

Tuesday, May 12, 2026 – 7:00 pm  
Gale Presbyterian Church

6913

The Presbytery of Waterloo-Wellington met in regular session on Tuesday, March 10, 2026, within Gale Presbyterian Church, Elmira.

The Rev. Reuben St. Louis led the Presbytery in opening worship. Beth Anne Fisher then led the Presbytery and guests in a workshop about Leadership.

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. Jeffrey Crawford, Rev. Lisa Dolson, Rev. Hugh Donnelly, Rev. Patrick Gushue, Rev. Dongwon Jung, Rev. Mark Richardson, Rev. Reuben St. Louis, Rev. Cathy Stewart, Rev. Kirk Summers, Rev. Frank Szatmari

#### **Representative Elders**

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

#### **Appendix:** Darrell Clarke

**Others:** David Church (Treasurer), Beth Anne Fisher (Student) Bev Brown, John Groenwagon, Nick Groenwagon, Christopher Williams, Nancy Nichol, Anne Holman, Rev. Mark Gaskin, Rev. Chuck Moon. Rev. Darrell Bierman.

**Regrets:** Rev. Aubry Botha, Rev. Courtney Crawford, Rev. Jennifer Sokolowsky, Gib McIlwrath Alex McNabb,.

The moderator welcomed guests and visitors

1. It was **moved** by Scott McAndless/Janet de Groot that the representatives from St Andrew's Guelph, elder commissioners to General Assembly, Rev. Mark Gaskin, Rev. Chuck Moon and Rev. Dr. Darrell Bierman (CRC) be invited to sit and correspond. **Carried.**
2. It was **moved** by Scott McAndless/Janet de Groot that the Docket as proposed be adopted. **Carried.**

#### **Consent Agenda**

3. It was **moved** by Scott McAndless/Janet de Groot that items 9-11, 13, 16-22, 24-26, 30 and 37-41 as listed below be adopted by the consent of the court.  
Item #30 was removed from the consent agenda.  
The motion was **Carried.**

#### **Call to St. Andrew's Guelph**

Rev. Kirk Summers recounted the steps that led to the call to Rev. Chuck Moon

4. It was **moved** by Rhonda Wright/Reuben St. Louis that the actions of the Interim Moderator, Kirk Summers, be sustained. **Carried.**
5. It was **moved** by Peggy Lennox/Dave Choi that members of the congregation be invited to voice their support for the call. **Carried.**

The representatives spoke enthusiastically in support.

6. It was **moved** by Scott McAndless/Doug McCaig that, as the terms of the call and the guarantee of stipend are in order, the guarantee of stipend to the Rev. Chuck Moon be deemed acceptable.
7. It was **moved** by Scott McAndless/Lisa Dolson that the call to the Rev. Chuck Moon be sustained as a gospel call and approved by the Presbytery of Waterloo-Wellington and that the Call be forwarded to the Presbytery of Pickering for their review and approval. **Carried.**
8. It was **moved** by Scott McAndless/Alan Israel that an induction of the Rev. Chuck Moon be held at 3 pm on Sunday, September 27, 2026 within St. Andrew's Guelph Presbyterian Church and planning for that service be left in the hands of the Moderator of Presbytery, the Clerk of Presbytery and the Interim Moderator of St. Andrew's Presbyterian Church. **Carried.**

#### Commissioners to General Assembly

The Moderator commissioned our commissioners to the General Assembly and prayed for them.

#### Gather team

9. That the Report of the Gather Team be received and considered. **Approved by consent.**

#### Follow up information on Disciplinary action

The clerk distributed ballots for moderator.

10. That the Minutes of the meeting of March be approved as presented. **Approved by consent.**
11. That the actions of the clerk in referring correspondence items 484-514 be homologated.

**Approved by consent.**

12. It was **moved** by Scott McAndless/Mark Richardson that the Rev. Kirk Summer be permitted to retire on September 1, 2026. **Carried.**

13. That the revised trust deeds for Knox Guelph and St. Andrew's Kitchener be approved and signed by the clerk.

14. It was **moved** by Scott McAndless/Frank Szatmari that the clerk write a letter of support for the work permit and immigration application of Christopher Williams on behalf of Presbytery. **Carried.**

15. It was **moved** by Scott McAndless/Jeffrey Crawford that the Clerk write a letter of support of the application of Rev. Dr. Darrell Bierman to Education and Reception. **Carried.**

16. that the Rev. Fred Speckeen be placed on the Appendix to the Roll effective June 1, 2026.

**Approved by consent.**

17. that the report of the Gather Team be adopted. **Approved by consent.**

#### Treasurer

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

#### General Presbyter

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

#### State of the Presbytery

22. that the 'State of the Presbytery Report May 2026' report be received and considered. **Approved by consent.**
23. that the Moderators Special Committee (March 2026), with input from standing committees, bring recommendations for action to the June 2026 meeting. **Approved by consent.**

24. It was **moved** by Jeffrey Crawford/Doug McCaig that the 'State of the Presbytery Report May 2026' be sent to all sessions and leadership teams within the Presbytery, and the Change Leadership Team (Special Commission of General Assembly) for information.

The Presbytery broke and discussed the report in table groups and engaged in some feedback.

The motion was **carried**.

25. That the State of the Presbytery Report be adopted. **Approved by consent.**

#### Leadership

#### Additional Motions

Crieff Hills Community and Duff's Church, Puslinch sent a note stating they were interested in conversation about how they might do ministry together, and asking that the Presbytery name someone to walk with the two parties as they reflect together. This kind of work is the reason the General Presbyter position was created.

It was **moved** by Peter Bush/Janet de Groot that The Presbytery of Waterloo-Wellington name the Rev. Dr. Jeffrey Crawford to walk with Crieff Hills Community and Duff's Church, Puslinch in their conversation about partnering in ministry. **Carried.**

Jo-Anne Hall, of St. Andrew's, Alma, took the course to be a lay presider at communion. That certificate needs to be renewed by the Presbytery every two years. We missed doing that in March.

It was **moved** by Peter Bush/Janet de Groot that the Presbytery of Waterloo-Wellington re-certify Jo-Anne Hall to celebrate communion as a lay presider at communion until June 1, 2028. **Carried.**

Peter Bush announced that a plan for distributing the \$3,000 available to support youth, young adults, and youth leaders going to Collective 2026 will be sent out this week. There will be grants of up to \$150.00 for youth and young adults.

There will be grants of up to \$300.00 for Youth Leaders.

26. That the Report of the Leadership Team be received and considered. **Approved by consent.**

27. That the Rev. David Choi's request for study leave May 31 to June 6, 2026 be granted.

**Approved by consent.**

28. It was **moved** by Peter Bush/Janet de Groot that the Presbytery name a Ministry Contract Administrator. The task being to keep track of beginning and end dates, renewals, extensions, and to remind Sessions and Interim Moderators to provide appropriate material for renewals, extensions and changes. New Interim Ministry and Stated Supply contracts would be managed through the Leadership Team of Presbytery directly. The Ministry Contract Administrator would report to the Leadership Team. This position could be held by anyone with a heart for the church and who values administrative order. They should be a member of the PCC. **Carried.**

29. It was **moved** by \_\_\_\_\_ / \_\_\_\_\_ that the Presbytery support St. Andrew's Fergus in exploring all candidates, including those for ordination to Word and Sacraments, for the role of Children & Youth Pastor. **The motion was withdrawn.**

30. It was **moved** by \_\_\_\_\_ / \_\_\_\_\_ that Jeffrey Crawford be appointed as Interim Moderator to St. Andrew's Fergus as of May 12, 2026 to support its search for a Children & Youth Pastor. **The motion was withdrawn.**

31. It was **moved** by \_\_\_\_\_ / \_\_\_\_\_ that the Interim Moderator report to the June 2026 Presbytery meeting. **The motion was withdrawn.**

32. It was **moved** by Peter Bush/Reuben St. Louis that the Presbytery of Waterloo-Wellington will pay supply and the cost of the Interim Moderator until Aug. 31, 2026, if the congregation of Knox-Calvin Church, Harriston pays the Rev. Don McCallum the stipend and housing established under the Stated Supply Contract until Aug. 31, 2026. **Carried.**

33. It was **moved** by Peter Bush/Reuben St. Louis that the Presbytery of Waterloo-Wellington gives permission to the Session of St. Andrew's Church, Kitchener, to move to term service for elders following the process described in the Book of Forms. **Carried.**
34. It was **moved** by Peter Bush/Reuben St. Louis that the Presbytery of Waterloo-Wellington extends the Rev. Kathy Stewart's appointment as Interim Minister for Knox Church, Guelph to Dec. 31, 2026. The position shall not end earlier than Aug. 31, 2026. Between Sept. 1 and Dec. 31, 2026 it may be ended on 60 days notice by any party to the agreement. **Carried.**
35. It was **moved** by Peter Bush/Reuben St. Louis that the Presbytery extends the Rev. Kirk Summers' appointment as Interim Minister for St. Andrew's Church, Guelph from Aug. 16, 2026 to Aug. 31, 2026. **Carried.**
36. It was **moved** by Peter Bush/Reuben St. Louis that the Presbytery of Waterloo-Wellington provide a grant of \$5,000 from the Knox's-Galt Fund towards Westside Community Connections 2026 program at Westside Church, Cambridge. **Carried.**
37. It was **moved** by Peter Bush/Reuben St. Louis that the Presbytery of Waterloo-Wellington provide a grant of \$3,000 from the Endowed Projects Grant Fund towards the SafeTalk Training program at Gale Church, Elmira. **Carried.**

38. That the Report of the Leadership Team be adopted. **Approved by consent.**

#### Knox Waterloo Commission

39. That the Presbytery of Waterloo-Wellington receive the above report for information. **Approved by consent.**

#### Resource

40. That the report of the Resource Team be received and considered. **Approved by consent.**
41. That the presbytery homologate to decision to grant a \$25,000.00 loan to Mt Forest. **Approved by consent.**
42. That the report of the Resource Team be accepted. **Approved by consent.**

#### Adjournment

It was **moved** by Reuben St. Louis/Terri Whiffin that the court adjourn. **Carried.**

#### Book of Reports

#### Presbytery of Waterloo-Wellington

May 12, 2026

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## 1 Call to St. Andrew's Guelph

### Call to a Minister of Word and Sacraments

and

### Guarantee to Presbytery of Financial Compensation

#### The Call

We, the professing members of St. Andrew's Presbyterian Church, Guelph, being well satisfied with your faithfulness to the Gospel and your qualifications for the ministry of Word and Sacraments and confident that the Holy Spirit has led you to us and us to you and, earnestly and solemnly call you, The Rev. Chuck (Sang Hyuk) Moon, to become the full time Lead Minister and Head of Staff of this congregation. In calling you we promise you all due respect, encouragement, and allegiance in the Lord as, together, we seek to use our gifts in the church and in the world to the glory of God.

#### The Guarantee

In order that you, The Rev. Chuck (Sang Hyuk) Moon, may be free to devote yourself to ministry of Word and Sacraments among us, we the congregation of St. Andrew's Presbyterian Church, Guelph, hereby guarantee to the Presbytery of Waterloo-Wellington of The Presbyterian Church in Canada, that out of our estimated annual revenue of four hundred thousand dollars we promise and obligate ourselves to provide you, as a first charge thereon, the following annually: Annual Amount for Stipend, Housing Allowance and Travel, within the bounds of the Presbytery \$115, 000 Total - inclusive therein of stipend, housing allowance, and travel, meaning the availability of transportation, and with travel to be reimbursed at the rate set annually by the General Assembly for travel for congregational purposes outside the bounds of the Presbytery of Waterloo Wellington.

- Annual Stipend (inclusive of travel, meaning the availability of transportation, within the bounds of the Presbytery) \$76,600
- Annual Housing/Rental allowance (inclusive of utilities) \$38,400
- Total \$115, 000

We agree to make payments of the above amount on the first day of each month (if the minister and the Session agree on an alternative payment schedule, amend this statement accordingly) and agree to adjust the amount annually in view of any changes in the cost of living or the needs of our minister.

We agree further:

1. To provide two weeks for continuing education annually and at least the minimum allowance as set by the General Assembly. More specifically we will provide \$1,750 per year.
2. That the benefits of number 1 above shall be cumulative up to five years.
3. To provide five weeks vacation annually, which shall be used in the year they are given.

4. To pay supply during the periods of continuing education and holidays.
5. To abide by the stipulations of the minister funded 'Inter-Mission' opportunity afforded to the minister and as set by the General Assembly.
6. In case of disability or extended illness, to continue to provide stipend, accommodation and allowances for a period not less than that set by the General Assembly, and to pay the cost of pulpit supply.
7. To pay for Medical and Dental Insurance as provided through the Pensions and Benefits Board of the General Assembly and to make contributions to the Pension Plan in compliance with the terms of the plan.
8. To pay necessary moving expenses.
9. To provide
  - a) A lap top computer with current and applicable software, and for personal use too
  - b) A cell phone with a current and suitable plan, or to compensate for same to the
    - a. amount of \$1200 per year
  - c) An expense account to \$2400 per year, upon receipt; reasonable and expected expenses.
  - d) A benevolence account, according to the terms of the Rennie Fund of St. Andrew's Church.

