McCallum was retired he is not covered for pulpit supply insurance during his sick leave. Given the financial burden of paying stipend in such situations along with pulpit supply and an Interim Moderator homourium, it is proposed that Presbytery pay pulpit supply costs and Interim Moderator until the end of May 2026. It is hoped that by then there will be greater clarity on next steps at Knox-Calvin Church in Harriston.

RECOMMENDATION 27:

That Knox-Calvin Presbyterian Church, Harriston is to pay the Rev. Don McCallum his stipend and allowances until the end of May 2026. Also until the end of May 2026 the Presbytery of Waterloo-Wellington will pay the costs of pulpit supply and Interim Moderator rate at the Liaison level for Knox-Calvin Presbyterian Church, Harriston.

We invite the Presbytery to keep the Rev. Don McCallum in their prayers. Also the Presbytery is invited to pray for the congregation of Knox-Calvin Church, Harriston as they also mourn the death of Mr. Dave Mallet, elder and representative elder.

VISITATIONS AND FOLLOW UP

Kitchener East Visitation

Presbytery Visitation Report

Kitchener East Presbyterian Church – Kitchener

Date of Visitation: January 11, 2026

Presbytery Visitation Team: Bonnie Street, Rev. Kees Vandermeij, Rev. Dr. Frank Szatmari

Worship Service

Kitchener East Presbyterian Church is a very inviting congregation. The church building itself is welcoming in appearance, and the greeters were warm, friendly, and introduced themselves readily. It was a genuine pleasure for the Presbytery Visitation Team to attend the worship service. The congregation extended a gracious and heartfelt welcome to the team even before being aware of our role as Presbytery visitors.

The worship service was relaxed, engaging, and meaningful, with good interaction between the congregation and leadership. Rev. Richardson used humour naturally and effectively throughout

the service, creating a warm and approachable atmosphere. The message was thoughtful, accessible, and easily grasped by the congregation.

The choir, though small, did an excellent job, and the use of individual microphones was appreciated. Song selection was appropriate and included familiar hymns, encouraging congregational participation. The projector was used effectively for announcements. There was one child in attendance. Overall, worship was vibrant and Spirit-filled, reflecting a deep sense of community, joy, and faithfulness. Refreshments were provided following the service.

Meeting with the Congregation

Following the worship service, a congregational meeting was held and attended by 34 members. Meeting Leader: Rev. Kees Vandermey; Note Taker: Rev. Dr. Frank Szatmari; Observer: Bonnie Street

Rev. Dr. Frank Szatmari opened the meeting with prayer and provided an overview of the purpose and process of Presbytery visitations, emphasizing the importance of encouragement, mutual support, and shared discernment. Rev. Kees Vandermey then facilitated the conversation with congregation members in an open, respectful, and engaging manner.

1. Congregational Life and Strengths

Kitchener East Presbyterian Church is clearly a caring, friendly, and relational congregation. Members demonstrate genuine concern for one another and actively support each other during times of need. The congregation functions well together and shows strong commitment to both internal fellowship and outward-focused ministry.

The congregation is actively engaged in meaningful outreach within the wider community, including: Support for the Potato Blitz program; Ongoing support of Women's Crisis Services, helping to provide safe shelter for women and their children; Special programming for children during PD Days; Ministry and services at Sunnyside Long-Term Care Home; Support of the House of Friendship in Kitchener; Leadership of a community-based Play Group, offering snacks, crafts, and hospitality to families.

These ministries reflect a faithful response to Christ's call to love, serve, and care for neighbour and community.

2. Feedback and Suggestions

During the discussion, several constructive ideas were shared regarding ways to further strengthen congregational life and Presbytery relationships: A desire for clearer and more regular information about how Presbytery can support congregations; More active and consistent communication between Presbytery and local churches; Strong interest in a Presbytery newsletter; Opportunities for gatherings or meetings among congregations to encourage mutual inspiration, learning, and connection

Meeting with the Session

Meeting leader: Rev. Dr. Frank Szatmari; Notes: Bonnie Street; Observer: Rev. Kees Vandermey

There are 14 elders, with 7 in attendance. Session has adopted a term service model of the eldership in 1999, with one-third of the elders rotating out every two years, with the possibility of being re-elected. The congregation consists of approximately 120 members and adherents. Two new elders were recently ordained and expressed feeling honoured to have been elected by the

congregation, finding the experience reaffirming and meaningful. The spiritual health of the congregation is strong, and there is clear evidence of love, care, and transparency, particularly regarding finances. This openness is seen as a strength that helps prevent conflict and ensures trust within the congregation.

An unexpected year-end donation brought great joy, and the congregation is financially stable. The final payment on the Presbytery loan is scheduled for 2026, after which the church will be debt-free.

