

The Presbytery of Westminster  
 Regular Meeting via ZOOM  
 December 6 2022

The Presbytery of Westminster met VIA ZOOM on Tuesday, December 6th, 2022 at 7:00pm. Worship was led by the Community Engagement Committee.

### **CONSTITUTION**

The Moderator, Rev. Laurie McKay constituted the Court and opened the meeting with prayer at 7:23 pm.

The following guests attended the presbytery meeting: **Nancy Perry (newly inducted elder West Vancouver Presbyterian)**

### **DOCKET**

It was moved by Martin Baxter, seconded by Pat Dutcher-Walls that the consent agenda below be adopted.

**CARRIED**

#### **Consent Agenda:**

1. that the Docket be as indicated,
2. that the attendance be recorded as those listed on the "Active Hosts Report" for the presbytery ZOOM call,
3. that regrets and requests for permission to withdraw be noted as sent to the clerk of presbytery,
4. that the minutes of the regular meeting of presbytery on November 1, 2022 be adopted,
5. that the correspondence be dealt with as indicated
6. that reports without recommendations be received "for information."
7. that reports with recommendations be received and their recommendations considered,
8. that Larry Eastwood, presbytery treasurer, be permitted to speak to financial issues,
9. that Ian Rokeby, convenor of P&F, sit in correspondence

If the Court is agreed, these motions will be adopted at the beginning of the meeting. Any member may ask for an item on the consent agenda to be withdrawn from this list before it is adopted.

### **ROLL**

#### Constituent Roll:

Ministers-Lydia Bae, Martin Baxter, Dr Glen Davis, Dr. Pat Dutcher-Walls, J. Paddy Eastwood, Mary Fontaine, Dr. Brian Fraser, Ta-Li Hsieh, Geoff Jay, Ross Lockhart, Cal MacLeod, Laurie McKay, Gabriel Snyman, Dr. Richard Toppings, Willem van de Wall, Richard Watson, Dr. Dale Woods,  
 Elders-Melanie Adams, Bob Astop, Nancy Counce, Jason Cheng, John Con, Isabel Evans, Bev Feick, Laurel Gorman, Lorraine Johnson, Lynn Lanaras, Kit Schindell, Ken Sewell, Bev Shepansky, Gordon Shields, Judy Sonachansingh, Susan Stacey, Pamela Wong, Mike Zaine, Claudine Rebosura

#### Appendix:

Murdo Marple, Lip Boon Lee, Jennifer Martin

#### Students:

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Andrea Perrett

Non-voting guests:

Ian Rokeby, Larry Eastwood, Nancy Perry, Sue Harry, Linda Wilson

**REGRETS:**

John Allan, Nicole Pringle, Kate Jordan, Kelly Patrick, Sumarme Goble, Emily Wilson, Morgan Wong, Bob Garvin, Rebecca Simpson

**LEAVE TO WITHDRAW:**

Willem van de Wall (8:30pm)

**Presbytery Correspondence  
 November 1 – December 5, 2022**

<b>Date</b>	<b>Name</b>	<b>Content</b>	<b>Action</b>
01-Nov-22	Claudine Rebosura	Request for Stated supply at First Church, NW	Forwarded to Min Cte
02-Nov-22	Terrie-Lee Hamilton	sp. committee re petition nos 1 and 2	Circulated via newsletter
02-Nov-22	Dale Woods	Slides from Presbytery Nov 1 2022	Circulated via newsletter
08-Nov-22	Terrie-Lee Hamilton	The Committee to Nominate Standing Committees information	Circulated via newsletter
08-Nov-22	Marjorie Copeland	Education and Reception - Information re Candidates	Circulated via newsletter
11-Nov-22	Terrie-Lee Hamilton	Knox College – Pastoral Theology Position info	Circulated via newsletter
14-Nov-22	George Robertson	Gordon PC forwarding the name of Natika Bok to be considered as a candidate for ministry.	Forwarded to SSC Cte.
16-Nov-22	John Popiel	Notice that he drafting an agreement btw PWS&D and the Presbytery re Flood Appeal monies.	received
17-Nov-22	Marjorie Copeland	Additional candidate from E&R	Circulated via newsletter
17-Nov-22	Jennifer Astop	Notice that HM receiving a Supporting Ministries Grant for 2023 - \$67,000	noted

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Martin Baxter (clerk)

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18-Nov-22	John Popiel	Draft Agreement btw PWS&D and Presbytery of Westminster re Flood Appeal funds.	Sent to Paddy Eastwood and Thomas Kim for their comments
21-Nov-22	Mavis Ho	St Andrew's Day letter from SAH	Circulated via newsletter
22-Nov-22	Angus Beatie	Notice that the presbytery's portion of the Dissolution of PEF assets had been sent via FedEx	received
25-Nov-22	George Robertson	Amalgamating Churches Report to Presbytery	For Consideration at Dec mtg of presbytery
28-Nov-22	John Popiel	Confirming that agreement has been sent to director in PWS&D for final approval	received
30-Nov-22	Marjorie Copeland	General Assembly Office request for information about updates to degrees etc	Circulated via newsletter
30-Nov-22	Eileen Sparrow	Minutes of St Aidan's Congregational mtg – Nov 20 2022	Received with thanks
30-Nov-22	George Robertson	Minutes of Gordon Congregational mtg – Nov 20 2022	Received with thanks
1-Dec-22	VST	VST at a glance	Circulated via newsletter
1-Dec-22	Melanie Adams	Minutes of Knox Congregational mtg – Nov 20 2022	Received with thanks
2-Dec-22	Keith Leishman	Letter to Presbytery requesting financial assistance	To be forwarded to Admin Cte for their consideration
2-Dec-22	Ruth Chueh	Roof Replacement Request letter	Sent to P&F
2-Dec-22	Theresa Charlton	Letters of Standing for Jon Wyminga & Shannon Bell Wyminga	Received
5-Dec-22	John Popiel	Agreement from PWS&D to be signed	Signed and returned

## COMMITTEE REPORTS

### STUDENT SUPPORT & CERTIFICATION COMMITTEE REPORT (SSC)

*The report was presented by Brian Fraser, SSC Committee Convener.*

*All motions, unless otherwise noted, were moved by Brian Fraser, seconded by Lydia Bae.*

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Your committee was privileged to interview four additional students under the care of this Presbytery as they prepare for ministry in our denomination. We recertified Shirley Carleton and Afonso Issa last month. This month we are presenting recommendations for the recertification of Nate Hartley, John Carr, and Ben MacRae. We are also recommending an initial certification for Natika Bock, a member of St. Aidan's currently living and working in Kamloops.

### **Ben MacRae**

Benjamin is currently taking 5 courses: Bible 500, Spiritual Formation in Community, Introduction to Christian Worship, PCC Studies - Worship, Creeds, & Confessions and TFE at Northwood United Church. It is certainly a heavy load but he enjoys all the courses, and he's especially a big fan of biblical studies.

He is also serving as a secretary of the VST student association & a Student/Faculty representative. Since he began his study for ministry, he found some other passions besides music. Firstly, Benjamin enjoys preaching. He preached at Brentwood and provided pulpit supply at other churches regularly, and now preaches every other Sunday at Northwood United Church.

Second, he loves to work with youth and young adults. He finds that this generation has an incredibly huge spiritual yearning for the meaning of life, and the church has to go back to its roots about shaping people to follow Jesus and going out to the world, engaging with ecological justice, social movements, and so on. He is currently looking for a Youth pastor position to explore a different area of ministry. And finally, he takes pleasure in pastoral care. It's humbling and a privilege to sit side by side and listen to those who are going through a very challenging time. He finds that pastoral care is becoming his God-given strength, and wants to develop the gift more.

Benjamin believes that his musical talent is such a great tool for ministry and to connect with people; however, at the same time he finds that his background as a musician can be pigeon-holed. Some people do not see him as a pastor but rather a musician or a music director. He is open to summer ministry in the Prairies, in the Maritimes, or in any other part of the country to get a better feel about the PCC.

Benjamin very much appreciates the Presbytery of Westminster for the care of the students. Yet, he thinks that more frequent checking-in with the students might help them better in their ministry formation process because many students face isolation issues.

Benjamin asked to continue to pray for his well being, not only spiritually but also physically.

### **Recommendation #1**

That Benjamin MacRae be re-certified for preparation for ministry in The Presbyterian Church in Canada.

**CARRIED**

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### **John Carr**

John is a member of and recommend by St.Aidan's/Trinity. He is still completing undergraduate courses before officially entering his course of theological studies at VST. He is exploring the path of applying for VST as a General Assembly student.