### Support for the Call:

- |                                                        |     |
|--------------------------------------------------------|-----|
| • Total number of Professing Members                   | 154 |
| • Total number of Professing Members signing           | 137 |
| • Total number of Professing Members declining to sign | 6   |
| • Professing Members unable to contact/unable to sign  | 11  |
| • Adherents Concurring to the call                     | 16  |

### Processing the Call

Narration of Steps by the Interim Moderator

Motions:

4. that the actions of the Interim Moderator, Kirk Summers, be sustained.
5. that members of the congregation be invited to voice their support for the call.
6. that, as the terms of the call and the guarantee of stipend are in order, the guarantee of stipend to the Rev. Chuck Moon be deemed acceptable.
7. that the call to the Rev. Chuck Moon be sustained as a gospel call and approved by the Presbytery of Waterloo-Wellington and that the Call be forwarded to the Presbytery of Pickering for their review and approval.
8. that an induction of the Rev. Chuck Moon be held at 3 pm on Sunday, September 27, 2026 within St. Andrew's Guelph Presbyterian Church and planning for that service be left in the hands of the Moderator of Presbytery, the Clerk of Presbytery and the Interim Moderator of St. Andrew's Presbyterian Church.

2 Commissioning of Commissioners

Clergy: Hugh Donnelly, Frank Szatmari, Cathy Stewart, Jeffrey Crawford

Elders: Lynda Pinnington, Jean Kramer, Elizabeth Harnum, Gib McIlwrath

### 3 Gather Team

**Recommendation 9:** That the Report of the Gather Team be received and considered.

**Recommendation 10:** That the Minutes of the meeting of March 10,2026 be approved as presented/amended

### Correspondence:

|     |     |    |                      |                                                 |            |
|-----|-----|----|----------------------|-------------------------------------------------|------------|
| 484 | Mar | 11 | Mark Gedcke          | Materials from Shalom Counselling               | Presbytery |
| 485 | Mar | 13 | Victor Kim           | Receipt for Remit Response                      | Clerk      |
| 486 | Mar | 13 | Konnie Vissers       | Cohort Opportunity with Kortright               | Presbytery |
| 487 | Mar | 16 | PCC                  | Insurance invoice                               | Treasurer  |
| 488 | Mar | 19 | Spencer Edwards      | Collective Youth Event                          | Presbytery |
| 489 | Mar | 23 | Nancy Stepien        | Knox Guelph Trust Deed                          | Gather     |
| 490 | Mar | 28 | Margie Warren        | Motion re. MOU with Indwell/Flourish            | Resource   |
| 491 | Apr | 8  | Peter Bush           | Bridge Loan needed to support Mount Forest Sale | Resource   |
| 492 | Apr | 15 | Margie Warren        | Request to move to term eldership               | Leadership |
| 493 | Apr | 15 | Margie Warren        | Revised Trust deed                              | Gather     |
| 494 | Apr | 20 | Peter Bush           | Transition Agreement Knox Waterloo (unsigned)   | Clerk      |
| 495 | Apr | 21 | Kirk Summers         | Petition to Moderate Call                       | Gather     |
| 496 | Apr | 21 | Kirk Summers         | Request to retire                               | Gather     |
| 497 | Apr | 21 | Kirk Summers         | Request to extend Interim Ministry              | Leadership |
| 498 | Apr | 23 | Reuben St. Louis     | Endowed Projects Fund application               | Leadership |
| 499 | Apr | 23 | Theresa McDonald-Lee | Kintail Pulpit Supply availability              | Presbytery |
| 500 | Apr | 24 | Bonnie Street        | Letter of Support Christopher Williams          | Gather     |
| 501 | Apr | 27 | Nancy Nichol         | Support for ECM grant request                   | Leadership |
| 502 | Apr | 27 | Nancy Nichol         | Reps. Speaking in support for call              | Gather     |
| 503 | Apr | 27 | Marjorie Copeland    | Request for Academic degree info.               | Presbytery |
| 504 | Apr | 27 | Hugh Donnelly        | Signed transition Agreement                     | Filed      |
| 505 | Apr | 27 | Courtney Crawford    | Signed transition Agreement                     | Filed      |
| 506 | Apr | 28 | Marjorie Copeland    | Candidates for E&R                              | Presbytery |
| 507 | Apr | 29 | Hugh Donnelly        | Application to Dianne Boyd Fund                 | Leadership |
| 508 | Apr | 29 | Darrell Bierman      | Seeking endorsement to application to E&R       | Gather     |
| 509 | Apr | 30 | David Choi           | Study Leave Request                             | Leadership |
| 510 | May | 1  | Reuben St. Louis     | Awakened Voices Narratives                      | Presbytery |
| 511 | May | 1  | Kathryn Muir         | April changes to the roll                       | Presbytery |
| 512 | May | 5  | Andrew Hyde          | Application to Dianne Boyd Fund                 | Leadership |
| 513 | May | 7  | Nancy Nichol         | Application to Endowed Projects Fund            | Leadership |
| 514 | May | 7  | Teresa Charlton      | Transfer of Fred Speckeen to the bounds         | Gather     |

**Recommendation 11:** That the actions of the clerk in referring correspondence items 484-514 be homologated.

### Future Meetings

Tuesday, May 12, 2026 – 7:00 pm

Gale Presbyterian Church

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June Meeting will be held at Knox Palmerston

- Supper will be served prior to the meeting at 5:00 pm. Those who come for the meal will be asked to RSVP and to contribute to the cost. Watch for detail
- Jeffrey Crawford will open our meeting with a workshop on the new Safe Church initiatives.

September Meeting will be held at Kortright

- We will begin with a workshop based on “Rooted” with Dr. Konnie Vissers

### **Follow up on Disciplinary Actions taken by Presbytery.**

The Clerk has been in communication with several individuals in the national offices and can report the following:

- All the knowledgeable people have affirmed that we have properly disciplined our member.
- They acknowledge that there is some confusion in the Book of Forms about choosing between processing a traditional disciplinary case and a harassment case. The Clerks of Assembly will seek to clear up this confusion at this year’s General Assembly.
- It has been confirmed that our suspension must be reported to all Presbyteries and the Ministry and Church vocation and that our terms apply to any Presbytery seeking to employ the person.
- The suspension had been reported to all Presbyteries and to Ministry and Church Vocations.
- The person cannot be transferred to another Presbytery’s care unless we choose to transfer them

With all of this confirmed, I would recommend that no further disciplinary action is required.

### **Election**

Ballots for moderator will be distributed by email.

### **Closing of the Final Women’s Missionary Society group**

We have heard that the final WMS group in the Presbytery (at Knox Conn) is closing. We are planning to begin our June meeting with a service of thanksgiving for the ministry of the WMS in June and are inviting former members to come and join us and participate if they are able.

### **Request for Retirement**

Kirk Summers will complete his work with St. Andrew’s Guelph (pending other motions to be brought to Presbytery this evening) on September 27, 2026. He has requested permission to retire around that time. Therefore, we bring the following motion. When we dismiss him as Interim Moderator, we will transfer him to the care of the Presbytery of Huron Perth in which he resides.

**Recommendation 12:** That the Rev. Kirk Summer be permitted to retire on September 1, 2026.

**Trust deeds**

We have received revised trust deeds from Knox Guelph and from St. Andrew's Kitchener. They are in good order. We therefore propose the following motion:

**Recommendation 13:** That the revised trust deeds for Knox Guelph and St. Andrew's Kitchener be approved and signed by the clerk.

**Letter of Support for Work Permit and Immigration Application – Mr. Christopher Andre Williams**

Christopher Williams has been operating as a lay minister in Knox Calvin Kitchen and preaching in some of our congregations. He has made a positive impression on many people.

Recently Immigration, Refugees and Citizenship Canada turned him down for a temporary work permit (though his wife was not turned down). Knox Calvin has written a letter of support for him as he appeals this decision and has asked the Presbytery to consider doing likewise.

**Recommendation 14:** That the clerk write a letter of support for the work permit and immigration application of Christopher Williams on behalf of Presbytery.

**Support for Application for Darrell Bierman**

Darrell is a Christian Reformed Church minister who is applying to be received by the Presbyterian Church in Canada. He is required to receive a letter of support from the Presbytery in which he resides. Scott and Jeff have met with him and are very supportive of this application.

Here are a few highlights about Darrell

- 30 years expertise in church planting and congregational leadership with success in implementing mission and vision to reach and disciple unchurched and dechurched people in our region.
- Lead minister of River City Church in Cambridge from 2001 to present. He built this congregation from its start.
- Doctor of Ministry degree from Fuller Theological Seminary
- Master of Divinity from Calvin Theological Seminary

Reasons for seeking to move to the Presbyterian Church in Canada (Darrell's statement).

I was nurtured in the Christian Reformed Church in North America, and it is within that tradition that I first discerned and pursued my call to ordained ministry. Over time, however – particularly in the past several years – I have experienced growing tension between my missional calling and the direction of the denomination. Through prayer, reflection, and leadership experience, I came to the conviction that I could no longer serve with full alignment and integrity within that context.

As I began discerning next steps, I sensed a clear call not to leave the Reformed tradition, but to remain within it – while finding a denominational home that more fully supports my pastoral and missional convictions. In that process, The Presbyterian Church in Canada emerged as a natural and compelling fit.

I have been particularly drawn to the PCC's commitment to holding theological conviction and pastoral humility together, especially in its approach to complex issues. Its desire to maintain unity while allowing space for differing perspectives reflects a spirit I deeply value. I am also encouraged by the PCC's growing multicultural expression, its national focus within Canada, and its openness to ecumenical engagement – all of which resonate strongly with my sense of calling.

In addition, my conversations and developing relationships with PCC leaders and ministers have been consistently encouraging and affirming. Through these interactions, I have come to see the PCC not simply as an alternative, but as a place where I can faithfully live out my calling to Christ-centered preaching, community formation, and mission. For these reasons, I believe the Lord is leading me to continue my ministry within the Presbyterian Church in Canada.

The Clerk and the General Presbyter have met with Darrell individually. Other have met with him on a more informal basis. All speak well of him. We therefore bring the following motion:

**Recommendation 15:** that the Clerk write a letter of support of the application of Rev. Dr. Darrell Bierman.

### **Roll of Presbytery**

The Presbytery has received the certificate of Rev. Fred Speckeen from the Presbytery of Kamloops

**Recommendation 16:** that the Rev. Fred Speckeen be placed on the Appendix to the Roll effective June 1, 2026.

### **Minutes of Doon Presbyterian**

The Interim Moderator has made a special request of the clerk to review the session records of Doon Presbyterian. The Standing Orders give the clerk power to issue in such matters. He has found the records to be neatly and correctly kept with many notes appended.

**Recommendation 17:** that the report of the Gather Team be adopted

#### **4 Treasurer's Report**

2026 Financial Activity to April 30<sup>th</sup>

Attached are the Financial Position (Balance Sheet) and Financial Report (Income Statements – General Fund and New Funds) to the end of April 2026.

Expenditures in April are tracking to the 2026 budget and include the 2 emergency loans to St. Andrew's Mount Forest.

#### **2025 Financial Review**

The 2025 financial review was completed March 26, 2026. Thank you to Vern Platt and Bonnie Street.

#### **First Quarter Assessment Analysis**



Tuesday, May 12, 2026 – 7:00 pm

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Thank you to many congregations who responded to the follow-up email requesting assessment payments. There are a few congregations who still need to address first and second quarter assessment or annual payments

PCC Consolidated Fund The 2026 first quarter results of the PCC Consolidated Fund reduced the market value by \$7,738 and increased the distribution / income by \$4,760 thus the closing balance is \$1,484,303.