The congregation remains active in the community through initiatives such as visitation at Sunnyside Retirement Home, PD Day programming for children, and Vacation Bible School. Their ministries are thoughtfully aligned with the needs of the surrounding community.

The Leading with Care team (two elders, the minister, and the Clerk of Session) has recently been revitalized and is making good progress. A strong Pastoral Care team provides ongoing support to seniors and shut-ins, ensuring they remain connected to congregational life.

There are four Sunday School teams serving 12 children who meet bi-weekly, as well as a Confirmation class for youth in grades 7–12. Concerns expressed include the limited number of children and young people in the congregation and the upcoming retirement of their minister in the fall of 2027. Rev. Richardson has served the congregation for over 29 years and has an excellent relationship with the church. The congregation expressed concern about the transition process and hopes Presbytery will allow some overlap between Rev. Richardson and a future minister.

Meeting with the Minister – Rev. Dr. Mark Richardson

Meeting Leader: Bonnie Street; Note Taker: Rev. Kees Vandermey; Observer: Rev. Dr. Frank Szatmari

Rev. Richardson shared that he has experienced a strong sense of calling to this congregation since the beginning of his ministry 29 years ago, a calling that remains firm to this day. He stated, “I am where I am supposed to be and feel blessed to be here.” While he plans to retire in approximately two years, he expressed deep concern for the well-being of the congregation and a strong desire to ensure a smooth and faithful transition.

Rev. Richardson feels well-supported by the Session and the congregation, including adequate workspace, stipend, and housing. He benefits from several online coaching relationships and observes Mondays as his day off. He recently enjoyed a meaningful vacation to New Zealand and Australia, where he attended his son's wedding.

Although Rev. Richardson has been very active in Presbytery life and currently serves as Interim Moderator at Central Presbyterian Church, he is preparing to reduce his commitments gradually.

He continues to be engaged in the community, often through supporting his wife in her work as a Business Accountant.

We congratulate Rev. Richardson on the rich and faithful ministry with which God has blessed him and offer prayers for God's continued guidance and blessing upon him and his family as he prepares for retirement.

The Presbytery Visitation Team gives thanks for the faithful witness, vitality, and generous spirit of Kitchener East Presbyterian Church and prays that God will continue to grant this



Tuesday, March 10, 2026 – 7:00 pm
Duff's Presbyterian Church

6896

congregation wisdom, peace, growth, and prosperity in all its ministries, now and in the years to come.

RECOMMENDATION 28:

That the Presbytery of Waterloo-Wellington commend the congregation of Kitchener East Presbyterian Church and the Rev. Mark Richardson for their faithful witness to the good news of Jesus Christ and their ministry in the community.

The end of the Visitation Report points to the letter which follows.

24th February 2026

To the Presbytery of Waterloo-Wellington

The Session and congregation of Kitchener East Presbyterian Church have been informed by our minister, Rev. Dr. Mark S. Richardson, that he intends to retire at the end of 2027.

Rather than waiting for the vacancy to occur to begin the process of calling a new minister, KEPC would like to ask the Presbytery for permission to begin the process to call a minister prior to Mark's leaving, to provide a smoother transition to the next phase of our congregation's life.

We realize that this is a departure from the normal process traditionally followed in the Presbyterian Church in Canada to call a new minister; however, we feel there are compelling advantages to our congregation and to the Presbytery in following a different path.

- With God's grace, KEPC is a fairly healthy congregation. We strongly feel that a seamless transition will help us grow into the future God is leading us into.
- Kitchener East Church has had only 2 ministers since starting in 1986 and we are seeking to continue this pattern of stability and continuity.
- The Presbytery has expressed the challenges it faces in terms of congregational

vacancies, the availability of interim moderators, as well as pulpit supply. This approach would lighten the workload for the interim moderator appointed to KEPC in that there would be no need to find pulpit supply or moderate session meetings. This is what our Presbytery now calls a level 2 Liaison IM.

- There are precedents for alternative approaches to calling ministers in The Presbyterian Church in Canada, including two in our own Presbytery: Knox Waterloo, and Central in Cambridge.
- Supplement 16 section 6 of the Calling a Minister Handbook revised 2024, offers support for congregations to carefully plan and prepare for a minister's retirement for 6 months to two years in advance of the proposed retirement date, with said planning and preparation able to be done before or after an Interim Moderator is appointed to begin.

The Session would like to begin work on such a transition plan which might ultimately involve calling a minister to begin working within KEPC near the end of Mark's tenure, to provide an overlap of approximately 4-6 weeks.

