

LE SYNODE DU QUÉBEC ET DE L'EST DE L'ONTARIO  
L'ÉGLISE PRESBYtérienne AU CANADA

MINUTES  
of the  
Emergent Synod Meeting  
June 26<sup>th</sup>, 2014



St. Matthew's Presbyterian Church, Ingleside, Ontario  
The Presbytery of Seaway-Glengarry

THE SYNOD OF QUEBEC AND EASTERN ONTARIO  
THE PRESBYTERIAN CHURCH IN CANADA

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Clerk:

EMERGENT MEETING  
OF  
THE SYNOD OF QUÉBEC AND EASTERN ONTARIO

ST. MATTHEW'S PRESBYTERIAN CHURCH,  
INGLESIDE, ONTARIO  
JUNE 29<sup>th</sup>, 2014

**TABLE OF CONTENTS**

		<b>Pages</b>
<b>MINUTES</b>		1-10
<hr/>		
<b>APPENDICES</b>		
Appendix A	Report from Regional Resourcing Committee	1-6
Appendix B	Terms of Reference	7
Appendix C	2014 Budget of Expenses	8-9
Appendix D	Letter from Life and Mission Agency (June 24, 2013) re Grant for Regional Resourcing	10-11
Appendix E	Letter from Synod (June 20, 2013) re Regional Staff transition	12-13
Appendix F	Letter from Life and Mission Agency (January 22, 2013) re Regional Staff funding	14-15
Appendix G	List of Regional Field Staff	16
Appendix H	List of Regional Staff conveners	17
Appendix I	Overture No. 2, 2013 from the Presbytery of Lanark & Renfrew	18
Appendix J	Letter to presbytery clerks from Regional Resourcing Committee	19-20

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Clerk:

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**The Synod of Québec and Eastern Ontario  
Emergent Meeting**  
St. Matthew's Presbyterian Church, Ingleside, Ontario  
Thursday, June 26<sup>th</sup>, 2014

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**THE MINUTES AND REPORT OF  
THE EMERGENT MEETING  
OF  
THE SYNOD OF QUÉBEC AND EASTERN ONTARIO  
OF  
THE PRESBYTERIAN CHURCH IN CANADA  
HELD AT  
INGLESIDE, ONTARIO  
THURSDAY, JUNE 26<sup>th</sup>, 2014**

In the Township of South Dundas in the Town of Ingleside, Ontario, and within St. Matthew's Presbyterian Church, on Thursday, the twenty-sixth day of June in the year of our Lord two thousand and fourteen, at seven o'clock in the evening.

At which place and time, the ministers and ruling elders being commissioners from the several presbyteries of The Synod of Québec and Eastern Ontario of The Presbyterian Church in Canada met in emergent session as called for by the Order of the Moderator on Friday, the twenty-third day of May in the year of our Lord two thousand and fourteen. The stated preamble and purpose are as follows:

**Preamble:**

The Synod Moderator has called an emergent meeting of the commissioned court in response to the preliminary report from the Synod Regional Resourcing Committee, received and considered by the Synod Council on May 22, 2014, and which suggests the Synod needs to make an early decision regarding the model for Regional Resourcing and its implications for the current Regional Staff.

**Purpose:**

The purpose of the emergent meeting is to receive and consider the report of the Synod Regional Resourcing Committee and to deal with any matters arising from it.

Part of the discussion may involve the willingness of presbyteries to pay their synod assessments. (refer to the 139th Synod Meeting Minutes and Reports, appendix H, page 21)

**WORSHIP**

The public worship of God was held in the sanctuary of St. Matthew's Presbyterian Church, Ingleside. The Moderator, the Rev. Harold Kouwenberg led the court in opening worship.

**SYNOD CONSTITUTED**

The Moderator, the Rev. Harold Kouwenberg, constituted the Synod with prayer in the name of the Lord Jesus Christ, the only King and Head of the Church, to transact all the business which might properly come before it.