Respectfully submitted, David Church, Treasurer

**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.**

Tuesday, May 12, 2026 – 7:00 pm  
Gale Presbyterian Church

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PRESBYTERY OF WATERLOO-WELLINGTON  
STATEMENT OF FINANCIAL POSITION  
as of April 30, 2026

|                               | CHURCH LEADERS |                |              |            |                      |              |                         |                |         |         |           |           | GENERAL |      | PREVIOUS FUNDS |      | ALL FUNDS |        |
|-------------------------------|----------------|----------------|--------------|------------|----------------------|--------------|-------------------------|----------------|---------|---------|-----------|-----------|---------|------|----------------|------|-----------|--------|
|                               | GENERAL FUND   | CU SURPLU FUND | RESERVE FUND | BEING FUND | DIANE BOYD AMPUS FUN | PROJECT FUND | NEW MINISTRYKNOX'S GALI | PRESBYTER FUND | FUND    | FUND    | FUND      | FUND      | FUND    | FUND | FUND           | FUND | Apr-26    | Apr-25 |
| CASH                          | 4,656          | 20,831         | 2,197        | 5,079      | 12,064               | 11,974       | 5,022                   | 9,790          | 18,563  | 50,171  | 140,347   | 233,546   |         |      |                |      |           |        |
| ACCOUNTS RECEIVABLE           | 7,494          |                |              |            |                      | -            |                         |                |         |         | 7,494     | 7,086     |         |      |                |      |           |        |
| ACCURED INTEREST              |                |                |              |            |                      |              |                         |                |         |         |           |           |         |      |                |      |           |        |
| G.I.C.'S                      |                |                |              |            |                      | 180,332      |                         |                |         |         | 55,332    | 235,665   |         |      |                |      |           |        |
| DUE FROM OTHER FUNDS          | 21,349         | -              |              |            |                      |              |                         |                |         |         | 102       | 20,769    |         |      |                |      |           |        |
|                               | 33,499         | 20,831         | 2,197        | 5,079      | 12,064               | 192,307      | 5,022                   | 9,790          | 73,998  | 50,171  | 404,957   | 486,401   |         |      |                |      |           |        |
| LONG-TERM ASSETS              |                |                |              |            |                      |              |                         |                |         |         |           |           |         |      |                |      |           |        |
| NOTES RECEIVABLE(CHURCHES)    |                |                | 75,000       |            |                      | -            |                         |                |         | 699,073 | 774,073   | 835,823   |         |      |                |      |           |        |
| PCC CONSOLIDATED FUND         |                |                | 73,165       | 94,840     | 287,429              | 234,198      | 394,209                 | 80,838         | 188,450 | 131,174 | 1,484,303 | 1,291,372 |         |      |                |      |           |        |
| CORPORATE&GOV BONDS etc.      | 130            |                |              |            |                      |              |                         |                |         |         | 130       | 72,091    |         |      |                |      |           |        |
| ADJUST TO MARKET VALUE        |                |                |              |            |                      |              |                         |                |         |         | -         | 4,384     |         |      |                |      |           |        |
|                               | 130            |                | 148,165      | 94,840     | 287,429              | 234,198      | 394,209                 | 80,838         | 188,450 | 830,247 | 2,258,506 | 2,203,671 |         |      |                |      |           |        |
| FIXED ASSETS                  |                |                |              |            |                      |              |                         |                |         |         |           |           |         |      |                |      |           |        |
| COMPUTER EQUIPMENT            | 2,486          |                |              |            |                      |              |                         |                |         |         | 2,486     | 2,486     |         |      |                |      |           |        |
| LESS DEPRECIATION             | -              |                |              |            |                      |              |                         |                |         |         | -         | -         |         |      |                |      |           |        |
|                               | -              |                |              |            |                      |              |                         |                |         |         | -         | -         |         |      |                |      |           |        |
| TOTAL ASSETS                  | 33,629         | 20,831         | 150,361      | 99,918     | 299,494              | 426,505      | 399,231                 | 90,628         | 262,449 | 880,417 | 2,663,463 | 2,690,072 |         |      |                |      |           |        |
| LIABILITIES                   |                |                |              |            |                      |              |                         |                |         |         |           |           |         |      |                |      |           |        |
| ACCOUNTS PAYABLE              | 1,870          |                |              |            |                      |              |                         |                |         |         | 1,870     | 1,888     |         |      |                |      |           |        |
| OWED TO OTHER FUNDS           | 102            | 20,807         |              |            |                      |              |                         |                |         | 542     | 21,451    | 20,697    |         |      |                |      |           |        |
| LONG-TERM DEBT                |                |                |              |            |                      |              |                         |                |         |         | 33,589    | 36,083    |         |      |                |      |           |        |
|                               | 1,972          | 20,807         | -            | -          | -                    | -            | -                       | -              | -       | 542     | 33,589    | 54,892    |         |      |                |      |           |        |
| FUND BALANCES                 |                |                |              |            |                      |              |                         |                |         |         |           |           |         |      |                |      |           |        |
| OPENING BALANCES              | 14,718         | -              | 150,000      | 100,000    | 300,000              | 450,000      | 400,000                 | 100,000        | 300,000 | 825,266 | 2,639,984 | 2,671,508 |         |      |                |      |           |        |
| CURRENT SURPLUS(DEFICIT)      | 16,939         | 24             | 361          | 82         | 506                  | 23,495       | 769                     | 9,372          | 38,094  | 21,562  | 33,431    | 36,329    |         |      |                |      |           |        |
| PRIOR UNDISTRIBUTED           |                |                |              |            |                      |              |                         |                |         |         |           |           |         |      |                |      |           |        |
|                               | 31,657         | 24             | 150,361      | 99,918     | 299,494              | 426,505      | 399,231                 | 90,628         | 261,906 | 846,828 | 2,606,553 | 2,635,180 |         |      |                |      |           |        |
| TOTAL LIABILITY/FUND BALANCES | 33,629         | 20,831         | 150,361      | 99,918     | 299,494              | 426,505      | 399,231                 | 90,628         | 262,449 | 880,417 | 2,663,463 | 2,690,072 |         |      |                |      |           |        |

| <b>GENERAL FUND FINANCIAL REPORT TO PRESBYTERY of<br/>WATERLOO-WELLINGTON as at April 30, 2026</b> |                     |               |                 |               |
|----------------------------------------------------------------------------------------------------|---------------------|---------------|-----------------|---------------|
|                                                                                                    | <b>GENERAL FUND</b> |               |                 | <b>TOTAL</b>  |
|                                                                                                    | <b>Apr-26</b>       | <b>Budget</b> | <b>Variance</b> | <b>Apr-25</b> |
| <b>INCOME</b>                                                                                      |                     |               |                 |               |
| Assessment Income                                                                                  | 38,106              | 76,630        | 38,523          | 46,520        |
| Interest Earned                                                                                    | 178                 | 150 -         | 28              | 3             |
| Surplus from 2024 & 2025                                                                           | 9,500               | 9,500         | -               | -             |
| <b>Total Income</b>                                                                                | <b>47,784</b>       | <b>86,280</b> | <b>38,495</b>   | <b>46,523</b> |
| <b>EXPENSES</b>                                                                                    |                     |               |                 |               |
| Synod Assessment                                                                                   | 16,795              | 33,590        | 16,795          | 18,098        |
| Grants - Students for Ministry                                                                     |                     | 1,200         |                 |               |
| Grants - Canadian Food Grains                                                                      |                     | 100           |                 |               |
| Assessments and Grants Total                                                                       | 16,795              | 34,890        | 16,795          | 18,098        |
| Clerk's honorarium                                                                                 | 5,146               | 15,438        | 10,292          | 5,040         |
| Treasurer's honorarium                                                                             | 4,084               | 12,252        | 8,168           | 4,000         |
| CPP/EI                                                                                             | 447                 | 1,500         | 1,053           | 438           |
| Liability Insurance                                                                                | 3,867               | 3,750 -       | 117             | -             |
| General and office supplies                                                                        | 172                 | 2,000         | 1,828           | 11            |
| Depreciation                                                                                       | -                   | -             | -               | -             |
| Telecommunications                                                                                 | -                   | 500           | 500             | -             |
| Audit and legal fees                                                                               | -                   | 1,000         | 1,000           | -             |
| Bank interest/charges                                                                              | -                   | 50            | 50              | 17            |
| <b>Administration Expenses-Total</b>                                                               | <b>13,716</b>       | <b>36,490</b> | <b>22,773</b>   | <b>9,506</b>  |
| Travel and mileage                                                                                 | 169                 | 1,500         | 1,331           | -             |
| Meals and hospitality                                                                              | 165                 | 1,750         | 1,585           | 300           |
| <b>Travel - total</b>                                                                              | <b>334</b>          | <b>3,250</b>  | <b>2,916</b>    | <b>300</b>    |
| Commissioner's Expenses GA                                                                         | -                   | 2,750         | 2,750           | -             |
| Conference Funds                                                                                   | -                   | 1,000         | 1,000           | 600           |
| Student Psych. assessments/counselling                                                             |                     | -             | -               |               |
| Visitors and Gifts                                                                                 | -                   | 500           | 500             | 300           |
| 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         |                 |               |
| <b>General expense - Total</b>                                                                     | <b>-</b>            | <b>11,650</b> | <b>9,650</b>    | <b>900</b>    |
| <b>Total All Expenses</b>                                                                          | <b>30,845</b>       | <b>86,280</b> | <b>52,134</b>   | <b>28,803</b> |
| <b>Surplus/(Deficit)</b>                                                                           | <b>16,939</b>       | <b>-</b>      | <b>13,639</b>   | <b>17,719</b> |

Tuesday, May 12, 2026 – 7:00 pm  
Gale Presbyterian Church

6926

**NEW FUNDS FINANCIAL REPORT TO PRESBYTERY of WATERLOO-WELLINGTON**

**as at April 30, 2026**

|                                                      | KCU<br>SURPLUS<br>FUND | RESERVE<br>FUND | CHURCH<br>LEADERS<br>WELL<br>BEING<br>FUND | DIANE<br>BOYD<br>CAMPUS<br>FUND | ENDOWED<br>PROJECT<br>FUND | NEW MINISTRY<br>GRANT FUND | KNOX'S GALT<br>FUND | GENERAL<br>PRESBYTER<br>FUND | PREVIOUS<br>FUNDS | TOTAL<br>Mar-26 | 2026<br>BUDGET   | TOTAL<br>Mar-25 |
|------------------------------------------------------|------------------------|-----------------|--------------------------------------------|---------------------------------|----------------------------|----------------------------|---------------------|------------------------------|-------------------|-----------------|------------------|-----------------|
| <b>INCOME</b>                                        |                        |                 |                                            |                                 |                            |                            |                     |                              |                   |                 |                  |                 |
| Income from induction<br>services & Other Donations  |                        | 430             |                                            |                                 |                            |                            |                     |                              |                   | 430             | 1,000            | 12              |
| Interest Earned                                      | 24                     | 114             | 79                                         | 64                              | 54                         | 22                         | 40                  | 298                          | 78                | 774             | 12,675           | 888             |
| PCC Fund Income                                      |                        | (183)           | (160)                                      | (571)                           | (470)                      | (791)                      | (162)               | (378)                        | 21,484            | 18,770          | 90,500           | (2,246)         |
| PCC Fund Market Value<br>Changes                     |                        |                 |                                            |                                 |                            |                            |                     |                              |                   |                 |                  |                 |
| General Presbyter Interim<br>Moderator Reimbursement |                        |                 |                                            |                                 |                            |                            |                     | 5,013                        |                   | 5,013           | 9,000            | 2,606           |
| Proceeds of Dispositions,<br>Grants & Bequests       |                        |                 | -                                          |                                 |                            | -                          |                     |                              |                   | -               |                  | -               |
| <b>Total Income</b>                                  | <b>24</b>              | <b>361</b>      | <b>(82)</b>                                | <b>(506)</b>                    | <b>(415)</b>               | <b>(769)</b>               | <b>(122)</b>        | <b>4,933</b>                 | <b>21,562</b>     | <b>24,987</b>   | <b>113,175</b>   | <b>1,261</b>    |
| <b>EXPENSES</b>                                      |                        |                 |                                            |                                 |                            |                            |                     |                              |                   |                 |                  |                 |
| Counselling Fees                                     |                        |                 |                                            |                                 |                            |                            |                     |                              |                   | -               | -                |                 |
| Grants to Congregations                              |                        |                 |                                            |                                 | 23,080                     |                            | 9,250               |                              |                   | 32,330          | -                | 13,000          |
| Grants-Renewal Projects                              |                        |                 |                                            |                                 |                            |                            |                     |                              |                   | -               | -                |                 |
| Grants - Post Secondary<br>Students                  |                        |                 |                                            |                                 |                            |                            |                     |                              |                   | -               | 13,000           |                 |
| Grants - U of G chaplaincy                           |                        |                 |                                            |                                 |                            |                            |                     |                              |                   | -               | 9,000            |                 |
| Grants - Other                                       |                        |                 |                                            |                                 |                            |                            |                     |                              |                   | -               | 87,000           |                 |
| <b>Grants - Total</b>                                | <b>-</b>               | <b>-</b>        | <b>-</b>                                   | <b>-</b>                        | <b>23,080</b>              | <b>-</b>                   | <b>9,250</b>        | <b>-</b>                     | <b>-</b>          | <b>32,330</b>   | <b>109,000</b>   | <b>13,000</b>   |
| General Presbyter salary                             |                        |                 |                                            |                                 |                            |                            |                     | 33,821                       |                   | 33,821          | 101,464          | 32,133          |
| General Presbyter pension<br>& benefits              |                        |                 |                                            |                                 |                            | -                          |                     | 8,450                        |                   | 8,450           | 25,613           | 8,055           |
| General Presbyter study<br>allowance                 |                        |                 |                                            |                                 |                            |                            |                     |                              |                   | -               | -                | 1,557           |
| General Presbyter mileage<br>etc.                    |                        |                 |                                            |                                 |                            | -                          |                     | 755                          |                   | 755             | 2,000            | 428             |
| <b>General Presbyter Total</b>                       | <b>-</b>               | <b>-</b>        | <b>-</b>                                   | <b>-</b>                        | <b>-</b>                   | <b>-</b>                   | <b>-</b>            | <b>43,027</b>                | <b>-</b>          | <b>43,027</b>   | <b>129,077</b>   | <b>42,174</b>   |
| Bank interest/charges                                |                        | -               |                                            |                                 |                            |                            |                     |                              |                   | -               | 100              | 135             |
| Visitors and Gifts                                   |                        |                 |                                            |                                 |                            |                            |                     |                              |                   | -               | 250              |                 |
| Contingency                                          |                        |                 |                                            |                                 |                            |                            |                     |                              |                   | -               | 1,000            |                 |
| <b>General expense - Total</b>                       | <b>-</b>               | <b>-</b>        | <b>-</b>                                   | <b>-</b>                        | <b>-</b>                   | <b>-</b>                   | <b>-</b>            | <b>-</b>                     | <b>-</b>          | <b>-</b>        | <b>1,350</b>     | <b>135</b>      |
| <b>Total All Expenses</b>                            | <b>-</b>               | <b>-</b>        | <b>-</b>                                   | <b>-</b>                        | <b>23,080</b>              | <b>-</b>                   | <b>9,250</b>        | <b>43,027</b>                | <b>-</b>          | <b>75,357</b>   | <b>239,427</b>   | <b>55,309</b>   |
| <b>Surplus/(Deficit)</b>                             | <b>24</b>              | <b>361</b>      | <b>(82)</b>                                | <b>(506)</b>                    | <b>(23,495)</b>            | <b>(769)</b>               | <b>(9,372)</b>      | <b>(38,094)</b>              | <b>21,562</b>     | <b>(50,370)</b> | <b>(126,252)</b> | <b>(54,048)</b> |

## 5 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 and elders;
- Creator of intentional processes to support the Presbytery in discernment and action;
- Connect, resource and support discernment and leadership development in congregations.