From KEPC's Session Meeting on Monday, February 16, 2026 the following motion was put forward:

From our discussion with the Presbytery Visitation Committee, session would like



Tuesday, March 10, 2026 – 7:00 pm
Duff's Presbyterian Church

6897

to begin the process for starting a search in order to have a new minister in place

before Dr. Rev. Mark Richardson retires? Mark will announce his retirement date as Dec 31, 2027 at the Annual meeting on February 22, 2026. A letter will be sent to presbytery by the Clerk to request permission to begin the process of searching for and calling a minister prior to Rev. Mark retiring. This would enable us to assess our church's needs and the general health of our congregation to better prepare to search for a new minister. Moved by Gibson Mctlwralh, seconded by Rose Ziegler. Motion carried.

The motion was carried unanimously at the session meeting. Rev. Mark's retirement was announced at the Annual Meeting and was received with mixed feelings by the congregation.

We would be grateful for any, and all direction that the Presbytery gives us to help us transition to a new minister.

Barb Cook, Clerk of Session

Kitchener East Presbyterian Church

mjblcook@outlook.com

Recommendation 29:

That the Rev. Grant Vissers be appointed Interim Moderator to Kitchener East Presbyterian Church, Kitchener, effective April 1, 2026._

Follow up on Visitations

Central Presbyterian Church, Cambridge

A team was named of both Resources and Leadership: Kirk Summers, David Mallet, Cathy Stewart, Peter Bush to do a follow-up visit with the Session of Central Presbyterian Church, Cambridge. Due to a variety of circumstances that follow up has not yet occurred.

RECOMMENDATION 30:

That the Special Committee to do a follow-up visit be given until May 2026 to complete their work.

Knox Presbyterian Church, Palmerston

Visits occurred in October 2024 and in Sept. 2025. Since the Sept. 2025 visit the Presbytery through Peter Bush has been receiving monthly financial updates. The Presbytery passed a motion in November 2025 that the Session of Knox Church, Palmerston be visited by a team from Presbytery in April 2026.

RECOMMEDATION 31:

That a Special Visiting team of David Church, Jeffrey Crawford, and Peter Bush visit the Session of Knox, Palmerston in April of 2026 and bring a report to the May meeting of Presbytery.

Grants

Endowed Grants Fund, Knox's Galt Fund, and Endorsement of other Grant Requests

Northern Quadrant has 2 – (a) Social Media and (b) Travelling VBS

a. **Social Media Grant is being led by St. Andrew's, Gordonville**

Tuesday, March 10, 2026 – 7:00 pm
Duff's Presbyterian Church

6898

Helping Congregations Use Social Media Well:

A Workshop for rural and small-town churches

The congregations of the Northern Quadrant are jointly hosting a workshop with Debby Keown and team, of Keown Management Inc.: Growing Church Community Online — Together, Across Generations. The details about the content of the workshop are in the attached file.

The logistics are:

Location: St. Andrew's, Arthur

Date and Time: 9:30-11:30, Saturday, April 25, 2026

Cost to Participants: \$ 5.00

Cost of Workshop: \$400.00

Promotion: \$ 50.00

Hospitality: \$100.00

TOTAL \$550.00

St. Andrew's, Gordonville is seeking a grant of \$400.00 from the Endowed Projects Fund towards this.

The full workshop description follows the Recommendation.

RECOMMENDATION 32:

That a grant of \$400 from the Endowed Projects Fund be given to St. Andrew's, Gordonville in support of "Helping Congregations Use Social Media Well: A Workshop for rural and small-town churches".

Proposal: Growing Church Community Online — Together, Across Generations

Presented by: KMI Consulting | www.kmiconsulting.ca

Overview

Churches are built on people and relationships. Today, many of those relationships—especially among youth—happen online. Young people live in digital spaces every day, and many adults now rely on them too.

This presentation helps churches understand how to use online tools to build stronger community, clearly show who they are, and involve youth in meaningful ways. Rather than approaching digital outreach as marketing or promotion, this session reframes it as digital ministry—using online tools to reflect who the church is, invite connection, and support belonging both online and in person.

Why This Matters

Many churches are doing great work, but:

- People don't always see it online
- Youth don't always feel involved in church life
- Events are shared, but not always noticed
- Churches feel unsure about what to post or how often

This session shows how digital spaces can help churches:

- Stay connected during the week
- Welcome new people more easily
- Give youth a voice and a role
- Build trust and recognition in the community
- Build and maintain meaningful church community in digital spaces

What the Presentation Will Cover

1. Online Spaces Are Today's Gathering Places

People—especially young people—connect online before they connect in person.

We'll talk about:

- Why being online matters for churches today
- How online spaces support, not replace, in-person church
- How a simple online presence helps people feel comfortable before visiting
- Why consistency and clarity matter more than perfection

2. Building Real Community Online

Online community isn't about posting all the time—it's about staying connected.