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Clerk:

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**The Synod of Québec and Eastern Ontario**  
**Emergent Meeting**  
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Thursday, June 26<sup>th</sup>, 2014

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**WELCOME**

On behalf of the session and congregation, the Rev. Harold Kouwenberg, host minister of St. Matthew's Presbyterian Church, welcomed the synod and guests to the emergent meeting of the Synod of Québec and Eastern Ontario.

**ROLL OF SYNOD**

The Moderator called on the Clerk to present the names of those commissioned by the several presbyteries within the Synod. The Roll of Synod is as follows:

**Presbytery of Quebec**

The Rev. John Barry Forsyth

**Presbytery of Montreal**

The Rev. Sowah Ablorh □  
The Rev. Richard Bonetto  
The Rev. Dr. Barry Mack  
The Rev. Dr. Joseph Reed  
The Rev. Samy Said \*  
The Rev. Paul Wu  
The Rev. Bruce Gourlay

Mr. David Christiani  
Ms. Moira Robson  
Mr. John Rodger  
Mr. Warren Wong  
Mrs. Marge Schipprack

**Presbytery of Seaway-Glengarry**

The Rev. Marianne Emig Munro  
The Rev. Bruce Kemp  
The Rev. Harold Kouwenberg  
The Rev. Mark Bourgon

Mrs. Wendy Froats ~  
Mrs. Ann Langabeer  
Mrs. Heather McIntosh  
Mrs. Donna McIlveen

**Presbytery of Ottawa**

The Rev. Tony Boonstra  
Mrs. Janet Ham  
The Rev. James T. Hurd  
The Rev. Dan MacKinnon  
The Rev. David Stewart

Mr. John Davidson  
Mrs. Debi Brown  
Mrs. Olive O'May  
Mr. Peter Lamont  
Mr. Brian Laughton

**Presbytery of Lanark and Renfrew**

The Rev. Barry Carr  
The Rev. David Hooper ~  
The Rev. Karen Hincke

Mrs. Margaret Greer  
Mrs. Grete Halsall  
Mrs. Marsha Guthrie

Note: names of commissioners underlined indicate a member of Synod Council

- \* commissioners who sent regrets are marked with an asterisk symbol
- commissioners who did not send regrets are marked with the house symbol
- ~ substitute commissioners, named after the roll was circulated in advance of the emergent meeting, are marked with the tilde symbol.

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Clerk:

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**ADDITIONAL REGRETS**

Synod Council: Ross Davidson, treasurer

**HOMOLOGATE ACTION OF MODERATOR**

MOTION: It was moved by Karen Hincke and seconded by Barry Carr that the action of the moderator in calling this emergent meeting be homologated. ADOPTED.

**VISITORS**

Members of Synod Council: Michael Pettem (Presbytery of Montréal clerk), Ruth Davidson (Regional Staffing Committee convener), Greg Davidson (Regional Resourcing Committee convener). Irene Nesbitt (WMS Synodical President).

Members of Regional Staffing Committee: Julia Apps-Douglas, Henny Donkersteeg, Joan Forsythe

Member of Regional Resourcing Committee: Geoff Howard

Camp d'action biblique: Craig Dewar

Presbytery of Seaway-Glengarry: James Douglas

Presbytery of Ottawa: Winston Hetherington

**SIT AND CORRESPOND**

MOTION: It was moved by James T. Hurd and seconded by John Davidson that the courtesies of the court to sit and correspond be extended to the visitors present who are members of presbyteries within the bounds, Synod Council, Regional Staffing Committee and the Regional Resourcing Committee. ADOPTED.

**THE DOCKET**

The following proposed docket was presented:

1. Welcome to St. Matthew's Presbyterian Church
2. Opening Worship
3. Constitution of the Court
4. Roll of Synod
  - Regrets
5. Homologate action of Moderator in calling emergent meeting
6. Visitors
7. Docket
8. Correspondence
9. Regional Resourcing Committee report
10. Courtesies
11. Announcements
12. Adjournment
13. Closing Prayer

MOTION: It was moved by James Hurd and seconded by Brian Laughton that the docket as presented be approved. ADOPTED.