### **Congregational Support**

2026 remains a season with many congregational matters requiring additional support. While there is greater follow-up, rather than urgency of action, I nevertheless remain engaged in many congregations. 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
- Doon, Kitchener –Interim Moderator and assessor elder
- Harriston- pastoral support, Session support and transition planning with Rev. David Choi
- Knox, Guelph – coaching with their Implementation team about partnerships for ministry
- Contract Renewals- I have been in conversation with Duffs, Rockwood, and Knox Guelph in partnership with the Leadership Team
- Palmerston- special follow-up committee re ministry and finances

### **State of the Presbytery**

A new May 2026 'State of the Presbytery' Report is attached. This report reflects on several significant themes in our Presbytery and emerges related to the difficult conversations that have come on-screen in 2026. It currently invites thoughtful reflection, engagement with the moderator's special committee, and proposes action in June 2026.

### **Gathering of Interim Moderators**

Congregations in transition require the support of the Presbytery and often the 'face of Presbytery' is the Interim Moderator. Therefore, an opportunity to connect with ministers serving in this role is planned for May. This will be an informal and collegial time—space to share stories, insights, and hopes, and to strengthen the relationships that support this work.

### **Benchmarks**

A few congregations have inquired about the benchmark resource that was introduced last year. After conversations and feedback about the best way to support congregations and focus

on the future, we are not going to pursue the benchmarks currently as a whole Presbytery. The 'State of the Presbytery Report' is offered to provide opportunities for intentional reflection and forwarding action.

Therefore, Sessions are welcome to use the benchmark resource as a tool and share results with the General Presbyter if they would find it helpful. At this time, we are not planning to distribute a revised edition to the Presbytery, nor formally request it be completed.

### **Church Policy Information & Review**

During the June meeting of Presbytery, we will provide an information and learning time related to the Safety Policies of the Church: Leading with Care, the Harassment, and the Sexual Abuse and Sexual Harassment Policies. In advance of this meeting, you are encouraged to review the documents: <https://presbyterian.ca/resources/resources-od/safe-church/> This will be an active learning opportunity, so please come prepared to engage as we learn together.

### **6 State of the Presbytery Report**

#### **Introduction**

This report builds upon the initial "State of the Presbytery" (2024), the ongoing work of the General Presbyter, the Congregational Health & Vitality process, the Benchmarking initiative, and extensive engagement with clergy, elders, sessions, and congregations. The past two years have focused on: building relationships, listening deeply, and naming emerging realities.

#### **Current State**

Over the past 17 months, four realities have become unmistakably clear.

#### **1. The System is Overextended**

There are 29 ministries within our Presbytery, including 25 congregations, served by a shrinking and increasingly stretched leadership base, which is not a temporary strain—it is a structural condition. Currently there are 16 full-time ministers on the roll in 14 churches, 6 part-time ministers, and 15 interim moderators (7 IM's serve in other full-time calls).

- A growing number of ministries are:
  - With half the number of active elders, compared to twenty years ago
  - Without called ministers
  - Dependent on short-term or interim arrangements
  - Without the ability to financially sustain any ministerial staff
- A growing number of clergy/elders are carrying unsustainable loads across multiple congregations.

#### **2. The Financial Model is Breaking Down**

Benchmarking and financial data from our congregations confirm consistent patterns:

- Recurring deficits in multiple congregations
- High fixed costs (especially buildings and staffing)
- Limited reserves to account for fewer participants

In many cases, congregations are operating beyond their financial capacity; investments, trusts and legacy gifts balance operational budgets.

### 3. The Parochial Model is No Longer Viable at Scale

The assumption, *one congregation + one full-time minister + one building* is no longer sustainable across most of the Presbytery.

While a few congregations remain relatively strong, the majority are:

- Plateaued or declining in participation & resources
- One resignation, or one less giver away from crisis
- Only seek support or help after crisis, not before

### 4. Resistance to Change is Pervasive

Despite an awareness of decline and conversations about it at the level of Presbytery and most sessions, many congregations continue to prioritize:

- Stability over mission
- Buildings over people
- Familiar patterns over necessary change

Most congregations are choosing to:

- Delay difficult decisions
- Hope for reversal without structural & personal change.

Resistance to change is not due to lack of resources. It is a **leadership and cultural challenge**.

### What Kind of Future Are We Choosing?

The question raised in 2024 remains central: are we pursuing **palliative care or transformational intervention**? Both have a place, and yet we cannot claim to pursue transformation while our choices primarily preserve decline.

Our current trajectory as a Presbytery, if unchanged, will lead to:

- Decision-making that is based in fear or anxiety rather than peace and hope
- Diminished capacity for mission, resulting in discouragement and pessimism
- Increased strain on clergy and elders (leadership) with the potential to lose leaders altogether as the expectations on them become impossible
- Increasing congregational closures that require Presbytery's intervention

*This reality may be disappointing and discouraging for many of us, and clearly naming and accepting our reality, the challenges and struggles we are facing, is an important step to finding a new way forward.*

### What We Are Learning

Through engagement across the Presbytery the following learnings emerge:

- Congregations respond well to **clarity and honesty**

- Many leaders are **more ready for change than assumed**
- Early intervention creates **more options and less conflict**
- **Isolation** is one of the greatest threats to vitality

### **Strategic Direction: From Congregations to a Connected System**

The struggles we are facing invite us to envision a future that is built on:

- Shared ministry models
- Regional collaboration
- Reallocation of leadership and resources
- A redefinition of what constitutes a “church”

### **We Need a Cultural Shift**

Action and innovation will not succeed without a corresponding shift in our values and practices (from → to):

- From **independence** → **interdependence**
- From **preservation** → **mission**
- From **delay** → **timely action**
- From **comfort** → **courage**

A shift in our culture will only be possible with:

- Intentional choices to trust one another
- Willingness to engage conflict even when it is scary, vulnerable, or difficult
- Engaging in the hard conversations in the room together

### **Possible Actions for 2026–2027**

To intentionally create capacity for transformation as a Presbytery, and to begin moving towards a connected system of collaboration, the following actions are presented for Presbytery’s consideration. These are presented humbly so that together we may co-create the future. These are menu options – choice is available, and it’s not possible to do everything.

#### **1. Launch a Fall 2026/Winter 2027 Session Engagement Process**

- The General Presbyter meets with **every Session**, focused on co-creating the future
- Each session will:
  - Engage in a ‘Spiritual Check-Up’ (Alban Resource)
  - Identify current reality (leadership, financial, mission- scorecard)
  - Articulate its trajectory
  - Co-create one transformational concrete next step, for action within 6 months

#### **2. Designate 4–6 Congregations for Immediate Intervention**

- Determine criteria for congregations in critical condition, and meet with them
- Plan:

- A small team to lead action at the Presbytery level
- Intentional space and process for grief and loss
- Structured transition planning within 6 months

Possible outcomes:

- Amalgamations
- Closures
- Property redevelopments
- Re-launch new missions and ministries
- Sell the building and remain a church (house church, renting, etc.)

### **3. Designate 3–4 Congregations to Share Stories of Success**

- Meet with congregations who are flourishing, and listen well
- Plan:
  - Story telling about places of growth, life and faithfulness
  - Where do you see the Spirit moving? How have you joined in what the Spirit is already doing?
  - Share these stories and information with the Presbytery during regular gatherings or special learning hubs

### **4. Shift Assumptions About Ministry Hiring**

- To be approved by Presbytery, full-time and part-time calls must demonstrate:
  - Greater financial stability (ie. Current deficit operating budgets must have a plan for stability)
  - Outward congregational health (adaptability, spiritual practices, community engagement)
  - Alignment with a regional or shared model of ministry

### **5. Training for Transitional Ministry Leaders**

Traditionally, those in church leadership are good at running programs, executing plans and maintaining the system - preservation of stability - which is necessary at a certain stage and terrain. And if the system is in flux, at a decisive moment of change - it needs different kinds of leaders with different capabilities (e.g. navigating uncertainty, complexity, systems thinking, coaching.) Acknowledge that all ministry is transitional and educate and staff accordingly.

- Fall 2026 education event focused on transitional frameworks and learning
- Create a Presbytery team of leaders who can offer perspective, insights and support for transitions
- Could lead to re-imagining the notion of how we understand and process 'calls,' acknowledging that in different 'seasons' different leadership is needed

### **6. Continue to Allocate Presbytery Resources Strategically**

Greater priority on our Presbytery 'Why' and Funds Structure

- Leadership development
- New mission initiatives
- Transitional congregations

Reduce:

- Support for maintenance ministry- no vision, no mission – only Sunday focused
- People resources in congregations that do not have active plans for aligning with the Presbytery “Why” and regional/shared model of ministry

## 7. Re-Establish Regional Discernment Gatherings

- Formalize regional gatherings (at least twice per year)
  - **Guelph-** Kortright, St. Andrew’s, Knox, Rockwood, Eden Mills, Two Rivers, ECM
  - **Northern-** Fergus, Elora, Alma, Gordonville, Arthur, Palmerston, Harriston, Conn
  - **KW-** Elmira, St. Andrew’s, Knox, Joonim, Kitchener East, Calvin, Hungarian
  - **Southern-** Central, Westside, Hespeler, Doon, Duffs, Crieff, Crieff Hills
- Focus on:
  - Spiritual retreat for leaders
  - Shared ministry opportunities
  - Staffing collaboration
  - Strategic property planning

## Principles that Guide Ministry *(from Presbytery Why and General Presbyter Portfolio)*

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

## Conclusion

The Presbytery of Waterloo-Wellington is at a decisive moment. We are not without resources. We are not without leadership. We are not without hope. And we can no longer delay change. The question before us is not whether change will come. It is whether we will lead it faithfully and share it courageously, or be overtaken by it reactively.

Humbly may we act with courage and trust that in Christ, we have a hopeful future, and that endings can become places of resurrection.

### **Recommendations**

**Recommendation 22:** that the 'State of the Presbytery Report May 2026' report be received and considered.

**Recommendation 23:** that the Moderators Special Committee (March 2026), with input from standing committees, bring recommendations for action to the June 2026 meeting.

**Recommendation 24:** that the 'State of the Presbytery Report May 2026' be sent to all sessions and leadership teams within the Presbytery, and the Change Leadership Team (Special Commission of General Assembly) for information.

**Recommendation 25:** That the State of the Presbytery Report be adopted.

#### 7 Leadership Team Report

**Recommendation 26:** That the Report of the Leadership Team be received and considered.

REVELATION 3:8 – Jesus speaking to the Church in Philadelphia (Turkey)

*<sup>8</sup> 'I know your works. Look, I have set before you an open door, which no one is able to shut. I know that you have but little power, and yet you have kept my word and have not denied my name.'*

The Leadership Team had a conversation around these possible criteria:

An attempt to begin building some principles to help think about congregational resources, gospel outreach, and faithfulness. Principles for guiding decisions and figuring how and where to deploy resources human and financial.

1. Congregations that demonstrate they are reaching out with the good news in deed and word should be allowed to use both interest/income and capital (this document distinguishes between Capital and Interest/Income) to build on or to add new efforts.
2. Congregations that do not demonstrate that they are reaching out with the good news in deed and word should not be allowed to use capital simply to maintain the present ministry. They may use interest/income from capital to maintain present ministry.
3. Congregations that do not demonstrate outreach will be provided with a liaison Interim Moderator and the congregation will be expected to find their own supply using a list of names provided by the Interim Moderator. Such Interim Moderators will not work more than an average of 2 hours a week for the congregation.
4. Congregations that demonstrate a readiness to transition from being a club into being a church will be provided with support in the form of increased Interim Moderator support and support from the General Presbyter.
5. Will we allow congregations to borrow from the Presbytery using their buildings as the guarantee of the presbytery being repaid? To do that means that the only way the Presbytery is

paid back is when the congregation dissolves and that location is no longer available for Presbyterian ministry.