John's passion is for getting the message of the life-giving Gospel with its "affirming grace" spread more widely through the social media platforms and modes of communication in which he has such deep experience and expertise from his former careers in the movie industry. He has contributed to the production of such initiatives at the Growing Together Churches, St. Andrew's Hall, and VST, as well as for his own networks. He has felt an open and welcoming community in various congregations and agencies of The Presbyterian Church in Canada and wants their work to be known better.

John does have a concern about the future of the church if it does not find new ways of conveying its message. He has been deeply influenced by the ministry of Fred Rogers that went well beyond the confines of the institutional church, yet remained firmly grounded in the Christian faith.

John has a deep call to serve the church, but is still discerning how that can best be done with his gifts and interests. One option is to develop a studio that ministers and churches can use to get their messages out more broadly through digital networks. John feels more comfortable, at this point, behind the camera than in front of it, so he wants to create opportunities and education for others in the world of modern media. Further, he is exploring means of making the digital encounters more dialogical.

John wants to serve. He is not sure, and would welcome dialogue about, where the money, community interest, and additional expertise might come from for this. We encourage those in the Presbytery and beyond to engage with John in exploring options as he continues his study for ministry among us.

### **Recommendation #2**

That John Carr be recertified for preparation for ministry in The Presbyterian Church in Canada.

**CARRIED**

### **Nate Hartley**

Nate completes his course of preparation for ministry in The Presbyterian Church in Canada this year and will be eligible to apply for certification for ordination in The Presbyterian Church in Canada this spring. Whether that is the course of action he chooses to take remains uncertain.

His experience of working in various congregations and ministries of The Presbyterian Church in Canada, as mentioned in previous reports, has not always been positive and that makes him hesitant about serving the denomination in ordained ministry. He has found greater acceptance and scope for his particular passions in ministry for disadvantaged youth in agencies not connected with our denomination. He is

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discerning among a number of options prior to having to make the decision about seeking ordination with us.

As that discernment process proceeds, we support with our prayers and any conversations that might prove supportive.

### **Recommendation #3**

That Nate Hartley be recertified for preparation for ministry in The Presbyterian Church in Canada.

**CARRIED**

### **Natika Bock**

Natika has been recommended for certification for preparation for ministry from the Session(s) of the Growing Together Churches/Trinity.

She resides in Kamloops and currently works full-time as a Community Resource Coordinator with the United Way there and chairs the Community Action Team dealing with the overdose crises in that area. She has held a number of positions of leadership in social benefit organizations dealing with the complex issues of truth, healing, and reconciliation, including those dealing with the impact of the discovery of the unmarked graves in Kamloops. One of the challenges that she relishes in the various networks within which she moves is how to language the Gospel's insights into forgiveness and reconciliation in secular and apocalyptic times as people seek the resilience to recover.

In addition to her work and studies, she is a single mother with an energetic daughter, Eden.

She is an adult convert to Christianity and came into The Presbyterian Church in Canada through the influence of Ross Lockhart's evangelism course. She has been particularly grateful to Ross, Rebecca Simpson, Sumarme Goble, and the leadership team at the Growing Together Churches/Trinity as she transitioned from a congregation that opposed the parallel definition of marriage as approved by The Presbyterian Church in Canada into one that did.

Her affinity has always been with marginalized communities. She is interested in church planting with an approach that emphasizes listening and facilitating rather than controlling and commanding. She longs for and works for a church where the hierarchy is flattened and the inequalities in power are being eliminated.

### **Recommendation # 4**

That Natika Bock be certified for preparation for ministry in The Presbyterian Church in Canada.

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**CARRIED**

Respectfully submitted,

Brian Fraser  
Convener  
Student Support and Certification Committee  
Presbytery of Westminster

### **MINISTRY COMMITTEE REPORT**

*The report was presented by Paddy Eastwood, Ministry Committee Convener.  
All motions, unless otherwise noted, were moved by Paddy Eastwood, seconded by Bev Shepansky.*

The Ministry Committee met on Tuesday November 15, 2022 at 7pm on Zoom.

### **Renewal of Stated Supply Contract Brentwood Presbyterian Church**

The Ministry Committee has received the following request from the Session of Brentwood Presbyterian Church:

Therefore, we request that the Presbytery of Westminster, barring any circumstances that would prevent this, commit to renewing the Stated Supply Agreement for the next five years.

While we appreciate their desire for continuity as they pursue their plans for their renovations, the Book of Forms 213.2 explicitly indicates that Stated Supply contracts must be renewed annually.

*213.2 When it is deemed inexpedient to proceed to call, presbytery may appoint a minister of the church as stated supply for a fixed period not exceeding one year. (Declaratory Act: A&P 1979, p. 239, 88)*

We have informed the session that we will continue to renew their Stated Supply Contract with the Rev. Dr. Brian Fraser annually.

### **Counseling Fund Bank Account**

The Presbytery has a fund designated for counselling of ministers and/or their family members. For the past twelve years, this bank account has had two co-signers: the Revs. Willem van der Westhuizen and Paddy Eastwood. Rev. van der Westhuizen has resigned as a co-signer. Given that the account was in

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White Rock, Revs. van der Westhuizen and Eastwood have closed that account and given the bank draft to the Presbytery treasurer. In the New Year, a new account will be opened in a Mission, BC bank.

**Recommendation 1:** that the Revs. Paddy Eastwood and Rebecca Simpson be authorized to open a bank account for the purpose of re-establishing a confidential fund for counseling.

**CARRIED**

### Helpful Resources

The committee wishes to remind the Presbytery that in the event of illness or disability, our Pensions and Benefits Plan covers Pulpit Supply for up to 17 weeks. The sick leave policy may be found at [Sick-Leave-Policy 1116 Updated.pdf](#) and the form for making pulpit supply claims may be found at [Pulpit Supply 0919 Updated-2022-1.pdf](#). The treasurer makes the claim for pulpit supply. The Treasurers' Guide 2022 may be found at [Treasurers-Guide-2022.pdf \(presbyterian.ca\)](#). Please ensure that your congregation's treasurer is aware of these documents.

We also wish to remind the Presbytery that there are two sources of funding for counseling. Counseling is covered by our Pensions and Benefits Plan through its Employee Assistance Program (EAP): [Information for Active Members - The Presbyterian Church in Canada](#). There are also Presbytery funds designated for counseling expenses. As indicated in our Standing Orders 2b,vii, the Ministry committee shall:

*Administer counselling fund to assist all full-time professional church workers and/or family members to obtain appropriate counselling when needed*

- *The fund is to be maintained annually at \$4000.00;*
- *Full time professional church worker, spouse or dependent family member may approach the convener or vice-convener of the Committee for financial assistance towards the costs of counselling with a qualified counsellor at \$500 per full time professional church worker and \$300.00 per family member.*

The Ministry Committee will meet again on December 13<sup>th</sup> 2022.

### COMMUNITY ENGAGEMENT COMMITTEE REPORT

*The report was presented by Isabel Evans, CEC Committee Convener.*

*All motions, unless otherwise noted, were moved by Isabel Evans seconded by Brian Fraser.*

### Grant Applications

We have no grant application reviews to report this month.

### Affordable Housing



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In 2018 the Social Justice Action Committee conducted a survey of congregations asking which social issues they considered most important. The result was that a strong majority of responding church members and adherents stated that affordable housing was their top concern and priority. The lack of affordable housing in our area has reached crisis proportions. The need for secure housing at a livable cost is one that offers churches a significant opportunity for ministry among vulnerable members of society.

A quick review of the General Assembly's actions and statements on affordable housing reveals the church's actions on this issue from as far back as 1961. In 1987 the GA stated that the lack of adequate and affordable housing had reached a national crisis. It called for increased assistance for private non-profit and co-operative housing developments. It called on congregations and presbyteries to be active in ways to address the housing needs in their own communities.

The decline in worship attendance and financial resources has led to dissolutions and amalgamations of congregations across Canada including here in our presbytery. On Nov. 18, the PCC presented a symposium on the Affordable Housing Crisis in Canada. One of the presentations was by the Rev. Annabelle Wallace who described an imaginative and highly successful redevelopment of a Presbyterian Church property in Edmonton that is now meeting the affordable housing need for refugees and others.

As a result of the 2018 survey's emphasis on affordable housing, our presbytery approved the following recommendation: **“That Presbytery request all congregations considering redevelopment of their land/property to include, as one of their priorities, consideration of ways in which they might help to address the critical lack of affordable housing in their communities.”**

Our presbytery is now dealing with the amalgamation of three congregations in New Westminster/Burnaby, and two in Vancouver. The possibility of selling at least two of the properties involved in those amalgamations, as well as the possibility of the re-purposing of other congregations' buildings/properties, tells us that it is time to remind presbytery of the above recommendation.