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Clerk:

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Thursday, June 26<sup>th</sup>, 2014

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## **CORRESPONDENCE**

The clerk noted that three items of correspondence related to the emergent meeting had been received, copies to the Regional Resourcing Committee:

1. James T. Hurd, clerk to the Presbytery of Ottawa. Extract minute from their June 17<sup>th</sup>, 2014 regular presbytery meeting, including resolutions adopted by the presbytery expressing its strong disagreement with the tenor of the Regional Resourcing Committee report, rejection of the specific recommendations contained in the committee's report, and the resolve to thank the Regional Resourcing Committee for their report but to treat the report as an interim report only; to ask the committee to investigate other sources of financial support that might permit the continuation of these ministries by means of two two-thirds' positions fully funded; to consult with the camps; and to report to the October 2014 meeting of the Synod. Rec'd June 18<sup>th</sup>, 2014.
2. Donna McIlveen, clerk to the Presbytery of Seaway-Glengarry. Extract minute from their June 17<sup>th</sup>, 2014 regular presbytery meeting, noting general agreement with the direction of the report and its various recommendations. Rec'd June 18<sup>th</sup>, 2014.
3. Ross Davidson, clerk to the Presbytery of Québec. Letter noting resolution of the presbytery made at their regular meeting of June 21<sup>st</sup>, 2014 which affirms a continuation of the current regional staff model, and using the grant money to fund the total of one position, divided equally between the Québec and Ontario portions of the synod. Rec'd June 24<sup>th</sup>, 2014.

**MOTION:** It was moved by James T. Hurd and seconded by Donna McIlveen that the correspondence be received for information and available for consideration during the discussion of the Regional Resourcing Committee report. **ADOPTED.**

## **REGIONAL RESOURCING COMMITTEE REPORT**

**MOTION:** It was moved by Mark Bourgon and seconded by Warren Wong that the report of the Regional Resourcing Committee be received and considered. **ADOPTED.**

The Moderator called upon the convener of the Regional Resourcing Committee to present the committee report.

- It was noted that the report was circulated to presbyteries in advance of the emergent meeting.

It was noted that this committee was established by the authority of the 139<sup>th</sup> Synod in 2013. The naming of the committee and the establishment of the Terms of Reference were left in the hands of the Synod Council. The Terms of Reference state that the purpose of the Regional Resourcing Committee is to oversee the receipt, distribution, and use of the funds received from the national church and from the Synod budget for use within the bounds of the Synod to provide resources for ministry according to the priorities established by the Synod from time to time. At present (2014) these priorities have been determined to be (a) ministry with children and youth (b) congregational work on leadership and (c) other resources for ministry. This includes the human resources necessary to implement activities.

The convener, Greg Davidson, thanked the committee members for their willingness to serve. He then addressed the report, and summarized various points from each section.

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Clerk:

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**The Synod of Québec and Eastern Ontario**  
**Emergent Meeting**  
St. Matthew's Presbyterian Church, Ingleside, Ontario  
Thursday, June 26<sup>th</sup>, 2014

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**REGIONAL RESOURCING COMMITTEE REPORT (cont'd):**

The Moderator invited the court to bring forward questions on the report.

Among the questions posed was an inquiry regarding the committee membership.

It was noted that the current membership of the committee sits at four. According to the Terms of Reference the committee should have 7 members, one representative from each of the five presbyteries, and two representatives from the Synod at large.

The Moderator noted that attempts at securing the full complement of members proved difficult. Though the committee membership was not a full complement, the committee was requested to undertake their work with the members that agreed to serve, with the hope always being that additional members would be named.