This section focuses on:

- Using social media and digital tools to stay in touch during the week
- Sharing real moments from church life, not just announcements
- Encouraging conversation and participation
- Helping people feel seen, included, and welcomed

3. Church "Brand" Means Being Clear and Recognizable

For churches, "brand" doesn't mean logos and advertising. It means:

- People understand who you are
- People know what to expect
- People recognize your church in the community

We'll cover:

- How to speak in a clear, friendly, and consistent way
- Making sure online messages match the church's heart and values
- Why clear identity builds trust—especially with youth and newcomers

4. Involving Youth in Digital Ministry

Youth already know how digital spaces work. Instead of keeping that separate from church life, this presentation shows how to invite them in.

We'll explore:

- Why involving youth strengthens both digital outreach and youth ministry
- Giving youth real responsibility, not just tasks
- Letting youth help create content, share stories, and shape online voice
- Helping youth feel ownership, belonging, and purpose in church life

This isn't about putting pressure on youth—it's about trusting them, mentoring them, and

letting them serve using their strengths.

5. Sharing Events in a Way People Actually Notice

Many events don't fail because they aren't good—they fail because people don't hear about them clearly or early enough.

This section covers:

- How to clearly share what an event is and who it's for
- Posting more than once without being overwhelming
- Framing events as opportunities for connection, not just dates on a calendar
- Letting youth help promote events in ways their peers understand

6. Keeping It Simple and Sustainable

Churches don't need to do everything. They just need to do a few things well.

We'll talk about:

- Choosing one or two platforms and focusing there
- Creating simple routines instead of starting over each time
- Sharing responsibility between adults and youth
- Keeping digital ministry realistic for volunteer teams

Format & Length

- Length: 90 minutes to 2 hours (flexible)
- Format: Presentation with examples and discussion/Q&A
- Style: Clear, practical, and welcoming

Who This Is For

- Church leadership and pastors
- Youth leaders and volunteers
- Communications or outreach volunteers
- Churches wanting to better connect with youth and the wider community

No technical or social media experience is needed.

What Participants Will Leave With

After the presentation, churches will have:

- A clearer understanding of how digital spaces support ministry
- Simple ideas they can use right away
- New ways to involve youth in meaningful roles
- Confidence in sharing church life online with purpose and clarity

Closing

Churches have always adapted to reach people where they are. Today, many people—especially youth—are online. This presentation helps churches meet them there, build stronger community, and invite the next generation to take an active role in church life

b. Travelling VBS

The Description of the Project follows the two Recommendations

A note of explanation on Recommendation 12 – the plan is to use the between \$9,500 and \$11,500 the Presbytery is putting into the project to through the Endowed Projects Fund to leverage \$3,740 (the costs of the team training week) from the Creative Ministry with Children and Youth Fund of the Life and mission Agency.

RECOMMENDATION 33:

That grants of \$1,920 each from the Endowed Projects Fund be given to: Knox, Elora; Knox, Conn; St. Andrew's, Gordonville; Knox-Calvin, Harriston; and two yet to confirm congregations towards their participation in the Travelling VBS in the Northern Quadrant.

RECOMMENDATION 34:

That the Presbytery of Waterloo-Wellington upon its review of the application and supporting documents from Travelling Vacation Bible School in the Northern Quadrant of the Presbytery endorse the grant request of \$3,740 from the Creative Ministry with Children and Youth Fund of the Life and Mission Agency in 2026.

Purpose and Context

Many congregations in the Northern Quadrant of the Presbytery of Waterloo-Wellington face ongoing challenges in sustaining children's and family ministry. Limited staffing capacity, aging volunteer bases, and financial constraints have made it increasingly difficult for several congregations to offer Vacation Bible School (VBS) programming independently.

At the same time, VBS remains one of the most effective points of connection between congregations and their surrounding communities. It provides opportunities for evangelism, discipleship, relationship-building, and renewed congregational vitality.

This proposal seeks funding to establish a **Traveling Vacation Bible School Ministry Team** that will serve multiple congregations through a shared, collaborative model. By pooling Presbytery resources and local congregational support, this initiative will strengthen outreach, equip emerging leaders, and support congregations in fulfilling their mission with children and families.

Project Overview

The Traveling VBS Team will consist of three trained seasonal staff members who will deliver high-quality Vacation Bible School programming in 4 to 6 congregations in the Northern Quadrant of the Presbytery.

Potential participating congregations include:

- Conn
- Harriston
- Gordonville (Kenilworth)
- Elora
- Arthur (pending confirmation)
- Alma (pending confirmation)

The team will travel between congregations and offer consistent, well-prepared VBS programming adapted to each local context.