It might turn out that re-development of a church property to meet housing needs will not be possible for a number of reasons related to zoning requirements, neighbourhood priorities, etc. But it could also turn out that circumstances might lead to a re-development that could provide affordable housing for some people who are not able to afford the high rent charged for even minimal accommodation.

Even if sale to a developer who is only interested in obtaining the highest possible financial return on their investment is the only option for a congregation, there is still the possibility that a significant portion

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of the sale revenue could be used to contribute to the housing crisis, as well as to other priorities of presbytery.

Land is a gift of God for the purposes of God.

The holding of land is not ownership but a stewardship.

The increasing ministry possibilities of land possession can only continue to increase, given the trajectory of both social and ecclesiastical realities of our day.

Therefore, in keeping with these principles, the CEC recommends as follows:

1. **That presbytery request all congregations and amalgamation committees engaged in conversations about the use of church land and/or buildings, include in those conversations a thorough consideration of whether a faithful stewardship of that land/property might be accomplished through addressing the critical need for affordable housing in their community.**

A friendly amendment was accepted by the mover & seconder to change the word “request” to “encourage”.

**Amended recommendation:**

1. **That presbytery ENCOURAGE all congregations and amalgamation committees engaged in conversations about the use of church land and/or buildings, include in those conversations a thorough consideration of whether a faithful stewardship of that land/property might be accomplished through addressing the critical need for affordable housing in their community.**

**CARRIED**

Respectfully submitted,  
 Glen Davis - Convener

## **VISITATION COMMITTEE REPORT**

*The report was presented by Bev Feick, Visitation Committee Convener.*

*All motions, unless otherwise noted, were moved by Bev Feick, seconded by Gordon Shields*

### **Visitation to Cooke’s Presbyterian Church (on Zoom)**

November 15 2022

Visitation Team:

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Rev. Dennis Howard  
Gordon Shields (lead)

The visitation Team met with Rev. Willem van de Wall who provided an update on the life and work of the congregation over the past four years, and particularly during the past two years through the COVID pandemic.

Willem described Cooke's as a congregation that lives by God's Word. With a mission statement "We strive to be followers of Jesus Christ, live by God's Word and reach out to all people", the congregation focusses on reinforcing a relationship with Jesus Christ through worship, Bible studies and other church events. Outreach has been badly affected because of Covid-19. Prior to COVID, there were fellowship events at the church and services at five local Care Homes on Sunday afternoons, but these were cancelled because of COVID restrictions.

#### Worship & Sacraments:

Willem noted that members' disagreement with the PCC remits on human sexuality have had an impact on their congregation, with twelve people leaving, including two elders. There have also been a number of deaths among long-time members, with a noticeable decrease in the life of the congregation.

There are currently an average of thirty people worshipping in the sanctuary each Sunday with perhaps an additional 20 views on YouTube. The service is livestreamed, and the sermon is posted to YouTube each week. Willem noted that some people have not yet felt comfortable enough to return to live worship since the COVID restrictions were lifted. Social distancing is practiced in the sanctuary, and communion is served in pre packaged, disposable cups.

The worship format is "traditional", in keeping with the dominant perspective of the congregation towards a traditional, conservative theology. Laity-run services are held when Willem is not preaching (Willem is currently Interim Moderator at Langley Church).

Willem feels very well supported by the Session and Board of Managers at Cooke's. The Session and Board along with Willem have been brainstorming ideas for the future direction of the congregation, and plan to engage Rev. Dr. Dale Woods, our Presbyter of Mission and Vision to help them on the path of discernment.

#### Pastoral Care:

Willem makes visits to at least four shut-ins per week, and elders are very good at keeping in contact with their districts.

#### Christian Education – all ages:

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There are currently two ongoing Bible studies, with one group of eight to twelve people meeting on Zoom, led by Willem, and another Ladies Group meeting in person at the church. There is no Sunday School or Youth Group currently operating in the congregation, as there are presently no children or youth attending regularly.

Finances/Stewardship:

Willem noted that church finances are the best they have been in his fifteen years of ministry at Cooke's. This is largely due to a very active rental program in the church building, utilizing much of the space. There are two other churches using the sanctuary on Sundays, with New Life Christian Church at 9:00am and a Korean-speaking congregation at 2pm. In addition, the church rents out much of its available space to a range of groups and agencies. This includes space that was formerly dedicated to the use of the Sunday School. Rental income from this activity generated significantly more revenue in 2021 than did the regular church offering. Willem doesn't believe there is any negative impact on the congregation from this extensive reliance on rental income, and stated that there is still ample space for any church events that may be held.

Mission/Outreach:

Cooke's engages in mission with the Cyrus Center next door to the church building, where Youth are offered support to overcome alcohol and drug addictions.

Administration/Communication/Leading with Care:

The church office is staffed by volunteers who answer the phone. Willem prepares the church bulletin. A monthly Newsletter has just been started to connect with people in the congregation. It is emailed out to the congregation, with some being mailed in hardcopy to people without internet service.

Leading with Care is done through Session and reports are sent to Presbytery as required, with Police record checks in place for people working with the vulnerable in the congregation.

**Meetings with Session and Board**

The Visitation Team met separately with the Session and the Board following the meeting with Rev. van de Wall.

There are currently five elders on the Session at Cooke's Church, and all were present for the meeting with the Visitation Team.

Session members reiterated many of the comments made by Willem during our earlier meeting with him. The congregation has been cautiously restarting following COVID. The congregation is primarily seniors, and they are understandably careful.

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The elders each have a district, typically made up of about ten people or families. The elders noted the decline in church attendance over the past several years. Some of the elders stated that the nature of the remits on human sexuality were a cause for dissention and people leaving the congregation. There was a feeling that there are still others in the congregation who are not pleased with the remits, and may yet leave the congregation. One elder noted that the perception of the Presbyterian Church as a liberal denomination is a liability in a place as conservative as Chilliwack. The consensus of the elders is that the Cooke's congregation is quite conservative in its biblical theology.

There are laity-led services in the sanctuary when Willem is away, and a number of people are available to read a sermon prepared by Willem, or in at least one case, a member of the congregation prepares and presents a sermon themselves. Cooke's Church is also holding joint services with New Life Christian Church during the month of December. Both churches offer traditional style services, and the feeling is they will blend well together.

The church is welcoming to the few visitors who come to Sunday worship. They are always welcomed at the door and someone in the congregation ensures that they are approached and engaged in conversation. Elders are diligent at contacting their districts on a regular basis. There is a Pastoral Committee at Cooke's to take care of Rev. Willem's needs and concerns if there are any. During Session and Board meetings there is a time of prayer for those in the congregation facing illness or other issues.

The Cooke's congregation is comfortable sharing space with other congregations and with the people renting the church for other uses. There was some disagreement on this earlier, but since COVID, the rental income has been a welcome contributor to church finances.

Bible studies are a continuing part of the life of the congregation, with Willem having recently led the study group through the Book of Proverbs, and now starting the letter of James. Prior to COVID, the elders were leading bible studies with their districts. This stopped with the onset of the pandemic, and elders were unsure if it would start up again.

There is a possibility of starting up an evening worship service in January, to see if that might attract some new people to the congregation by giving more options to people with busy lives.

The Visitation team met separately with the Board of Managers following the meeting with the elders. The discussion with the Board focussed on the need for the rental income stream currently in place. It was stated that full time ministry position at Cooke's would not be possible without the rental income.

The congregation also obtains some revenue from the interest on investments in the PCC Consolidated Funds, although this is expected to be less in the next financial year as a result of the market downturn.

The Board members suggested inviting the rental groups to introduce themselves to the congregation, though the method for doing so was not suggested. There was some discussion of a desire to break out of

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the standard owner /tenant relationship. Cooke's advertises in the local paper, recently moving to an advertisement that stands out more prominently on the church advert page. They also advertise the rental groups' meeting times, to help support these groups and also reinforce the significance of Cooke's church in the life of the local community.

The Board supports a maintenance team from the congregation. This team keeps the building in good shape for the congregation as well as the renters. Significant expenses are avoided by doing repair work using the church volunteers wherever possible.

The Board members were grateful to Presbytery for the technology grant of \$2000, offered to congregations at the outset of the pandemic. These funds have been used at Cooke's to purchase equipment that permits livestreaming of the worship service.

### **Recommendation:**

**To give thanks and commend Rev. Willem van de Wall, the Session, the Board of Managers and congregation of Cooke's Church for their commitment to the ongoing life and work of Cooke's Church.**

**CARRIED**

Respectfully submitted

Bev Feick  
 Convenor  
 Visitation Committee.