### **Study Leave Request**

The Rev. David Choi has requested to take study leave from May 31 to June 6, 2026 in order to read and reflect on Eugene Peterson's *Where Your Treasure Is*

### **RECOMMENDATION 27:**

That the Rev. David Choi's request for study leave May 31 to June 6, 2026 be granted.

### **Presbytery Visitations**

A Visitation to Knox, Palmerston took place on April 7, 2026, another visitation will be needed at a yet to be determined time.

Future Presbytery Visitations in the Fall of 2026 – will be to (Names are a first run):

St. Andrew's Hespeler – Andrew Foster, Sonya McNabb, Cathy Stewart

Westside – Penny Renken, John Dibben, Kees Vandermeij

Duff's – Ann Wilson, John Hake, Frank Szatmari

### **Follow up visit to Central Presbyterian Church, Cambridge**

On the evening of Tuesday, April 28th, Presbyters P. Bush, C. Stewart, and K. Summers shared a time of discussion at the church with nine elders of the Session of Central, Cambridge. This time was further to a recent visitation by the Presbytery and a subsequent decision of the Presbytery, to listen and learn more about the financial realities, and potential possibilities to solve them, regarding Central's \$1.111 million debt remaining from installing a new slate roof. The use of slate was a non-negotiable requirement because of the Heritage designation of the building.

The discussion began with introductions, cordialities and prayer. People from Central introduced how the debt came to be, what has been done about it and what they are thinking and hoping going forward in terms of paying it off. A very helpful, colourful graph with notes was presented by the treasurer of Central which especially noted that \$504K total offering for the Roof Restoration has been given over the last three years, with 237K of this going toward the interest payment on the primary loan, with a rate of prime.

It is readily noted that support for the Life and Work of the congregation and for their mission ministries remains strong. This is very encouraging and the people of Central are commended for their commitment and diligence.

The Presbytery people were clear in stating that the Presbytery does not have funds available (either by grant or loan) to help with the debt for the roof. However, given the new direction and focus of the Presbytery in terms of using its money, there have been and may be in the future opportunities for Central to apply to the Presbytery to receive some money towards its ministries (so that more of their givings can be directed to the roof debt). In this same spirit of *ministry and*

*not mortar*, the people of Central were encouraged to seek our resources and contact people with a focus on *what they do* as opposed to *the place wherein and wherefrom they do it*. The name of Jennifer Astop was especially shared. \* [Obviously, if money is attained to support *ministry*, money Central gave to that can go to *mortar*.]

Central noted they remain hopeful that someone or some party will lend them money at a lower interest rate than they are now achieving.

The Presbyters encouraged the elders to consider how they can contribute their voices to the Presbytery, given their vital ministry.

It was a faithful and fruitful time together. It closed with prayer

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\*Jennifer Astop is the Senior Program Coordinator for Congregational and Community Ministries at The Presbyterian Church in Canada (PCC). Based in the National Office at 50 Wynford Drive in Toronto, she supports church ministries by managing grant applications. Jennifer hosts webinars and provides guidance on the grant application process, including tips for proposals and documentation. She is the primary contact for inquiries regarding: **Supporting Ministry Grants**: For community-focused programs. **New Beginnings Program**: Grants for congregational renewal.

**Avondbloem Experimental Fund**: For innovative ministry projects. **Rural and Remote Ministry Grant**: For summer student positions. She is often involved in webinars reviewing grant opportunities and guiding, such as "[Beyond the Basics: Exploring Grant Opportunities](#)" and "[Grants: How to Apply and the Granting Process](#)"

To contact Jennifer: **Email**: [jastop@presbyterian.ca](mailto:jastop@presbyterian.ca) **Phone**: 1-800-619-7301 or 416-441-1111 (ext. 298)

A Visitation to Knox, Palmerston took place on April 7, 2026, another visitation will be needed at a yet to be determined time.

Future Presbytery Visitations in the Fall of 2026 – will be to:

St. Andrew's Hespeler

Westside

Duff's

The report to Presbytery will begin to put together visiting teams

### **Interim Ministry and Stated Supply Renewals, Extension and Newly Sought**

#### **RECOMMENDATION 28:**

That the Presbytery name a Ministry Contract Administrator. The task being to keep track of beginning and end dates, renewals, extensions, and to remind Sessions and Interim Moderators to provide appropriate material for renewals, extensions and changes. New Interim Ministry and Stated Supply contracts would be managed through the Leadership Team of Presbytery directly. The Ministry Contract Administrator would report to the Leadership Team. This position could be

held by anyone with a heart for the church and who values administrative order. They should be a member of the PCC.

### **Interim Moderator- St. Andrew's Fergus**

The session of St. Andrew's Fergus has been seeking a 'Children & Youth Pastor.' They have received a number of applications including some from candidates who would be eligible for ordination in The Presbyterian Church in Canada. This was not planned, nor expected. As the discernment process continues and a short list is created, candidates remain who would be eligible for ordination. St. Andrew's Fergus is naming this unique situation, which it did not anticipate, and seeks the support of the Presbytery. In light of this reality, it feels helpful to name an Interim Moderator at this time. This would allow for a non-ordination candidate to be selected (the interim moderators job would be done quickly) or the possibility of a search team and session conversation, under the guidance of a representative from Presbytery, to explore a candidate who could be ordained to the role. The position description, compensation and benefits would likely require some changes with the approval of the session.

See role posting here:

<https://presbyterian.ca/job/children-and-youth-pastor/>

### **RECOMMENDATION 29**

That the Presbytery support St. Andrew's Fergus in exploring all candidates, including those for ordination to Word and Sacraments, for the role of Children & Youth Pastor.

### **RECOMMENDATION 30**

That Jeffrey Crawford be appointed as Interim Moderator to St. Andrew's Fergus as of May 12, 2026 to support its search for a Children & Youth Pastor.

### **RECOMMENDATION 31**

That the Interim Moderator report to the June 2026 Presbytery meeting.

### **Interim Moderator Reports**

- Mount Forest and Conn
- Eden Mills
- Hungarian Mission
- Harriston
- Doon
- Alma and Elora
- Rockwood
- Two Rivers
- Duff's
- Crieff
- St Andrew's Kitchener
- Central, Cambridge

- Knox, Guelph
- St. Andrew's, Guelph

**Mount Forest and Conn – The Rev. Peter Bush, Interim Moderator**

St. Andrew's, Mount Forest:

The properties at Mount Forest have been the focus in Mount Forest. The manse sale is solid, although timing issues have arisen because waterlines cross into neighbour's property. The congregation has borrowed \$50,000 from the Presbytery to get through this. Loan should be repaid by mid-May. The church sale accepted in Feb. 2026 has fallen apart. Two potential buyers having a look. The building is being gradually emptied. The second house is not moving, but the church needs to sell first. Keeping up with the sales processes is demanding. The membership has been distributed.

Knox, Conn

Over the Christmas season the furnace at Knox Conn died -- unfixable. All I was told was, the January Session meeting would be in someone's home because the church was cold because the furnace was broken.

At the January Session the Board of Managers report included the following information – they had 4 quotes for a new furnace. They were going to switch from fuel oil to propane, the cost will be about \$6,000. The Board was meeting the next night to finalize all that. Nowhere in the conversation was there the comment -- we should ask for money to help with this. \$6,000 represents 20% of the total income of the congregation in 2024. But they will just do it. Knox, Conn was in discussion with Knox-Calvin, Harriston about a secondment of the Rev. Don McCallum, but that is now off the table. The Knox Session continues to imagine a variety of ways forward.

The leadership is pleased to be part of the Travelling VBS, and is looking forward to trying an evening VBS Aug. 10-14.

**Eden Mills Presbyterian Church -- The Rev. Dr. Linda J. Bell**

Eden Mills continues their faithful worship and service in Christ. Their contributions to PWS&D, Presbyterians Sharing, as well as the Rockwood food bank and the Guelph-Wellington Women in Crisis remain strong and have increased over previous years. Our annual report [Annual Meeting was April 12/26] showed that givings to Presbyterians Sharing came in over the requested amount at \$3259, and the other charities received a total of \$3885. Weekly attendance, including the January-March Zoom worship services, have held steady at 16-19 members and adherents, with Christmas Eve seeing 75 adults and 2 children. Over the past year, we've had 20 folks "check us out", with 13 continuing to worship with us on a fairly regular basis. April 12th, one of our newer attendees joined the congregation by Affirmation of Faith. The session continues to meet bi-monthly and the board of managers has been making upgrades to the building, refreshing the bathrooms, seeing the furnace and oil tank inspected and approved and generally overseeing that everything is in good repair. There will be more upgrades and changes in the near future. The outdated and inadequate sound system will be replaced, hopefully with some financial assistance from Presbytery. When we have a confirmed quote, we'll be making application. Plans are being made to expand our outreach into the community.

The Rev. Dr. Herb Gale leads worship once a month and I conduct the services the other Sundays.

At our annual meeting, it was decided for the third year, that the congregation would worship over ZOOM for the winter months of January through mid-March.

**Hungarian Preaching Point – The Rev. Reuben St. Louis**

The Hungarian Preaching Point continues to meet twice a month for worship at St. Andrew's, Kitchener. Rev. Frank Szatmari leads this ministry both by preaching and providing musical leadership. He also leads Bible study and some emergency pastoral care for the worshipping community. Attendance is around 20 each Sunday but for Easter they had 45 attendees. There is a desire for some of the youth to be confirmed so they are looking at doing a joint confirmation class with Calvin, Kitchener.

**Knox-Calvin Harriston – The Rev. David Choi**

Rev. Don McCallum

This past year has been one of transition and reflection for our congregation. We began this season following the faithful ministry of Rev. Don, whose leadership and care helped shape and sustain this community over many years. We give thanks for his service among us and recognize that this period has invited us to both honor the past and discern God's leading for the future.

**Worship Leadership Plan with Sunday Pulpit Supply**

During this interim time, we have adopted a worship leadership plan that relies on Sunday supply ministers. We are grateful for the variety of voices and gifts that have been shared with us through this arrangement. Each guest preacher has contributed to our worship life in meaningful ways, offering continuity while also bringing fresh perspectives.

We also acknowledge and appreciate the efforts of those within the congregation who have helped coordinate and support this plan, ensuring that worship continues in an orderly and spiritually enriching manner.

**Dave Mallett**

This year has also been marked by loss within our church family. We remember with sadness the passing of Dave Mallett, who served faithfully as an elder. His dedication, wisdom, and quiet strength were a blessing to the congregation, and he will be deeply missed. We extend our continued prayers and support to his family and loved ones. As we move forward, we do so with gratitude for God's faithfulness, trusting that even in times of change, we are being guided and sustained.

May we continue to seek God's direction together, supporting one another in faith, hope, and love.

**RECOMMENDATION 32**

That the Presbytery of Waterloo-Wellington will pay supply and the cost of the Interim Moderator until Aug. 31, 2026, if the congregation of Knox-Calvin Church, Harriston pays the Rev. Don McCallum the stipend and housing established under the Stated Supply Contract until Aug. 31, 2026.

**Doon Kitchener -- Bonnie Street and Jeffrey Crawford**  
**Session**



Tuesday, May 12, 2026 – 7:00 pm

Gale Presbyterian Church

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The assessor session comprised of Bonnie Street and Jeffrey Crawford are grateful for Peter Bush's willingness to join us when the session has needed to meet formally. The session during this season has been meeting on an as-needed basis, seeking to support the people of Doon. A few discrepancies, and missing session minutes, have been noted during this recent transition. Therefore, the assessor session has requested the Presbytery review the session records, and in consultation, has provided the session records to the Clerk of Presbytery.

### Worship

Considering the decision to rescind the stated supply contract, we have moved to weekly pulpit supply for this spring. Doon will join the summer worship experience with other churches for the months of July and August.

### Cemetery

The assessor session desires to communicate with the Presbytery that from 2016 to 2025, an amount totaling \$70,000 was transferred from the cemetery board funds to the church operational account. As such, at the congregational meeting in March 2026 a recommendation was carried "that Doon Presbyterian Church will not receive funds to supplement church operating expenses from the Cemetery in 2026, nor subsequent years." We report that the 40% of funds required for perpetual care, and the interest, are untouched and all reporting to the Bereavement Authority of Ontario (BAO) has been done as required. We continue to emphasize the differentiation between the church and cemetery board.

### Annual Congregational Meeting

The annual congregational meeting took place in March. Reports were received, and a conversation took place about this present moment and the future. There is both a strong will on the part of those at Doon to continue, and a reality that both additional people in leadership and resources will be required. A discussion took place about the need to have differentiated leadership on the board of manager, trustees, cemetery board, and a local session. The annual meeting did not attempt to approve a 2026 budget. A congregational meeting to address the budget is planned for late May. We continue to work with the people of Doon to look at financial procedures and policies.