Ministry Objectives and Outcomes

The project seeks to achieve the following outcomes:

1. **Strengthen Children's Ministry**
Support congregations in offering meaningful, biblically grounded programming for children.
2. **Enhance Community Engagement**
Provide accessible outreach opportunities that connect churches with families in their neighbourhoods.
3. **Develop Emerging Leaders**
Equip young adults with ministry skills, leadership experience, and vocational discernment.
4. **Encourage Congregational Collaboration**
Model shared ministry and resource stewardship across congregations.

Staffing and Supervision

Staffing

Three seasonal staff members will be hired for the project. Preference will be given to candidates who demonstrate:

- Experience in children's ministry, camp leadership, or church programming
- Emotional maturity and reliability
- Commitment to Christian discipleship
- Capacity to work collaboratively

Training

Staff will participate in a one-week training and preparation program focused on:

- Curriculum and lesson planning
- Child safety and safeguarding
- Worship leadership
- Group management
- Pastoral care
- Team collaboration

Supervision

The project will be overseen by [Name/Role], who will provide:

- Ongoing supervision
- Regular check-ins
- Performance evaluation
- Support for staff and host congregations

All hiring and payroll procedures will follow Presbytery policies and applicable employment standards.

Project Timeline

Phase	Dates	Activities
Preparation	August 4–8	Staff training, curriculum preparation, logistical planning
Program Delivery	August 10–28	Two VBS programs per week in host congregations
Evaluation	September	Reporting, financial reconciliation, recommendations

The team will normally deliver two VBS programs per week (morning/afternoon or afternoon/evening), depending on congregational needs.

Role of Host Congregations

Participating congregations will provide:

- Suitable space and facilities
- Local promotion and registration
- Daily snacks
- Two adult volunteers per day
- Assistance with welcoming families
- Pastoral follow-up as appropriate

This shared-responsibility model ensures local ownership, relational continuity, and sustainability.

Budget (6 Congregation Model)

Estimated Costs

Team prep Week – Team costs \$2,640, Trainer costs \$1,100 -- \$3,740

3 Weeks of VBS

Category	Cost
Staff Wages & Benefits	\$7,860
Vehicle Rental & Fuel	\$3,000
Program Materials	\$3,000
Incidentals	\$1,500
Total	\$15,360

Assumptions:

- Three staff working 40 hours per week at \$20/hour
- Includes statutory benefits (EI, CPP)
- Vehicle rental is required for inter-community travel
- Program materials include crafts, curriculum, and supplies

Cost-Sharing Model

Each participating congregation will contribute **\$640**, for a total of **\$3,840**.

The remaining **\$11,520** (\$1,920 per congregation) is requested through Presbytery grant funding.

The Presbytery applies for a Creative Children Ministry Grant for \$3,640 to fund the training, using the \$11,520 it is putting into the whole program to be the matching funds for the grant. The Creative Children Ministry Grant will fund 1/3 of a project. The \$3,640 is less than 1/3 of the total.

Evaluation and Reporting

A comprehensive evaluation will be conducted following project completion.

The final report will include:

- Number of children and families served
- Congregational participation levels
- Staff reflections and learning outcomes
- Financial summary
- Recommendations for future development

The report will be submitted to Presbytery in the fall of 2026.

Conclusion

The Traveling Vacation Bible School Ministry represents a strategic, collaborative response to current challenges in congregational life. By investing in children, emerging leaders, and shared ministry, the Presbytery affirms its commitment to faithful discipleship, intergenerational engagement, and community outreach.

This initiative will strengthen smaller congregations, encourage cooperation, and renew confidence in children's ministry across the Northern Quadrant.

Central, Cambridge – there are two grants being put together to support one project

This is the first year of two-year project. In supporting year 1 of the Project the Presbytery is not committing itself to supporting a second year of the project,

Knox, Palmerston – two grant requests. One is from the Endowed Projects Fund the other is seeking the Presbytery's endorsement for a grant from Cooke's Church Trust.

(These were submitted as PDFs I have not reformatted them -- they are available in the PDF version of this file.)

RECOMMENDATION 35:

That a grant of \$5,000 from the Endowed Projects Fund be given to Knox, Palmerston in support of Knox's summer ministry.

RECOMMENDATION 36:

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

Knox Palmerston - Endowed Project Fund Request

This proposal was approved by a motion of the Session of Knox Presbyterian Church, Palmerston, at its meeting of February 1, 2026.

Motion by Christy White, seconded by Paul Edwards, that the Session approve the submission for a \$5,000 grant from the Endowed Project Fund of the Presbytery of Waterloo-Wellington for 2026. Motion carried.

Knox Presbyterian Church, Palmerston, apply \$5,000 from the Endowed Project Fund to support three interconnected outreach initiatives serving intergenerational participation among children, youth, families, and adults. Together, these initiatives form a coordinated summer outreach strategy that builds on established ministries and encourages sustained community engagement. The total project budget is approximately \$8,200, with \$3,200 committed by the congregation.