The clerk to the Presbytery of Ottawa, James T. Hurd, thanked the Regional Resourcing Committee for sending out the report in time for the presbytery meetings in June, but expressed the concerns of the Presbytery of Ottawa as noted in the correspondence received. The presbytery would have appreciated additional consultation by the Regional Resourcing Committee, especially with the two camps within the bounds of the synod.

Further questions on various aspects of the committee report were brought forward.

The Moderator invited the Convener to present the recommendations contained within the report to the court.

**Recommendation No. 1**

It was moved by John Barry Forsyth and seconded by Donna McIlveen that the current Synod Staff be given notice on June 30<sup>th</sup>, 2014, with much thanks and recognition, and that they be offered transition allowance or working notice as of October 1<sup>st</sup>, 2014.

**MOTION:** It was moved by James T. Hurd and seconded by Tony Boonstra that the court sit as a Committee of the Whole to consider Recommendation No. 1. **ADOPTED.**

(motion adopted at 8:06 pm)

The Committee of the Whole sat. The Moderator was chairman and the clerk was secretary.

**MOTION:** It was moved by John Davidson and seconded by Mark Bourgon that the court rise from the Committee of the Whole and report. **ADOPTED.**

(motion adopted at 8:50 pm)

No resolutions were reported from the Committee of the Whole.

**BREAK**

The Moderator called for a 10 minute break. At 9:00 pm the synod resumed business.

**Recommendation No. 1** (see above for wording)  
Discussion on Recommendation No. 1 ensued.

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Clerk:

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**The Synod of Québec and Eastern Ontario**  
**Emergent Meeting**  
St. Matthew's Presbyterian Church, Ingleside, Ontario  
Thursday, June 26<sup>th</sup>, 2014

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**REGIONAL RESOURCING COMMITTEE REPORT (cont'd):**

Request re: dividing Recommendation No. 1

On the call of Bruce Gourlay and Tony Boonstra, it was requested that Recommendation No. 1 be divided after the word “recognition”.

**Recommendation No. 1a**

That the current Synod Staff be given notice on June 30th, 2014, with much thanks and recognition.

Discussion on Recommendation 1a ensued.

Proposed Amendment

It was moved to amend Recommendation 1a by changing the date to June 30<sup>th</sup>, 2015.

No seconder was found. The proposed amendment fell.

**MOTION:** It was moved by John Barry Forsyth and seconded by Debi Brown that the vote on recommendation No. 1a be by secret ballot. **DEFEATED.**

**Clarification**

Clarification on the wording of Recommendation 1a was sought.

It was agreed that the wording of Recommendation No. 1a would be as follows:

“That notice be given to the current Synod Staff on June 30<sup>th</sup>, 2014 that their positions will be terminated on October 1<sup>st</sup>, 2014, with much thanks and recognition.

Discussion on Recommendation 1a continued.

Proposed Amendment

It was moved to amend Recommendation 1a by changing the words after “that” to read:

(a) the Regional Resourcing Committee be thanked for their work, (b) that the Synod treat the report as interim only, (c) that the Regional Resource Committee canvas for alternative sources of funding for Regional Staff, (d) that if funding is not available that the committee is to develop alternative models for delivery of the current ministries of Regional Staff, and (e) that the committee report to the Synod in October 2014.

The Moderator ruled the amendment out of order.

Discussion on Recommendation 1a continued.

The question was called for. On being put to the vote Recommendation No. 1a was **ADOPTED**.

**Recommendation No. 1a (as adopted)**

“That notice be given to the current Synod Staff on June 30<sup>th</sup>, 2014 that their positions will be terminated on October 1<sup>st</sup>, 2014, with much thanks and recognition.”

The count was called for.

The Moderator stated that 18 votes were in favour of Recommendation 1a, with 12 votes against.

**Dissent**

Peter Lamont and Brian Laughton requested that their dissent be recorded.