### Next Steps

Currently one of the most significant challenges relates to people leadership. The assessor session believes it is important for a local session and leadership to exist prior to Advent 2026. We see less Presbytery involvement and the election of a local session as a next step.

### **St Andrew's, Alma and Knox, Elora – The Rev. Dr. Kristine O'Brien**

Both congregations continue to have steady pulpit supply from a variety of ordained and lay leaders. The Sacrament of Communion has been provided according to their established schedules. Programs continue as usual. As of May 2026, Kathleen Sorensen will lead worship three weeks per month, with the Interim Moderator or other leader preaching on the remaining week. It has been made clear to both congregations that this is not a stated supply arrangement, nor is Kathleen their new minister.

### **St. Andrew's, Alma**

The congregation continues to discuss its future. At this time it does not wish to engage in the northern region's shared ministry initiatives but may make its building available to the presbytery's summer vacation bible school program.

### **Knox, Elora**

In the fall of 2025, the congregation held a series of meetings in which they identified and described three possible pathways for the future. Over the winter months, a congregational survey invited people to rank them in the order they believed God was calling Knox to go. They resulted in the following:

**First choice: Knox could begin working with another/other congregation(s)** such as Hope Springs United, St Andrews Alma and Melville United. All of them share values of outreach, faith, Christian values, friendship and music. This would be a good option because of shared ministry, shared costs, people power, friendship and music. Most challenging would be leadership, travelling somewhere else, finances, communication, different rituals/services, required compromises. Together we could hold community dinners, church services, Bible study, vacation Bible school go to seniors homes and take on projects.

**Second choice: Knox could sell the property (the manse and/or church) but still continue as a congregation.** Space would be needed to continue--probably smaller, newer and in good condition. It should have space for dinners and ample parking, require low energy, be barrier free and multi-use. In the right location we could continue with community dinners, outreach, hosting local groups, concerts and worship services. But we might have to stop community dinners, AA, Guides, Brownies etc. There would be proceeds as well as annual interest after the sale and this could be shared with the community and other charities, in outreach, and to pay off debt. The best parts of this plan would be financial viability, moving forward and staying together, moral good and the reduction of stress and frustration. The hardest parts would include giving up the building, decision making, losing members and change.

**Third choice: Create a mission plan with other (non church) partners.** The church building could be turned into a wedding chapel, arts venue, concert hall, tourist destination, recording studio, offices, school (ie Montessori), low cost housing or a museum. But it would likely involve changes to repurpose this building such as parking, removing or repairing the steeple, not having pews anymore, furnace replacement, electrical and heating work, air conditioning and removing Knox identifiers. If the building was renovated or reinvented we be glad because it was still being used and preserved for the future, and happy with new friends, decreased expenses and increased community involvement. But there would be grief over traditions lost, disappointment when the building is no longer at our disposal and frustration over wear and tear of building. It would also be great to move forward and stay together with financial viability and reduced stress.

Two working groups were then appointed, made up of elders and members. Each was given one of the first two options and tasked with gathering concrete facts, numbers, and timelines required to move ahead. The results will be received by the session on Wednesday May 13. We

hope that God's path becomes clearer at that time so that one of the options can be chosen and acted upon in the coming months.

**Presbyterian Church of Rockwood – The Rev. Darrell Clarke**

(For the period Nov. 1, 2025 to April 5, 2026)

Dear Presbyters:

It is my privilege to report to the Presbytery of Waterloo-Wellington on its life and ministry from November 2025 through April 2026. From a spirited Advent and Christmas season to a well-attended Easter and Palm Sunday services, and with exciting changes ahead in music and communications, Rockwood continues to be a place of flourishing faith. What follows is a summary of the congregation's journey over these past several months for the Presbytery's information.

**Celebration**

The Sacrament of The Lord's Table was celebrated on December 7 – Banquet of Peace – with 25 celebrants and again on March 22 – Banquet of Morning Light. Communion is future scheduled for June 21, September 20 and December 9, 2026.

The message series: "How Many Sermons can you fit in a Volkswagen – Flourishing Faith and Abundant Life" ended on November 23. The Advent message series: "Reel Advent – Advent through the lens of Classic Christmas Movies" followed. The Message series for January and February was "The Real Ones" – Jesus Centered Leadership". Focusing on the emerging style of personal leadership in our culture and its strong similarities to the leadership style of Jesus. Services were cancelled due to weather on December 28, January 25. Rev. Darrell was on vacation March 1, 8 and 15. Pastor Bruce Fligg took the pulpit on those Sundays with a Lenten series on the Nature of God.

Effective April 19th, musical leadership will be led by Christina Munroe, an organist and musician from Guelph. Christina has degrees in music and is active in the Guelph classical music scene.

The congregation is excitedly looking forward to Christina's arrival.

The 2025 Advent and Christmas season at Rockwood reflected the strengths of the congregation with a focus on sharing with the community and joyful celebration of the season.

On November 9th the congregation prayed over 63 Operation Christmas Child shoeboxes, seven more than last year and a new high for the congregation. Our annual Christmas Lunch was held on Sunday Dec 14. Our tradition of the Rockwood Christmas Giving Tree continued and the tree was weighed down with dozens of socks, mitts, hats and teddy bears! It was one of the largest contributions of items in many years.

The candlelight Christmas Eve service saw many community and extended family join the congregation and filling the sanctuary. Twelve members of the congregation led the service of readings, prayers, stories and carols. As usual the Christmas Eve offering is donated to the East Wellington Community Services. This year \$912 was received.

The Palm Sunday service was well attended and the Easter Sunday service attendance of 25 was the highest turnout in the last three years. For these two Sundays the church was seasonally decorated with palms and Easter Lilys. The sanctuary is well appointed for the seasons and their particular worship services.

**Direction and Sustainability**

Session met on December 4 January 12 and April 9. It will next meet on May 13, with meetings scheduled for September and December.

The Annual Meeting took place on March 22. Rockwood realized 2025 income of \$64,500 as compared to \$68,500 in 2024 and net income was \$3000. The 2026 budgeted giving's is \$55,000. A base budget of \$48000 was approved. A quarter of the budget will cover all operational expenses (inc. utilities, financial management and cleaning, exterior and interior building maintenance).

Other decisions included contracting out building cleaning and maintenance to an outside firm. This was finalized in early April. The congregation has also set aside funds for the development of a new website and planning is underway. An effort is also ongoing to clean up the church files and records and to keep only those files and historical documents required. Our financial management continues to be outsourced.

### Connecting

A fall visitation of our Rockwood family. who are not able to be with us on Sunday, was completed leading up to Christmas. The sharing of gifts and treats from the congregation accompanied the visits. Another round of visitation with home communion is currently ongoing. On December 28, the funeral of Reba Shultis, 96, who was baptized at Rockwood in 1930, was held. Reba was Rockwood's longest time member at the time of her passing.

On February 28 we celebrated the 103rd birthday of a member of our congregation with a celebration during the fellowship hour attended by most of the membership of the congregation. Continuing 40 families are associated with Rockwood with approximately 60 members.

Rockwood is welcoming new congregants particularly for special services. Young adults now worship regularly with the congregation and at Easter a quarter of the congregation were young adults under the age of 30. The congregation remains engaged and is an important part of the fabric of the Rockwood community. It is now looking forward to planning special events as it celebrates its 100th year in their current facility. The Presbyterian Church of Rockwood continues to be a place of flourishing faith and life, celebrating God's abundance of grace and providence.

Blessings!

### **Two Rivers, Guelph – The Rev. Reuben St. Louis**

Just met with Andrew Hyde this week to see how things were going at Two Rivers. Here is my report.

Things have been proceeding well at Two Rivers under the leadership of Andrew Hyde. The worshipping community continues to grow and shift. What used to be a predominantly adult community is now one that has young families with children. This has prompted the leadership team to recruit someone part-time to help run children's programming. This is just one example of the ongoing re-evaluation of the community's needs and mission that Andrew has been leading them through.

Andrew is about to take a sabbatical as outlined by the United Church of Canada's policies. Pulpit supply, pastoral care and other leadership has been arranged while Andrew is away. When he returns, I will be attending one of Two Rivers leadership team meetings in the Fall.

**Duff's, Puslinch – The Rev. Lisa Dolson, Stated Supply and Interim Moderator**

Duff's congregation gathers to worship, share fellowship, support mission efforts, and faithfully care for one another and the wider community in meaningful ways. In recent months, members have been actively and generously involved in gathering and sharing resources with the Children's Foundation Keep Kids Fed and foodbank initiatives, the Red Clothesline Project, Wyndham House housing items, Guelph Adopt a family Christmas Project, and the Puslinch Happier Holidays program. Worship extends beyond the sanctuary with the Puslinch Remembrance Service, weekly Bible study, and regular worship services with residents and staff at two local nursing homes. In March, Duff's co-hosted a Candlelight Vigil with the Reverends Jen Sokolowsky and Glen Soderholm.

Holy Week was observed including well-attended services. The Good Friday service was shared with Rev Jen Sokolowsky and many from Knox Guelph. The significant gathering in the sanctuary spilled into Nanson Hall to enjoy the pancake brunch, which raised over \$1,000 for Keep Kids Fed.

Alongside the life of worship and outreach, dedicated attention has been given to the stewardship of this congregation's physical and organizational life. The sanctuary ceiling has been repaired, and the fans and heat sensors replaced. The Board has been engaged in thorough and thoughtful work on risk-management initiatives, including the development of fire, health, and safety manuals for the congregation, a review of insurance coverage, and the ongoing updating of the Board of Managers Handbook and Duff's Operations Manual. A new Muster sign has been installed to designate the emergency gathering place, and a fire drill is planned for the coming months.

Through it all, the congregation, led by the Session, continues to demonstrate courage and deep faith as they prayerfully discern the ways in which God is calling and leading them forward. It is a privilege to walk alongside them in this time.

**Knox, Crieff – The Rev. Angus Sutherland, Interim Moderator**

Things are going well at Knox. The Session has been anxious to find a way forward, particularly involving regular, consistent preaching. The Session is working on a contract in the hopes of attracting someone as pastor on a 50% basis. Part of the journey includes increasing the Session, and we are in the midst of electing two new elders. Financially, the congregation has no problems. Mostly, we would like to see more people in the pews on a Sunday morning. The hope is to attract more people and perhaps to get past members back to attending. Some new people attending worship are enthusiastic and eager for growth. All in all, we believe things are looking positive and hopeful.

**NOTE FROM LEADERSHIP TEAM:**

The Leadership Team gave permission to the Knox, Crieff Session to seek for a ½ time stated supply minister on a one-year contract. The income received in 2025 from the investments of Knox, Crieff would cover the cost of one year of ½ time ministry.

Further, the Leadership team conveyed the following to Interim Moderator as guidance as the search begins.



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“It is important that whoever the minister is and the congregation itself understands that at the one year mark the Leadership Team will be asking questions about what are you doing differently because the congregation is reaching out? What are you going to do differently in order to reach out? That there will be some vision casting with hopeful realism. So much like the church in Philadelphia (Rev. 3)

*<sup>8</sup> ‘I know your works. Look, I have set before you an open door, which no one is able to shut. I know that you have but little power, and yet you have kept my word and have not denied my name.*

In other words the new person needs to understand there will be questions -- where has the Spirit given this congregation an open door of opportunity to be the church of Jesus Christ in that context and what is Knox doing to go through that door of opportunity.”

### **St. Andrew’s Kitchener – The Rev. Dr. Jeffrey Crawford**

As Interim Moderator, I continue to moderate the session, support the Interim Ministry, oversee the governance conversation, support the Roy Street Project and the Search for a Lead Minister.

### **Interim Minister**

Rev. Patrick Gushue has settled into the Interim Minister role and is providing support in all areas of ministry at St. Andrew’s. The session and congregation have valued the consistent worship leadership and preaching.

### **Term Eldership**

After many years of discussion, and a focused 3 months of discernment, the session has approved a decision to move to term eldership over the next year. This will include an intentional process of celebrating all those who have served as elders, focused education with the congregation about eldership and a discernment process for electing new elders. Therefore, the session will write to the Presbytery requesting permission to move to term service for elders.

### **Day Care**

As previously reported in the fall of 2025 the session agreed to a LOI (Letter of Intent) with the understanding that we would work with the YMCA to achieve this partnership in 2026. I am pleased to share that the session is now entering a lease with the YMCA to use St. Andrew’s space for a daycare. Following approval at a congregational meeting in late April the session will communicate more formally with the Presbytery. The church is engaged in preparations to welcome the daycare at the end of 2026.

### **Roy Street Project**

The session has also agreed to an LOI (Letter of Intent) with Flourish & Indwell related to the construction and operation of a new building on the church property to support housing needs in the region, especially for adults with exceptional abilities and their families. This emerging partnership is the result of seven years of work, consultation with various entities, including the Presbytery and the national church. As we work towards a lease, we will keep the Presbytery involved, including seeking its support and approval for the lease when the time arrives. The

session has formally communicated with the Presbytery its understanding of the process to follow before a lease would be finalized and signed.