1. The Lord's Pantry Ministry

Established in 2020, provides a monthly hot meal, offered both on site at the church and through home delivery for those unable to attend in person. The ministry serves approximately 55–60 individuals each month, addressing food insecurity while fostering dignity, accessibility, and ongoing relational and pastoral connection within the Palmerston community.

2. Summer Outreach Community Events

Launched in 2022, the Summer Outreach Community Events consist of established monthly gatherings held from June to September, alongside the Lord's Pantry Ministry. With average attendance of 25–40 participants per event, these gatherings have shifted Knox's outreach from occasional engagement toward a more intentional and sustained summer presence. Each event creates space for meaningful connection through hospitality, music, conversation, and open discussion around faith and life, offering a welcoming environment where people can explore questions, build relationships, and become acquainted with Christ and the ministry of Knox.

3. From One-Week VBS to a Summer of Belonging (June–September 2026)

Building on this foundation, Session has approved the integration of Vacation Bible School into the established Summer Outreach Community Events model. Beginning in 2026, VBS will no longer function as a stand-alone week but will serve as the entry point into a season-long pathway of community engagement, intentionally connected to four monthly summer events. This integrated approach moves Vacation Bible School from a single event to a season-long pathway of engagement that strengthens congregational presence - particularly among younger generations - builds on existing ministries through faithful stewardship, creates multiple points of access with opportunities for return participation, fosters intergenerational belonging, and emphasizes inclusion, sustainability, and long-term community impact. This project allows Knox Presbyterian Church to test new rhythms of summer engagement, encourage volunteer participation, and discern future long-term outreach possibilities. Overall, the project supports a shift from event-based programming toward a sustained, relational presence, strengthening and expanding the church's connection within the Palmerston community. In short: We are moving

Tuesday, March 10, 2026 – 7:00 pm
Duff's Presbyterian Church

6906

from “hosting events” to “walking with people.” The total projected cost of the proposed outreach initiatives for 2026 is \$8,200. Knox Palmerston has committed \$3,200 toward these costs. Knox is requesting \$5,000 from the Endowed Project Fund of Waterloo–Wellington Presbytery to support the implementation of these projects.

Together in God's work,

The Session of Knox Presbyterian Church, Palmerston

Knox Palmerston to Cooke's Church Trust

Grant Request to Cooke's Church Trust

From Knox Presbyterian Church, Palmerston

Motion: Session of Knox Church, Palmerston, Jan. 11, 2026

Moved by Kiss Kate, seconded by Zack Pavel that the Session of Knox Church, Palmerston approves the grant request for \$1,700 from the Cooke's Church Trust and forwards it to the Presbytery of Waterloo-Wellington for the Presbytery's endorsement. Carried

Proposal for funding a Special and Short-Term Ministry called Home, Hospitality and Hope

This project aligns with items 2–8 of the Cooke's Fund Guidelines by engaging in contextual mission and evangelism, ministry with newcomers, community outreach, justice-oriented hospitality, congregational renewal, and a short-term pilot approach.

Project Description and Objectives

Knox Presbyterian Church, Palmerston proposes a new Multicultural Community Outreach Project. The Session has approved this short-term pilot ministry to be offered during Summer 2026, designed to welcome newcomers and multicultural families from the community through Christian hospitality, relational engagement, and a gentle introduction to the Gospel of Jesus Christ.

The program consists of three monthly, intergenerational gatherings that combine shared meals, family-friendly activities, cultural exchange, and brief Scripture-based reflections. These gatherings aim to foster dignity, belonging, and trust within the wider community.

Operating under the oversight of Session, the initiative seeks to strengthen both community integration for newcomers, multicultural families and the congregation's participation in God's reconciling mission. This pilot will also help discern future long-term ministry possibilities with newcomers in our region.

Budget and Funding Sources

Expenses:

Program Costs (30 participants × \$30 × 3 gatherings): \$2,700

Promotion and incidentals: \$300

Family meals: \$500

Total Expenses: \$3,500

Income:



Tuesday, March 10, 2026 – 7:00 pm
Duff's Presbyterian Church

6907

Registration Fees (30 participants × \$10 × 3 gatherings): \$900

Congregational Support: \$900

Grant from Cooke's Church Trust: \$1,700

Total Income: \$3,500

The Session will evaluate the pilot through participation levels, feedback from families, and congregational engagement.

Together in Christ's ministry, The Session of Knox Presbyterian Church, Palmerston

Central Presbyterian Church, Cambridge

RECOMMENDATION 37:

That a grant of \$5,250 from the Knox's Galt Fund be given to Central, Cambridge in support of Instagram and Facebook content production/monitoring of Central's Social Media presence.

RECOMMENDATION 38:

That a grant of \$5,000 from the Endowed Projects Fund be given to Central, Cambridge in support of Photography, Video production for Central's Social Media presence.