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Clerk:

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**The Synod of Québec and Eastern Ontario**  
**Emergent Meeting**  
St. Matthew's Presbyterian Church, Ingleside, Ontario  
Thursday, June 26<sup>th</sup>, 2014

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**REGIONAL RESOURCING COMMITTEE REPORT (cont'd):**

**Recommendation No. 1b**

That the current Synod Staff be offered transition allowance or working notice as of October 1<sup>st</sup>, 2014. **ADOPTED.**

**Recommendation No. 2**

It was moved by John Barry Forsyth and seconded by Donna McIlveen that beginning October 1<sup>st</sup>, 2014 the current Synod Staff be given **the option of transition allowance** according to the Presbyterian Church in Canada's "Policy for the Dissolution of Pastoral Ties" (section 3 - Financial Constraints) **or working notice**. This would be equal to one month of stipend and benefits for each year of service, up to 12 months, and funded for the first three months from the 2014 budget. **ADOPTED.**

**Recommendation No. 3**

It was moved by John Barry Forsyth and seconded by Donna McIlveen that the Synod 2015 budget include nine (9) months transition allowance **or working notice** for the current Synod Staff, to be paid by the Synod (approximately \$79,300, which is \$50,000 more than Synod's 2014 budget) **and that the Synod ask the Life and Mission Agency for permission to use the 2015 grant for this purpose.**

**Proposed Amendment**

It was moved to amend Recommendation No. 3 by removing the words in bold type. No seconder was found. The proposed amendment fell.

Discussion on Recommendation No. 3 ensued.

On being put to the vote Recommendation No. 3 was **ADOPTED.**

**Dissent**

David Christiani requested that his dissent be recorded.

**Recommendation No. 4**

It was moved by John Barry Forsyth and seconded by Donna McIlveen that starting in **October 2015** the model of regional resourcing in our Synod become structured in three parts, as in a), b) and c) above.

**Proposed Model of regional Resourcing**

- a) To a Synod Camp Leadership Grant to each of our camps that, if accepted, must be used to fund personnel to promote and lead Christian camping for children and youth in our Synod. Given the current Synod staff's commitment to children and youth, especially Christian camping, we feel this would be an important investment for our Synod. (50%)
- b) That a Canada Youth coordinator (or two) be identified in the year of each Canada Youth event, and be contracted to coordinate the registration, transportation and promotion. They might be part of the national CY planning team. (10%)
- c) That a pool of funds be set aside each year to which Presbytery and congregations can apply for events that promote ministry to children and youth, or congregational leadership. These funds might be committed to be used in each region. (40%)

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Clerk:

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**The Synod of Québec and Eastern Ontario**  
**Emergent Meeting**  
St. Matthew's Presbyterian Church, Ingleside, Ontario  
Thursday, June 26<sup>th</sup>, 2014

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**REGIONAL RESOURCING COMMITTEE REPORT (cont'd):**

**Motion to Refer**

It was moved by James T. Hurd and seconded by Barry Carr that Recommendation No. 4 be referred back to the Regional Resourcing Committee and that the committee consult with the presbyteries and camps within the synod, that they consider other options for regional resourcing, and that they report to the Synod meeting in October 2014. **ADOPTED**.

**Recommendation No. 5 – removed by the committee**

(That the Moderator of the 139<sup>th</sup> Synod call a full Synod meeting on June 26th, 2014 to deal with this topic so that current staff might be treated fairly as to planning for their employment future.)

**Recommendation No. 6**

It was moved by John Barry Forsyth and seconded by Donna McIlveen that this report serve as an answer to the Overture from the Presbytery of Lanark & Renfrew. **ADOPTED**.

On behalf of the Presbytery of Lanark and Renfrew Karen Hincke expressed thanks to the committee for their work.

**Recommendation No. 7**

It was moved by John Barry Forsyth and seconded by Donna McIlveen that there be a service of recognition **at a future meeting** of Synod that celebrates the work and ministry of the current Synod staff.

It was noted that the Regional Staffing Committee has agreed to organize the recognition.