### **ADMINISTRATIVE COMMITTEE REPORT**

*The report was presented by Martin Baxter, Administrative Committee Convener.  
 All motions, unless otherwise noted, moved by Martin Baxter, seconded by Pat Dutcher-Walls*

### **Collaborating Churches**

At our March 1 2022 regular meeting of presbytery we approved the amalgamation plan for the Growing Together Churches (Knox, Gordon & St Aidan's)

Tonight we are going to hear an update / report from the amalgamating congregation.

*The report was presented verbally by Pat Dutcher-Walls*

**Report from the amalgamating churches of New Westminster and Burnaby  
 Concluding actions needed for amalgamation finalization**

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From PPT: Roadmap to Becoming One

- List to expedite getting to amalgamation:
  1. Vision
  2. Name (consult with members, advise Presbytery, Presbytery “names” us)
  3. Pastoral Leadership: Discernment, Personnel issues
  4. Admin Staff

Report on accomplishments of these points:

**1. Vision – next steps accomplished to further the vision of the amalgamating congregations**

- The congregation accomplished a visioning series of worship services held in May-June of this year; two major results of that process were the articulation of our vision statement: “Trusting in the grace of Christ, we are an inclusive worshipping community, called to serve God’s world with love” and our motto: “... thoughtful minds... compassionate hearts... generous hands.”
- we held a Re-Visioning Sunday worship service on Oct 16, 2022
- at that October service, starting with the four vitalities (relational, missional, spiritual and organizational) we had articulated during Visioning series in May-June, we asked: “What programs or relationships or events would help turn this vision idea into a reality?” and asked people in small groups to name concrete, practical ideas & suggestions
- the many suggestions were collated and will become the focal point for a session retreat in January to engage strategic thinking for the congregation

**2. Name – steps accomplished to ask the congregation “who are we?”**

- Name suggestions generated over the summer by the Joint Session and members
- September 11 – worship service held for “Naming Sunday” during which the 90+ people in attendance in-person and on Zoom took a series of votes
- The ‘winning’ name was Trinity Presbyterian Church, and that is the name we humbly suggest that Presbytery confirm

**3. Pastoral Leadership discernment accomplished**

- Between August and November, both the congregations and the two pastors (Laurie McKay and Cal MacLeod) undertook discernment about pastoral leadership for the congregation.
- Pat DW had earlier consulted with Don Muir in the Clerk’s office who confirmed that if the new congregation wanted to continue with the current pastors, each congregation must vote to approve the leadership of the two pastors and confirm the stipend and benefits for each pastor, and that it will not be necessary to gather member and adherent votes separately.
  - Don advised each congregation would make two decisions.
    1. Accept the two individuals as the ministers of the amalgamated congregation.
    2. Accept the proposed stipend and benefits for the two ministers – to be paid out of the combined budget.
- The Personnel Team drew up a Pastoral Leadership Description, articulating the tasks of the collaborative ministry that has developed in the past two years; this ‘job description’ was fine-tuned by the Joint Session and adopted at the September Joint Session meeting

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- The Personnel Team developed a process for the Session and pastors to jointly undertake the discernment required for both to come to decisions about whether the leadership of the two pastors would continue; this was adopted by the Joint Session:
    - The pastors were asked by the Session to prepare reports on their discernment in these terms: their gifts and skills; their interests and what they would have fun doing; and where the church could grow
    - The Joint Session appointed a six person pastoral discernment conversation team made up of two members from each congregation, at least one of whom was an elder, and asked the chair of the Personnel Team to facilitate the meeting
    - A fulsome pastoral discernment conversation was held with the 7 team members and the two pastors on October 27, 2022; that team unanimously recommended to the Joint Session that Laurie and Cal continue as ministers of the amalgamated congregation, as well as making several other recommendations about strategic planning, transition matters, and pastoral evaluation and support
  - At a special Joint Session meeting on November 8, the session received the report of the pastoral discernment conversation team and the following motion was carried: “Moved by Ian Rokeby, Seconded by Gareth Youdan, that the Joint Session propose to the three congregations to adopt the recommendation of the Pastoral Leadership Conversation Team, as supported by the discernment of Laurie and Cal, that their pastoral ministry among us continue into the amalgamated congregation.”
  - After the pastoral discernment conversation, both Rev. Laurie McKay and Rev. Cal MacLeod confirmed that they were willing to continue in ministry with the newly amalgamated congregation
  - Three congregational meetings were duly announced for November 20, 2022 after worship to be held simultaneously with Pat Dutcher-Walls as Moderator, each congregation being linked to Zoom members in breakout rooms. The following motions were passed by all three congregations (minutes of these meetings can be forwarded as necessary):
    - Having confirmation from the Rev. Cal MacLeod and the Rev. Laurie McKay that they have considered the Pastoral Leadership Description for the amalgamated congregation and they are each agreeable to remaining as ministers for the amalgamated congregation, it is moved by XXX, seconded by XXX, that the members of Gordon/Knox/St. Aidan’s Presbyterian Church agree that the ministries of Rev. Cal MacLeod and Rev. Laurie McKay continue in the amalgamated congregation and that we as a congregation accept them as ministers of the amalgamated congregation.
    - Having confirmation from Rev. Cal MacLeod and Rev. Laurie McKay that they have considered the proposed equivalent stipend and benefits for each of their positions for the amalgamated congregation and they are each agreeable to the proposed stipend and benefits, it is moved by XXX, seconded by XXX, that the members of Gordon/Knox/St. Aidan’s Presbyterian Church accept the proposed total stipend and benefits package in the amount of \$58,627.45 plus \$28,310.59 housing allowance for Rev. Cal MacLeod and \$58,627.45 plus provision of a manse for Rev. Laurie McKay, totaling \$145,565.50 plus provision of a manse, to be paid out of the budget of the amalgamated congregation.
- 4. Administrative and other staff contracts to be renewed by amalgamated congregation as of finalized amalgamation date**



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- In October, the Personnel Team created a job description for a Music Director that was adopted by the Joint Session; one candidate applied for the position, an interview was held by a team appointed by the Session; that team recommended unanimously to the Session that the musician be hired, and a new contract for the Music Director was signed Nov 1, 2022
- The Personnel Team reviewed all the other paid positions at the three congregations (one secretary and three janitorial persons or services) and advised the Joint Session about renewing the contracts for the new congregation. At the Joint Session meeting on November 22, the Session passed a motion that directed Personnel to make new contracts for all the paid positions named, at the current financial level. This will be done so the renewed contracts are ready for the official amalgamation date.

Eileen Sparrow, Clerk of Session St. Aidan's Presbyterian Church  
 Melanie Adams, Clerk of Session Knox Presbyterian Church  
 George Robertson, Clerk of Session Gordon Presbyterian Church

Part of their ongoing process towards amalgamation requires input from the presbytery. Therefore we are bringing the following recommendations.

**Recommendation # 1 That the congregation of Knox Presbyterian Church, the congregation of Gordon Presbyterian Church and the congregation of St Aidan's Presbyterian Church, be amalgamated, effective date January 1 2023.**

**CARRIED**

**Recommendation # 2 That the amalgamated congregation be known as Trinity Presbyterian Church**

**CARRIED**

**Recommendation # 3 That presbytery affirm the decision of Trinity Presbyterian Church to be served by both Rev Cal MacLeod and Rev. Laurie McKay.**

**CARRIED**

**Recommendation # 4 That a service to recognise the formation of Trinity Presbyterian Church, be held on January 8<sup>th</sup> 2023, at 3:00pm, to include the inductions of Rev Laurie McKay and Rev. Cal MacLeod as their pastors.**

**CARRIED**

**Additional Recommendation:**

**Recommendation # 5**

**It was moved by Brian Fraser, seconded by Pat Dutcher-Walls, that a note of thanks be sent to Bruce Cairnie and Dr. Dale Woods, for their hard work in this amalgamation process.**

**CARRIED**

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### **Land Owner Transparency Registry / Report (LOTR)**

The deadline for filing LOTR has come and gone, November 30 2022. Katrina Volkenant, paralegal with “Dejager / Volkenant”, has been working with our congregations to file our reports.

Once the filing has been done Katrina has been sending notice of the filing to each congregational contact. Separate reports are filed for each of the named Trustees of our congregations.

Please take note that included in the email notice Katrina adds the following line:-

*The transparency reports will need to be updated each time there is a change in the trustees. We would be happy to continue assisting the church with these filings as needed.*

I asked Katrina for clarification about the above. In accordance to our Trust Deeds, Trustees should be appointed each year as part of our annual congregational meetings. Let’s consider an example:- In 2022 your congregation appointed three Trustees (Mrs A, Mr B and Miss C). At your upcoming annual congregational meeting in the early part of 2023 one of the above named trustees needs to be replaced, perhaps due to death or because they have moved away. As such at your 2023 annual meeting you name Mrs A, Mr B, **and a new trustee, Mr D.**

Following that congregational meeting you need to do a new LOTR filing for Mr D. You do NOT need to re-file for Mrs A or Mr B.