CENTRAL PRESBYTERIAN CHURCH CAMBRIDGE

GRANT APPLICATION FOR KNOX'S GALT FUND

AND THE ENDOWED PROJECTS FUND

PURPOSE

- To reach out to young adults and young families who are currently unchurched or have not had an opportunity to hear the Gospel message
- In order to reach young people, the message has to be in their primary (and sometimes only) form of communication—online through social media such as instagram
- We are a thriving congregation with an active Children's and Family Ministry with much to offer young families seeking a church home
- This is a two year project

SESSION APPROVAL

- Extract from minutes February 3, 2026: "Moved by Sharon Wohlgemut, seconded by Alexander McIlwraith, that we apply to the Presbytery of Waterloo-Wellington for a \$5000 grant from the Endowed Projects Fund and a \$5250 grant from the Knox's Galt Fund" for this project.

RATIONALE

- Central Church has an extremely active 8 member Media Team of dedicated volunteers who manage our online presence through our website and various social media channels such as Facebook and Instagram with budgeted support in each annual budget.

- During the Presbytery visitation in September, one of the Presbyters asked the congregation what challenges are facing us. One member responded that he felt one of our biggest challenges was reaching out with the Gospel message to young adults and young families.
- Immediately after the visitation, a Central member who owns a Public Relations firm said that she would like to donate her expertise to design a media campaign specifically focussing on young adults and young families. Subsequently, she designed a detailed 18 page marketing plan which, if we had to purchase it, would have a value in the \$5000 range.
- While we are extremely encouraged with the possibilities outlined in the plan, it became obvious very quickly that we do not have the expertise or time within our volunteer group to undertake such an extensive project. For example, focussed instagram postings directed to young people require 3-4 themed videos per week over a period of months.
- We fully intend to provide funding and volunteer hours for portions of the project.
- We are hopeful that the grant opportunities available through the Presbytery, particularly as they relate to outreach, will enable us to undertake this important work of building God's Kingdom and spreading the Good News of the Gospel.

EVALUATION

- The plan includes metrics to evaluate the ongoing effectiveness of the messaging and the approach at regular intervals.

GRANT REQUEST: Phase One of a Two Year Project

1. Knox's Galt Fund -- Instagram and Facebook content production/monitoring

Cost \$7000 Central Share \$1750 Grant Request: \$5250

2. Endowed Projects Fund - Photography, Video production

Cost \$6800 Central Share \$1800 Grant Request: \$5000

CENTRAL PRESBYTERIAN CHURCH CAMBRIDGE

ADDITIONAL INFORMATION IN SUPPORT OF GRANT REQUEST

March 2, 2026

QUESTION 1: GRANT REQUEST COST BREAKDOWN

Knox's Galt Fund: Instagram and Facebook content production/monitoring

1. Campaign Planning \$1500

- Determine themes
- Develop plan for 3-4 posts per week for 26 weeks

2. Content Creation \$500/month x 6 months \$3000

- Captions
- Graphics
- Music

3. Posting 3-4 posts per week x\$50/week x 26 weeks \$1300

4. Monitoring and Evaluation

- Monthly monitoring \$100 x 6 months \$ 600
- Monthly Evaluation report \$100 x 6 months \$ 600

Total \$7000

Central \$1750

Grant Request \$5250

Endowed Projects Fund: Photography and Video Production

1. Still Photography of Church Activities, Events, Building, \$ 800

Outreach Activities for 6 months

2. Videography

- Video of church events such as VBS, Children's and Family activities, Fellowship events, concerts, outreach activities

\$500 per month x 6 months \$3000

- Post-production: \$500 per month x 6 months \$3000

Video editing, Cutting, Sound balancing, Formatting for social media sites

Total \$6800

Central \$1800

Grant Request \$5000

QUESTION 2: What is the evaluation plan mentioned in your proposal? (What does success look like for this endeavour? What tangible outcomes do you hope to see at the end of year 1? year 2?)

We will be tracking numbers, monthly and quarterly to see that we are growing our audience, this will give us a chance to change things that are not resonating.

1. Visibility Metrics:

- Website visits (monthly trends)
- Sermon video views
- Instagram and Facebook reach and engagement
- Growth in email list subscribers

2. Participation Metrics

- Increase in first-time visitors
- Event attendance numbers
- Children and youth participation
- Online registrations for programs

3. What Success Would Look Like (Year 1 Goals)

- 15–25% increase in website visits
- 15- 25% increase in Instagram and Facebook followers and views
- 10–15% increase in special event attendance
- 10- 15% increase in new families attending church

Year 2 Goals (These numbers over and above what is achieved in Year 1

- 15–25% increase in website visits
- 15- 25% increase in Instagram and Facebook followers and views
- 10–15% increase in special event attendance
- 10- 15% increase in new families attending church

QUESTION 3: Do you plan to make this project one that will be ongoing and fully sustained by the congregation, or do you expect this will be a limited-term project?