### Updated Trust Deed

The unique role of Trustees has been an ongoing conversation at St. Andrew's during my time as Interim Moderator. The session, and then the congregation, have approved granting the Trustees the ability to make decisions about the use of Trust Funds in unique situations. Therefore, the session will write to the Presbytery requesting its approval of an updated Trust Deed.

### Lead Minister Search Process

The profile for the Lead Minister position remains posted, and the search process continues. We continue to advertise the Lead Minister role in Canada and beyond. A process remains underway to 'revise the roll' in preparation for a call.

## **RECOMMENDATION 33:**

That the Presbytery of Waterloo-Wellington gives permission to the Session of St. Andrew's Church, Kitchener, to move to term service for elders following the process described in the Book of Forms.

### **Central, Cambridge – The Rev. Mark Richardson, Interim Moderator**

The search team at Central PC has been working very diligently for the last several months, and has been receiving profiles and applications from ministers interested in the position of lead minister when their current minister, Rev. Dr. Aubrey Botha, retires in May 2027.

I convened a joint meeting of the Board of Managers and the Session to discuss the potential support package for the new minister. It exceeds the Presbytery requirements for a compensation package.

We continue to meet monthly and while working very hard towards the goal of calling a new minister, the team is at the same time prayerfully focused on seeking the Lord's guidance and will.

### **Knox, Guelph – The Rev. Dr. Glen Soderholm**

Knox Guelph continues its significant transitional journey.

The Session, along with the Interim Minister and Interim Moderator, have done significant work in discerning and addressing key areas (spiritual, institutional, theological, ethical, and economic) which require new learning and/or updated policies. Regular and transparent communication with the congregation on these developments (using meetings, written reports, and intentional conversations) have created an effective feedback loop, which has aimed at preparing prepared the congregation for important changes.

Following last year's decision to sell the property and continue as a congregation, Knox has done courageous work on discerning and implementing next steps for its future story. Knox Having contracted the service of Releven (an organization that consults on transitioning congregations and their physical spaces) to help Knox in the search for a new future. Releven facilitated, a congregational meeting was held in December 2025 where the congregation discussed, and then responded to a poll after discussion the people were polled on several

options which they could pursue (buy a new property; lease space, or partner with another congregation). The poll indicated a strong preference for Knox to explore partnerships, so the New Beginnings Implementation Team has focused on this since January 2026 and have been in conversations and meetings with potential partners in the Guelph area around joining in shared space and/or ministry. They have also established a Real Estate Team which has been tasked with selling the property in downtown Guelph.

In the months following the poll, it has also become apparent that more clarity is needed with regards to future possibilities, so further consultation is being sought to help the congregation find a united way forward.

The recent hiring of Rev. Jen Sokolowsky into a Pastoral Care staff position has been a very positive development in the ministry life of Knox. Furthermore, the Search Team was reconstituted and worked hard to develop a congregational profile to seek a full-time minister of Word and Sacrament, and that profile is now in circulation within the PCC.

Taking into account all these good but challenging developments, Knox would like to extend the contract of Interim Minister Rev. Cathy Stewart, in order to see through the changes begun in and through her very capable ministry. At this point, it is projected to be extended until August 31, 2026, with the proviso, that if no Minister has yet been called, it could extend until the end of 2026, which we hope will give enough time for the Pastoral Search process to be completed.

### **RECOMMENDATION 34:**

That the Presbytery of Waterloo-Wellington extends the Rev. Kathy Stewart's appointment as Interim Minister for Knox Church, Guelph to Dec. 31, 2026. The position shall not end earlier than Aug. 31, 2026. Between Sept. 1 and Dec. 31, 2026 it may be ended on 60 days notice by any party to the agreement.

### **St. Andrew's, Guelph – The Rev. Kirk Summers**

The Interim Moderator reports diligence and care in fulfilling his responsibilities for St. Andrew's, Guelph. The congregation is well. It is excited about the future.

A candidate will preach for the call on Sunday, April 19, 2026, with a congregational meeting to follow. Proper notice has been duly given, the terms of the call and guarantee of stipend, allowances and provisions, as approved by the Session and the Board of Managers, have been circulated, as has been a detailed outline of what will happen at the meeting and why. The Session approved Professing Members Roll is set and has been posted for several weeks.

Pending a vote in favour of a call to the candidate, the Session will forward the call to the Presbytery and ask it to consider the call at an order of the day, on Tuesday, May 12, 2026, within Gale Presbyterian Church, Elmira. Representatives of St. Andrew's, Guelph, at the direction of the Presbytery, are ready to attend and speak if invited to do so.

It is anticipated the new Lead Minister and Head of Staff would commence their ministry at St. Andrew's on September 1, 2026.

A worship service of induction, in the care of the Presbytery, is imagined for 3 pm in the afternoon of Sunday, September 27<sup>th</sup>, 2026, within St. Andrew's, Guelph. At this same meeting,

the interim moderator could be dismissed and placed in the care of the Presbytery of Huron-Perth, his place of domicile being within their bounds.

The above noted, the contract of the Interim Minister requires an extension from August 16, 2026, to August 31, 2026. The Session, in separate correspondence under the hand of the Clerk of Session, will request the Presbytery to proceed accordingly.

The above noted, the retirement of the Rev. Kirk Summers is set for September 1, 2026, with his final Sunday in worship leadership at St. Andrew's being August 16, 2026, this request to be made of the Presbytery in separate correspondence from him.

Person starts September 1, 2026. Interim ministry agreement best to end August 31. Induction imagined for September 27, 2026. Interim moderatorship to end then.

Just waiting to hit the button to send this all to the Clerk after April 19th! - and then to have a well put together Gospel Call to present to Presbytery on May 12th.

### **RECOMMENDATION 35:**

**That the Presbytery extends the Rev. Kirk Summers' appointment as Interim Minister for St. Andrew's Church, Guelph from Aug. 16, 2026 to Aug. 31, 2026.**

### **Grants**

#### **ANNOUNCEMENTS**

- The first window for receiving New Ministry Fund grant requests opens on Sept. 1, 2026. It will be the November 2026 Presbytery meeting at the earliest that any grant recommendations are brought to the Presbytery. And it may take until Jan. 2027 to review the applications.
- The Rev. Diane Boyd Memorial Campus Fund is accepting applications until May 21, 2026. Applications will include:
  1. A two-sentence statement of the purpose of the ministry.
  2. A 250-word description of the activities the ministry undertakes to live out that purpose.
  3. Two stories of the impact the ministry has had in the community gathered around the ministry or in the lives of individual students.
  4. A budget for the ministry, along with the amount being asked for.
  5. All applications, including those from Chaplaincies and other non-congregational Campus ministries, require a letter of endorsement from a Session within the Presbytery.
- Remaining funds in Knox's Galt Fund and Endowed Projects Fund  
Assuming the approval of the two grants that follow. There will be \$750 left in the Knox's Galt Fund for 2026, and there will be \$17,000 remaining in the Endowed Projects Fund.  
Congregation that have received grants in 2026 may apply for second grants. The window for second grants opens on Sept. 1, 2026. Second grants will be reviewed on the first come, first served basis.

## Community Ministry Grant Request – Knox's Galt Fund "Westside Community Connections 2026"

### 1. Overview

Westside Presbyterian Church seeks a \$5,000 community ministry grant to support a year-long outreach initiative Titled "Westside Community Connections." This initiative will create welcoming, faith-centered gatherings designed to strengthen relationships between the church and the surrounding community.

Through seasonal events such as community barbecues, youth invitation days, children's festivals, music nights, and fellowship gatherings, the program aims to build meaningful connections, encourage intergenerational engagement, and demonstrate Christ's love through hospitality and service.

The total projected cost of the program is \$6,667, of which \$5,000 (75%) is requested through this grant, and \$1,667 (25%) will be contributed by Westside Presbyterian Church through church funds, volunteer support, and donations.

### 2. Ministry Vision and Purpose

The vision of Westside Community Connections is to create welcoming spaces where people of all ages—families, youth, seniors, and neighbours—can gather in fellowship, experience Christian hospitality, and build relationships with the church community.

This initiative will:

- Strengthen connections between the church and local residents
- Provide safe and joyful activities for children and youth
- Foster intergenerational relationships
- Encourage spiritual conversations and participation in church life
- Serve the wider community through inclusive events

By combining fellowship, outreach, and ministry, these gatherings will help Westside Presbyterian Church remain a vibrant and welcoming presence in the neighbourhood.

### 3. Program Structure

To simplify planning and maximize impact, the yearly activities will be organized into two main community ministry events.

#### Event 1: Westside Community Festival Series

##### Description

The Westside Community Festival Series will be a collection of seasonal gatherings designed to welcome families and neighbours to the church in a joyful and relaxed environment. These festivals will combine food, music, children's activities, and fellowship.

##### Key Activities

- Children's festival with bouncy castle and games
- Youth invitation days and sports activities
- Family picnic and ice cream fellowship
- Seasonal celebrations

##### Purpose

These events will create an inviting entry point for families and children who may not normally attend church. The relaxed and joyful atmosphere helps to break down barriers and allows participants to build relationships with church members and ministries.

## Event 2: Westside Community Music & Fellowship Night

### Description

Westside Community Music & Fellowship Nights will bring together the community through music, shared meals, and fellowship evenings. These gatherings will include local musicians, church bands, or community performers, creating an uplifting and welcoming environment for worship, conversation, and relationship building.

### Key Activities

- Band night and community music evening
- Community BBQ gathering
- Game night and fellowship evening

### Purpose

Music and shared meals are powerful tools for building community. These evenings will allow neighbours and church members to gather in a relaxed setting where meaningful relationships can form.

## 4. Expected Community Impact

The Westside Community Connections initiative will:

- Engage 200–300 community participants annually
- Provide welcoming family activities in the neighbourhood
- Support youth engagement and leadership development
- Strengthen volunteer participation within the church
- Encourage new families to connect with church ministries

These gatherings will create opportunities for people to experience faith in action through hospitality, fellowship, and service.

## 5. Financial Plan

- Total Project Budget: \$6,667

| Expense Category                                       | Amount         |
|--------------------------------------------------------|----------------|
| Food & Hospitality (BBQs, potlucks, community meals)   | \$2,200        |
| Children's Activities (bouncy castle, games, supplies) | \$1,000        |
| Event Equipment (tables, tents, sound system support)  | \$900          |
| Music & Band Honorariums                               | \$800          |
| Advertising & Community Promotion                      | \$600          |
| Youth Activities & Sports Supplies                     | \$700          |
| Decorations & Seasonal Event Supplies                  | \$467          |
| <b>Total</b>                                           | <b>\$6,667</b> |

|                                    |                |
|------------------------------------|----------------|
| • Grant Funding Request (75%)      | \$5,000        |
| Use of Grant Funds Amount          |                |
| Food & Hospitality Support         | \$1,800        |
| Children's Festival Activities     | \$1,000        |
| Music & Community Band Nights      | \$800          |
| Event Equipment & Rentals          | \$700          |
| Community Promotion & Advertising  | \$400          |
| Youth Activities & Sports Supplies | \$300          |
| <b>Total</b>                       | <b>\$5,000</b> |

- Church Contribution (25%): \$1,667

### RECOMMENDATION 36:

That the Presbytery of Waterloo-Wellington provide a grant of \$5,000 from the Knox's-Galt Fund towards Westside Community Connections 2026 program at Westside Church, Cambridge.

Grant Request from Gale Church, Elmira

The Session of Gale Presbyterian Church would like to submit the following application for a grant from the Endowed Projects Fund of the Presbytery of Waterloo-Wellington. The Life & Mission Committee at Gale Presbyterian Church has been focusing on the issue of mental health. Over the last year they have had community guests come and speak to them about the importance of mental health services in our community. This has led to a decision to support suicide prevention in our community by hosting SafeTalk workshops for the community. The first SafeTalk will be held September 19th with the hope of offering a second workshop at a later date.

What is it?

SafeTalk is a 3.5 hour training seminar that equips people to be more alert to someone thinking of suicide and better able to connect them with further help. The workshop emphasizes the importance of recognizing the signs, communicating with the person considering suicide and getting help or resources for the person considering suicide. By equipping community members with these skills, the hope is to reduce the incidence of suicide in our community.

Why is it important?

In a CBC report from 2019, the Waterloo Region population was reported to have a significantly higher rate of mood disorders, suicidal thoughts and planning. Indigenous, 2SLGBTQI+ and post-secondary students are all groups with an increased risk in our region. The Waterloo Region Suicide Prevention Council has identified "SafeTalk" as an important tool that organizations can use to support those at risk.

How this fits into Gale's Mission?

Gale exists to share the love of Christ with our neighbours near and far. One of the ways that Gale has been doing this for years is through our support for mental health services in our community. Gale was part of an ecumenical project in the 1970s that created the Woolwich Counselling Centre. That support continues today. Recently we have hosted workshops in collaboration with WCC and the local ministerial to help seniors and youth with their mental wellness. In addition, Gale will be hosting its first "Mental Health Awareness" Sunday in May. Suicide prevention also connects with another key initiative that Gale has been working on: becoming a safe and affirming space for 2SLGBTQI+ persons. Gale continues to participate in the local Pride Festival and last year we updated signage to ensure people feel welcome to use whatever washroom they feel most comfortable with. By providing this workshop, we are addressing an issue that significantly affects 2SLGBTQI+ persons. For these reasons, we feel this project is a good fit for our ongoing efforts related to mental health and inclusion.