Katrina is offering to do those re-filings at a much reduced cost than the initial filings since all the documents have already been reviewed etc and this is merely a change of name.

### **LMA Regional Resourcing Grants**

At our last regular meeting of presbytery we proposed the following process for dealing with Regional Resourcing Grant requests.

*As a process to fairly allocate the regional resource grant monies to various requests within the presbytery, we are proposing that grant requests be sent to the clerk no later than Feb 24 2023, and the administrative committee will bring a recommendation to the regular meeting of presbytery on March 7 2023 to seek presbytery approval for the allocations, and the clerk will subsequently apply for the grants.*

At the meeting I said I would follow up with the Community Engagement Committee regarding the process. In addition I came across the following recommendation we passed in December 2019.

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***December 2019 Coordinating Committee report***

- ***Recommendation:*** *Moved by Brian Fraser, seconded by Neil Abramson, that the Coordinating Committee develop a process for the fair application and distribution of the Regional Resourcing Grants.* **CARRIED**

***Notice of Motion :-***

As such, I will move or cause to be moved at a future meeting of presbytery that the following be added to our Standing Orders, to ensure we capture this process for future reference.

**Dealing with LMA Regional Resourcing Grant Requests**

As a process to fairly allocate the regional resource grant monies to various requests within the presbytery, all grant requests must be forwarded to the Community Engagement Committee (CEC) no later than February 1<sup>st</sup> of each year, and the CEC will bring a recommendation to the regular meeting of presbytery in March to seek presbytery approval for the allocations, and the clerk will subsequently apply for the grants.

**Commissioners to 2023 General Assembly**

The deadline for informing the General Assembly Office regarding commissioners for the 2023 General Assembly is January 1 2023.

The Presbytery Clerk is requesting “Power to Issue” in determining the list of commissioners and informing the Assembly Office.

**Recommendation #6** **That the Presbytery Clerk be given power to issue in determining the list of commissioners for the upcoming 2023 General Assembly.**

**CARRIED**

**Upcoming Synod of BC meetings**

From the recent Synod of BC meeting.

*Prior to COVID, the Synod Executive had been looking towards broadening the scope of possible speakers and topics for the Annual Conference. A Planning Team was formed, composed of Rev. Victor Kim, Rev. Paddy Eastwood, and Rev. Rebecca Simpson, to advise the Executive. The original intent was to plan a three-year program centered around the topics of renewal and rejuvenation of congregations.*

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*Funds were re-allocated from the yearly Regional Resource Grant to accommodate additional costs that might be associated with encouraging larger profile speakers to attend. The hosting rotation was also adjusted to encourage Commissioners and lay-leaders from congregations to attend.*

*2022: Westminster (for Kootenay)*

*2023: Westminster*

*2024: Vancouver Island*

*2025: Kootenay (for Westminster)*

*Since those plans were put into place, much has changed. In 2020 the Synod Conference and Annual Meeting was cancelled, and in 2021, the meeting was held entirely online. In addition, Rev. Victor Kim resigned in order to take his new position as Principal Clerk at National Office.*

*The Executive felt that many Commissioners may be COVID-Weary, and in need of re-connecting this year, so a more pastoral program was adopted.*

*The Executive is mindful that many are still not comfortable to gather in-person. This year, the Executive has worked to re-establish the 'usual' pattern of our Annual Conference, offering a hybrid model for parts of the conference to encourage as many to participate as possible.*

*Following our meeting, the Executive will review the success of the conference and meet with the remaining members of the Planning Team to evaluate what is the best approach moving forward.*

*In the meantime, the Executive will be recommending, to set aside a portion of the 2023 Regional Resource Grant for the purpose of moving forward with the Planning Team's original plan, should that be the outcome.*

The Administrative Committee is tasked with bringing forth nominations for standing committees of our presbytery. When we did this in June / September of this year, we did not include the name of someone to be the representative to the Synod Exec. In order to better integrate the planning team with the Synod Exec we are bringing forth the following.

**Recommendation #7 That Rev. Paddy Eastwood be named as the presbytery representative to the Synod Exec, effective immediately.**

**CARRIED**

**Any congregation who would consider hosting Synod in 2023 please inform the Clerk as soon as possible.**

**Notice of Motion :-**

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I will move or cause to be moved at a future meeting of presbytery that the following be added to our Standing Orders, to ensure we capture the need to nominate a Synod Exec representative going forward.

**A. [Admin Cte] Nominating responsibilities**

- I. Bring forward nominations for standing committees at the May meeting of the Court**
- II. Bring forth nominations for Camp Douglas Trustees at the June meeting of the Court**
- III. Bring forth a nomination for a representative to the Synod Exec.**
- IV. Name ad hoc committees, i.e. Church Doctrine, as necessary for specific tasks**

**Presbytery Innovative Ministries**

At our regular meeting of presbytery, Sept 21 2021, we approved the dissolution of PEF/PIM as outlined in the Form of Presbytery Resolution to Dissolve Presbyterian Extension Fund (B.C.) Ltd (“PEF”) and Presbyterian Innovative Ministries (B.C.) Ltd. (“PIM”).

Angus Beattie, President, PEF, sent notice of the completed dissolution of PEF Assets on November 21, 2022. Based on the fact that the Presbytery of Westminster owned three of the total six shares, we have received and deposited a cheque for \$1,407,821.52.

SLC are planning to discuss our use of these funds as part of our overall review of our strategic priorities, at our planned meeting of presbytery, Feb 11, 2023.

In the meantime it seems prudent for us to invest some or all of these funds in a short term high interest fund, and so we are bringing the following recommendation.

**Recommendation #8 That the treasurer, in consultation with SLC (in particular P&F), has the authority to invest some or all of the funds received as part of the dissolution of PEF, for a short term gain, as long as the funds remain accessible and are not tied up in any investment portfolio going forward.**

Amendment(s)

A friendly amendment was accepted by the mover and seconder to insert the words “between now and the 2023 March meeting of Presbytery” after the first “that”

It was moved by Richard Watson, seconded by Paddy Eastwood, that the phrase “**and are not tied up in any investment portfolio going forward**” be replaced with “**going forward beyond the 2023 March meeting of Presbytery**”

**CARRIED**

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### Amended Motion:

**Recommendation #8 That between now and the 2023 March meeting of Presbytery the treasurer, in consultation with SLC (in particular P&F), has the authority to invest some or all of the funds received as part of the dissolution of PEF, for a short term gain, as long as the funds remain accessible going forward beyond the 2023 March meeting of Presbytery**

**CARRIED**

Respectfully submitted,  
**Martin Baxter**  
 Presbytery Clerk

### CENTRAL PC COMMISSION

*The report was presented by Ian Rokeby, Central PC Commission Committee Convener.  
 The report was presented for information only.*

**Presbytery of Westminster  
 Central Presbyterian Church Commission  
 Interim Report**

December 2022

The Commission has continued to work with the congregation and others on the various tasks assigned by Presbytery, and wishes to provide the following interim report to outline progress to date, and provide a perspective on the likely shape of these matters as we approach the end of our work. The following provides an update on the items assigned, structured in keeping with the items in our Terms of Reference. New progress is highlighted in **bold**.

#### **Payment of GST:**

##### **Instructions from Terms of Reference:**

- *Communicate with Bosa the intention to pay the GST bill starting as soon as arrangements can be made...*
- *... this GST payment plan be drawn from CPC funds where possible and where needed, from Presbytery, national church or other funds, creating a payment plan that works within the current and expected funds available to Central and to Presbytery;*
- *That this payment of the GST be a loan to Central Presbyterian Church to the extent that the repayment draws on Presbytery, national church or other funds...*
- *That a payment plan by CPC for the outstanding loan amount be put in place;*
- *Once the GST owing is fully paid, that the Commission require Central Presbyterian to immediately apply for the GST rebate due to them as a non-for-profit organization, and that any monies thus obtained be immediately used as repayment on the loan extended to the congregation by Presbytery*

**Progress to Date:** The GST rebate on the CPC property has been received and used to partially retire the GST obligation to Bosa, leaving a balance owing of approximately \$650,000, for which the congregation is planning

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Martin Baxter (clerk)

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to seek a loan from a commercial financial institution. The Commission has retained, through the congregation, an accounting firm to correct certain items related to the transfer of the church buildings to the congregation in 2018. Together with amended bylaws for the Central Church Foundation (now completed) and a viable operating budget going forward (now feasible due to increased rental revenues), CPC will shortly be in position to negotiate the necessary loan with VanCity. Future annual budgets will need to address the eventual retirement of this debt.