With God's grace, we definitely plan to make this an on-going part of our strategic plan for Central and will continue to sustain it through our congregational budget.

Other matters:

- a. All Interim Moderators are asked to submit reports to the Leadership Team by April 13, 2026 so the reports can be reviewed in time for the May 2026 meeting of Presbytery
- b. The Stated Supply Agreements or Interim Ministry Agreements which come up for renewal over the summer or in early fall will begin to be reviewed after Easter so that those reviews and possible renewals can be completed for approval no later than the June 2026 meeting of Presbytery.
- c. The Leadership Team is asking for time at the start of a Presbytery meeting to build on the conversation about alternative models of ministry to talk about --House Churches, Clustering, and worship not on Sunday morning. The goal of the presentation would be to provide clear alternatives to the present models. Following the presentation the Leadership team would send a letter to Sessions highlighting options.

Recommendation 39: That the Report of the Leadership Team be adopted.

6 Resource Team

Recommendation 40: That the Report of the Resource Team be received and considered.

The Resource Team of the Presbytery of Waterloo-Wellington met on February 23, 2026 at 7:00 p.m. via zoom.

The Resource Team will keep the Mallett family, Don McCallum and the Harriston congregation in their prayers. Dave Mallet was a member of the Resource Team.

Central Presbyterian Church, Cambridge

A special committee has been formed for Central Presbyterian Church. Kirk Summers and Dave Mallett were appointed as representatives from the Resource Team. Kirk Summers will continue to work with the current team and they will contact us if our help is required.

Knox-Calvin Presbyterian Church, Harriston

The \$25,000.00 loan granted to Knox-Calvin will be paid from the proceeds of the sale of St. Andrew's Mount Forest. At the time of our meeting we were informed that this church had been sold.

Examination of the Presbytery's 2025 Financial Statements

In the past Vern Platt and Bonnie Street have reviewed the Financial Statements. Bonnie is able to complete that task again this year and the treasurer will ask Vern whether he is available. Darrell Clarke has volunteered if an alternate reviewer is required.

Financial Statements - D. Church

The treasurer provided the Resource team with financial statements to January 31, 2026. David Church updated the format of the financial reports to provide clarity and transparency in the funds reporting. The Resource team was pleased with the new format and thanked David for his work on this.

St. Andrew's Presbyterian Church, Mount Forest

The resource team received a request from St. Andrews, Mount Forest for a \$25,000.00 bridge loan between the present and the closing of the sale of the manse. The manse has been sold with a closing date at the end of March 2026. The loan will be repaid when the funds are received. Note: As per above, St. Andrew's, Mount Forest has been sold. The following motion was moved, seconded and approved by the Resource team.

Recommendation 41: Moved by K. Summers/D. McCaig that an interest-free bridge loan in the amount of \$25,000.00 be granted to St. Andrews Presbyterian Church, Mount Forest to be repaid from the proceeds of the sale of the manse. Carried.

Knox, Guelph - sale of the property

Representatives from Knox, Guelph and from the Resource team will interview 3 Real Estate Agents. (D. Church, D. Clarke, C. Stewart).

Next meeting: Monday, March 30, 2026 at 7:00 p.m.

Respectfully,

Doug McCaig, Resource Team Convenor

Recommendation 42: that the report of the Resource Team be adopted.

7 Complaint Response

On January 19, 2026, the Presbytery received, in proper order, a complaint of workplace harassment.

Given the seriousness of such a complaint, the Moderator acted quickly to form a committee to investigate. This committee was made up of the following people: Rev. Cathy Stewart, Mrs. Lynda Pinnington and Rev. Mark Gaskin.

The investigative committee has completed its work and submitted a report. Such a report can only be received *in camera*.

In camera means that the doors will be closed and only members on the constituent roll (and others specified) will be present. All matters revealed in the closed court cannot be repeated outside of it. Only the motions as approved while *in camera* will be circulated in the public minutes.

We therefore bring the following motions:

Recommendation 43: that the Presbytery homologate the actions of the Moderator in naming the investigation committee.



Tuesday, March 10, 2026 – 7:00 pm

Duff's Presbyterian Church

6912

Recommendation 44: that Presbytery receive and consider the report

Recommendation 45: that Presbytery move *in camera*. The closed court will include only members on the constituent roll, the complainant, the respondent and members of the investigative committee.

Once the Presbytery has returned to open court, the following motion will be considered:

Recommendation 46: that the motions as approved by the closed court be included in the minutes. That all copies of the report, save one sealed copy maintained by the clerk, be destroyed.