Community Partners

This training workshops will be hosted in collaboration with Woolwich Counselling Centre, a local mental health care provider. They have offered help with the promotion of the event as well as representation on the planning committee. The local ministerial is supportive of the event and we hope this will be an ecumenical event attended by churches in the community. We also have the support of the local Kiwanis Club who have been focusing on mental health awareness in the community. In addition, we hope there will be an opportunity to make this event available to the local high school.

#### Future Opportunities

The hope is that this project may inspire other congregations to host future SafeTalk training seminars for the community creating a wider community of support for those considering suicide. The collaboration with WCC will build the congregations relationship with the organization and establish Gale as a reliable partner in future mental health programming for the community.

#### Budget

##### Expenses

|                                           |        |
|-------------------------------------------|--------|
| SafeTalk facilitator cost (Sep. 19, 2026) | \$3400 |
| SafeTalk facilitator cost (TBD, 2027)     | \$3400 |
| Refreshments/Facilities                   | \$200  |

##### Funding

|                               |        |
|-------------------------------|--------|
| L&M Committee Fundraising     | \$3000 |
| Presbytery Grant              | \$3000 |
| Local Partners (WCC, Kiwanis) | \$500  |
| Participant registration      | \$500  |

Each SafeTalk program costs \$3400 for the facilitator and support person. Due to the length of the program (3.5 hours), refreshments will also be provided. The event will take place at Gale Presbyterian but their may be incidental costs for an AV technician and/or custodial cleaning. The congregation of Gale will contribute to the program through the fundraising work of Gale's Life & Mission committee. There is a concert in May and another in November. Our hope is that the Presbytery will provide \$3000 toward this project. Further funding is hoped to come from community partners.

We thank the Presbytery for making funds available for projects like the one outlined above and we thank the Resource Team for its consideration in this matter.

#### **RECOMMENDATION 37:**

[That the Presbytery of Waterloo-Wellington provide a grant of \\$3,000 from the Endowed Projects Grant Fund towards the SafeTalk Training program at Gale Church, Elmira.](#)

#### **Grant Application Forms Template**

We have been asked to produce templates for grant applications and that is what follows in the next seven pages. That is followed by a Presbytery Funds one-pager.

Tuesday, May 12, 2026 – 7:00 pm  
Gale Presbyterian Church

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Please read and reflect on – any suggested changes, edits, etc. should be sent to Peter Bush, Lead for Leadership Team by May 21, 2026.

### Waterloo Wellington Presbytery Grant Application Form April 2026 Template

*All grant applications should complete pages 1-4.*

*Applications for Endowed Projects, New Ministries & Knox Galt Funds also require page 5.*

*Applications for the Rev Dianne G Boyd Campus Ministry Fund require page 6.*

*Page 7 is a reference for New Ministries Grant Fund applications.*

|                                                                                                                                                                                                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Name of Congregation(s):</b>                                                                                                                                                                                                              |
| <b>Primary Contact for the Application (elder or minister):</b><br><b>Phone:</b><br><b>Email:</b>                                                                                                                                            |
| <b>Secondary Contact/Contact for Other Congregations Involved (elder or minister):</b><br><b>Phone:</b><br><b>Email:</b>                                                                                                                     |
| <b>Fund Applying For:</b> <i>(please circle/highlight)</i> <ul style="list-style-type: none"> <li>Endowed Projects Fund</li> <li>Knox's Galt Fund</li> <li>New Ministries Grant Fund</li> <li>Rev Diane Boyd Memorial Campus Fund</li> </ul> |

|                                                                                                  |
|--------------------------------------------------------------------------------------------------|
| <b>Project Name:</b>                                                                             |
| <b>Amount of Funding Requested:</b>                                                              |
| <b>In 100-200 words, please describe the project you are hoping to fund:</b><br><br><br><br><br> |

**In the table below, please provide a breakdown of how the funds will be used (ie staffing costs, equipment purchase, hospitality, advertising, etc).**

| Amount           | Use of Funds | Further Details |
|------------------|--------------|-----------------|
| <i>(Example)</i> |              |                 |



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|       |                                 |                                   |
|-------|---------------------------------|-----------------------------------|
| \$450 | Honorarium for workshop speaker | Cindy Lou Who from Dr. Seuss Inc. |
|       |                                 |                                   |
|       |                                 |                                   |
|       |                                 |                                   |
|       |                                 |                                   |
|       |                                 |                                   |
|       |                                 |                                   |
|       |                                 |                                   |

**What are the planned “implementation dates” for this project? Please provide a brief timeline.**

**In 2025, Wellington-Waterloo Presbytery adopted a “Why” statement that acts as a guide for the work we do. Please identify which aspect(s) of this statement your funding request connects to, and briefly describe how your project would help your congregation live into these commitments.**

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

- Being attentive to and naming the ways God is already active and at work within the region (discernment)*
- Focus on living into our calling as a ‘sent people’ who join God’s mission in the world (missional)*
- Moving beyond fear and engaging in risk-taking (discipleship)*
- Learning and experimenting with renewal- new ways, models and practices of being the church (ecclesiology)*
- We seek to build just and respectful relationship with all people, rooted in the love and justice of Christ (Inclusion and reconciliation)*

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**What does success look like for this project? What tangible outcomes do you hope to see as a result of your proposal?**

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**Is this a one-time endeavour or do you hope for this to become an ongoing part of your congregational life/rhythm?**

|  |
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**If you hope for this project to be ongoing, how do you plan to make this project financially self-sustaining?**

|  |
|--|
|  |
|--|

*Question for Endowed Funds, New Ministries, and Knox Galt Applications*

**The above-mentioned funds invite communities to place their projects within a conversation that asks the following questions:**

*Who are we?*

*Who is our neighbour?*

*What breaks your heart?*

*Why are we here in ... (name your location – town or city)?*

*What is God calling us to be and do?*

*What time are we in?*

*Who do we say Jesus is?*

**Please share a brief overview of how your community has explored these questions, and in what ways the answers you have uncovered connect to your project proposal.**

|  |
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*Question for Rev Dianne G Boyd Campus Ministry Fund Applications*

**In addition to the above information, applications for the Rev. Diane Boyd Campus Ministry Fund are asked to share two stories of the impact the ministry has had in the community gathered around the ministry or in the lives of individual students. Please share those stories here.**

|         |
|---------|
| Story 1 |
| Story 2 |

## **New Ministries Fund Evaluation Tool**

*As you complete your application, please consider that the New Ministries Fund uses the following Evaluation Tool:*

Up to 15 points – the proposal demonstrates that an engaged conversation has taken place leading to this grant request. It also demonstrates that some practical exploration of the idea has taken place including connecting with the people the ministry hopes to reach (The Endowed

projects fund is a great place to apply for an exploration work grant.) (there are signs that Jesus has shown up)

Up to 15 points – the proposal identifies leaders passionate about this ministry (people who believe that Jesus has shown up for this ministry)

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Up to 15 points – the ministry reaches outside the walls of the church building doing ministry among the people of the community. (The Church is sent out)

Up to 15 points – the ministry invites people to connect with Jesus (We are sent by Jesus, in Jesus' name)

Up to 10 points – there is committed prayer support for the ministry from persons who will pray regularly for the ministry

Up to 10 points – the proposal has a built-in reflection about what is happening component including the leaders having a mentor/coach

Up to 10 points -- the proposal shows that an existing ministry will provide administrative support and financial support

Up to 10 points – the proposal breathes life and hope from the Holy Spirit

### **Recommendation 38: That the Report of the Leadership Team be adopted.**

8 Commission Re. Knox Waterloo

#### **Report of Commission**

**re: Dissolution of Pastoral Tie between the Rev. Courtney Morris Crawford  
and Knox Presbyterian Church, Waterloo**

On March 10, 2026 the Presbytery approved the Dissolution of Pastoral Tie between Knox Church, Waterloo and the Rev. Courtney Morris Crawford, brought forward by the Intervention Team of the Rev. Lisa Dolson and the Rev. Dr. Peter Bush.

Given the tight timelines between the Feb. 10, 2026 correspondence from the Session of Knox Church, Waterloo to the Presbytery of Waterloo-Wellington and the March 10, 2026 meeting of the Presbytery, there was insufficient time to present recommendations regarding a Settlement Agreement.

The March 10, 2026 meeting of Presbytery named a commission of the Rev. Lisa Dolson, Doug Walker, and the Rev. Peter Bush to negotiate a Settlement Agreement. As a Commission of the Presbytery, the Commission was acting with the power of the Presbytery on the narrow matter of negotiating a Settlement Agreement.

The Commission is reporting diligence and is pleased to report that a Settlement Agreement has been signed by all parties: The Session of Knox Church, Waterloo; the Rev. Courtney Morris

Crawford; and the Presbytery of Waterloo-Wellington. The Rev. Courtney Morris Crawford's last day of work at Knox Church, Waterloo was April 18, 2026. The Agreement recognizes the Intermission which had been previously agreed to by Session and Presbytery; along with holidays. Thus, August 1, 2026 is the day that the Pastoral Tie will be dissolved. The Transition Period will begin on Aug. 1, 2026 and will end not earlier than Sept. 30, 2026 and not later than May 31, 2027. In other words, regardless of the Rev. Courtney Morris Crawford's employment status two months of Transition Allowance will be paid. The Transition Period may continue until May 31, 2027, dependent on the Rev. Courtney Morris Crawford's employment status.

The Commission thanks the Rev. Courtney Morris Crawford and her advocates along with the Session of Knox Church, Waterloo for their engagement and commitment to this process. And the Commission prays for all parties involved, both those involved directly and those involved indirectly.

### **RECOMMENDATION 39:**

**That the Presbytery of Waterloo-Wellington receive the above report for information.**

The Commission now becomes a Committee to glean what can be learned from this situation that might be helpful in future contexts of dissolving of pastoral ties. The Committee hopes to report to the June meeting of Presbytery.

Submitted by:

Peter Bush, Lisa Dolson, Doug Walker

### **9 Resource Team**

The Resource team met on April 27, 2026 at 7:00 p.m. via zoom.

**Recommendation #40: That the report of the Resource Team be received and considered.**

### **Treasurer's Update**

David Church shared that all budgeted items are on track. Six congregations are behind making their assessment payments and reminders have been sent to those congregations.

### **St. Andrews Kitchener - re: expropriation of church property by Region of Waterloo**

Compensation for the expropriation of land at the corner of Queen and Weber St, Kitchener was received from the Region of Waterloo. \$40,000.00 for the sale of the property and \$15,000.00 penalty for lack of notification for the expropriation plus legal fees.

St. Andrew's session approved a motion to invest the \$55,000.00 received in the PCC consolidated funds under the same terms as the Lydia Street and Roy Street Manse Funds.

The Resource Team is in agreement with this decision.

### ***Roy Manse Capital Fund & Lydia Manse Capital Fund***

*These two manse funds were created with the funds from the sale of their respective properties. The net annual investment income received by both of these funds is paid to the Finance Committee to help off-set the housing allowance paid to the Minister(s)."*

### **St. Andrews Roy Street Project - IM report**



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St. Andrew's session has agreed to a Letter of Intent with Flourish & Indwell related to the construction and operation of the new building on the church property to support housing needs in the region for adults with exceptional abilities and their families. As they work toward a lease, they will keep the Presbytery involved, including seeking its support and approval for the lease when the time comes. The session has formally communicated with Presbytery its understanding of the process before a lease would be finalized and signed. The Resource Team confirms that we are in agreement with the process outlined by St. Andrews session.

### **Listing of Knox Guelph building:**

A realtor has been selected - Michael Klein of Cushman-Wakefield. The commercial listing agreement was reviewed by McCarter Grespan. The Resource Team received and reviewed the commercial listing agreement as well. It was reviewed with no changes required and circulated to Resource Team members for approval. Note: Legal fees are paid from the proceeds of the sale.

### **Mt. Forest**

An offer has been received to purchase St. Andrew's and the smaller house adjacent. The closing date is August 31, 2026. An Offer to purchase the manse has been received and it is conditional upon the relocation of the waterline which is on the neighbours property. It is scheduled to be moved prior to May 27, 2026. Mt. Forest has a total loan in the amount of \$50,000.00 that will be paid when the sale closes.

### **Recommendation #41: That the Presbytery homologate the decision to grant a \$25,000.00 loan to Mt Forest**

Moved by D. McCaig/G. McIlwrath that on April 8, 2026 the Presbytery advanced a \$25,000.00 loan to Mt Forest Presbyterian Church for the purpose of moving the water line from a neighbouring property in order to satisfy the condition noted in the offer to purchase.

### **Recommendation #42: That the report of the Resource Team be accepted.**

**Next meeting - June 1, 2026 @ 7:00 p.m. via zoom**

Respectfully submitted,

Doug McCaig

Resource Team Convenor