**Outlook: The planned loan from VanCity to allow the retirement of the GST obligation to Bosa cannot be approved until congregational financial statements have been and 2023 congregational budget have been completed. It is now hoped this can be completed in December, and that the loan approval will follow early in 2023.**

### Engage Financial Consultant to Review Assets and Liabilities

#### Instructions from Terms of Reference:

- *... that the Commission seek out, and with the advice and consent of the Clerk, enter into a contract with a 'financial consultant' to do a thorough review of all of the assets and liabilities of Central Presbyterian Church, including all aspects of its finances and building; that the financial consultant be asked to give advice and counsel to the Commission on the full range of financial options available to the congregation, up to and including the sale of one or more parts of the congregation's ownership of its interests in the building...*

**Progress to Date:** This work has been carried out personally by Commission member Dale Woods in consultation with Bosa and professional accounting and legal advice. A commercial appraisal of Air Space Parcel 1 (ASP1), the commercial property owned by CPC and leased to a retail tenant, has provided a value of approximately \$3.5 million, a significant escalation in value since construction. While this lease yields \$100,000 per year toward the CPC budget, there is potential to see significantly more annual revenue if this parcel were sold and the proceeds used to retire the GST loan (\$650,000 approximately) and the remainder invested in the Presbyterian Consolidated Fund. This could set the congregation on a path to a sustainable financial future while simplifying their business operations.

**Outlook:** It is clear that improved cash flow to fund congregational activities could be achieved by selling the ASP1 and possibly the ASP3 parcels, and the congregation will need to take a decision on this soon. In present market conditions it is anticipated that finalizing a sale may take a number of months. The commission is of the view that selecting and implementing a course of action in this regard is a congregational responsibility, and not part of the Commission's mandate. **However, the Commission is of the view that to provide CPC with the necessary cash reserves to address future unforeseen developments, they should move towards liquidating this parcel over the next two years.**

### Session to Cooperate Fully

#### Instructions from Terms of Reference

- *...that the Commission require the Session of Central Presbyterian Church through the efforts of the Interim Moderator of the Session to fully cooperate with all requests for information, documents, and actions needed in relationship to the above actions;*

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**Progress to Date:** The Session has been fully engaged and very helpful to the work of the Commission. They now have an appreciation of the challenges they face and the likely nature of the steps they will need to take in future.

### Congregational Cost Reduction/Revenue Augmentation

#### Instructions from Terms of Reference

- *... that the Commission work with the Session of Central Presbyterian Church through the efforts of the Interim Moderator of the Session to carry out a rigorous, thorough, and immediate program of congregational cost reduction and revenue augmentation to maximize the protection of the assets of the congregation.*

**Progress to Date:** Supported by Commission members (in particular Rev Dale Woods) and Bosa staff, the congregation has made significant progress in reducing their operating costs, and augmenting congregational revenue. **The incumbent treasurer of CPC is resigning effective December 31 of this year. While an outside accounting firm has been retained to address short-term accounting needs, there is a need to recruit or retain a congregational treasurer effective January 1 to allow the continued operation of the congregation.**

**Outlook:** Congregational cost reduction is essentially complete at this time, allowing preparation of a balanced congregational budget for 2023 which addresses both the new GST loan and starting significant contributions to the Capital Replacement Fund needed for future repairs and maintenance. **Over the next few weeks this will be finalized pending congregational approval to support the loan application.** A part-time financial manager (MBA and also a Regent College student) has been retained to oversee the congregation's business matters and ensure that planned financial management measures are implemented. However the Commission is of the view that for the congregation to remain viable over the longer term, a paid minister or other leader will be required, which will increase operating costs somewhat. Provision for this has been made from mid-year 2023 in the planned budget.

### Congregational Viability

#### Instructions from Terms of Reference

- *Parallel to the above actions, that the Commission undertake a thorough and honest review of the viability of the congregation, up to and including the possibility of dissolution the congregation, and bring a recommendation on this matter to Presbytery by the March 2022 meeting of Presbytery.*

**Progress to Date:** Rev. Dale Woods has been working with the Session to clarify their vision and ministry direction.

**Outlook: The Commission is of the view that the future of this congregation will be determined by its ability to secure and sustain effective leadership for its future activities.** In combination with diligent adherence to the cost reductions outlined above, congregational leadership, and increased rental revenues, the Commission is of the view that CPC now has a clear path to sustainability, being that combination of ministry, financial, and partnership initiatives necessary to allow the continuance of their work. To allow the congregation to focus their activities further, the Session is considering collaboration with a Christian housing society to manage the housing units and to expand the ministry that is possible within the housing units. This would advance the mission of the congregation beyond providing below market housing and ensure adequate oversight, not only of the units, but of the ministry related to the people who live in those units.

Sustaining CPC's ministry **to this small group of members and adherents** over the medium term requires intentional leadership and focus on the plans that have now been developed. Erosion of either revenue or



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intentional cost management through inattention can easily challenge this potential. **Equally, ministry leadership will be essential to stabilize and grow the spiritual life of this congregation, and without it we anticipate that this congregation will continue to dwindle in size and energy. It is significant that, given the strong real estate asset values controlled by this congregation, the resources to achieve financial sustainability are very strong, given appropriate restructuring. However,** Congregational leadership will need periodic support to stay on track given the complexity of their operating situation.

### **Report on Possibilities for Financial Future of the Congregation**

#### **Instructions from Terms of Reference**

- *Based on the above actions, that the Commission prepare a report for Presbytery on the full range of possibilities for the financial future of the building, including options such as maintaining the building as a site for ministry under the auspices of the Presbytery, or sale of the building; and that this report about options as they are understood at the date of the report be brought to Presbytery no later than April 2022.*

**Progress to Date:** As discussed above, it now appears that financial operating stability for the congregation can be achieved in 2023, and with strong new leadership can be sustained over time. This would appear to be easier should ASP1 and possibly ASP3 (housing) parcels be sold and invested to maximize cash flow. The congregation will need to determine how to ensure ongoing discipline in their financial management and to confirm their strategy with regard to their non-core real estate assets.

#### **New Developments:**

**Payment of property tax owing:** A previously undisclosed property tax obligation to the City of Vancouver in the amount of approximately \$140,000 dating to 2018 was discovered and paid in time to avoid a property tax sale of the property. This additional unplanned expenditure has further stressed the congregation's cash reserves.

**Flood Insurance Claim:** A settlement in the amount of \$108,000 has been negotiated with the congregation's insurer in lieu of having the organ repaired. This will replenish the congregation's cash reserves, which have been depleted by payments which have been required to settle its financial situation.

**CRA audit:** In early October CPC was advised that CRA wishes to audit the church. We have added the task of responding to this request to the accounting firm retained to amend the congregation's financial statements. This process may delay a number of the intended actions described above, to be confirmed. **In addition, it now appears as a result of this work that CPC may be in arrears with CRA for previous year EI, CPP, and Income Tax remittances for a number of contractors who were erroneously treated as employees. If this proves correct, this will require yet another cash infusion to correct, likely with interest. As a result of the continuing discovery of previously-undisclosed liabilities, the congregational cash situation continues to be under challenge.**

**Update to Bylaws of CPC Foundation:** To address concerns previously identified regarding the requirements for eligibility to become Members or Directors and other matters, a general housekeeping revision of the bylaws of the CPC Foundation, owner of the Commercial Air Space Parcel in the CPC complex, has been completed. These revised bylaws are attached. Highlights of the revisions, with Section Number references, are as follows:

- professing member has been changed to active elder 1.1.(k)
- making the presbytery the first in line re authority 1.2
- clear conditions on borrowing 3.8
- communication of budget to presbytery 3.10
- Authority of presbytery 5. 3
- priority of funds for CRF but allowance for exceptional circumstances 6.2

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- the Foundation falls under presbytery authority in case of discipline 14.4.

The goal was to ensure that the Foundation was responsible not only to the Session but to the Presbytery without curtailing the work of the Foundation.

These amended bylaws were **approved by Presbytery at its November 1 meeting**

**Conclusion:** The Commission has worked diligently, with the cooperation and support of Session and the Congregation, to address the challenges they face. The Commission remains optimistic that they can discharge their tasks **early in 2023**, although the progress of the Canada Revenue Agency audit may impose some delay. We would appreciate your continued prayerful support for this congregation and the work of the Commission.