Discussion on Recommendation No. 7 ensued.

The question was called for. On being put to the vote Recommendation No. 7 was **ADOPTED**.

**Additional Recommendation** (from the Regional Resourcing Committee):

During the week of June 16-20th we were able to have further conversations with both Ministry and Church Vocations and with the Life and Mission Agency. In those conversations we confirmed a few points and were able to make some further negotiations.

1. According to the policies of the Presbyterian Church in Canada both of our Synod Staff are entitled to 12 months transition allowance at 2/3<sup>rd</sup> time<sup>1</sup>.
2. If they are interested and willing to forego the transition allowance and take “working notice”<sup>2</sup> instead, that is their prerogative.
3. The Life and Mission Agency and the WMS are willing to consider the use of our annual grant for transition allowance or for working notice if needed, but the maximum amount would be the amount of the annual grant for the year<sup>3</sup>.

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Clerk:

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**The Synod of Québec and Eastern Ontario**  
**Emergent Meeting**  
St. Matthew's Presbyterian Church, Ingleside, Ontario  
Thursday, June 26<sup>th</sup>, 2014

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**REGIONAL RESOURCING COMMITTEE REPORT (cont'd):**

**Recommendation No. 8**

It was moved by John Barry Forsyth and seconded by Donna McIlveen that the framework for the transition allowance or working notice be as follows:

- Option 1: Twelve (12) months transition allowance following the Presbyterian Church in Canada Policy for the Dissolution of Pastoral Ties beginning 1st October, 2014. This transition allowance would be inclusive of Stipend and Benefits including housing. If the individual receives part time or contract work in excess of 50% of their current remuneration then the individual is to inform the Synod and the transition allowance will be reduced by the amount above 50%.<sup>4</sup>
- Option 2: Twelve (12) months working notice to be given by September 30<sup>th</sup>, 2014 and the individual will remain in the position and working until September 30<sup>th</sup>, 2015. At the end of the working notice there will be no eligibility for transition allowance.
- Option 3: If the individual prefers, the Synod would be willing to consider a combination of Options 1&2. For example, the individual may choose working notice from September 30<sup>th</sup> to December 31<sup>st</sup>, 2014, and a transition allowance for the remaining time until September 30<sup>th</sup>, 2015 reducing the transition allowance from 12 months to 9 months.

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<sup>1</sup> See policy "General Assembly Policy for the Dissolution of Pastoral Ties"

<sup>2</sup> Working notice would mean that they are given notice before September 30<sup>th</sup>, 2014 that due to the Synod facing financial constraints, their positions will be terminated on September 30<sup>th</sup>, 2015, and if they would like to work to the end of that time they are more than welcome to do so. The understanding being that this would be instead of taking a transition allowance.

<sup>3</sup> This has been confirmed in conversations between Doug Kendall and Richard Fee, General Secretary of the Life and Mission Agency on June 20<sup>th</sup>, 2014 and in initial emails. We are waiting for further written confirmation by email.

<sup>4</sup> Bear in mind that 50% of a 2/3 stipend is a 1/3 Stipend. For example, if the person was earning \$40,000.00 annually in a 2/3 position, 50% of that would be \$20,000.00 and would represent 1/3 of a full time annual stipend. In this example if the individual received part time employment or a contract at over \$20,000.00 annually or \$1,666.66 per month, the individual would have to let the Synod know and if it was significantly above the amount it would come off their transition allowance.

Discussion on Recommendation No. 8 ensued.

On being put to the vote recommendation No. 8 was ADOPTED.

**Additional Recommendation (from the floor)**

It was moved by Dan MacKinnon and seconded by John Davidson that the Synod of Québec and Eastern Ontario go on record expressing gratitude to the WMS for their vision in the ministry of Regional Staff, and for their support, both financially and spiritually, over many years.

ADOPTED.