**Respectfully Submitted**  
**Ian Rokeby, Convenor**

## **STRATEGY AND LEADERSHIP COMMITTEE REPORT**

*The report was presented by Pat Dutcher-Wells, SLC Committee Convener.*

*All motions, unless otherwise noted, moved by Pat Dutcher-Wells, seconded by Susan Stacey*

### **Revisioning Presbytery Strategic Priorities – attachment: Summary of November Visioning**

The Strategy and Leadership Committee met in person on November 21, 2022 to begin planning the process to review and renew the Strategic Priorities of Presbytery. Dale led the committee through a 3-hour discussion on strategic planning, values, priorities for our work together, creating the kind of Presbytery we want to move our common work forward, and, through all this, reviewing our strategic goals. The committee sees our initial discussions as the first step in a larger listening and discussion process with presbytery as whole that is aimed at the Presbytery workshop on Feb 11, 2023. The document accompanying this report, “Summary of November Visioning,” serves as a summary of our meeting and as a first installment guiding our collective thinking towards the Feb 11 workshop. We urge Presbyters to read that Summary and begin thinking through the issues raised therein.

*Reflections from the Strategic Planning Committee Strategic Thinking Day  
 Nov. 21, 2022*

Gordon Presbyterian Church

This report is a short summary of our conversation focused on the strategies of the presbytery. As PMV, I presented some material around the limitations of strategic planning and the more important role of strategic thinking and strategic programming. We reviewed material on what is called triple loop learning which includes three levels of learning:

- Learning required to fix a problem – doing things right. (How to do it?)
- Learning required to understand what caused the problem – doing the right things (what should we do?)
- Learning why we are doing it in the first place – Becoming consciously aware of values and beliefs and being open to redefining what really matters to us.

The first loop assumes we know what the problem is. The second loop opens us up to question our norms and values. The third loop deals with our attitudes and beliefs.

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I noted that the strategies that we have listed as a presbytery describe what we will do, but they don't say what we hope to be. We have answered the 'what' question, but we may not have as much clarity on the 'why' question. What follows are reflections I would like to share with the presbytery.

**A. Considering our Starting Point**

There are two starting points to consider in visioning. One is what is our purpose? The second is, what are our values? Only then are we able to identify what are our next most faithful steps.

The purpose of a presbytery is defined in numerous documents of The PCC. Generally, the answer is that "Presbyteries support and oversee their congregations and ministers." They don't try to duplicate the ministries of congregations or take over the ministries that belong to congregations. "The presbytery's primary role is to care for and oversee ministers and congregations within its bounds."

In the document, Called to Covenant, a fuller description is given:

The covenantal relationships we affirm within The Presbyterian Church in Canada find expression in many aspects of our life together, including the way we make decisions and govern ourselves. We believe that the Spirit of God moves and is discerned within the community of believers. Therefore, one of the ways this denomination seeks to exercise corporate ministry is by governing itself through church courts: sessions, presbyteries, synods and General Assemblies. These bodies are in interdependent relationships of responsibility and accountability to one another. For instance, sessions have responsibility for the congregations that they govern. At the same time, they are accountable for the exercise of their authority to the presbyteries to which they belong. In a similar way, presbyteries have responsibility for the care and good order of the congregations within their bounds and are answerable to the synods to which they belong and to the General Assembly. The interdependence between church courts means that the ministries of any court are broader than the particular decisions it makes and the particular actions it carries out. In fact, the ministries of any court include the ministries of all those under their care. For example, the ministries of sessions include the ministries of all persons under their care. Equally, the ministries of presbyteries include the ministries of all the congregations within their bounds and all the ministers, members and adherent of those congregations. **In fact, presbyteries exist primarily to serve the congregations within them, to equip them for their ministries.** Without congregations, we would not have presbyteries. This structure places church courts in a hierarchy, but never places individuals in a hierarchy. In fact, the same individuals often serve in courts at different levels. Within any particular court, all members serve as colleagues. Each one has an equal voice and vote, "to take away all occasion of tyranny."

A presbytery is only as healthy and dynamic as the congregations or recognized ministries within it. If serving congregations and equipping them for their ministries is our primary focus, it should also be expressed in our strategies. Straying from our central purpose runs the risk of over-extending our resources, both personal and financial, or duplicating ministries that are part of congregational life. A key question for the presbytery to ask is 'How can we better support the congregations (ministers, elders, congregants) and ministries in our midst?' How would we know what that support should be or how it should be expressed?

**B. Considering our Values**

While strategies are important, they are not the starting point. The starting point is our values. The key question to any plan is, "What really matters to us?"

A vision includes both a sense of a preferred future as well as how we function together to get there. How we function flows out of our values. It is up to the presbytery to determine the four to six key values that describe its work and which can help create the culture that moves the vision forward.

While it is up to the presbytery to determine the four to six values, there are basic questions that can help us have a fuller conversation about what we value most. These include:

- What are the characteristics your best presbyters exhibit?
- What jokes do you tell about yourselves?
- What are common phrases used in this group?
- What were the values of those who started this presbytery?
- What values are most important to you?

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- What are the best stories you hear in this presbytery?
- What does this presbytery look like when it is at its best?
- What are the values we see in the life of Jesus?

Our own list included things like:

- Listen well
- Come prepared
- Thoughtful
- Caring
- Kindness
- Inspired by God's vision
- Seeking to follow God's way
- Knowledgeable
- Collaboration
- Prayerful
- Connectedness
- Meaningful worship
- Compassion
- Wisdom of the group
- Support of one another
- Trust

What values have the greatest priority in our work together? Which values may need to be given greater priority? What values are the values that are true for us today and which values are aspirational? Of all the values we might list, what are the four values that are driving force of this presbytery? Are these four values the values going forward, or should other values present in our work be given greater focus and attention?

### **C. Moving Forward**

The temptation is to let our heads move faster than our hearts want to go. Reflecting on our next most faithful steps is spiritual work. It calls us to:

- Engage in the kind of conversations that open the possibilities for new ways of imagining our participation in God's work in the church and the world that leads to a more abundant life for all. (Strategic Thinking)
- Consider the steps necessary to achieve the larger strategies, including allocation of priorities, resources, and structural changes that may be necessary. (Strategic Programming)
- Create the culture we want realizing that the successful journey toward a vision for the future is intimately connected to how we function together. (Strategic values)

Our goal is not to redo work that has already been done but it does invite us to review the previous strategic goals that have been articulated. The questions around these strategies are:

- Are these still the strategies for moving us forward? If not, why not? If so, on what basis do we make that judgment? Has any new learning over the past 4 years taught us to reconsider these strategies? Where are we now vs where were we then?
- Where have we made progress? Is there work in progress from these strategies that needs greater attention now? What has facilitated that progress?
- Where have we not made progress? Do we know why?
- Where might we find ourselves hesitant in moving any one of these strategies forward? Why?

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- What are the steps we envision in moving these strategies forward? (This is the area of strategic programming. What allocation of resources are required? What distinguishing of priorities amongst the priorities is required? What structural changes, if any, are required?)
- What have we learned in the last five years?
- What do our congregations need from us, and how would we know?
- How do these strategies align with our primary purpose?

#### D. Summary

If we work through these various questions, we will have:

- A clearer picture of the kind of presbytery we are seeking to create
- A clearer idea of the values that will drive us forward
- A revised sense of our strategies and a clearer idea of how we will prioritise them, and the steps and resources necessary to move them forward, including financial resources.

Somewhere along the way our mental models of success and failure will show up. It's worthwhile, then, to try to define what success looks like for us. I think the following is helpful.

*If we're constantly looking at our win loss record to determine whether we are doing well, we're not looking at the right barometer. If you're always striving to achieve a success that is defined by someone else, I think you'll always be frustrated. There will never be enough championships, never enough wins. And when you finally attain them, if you're lucky enough to do so, they'll only be numbers. Somebody will say you were great or successful, but ultimately you will know it's an empty success. The only way to get around such an unhappy ending is to continually define your own success. Your definition of success should have more depth than the equivalent of winning a national championship. It should be whatever passion moves you deep in your heart.<sup>1</sup>*

As we work together to name, refine, and engage in intentional ministries together, perhaps we do well to pray this prayer by Walter Brueggemann.

#### **Your command is garbled**

We imagine you coming into the barracks with your insistent demand.

We imagine you addressing  
 the sun to 'move out,'  
 the sky – 'let there be light'  
 the sea – 'stand back'

We imagine you addressing Israel, 'be my people,'  
 and the church 'follow me.'

We even imagine you addressing us, each of us and all of us  
 with your order of the day.

We imagine...but the din of other commands,  
 of old loyalties and unfinished business  
 and tired dreams  
 cause us not to hear well, not to listen, not to notice,  
 and your command is garbled.