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Clerk:

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**The Synod of Québec and Eastern Ontario**  
**Emergent Meeting**  
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Thursday, June 26<sup>th</sup>, 2014

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### **COURTESIES**

The Moderator commended the members of the Regional Resourcing Committee, Greg Davidson, convener, Geoff Howard, Doug Kendall and John Barry Forsyth, and thanked them for their diligent work as they undertook the task asked of them by the Synod to work on the details for the change to Regional Resourcing within the synod.

The thanks of the court were also expressed to the Moderator and Clerk.

The Moderator further expressed the thanks of the synod to:

- The St. Matthew's Ladies Group for the snacks and refreshments which were a warm welcome.
  - The court expressed their thanks with a round of applause.
- The host congregation of St. Matthew's for opening their church building for the emergent synod meeting.
- The commissioners and visitors for their attendance at the emergent meeting.

### **SYNOD ASSESSMENTS**

It was noted that in the stated purpose for calling the emergent synod meeting it indicated that:

“Part of the discussion may involve the willingness of presbyteries to pay their synod assessments.”

The question was asked if there was any news from the Presbytery of Lanark and Renfrew regarding their synod assessment that could be shared with the Synod Finance Committee as it begins the work of preparing a budget for presentation at the synod meeting in October.

Karen Hincke, commissioner from the Presbytery of Lanark and Renfrew, stated that the matter of synod assessments was discussed at their June meeting. She indicated that a letter from the presbytery to the synod would be forthcoming, with encouraging news.

### **ANNOUNCEMENT**

The next synod meeting will be held in Ottawa, Ontario at Gloucester Presbyterian Church beginning at 2 pm on Friday, October 17<sup>th</sup> and ending on Saturday, October 18<sup>th</sup>, 2014.

### **ADJOURNMENT**

At nine-fifty o'clock in the evening, the business being finished, the Moderator entertained a motion to adjourn.

**MOTION:** It was moved by Mark Bourgon and seconded by Marianne Emig Munro that the Synod adjourn. **AGREED.**

The Moderator closed the Synod meeting with prayer.

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Moderator

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Clerk

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Clerk:

## **Report on Regional Resourcing**

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**To:** The Synod of Quebec & Eastern Ontario

**From:** The Synod Staffing Committee, appointed by the Moderator of the 139<sup>th</sup> Synod.  
The committee is chaired by The Rev. Dr. Greg Davidson. Members are The Rev. Doug Kendall, The Rev. Geoff Howard and The Rev. John Barry Forsyth.  
The committee met by videoconference.

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### **Background:**

The committee received its mandate from the 139<sup>th</sup> Synod's Regional Resourcing Committee, and was given the following priorities: a) ministry with children and youth; b) congregational work on leadership; and c) other resources for ministry.

The committee learned that funding for Synod Regional Resourcing from the Life & Mission Agency (LMA) will be determined solely on an annual basis, confirmed after the General Assembly each year. The amount for 2015 should be \$61,000, a reduction of approx. \$21,000. This means that, should Synod funding remain unchanged, the total available for Synod staff in 2015 would be approximately \$84,000, a reduction from \$105,764 in 2014.

The following chart shows part of funding for Synod Resourcing:

	<b>LMA/WMS Funding</b>	<b>Synod Funding</b>	<b>Total</b>
2008	\$91,473.96	\$ 3,544.96	\$ 95,018.92
2009	\$93,394.92	\$ 6,401.09	\$ 99,796.01
2010	\$95,169.00	\$ 6,706.06	\$101,875.06
2011	\$79,944.00	\$22,967.13	\$102,911.13
2012	\$81,540.00	\$22,530.43	\$104,070.43
2013	\$82,356.00	\$22,794.01	\$105,150.01
2014	\$82,354.00 (budgeted)	\$28,410.20 (budgeted)	\$110,764.20
2015	\$61,000.00 (approx)		

Combined with the priorities the committee was given, and with the significantly changed funding environment, the committee has worked hard to discern, in conversation with other Synods and our own Synod staff model, the best possible way forward.