So come again with your mandate, with the clarity of your imperative.

We listen, because we know in deep ways that your yoke is easy  
 and your burden is light.

Come among us, because we are yours, and ours is a listening mood.

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<sup>1</sup> Mike Krzyzewski, five-time national champion basketball coach (Duke University) cited in Inner Excellence by Jim Murphy p. 16 Kindle Edition

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Give us ears and then hands and hearts and feet for your good news. Amen.<sup>2</sup>  
 D. Woods

***New Witnessing Communities Grant Program – attachment: New Witnessing Communities***

After two months to garner comments, the Committee now brings this document for approval by Presbytery. The Committee will follow up with names of persons willing to act as a grant selection committee for this program.

**Recommendation 1 That Presbytery approve the New Witnessing Communities document for use in supporting new witnessing communities within the Presbytery.**

**CARRIED**

***Property & Finance Report – attachments circulated with the docket:***

***Development Risk Mgt by Stage;***

***Risk Mgt Orientation PPT;***

***Manse Funds Discussion Paper***

Property & Finance met November 21, 2022 to review a number of matters. Recommendations and key points for information. Respectfully Submitted, Ian Rokeby

**Building Project Risk Management Guidelines:** A briefing webinar on this document was held November 12, with over 20 people in attendance. The Zoom recording of this webinar is available through the Presbytery Zoom page. P&F proposes to table these at Dec 6 Presbytery meeting, with intent to recommend adoption as Presbytery policy at January Presbytery. This will provide further opportunity for interested individuals to review and provide comment. These guidelines should be considered a “living document” and will be revised as we learn more.

**Recommendation 2: that the current version of the draft Building Project Risk Management Guidelines be tabled and commended to Presbyters and other interested parties for review, and that, subject to further comment or revision, this version will be brought to January 2023 Presbytery for adoption.**

**TABLED**

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<sup>2</sup> P. 52 Awed to Heaven, Rooted in Earth

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**Manse Fund Policy Review:** P&F intends to take up this matter in 2023, with a view to developing a revised policy regarding congregational use of manse and other legacy funds. The attached discussion paper is commended to Presbyters for review and comment to inform this process.

Discussion Paper: Revising Westminster Presbytery Standing Orders for Use of Manse Funds

**Preamble:** At present, Westminster Presbytery (“Presbytery”) Standing Orders do not permit the use of Manse Funds for other than payment of housing costs to an incumbent minister. Given the significant increase in property values in the Presbytery, the balances of some Manse Funds are so large that annual housing withdrawals do not fully tap the annual growth from prudent investment of these funds. This raises the specter of substantial pools of legacy congregational resources growing indefinitely, with no opportunity to tap them, becoming a “stranded asset”, while other legitimate congregational needs go unmet.

At the same time, the current restrictions on Manse Fund use reflect a proper concern with the tendency of congregations in decline to drain available monies, including Manse Fund principal, to address recurring budget shortfalls. This scenario, against which Presbytery wisely wanted to guard, was intended to prevent declining congregations from evading the need to seek sustainable financial and ministry solutions to their challenges, in the process rapidly expending available legacy funds, including Manse Funds.

Clearly neither of the above scenarios comprise wise stewardship of these unique legacy resources. The following proposal is offered in an effort to help congregations find ways to utilize legacy financial resources, including Manse Funds, to advance ministry that is innovative in advancing the Gospel, while responsible and prudent in supporting long-term financial viability.

**Objectives:** In seeking a new approach to the use of legacy funds, including Manse Funds, in congregational Ministry, the following objectives are proposed:

- Ensure a balanced approach to sustainable congregational ministry, including financial sustainability;
- Ensure that Congregational legacy resources are not utilized to address a sustained structural deficit in congregational finances;
- Ensure that Congregational Ministry remains focused on a sustainable, intentional plan developed by and supported by the congregational, which effectively engages the community with the Gospel;
- Recognize that in many cases important and sustainable congregational ministry cannot be fully funded from traditional (“offering plate”) sources, but might be sustainable over the long-term if legacy resources could be utilized in a prudent manner;
- Ensure that congregational legacy resources do not become “stranded”, and incapable of being used for ministry in the communities whose efforts and contributions established them.

**Discussion:** It seems to the author that a more accommodating approach to Presbytery regulation of Manse Fund use could be formulated that would permit sustainable utilization of these funds in support of Congregational Ministry. In doing so, more flexibility in the use of Manse Funds and legacy funds in general will be needed, together with more case-specific analysis and oversight to ensure the objectives (above) are observed, enabling ministry while preventing “gutting” of legacy funds over a few years to address unsustainable structural deficits.

**Proposed Approach:** The following approach is proposed to facilitate expanded access to congregational legacy funds in support of sustainable congregational ministry:

That congregations who so desire be invited to apply for approval of a plan of ministry renewal, including draws on their congregational legacy funds, supporting their application with the following:

- Congregational balance sheet, identifying the legacy funds in question;
- Current congregation vision and mission statements, developed by and endorsed by the congregational membership at large, developed in consultation with the Presbyter of Mission and Vision;

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- Multi-year (not less than 5 years) congregational sustainability assessment, including at a minimum:
  - Leadership sustainability assessment, both lay and clergy;
  - Demographic analysis of membership, including projections over the time period
  - Multi-year budget projection supporting the congregational ministry plan, covering the time period, and linking projected revenues to the results of the demographic analysis of membership
  - Plan for congregational engagement (to include education, engagement, training and change management) necessary to adjust congregational ministry to suit vision and available resources
  - Identification of revenue shortfall without access to legacy funds
  - Proposed scheme of revenue enhancements, including any planned withdrawals from legacy funds, to address projected revenue shortfall, showing sustainability of funding over a minimum of 20 years, and demonstrating prudent management of the legacy funds;
  - Identification of the congregation's desired "change indicators" to enable Presbytery to assess the effectiveness of the Ministry Plan implementation and its impact on ministry outcomes.

Upon receiving a congregational request for enhanced use of congregational legacy funds, CML will review the proposal and bring a recommendation to Presbytery regarding the suitability of the proposed course of action. Such recommendation shall include at a minimum annual review of "change indicators" and congregational progress in achieving objectives of new Ministry Plan, to enable objective assessment of the progress being made. Should there be evidence that planned changes are not being achieved, CML shall reserve the right to recommend to Presbytery the rescinding of the enhanced access to Legacy Funds.

**First Church Manse Fund Request:** P&F has approved FPC's request to transfer funds from their manse fund to their general account pursuant to amounts previously paid under stated supply contract for housing allowance, subject to verification of quantum by Presbytery Treasurer.

With respect,  
 Pat Dutcher-Walls for SLC

### **HUMMINGBIRD MINISTRIES COUNCIL REPORT**

*The report was NOT circulated prior to the presbytery meeting. However, it was presented for information only by Laurie McKay, Hummingbird Ministry Council Co-Convener.*

Hummingbird Ministries had a successful Peace through the Arts Festival fundraiser Friday Nov 4. Brentwood PC assisted by recruiting the Marcus Mosely Jazz Ensemble.

The festival held on Nov 5 at the Gilmore Park United Church in Richmond was also a heart-warming event and a great success in terms of the spirit of peace and harmony among the nations and interfaith artists represented at the festival.

The Director and volunteers have been busy preparing for Christmas for the children and their families. The gift cards for the children and the family grocery gift cards will help the families during Christmas. The gift cards and food will be delivered to the families on Thursday Dec 8.



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The director's next challenge is to apply to the Cookes and other project grants and to prepare for our AGM.

The director continues her work with the Special Committee of the PCC and recently attended a meeting with the Assembly Council.

As Convener of the NIMC (National Indigenous Ministries Council) she also recently attended a meeting in Winnipeg. As a Standing Committee the Convener will also be drafting a report in consultation with the NIMC members. And she will presenting the NIMC report to General Assembly in 2023.

Hummingbird's director is one of three nominees nominated to be the Moderator of the PCC.

**With no further business the moderator adjourned the meeting of presbytery at 9:40pm.**

**Time and Place:**

- The next special meeting of presbytery will be Sunday, January 8, 2023, at Gordon.
  - Presbytery will meet at 2:45pm, for constitution of the court
  - Followed by a service to recognize the formation of the congregation of Trinity Presbyterian Church, and to induct Rev. Laurie McKay and Rev. Cal MacLeod as co-pastors.
- The next regular scheduled meeting of presbytery is January 10, 2023, 7:00 pm, via ZOOM.

**Presbyters and Guests:** Please ensure that your attendance has been recorded appropriately when the draft minutes are circulated, following this meeting.

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**Rev. Laurie McKay** (Moderator of Presbytery)

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Martin Baxter (clerk)