There has been ongoing concern for Synod staff about uncertainty in their positions from year to year, so the committee's work also has a strong pastoral element. We are thankful for the important and faithful work our current Synod staff has undertaken, and we hope to find a way in which we can be good stewards of the resources we have to grow God's kingdom in Eastern Ontario and Quebec.

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Clerk:

**Timeline:**

The committee's work has developed as follows:

1. Appointed by the Moderator on February 26, 2014. Given our mandate and the following eight documents as background:
  - a) Terms of Reference
  - b) 2014 Budget of Expenses
  - c) Letter from LMA re The Grant for Regional Resourcing
  - d) Letter from the Synod of Q & EO re Regional Staff Transition
  - e) Letter from LMA re Regional Staff Funding
  - f) List of Regional Field Staff
  - g) List of Regional Staff Conveners
  - h) Overture No. 2 from the Presbytery of Lanark & Renfrew
2. The first meeting of the committee was April 2, 2014.
3. On April 4, 2014 the convener interviewed by telephone the current Synod staff, Anita Mack and Christine Ball for 37.28 and 57.38 minutes respectively.
4. On April 9, 2014 the committee met again to discuss the interviews, and identified current ministries that are priorities in the Synod, which include Canada Youth coordination, Christian camping and Open Table.  
The committee asked Doug Kendall to research what other Synods are doing for their staffing. At that meeting the committee discussed four possible models for what Regional Resourcing might look like in the future.
5. April 10 - 30 Doug Kendall interviewed the Synod Staff conveners of a) the Atlantic provinces and b) Southwestern Ontario to find out their current model of Synod staffing.
6. The committee met a third time on May 1, 2014 and discussed what other Synods are doing, the priorities for our Synod, and models for staffing and investment that may work in the current funding environment. The committee asked the convener to write a draft report.
7. The committee met again on May 9, 2014 to go over the report. The committee asked the convener to discuss the draft report with current Synod staff.
8. The committee met again on May 15, 2014.

The committee meetings began with a reading from the Psalms, and were opened and closed with prayer.

## **Current Ministries**

As highlighted by our Synod staff, the committee found the three ministries that contribute most to the main priority of investment in children and youth, and also needed staff support are:

- a) Christian camping
- b) Canada Youth coordination
- c) Open Table

The committee found that there seem to be less and less requests for events on congregational leadership, such as Leading with Care, natural church development, Sunday school curriculum and elder training.

## **Four Possible Regional Resourcing Models**

### **1. Go to a contract-based model.**

This has the benefit of aligning with the annual commitment of the LMA funding and can be modified year by year based on needs. The committee felt however that contract-based funding is not fair to staff, since it does not provide stability or benefits.

### **2. Continue with two part-time positions, reduced to half-time from two-thirds time.**

The cost for two half-time positions would be \$76,341 + office expenses, \$79,500 + office expenses or \$93,000 per year, according to Doug Kendall, the Synod treasurer and the outgoing Synod finance convener respectively. While this may be affordable now, it does not address the concern we have with only annual commitments from the LMA, and also reduces the number of hours that are invested in both positions. Following that path of reduced hours, perhaps year by year, does not seem to be a fruitful path to take.

### **3. Move to one full-time position for the whole Synod.**

The cost of one full-time position for our Synod would be \$72,000 + office expenses or \$79,500 + office expenses per year, according to Doug Kendall and the Synod treasurer respectively. Although it might bring more cohesion to ministries across the Synod, the geography of our Synod would limit its effectiveness.

### **4. Pool all of the money available**

This would allow the Presbyteries and congregations to apply to a fund for money to run projects, to minister to children and youth, or to offer congregational leadership. This might encourage Presbyteries and congregations at any stage in ministry to activate their own ministries. We did feel that some congregations who are struggling to minister to children and youth might be left behind with such a model.

### **5. A combination of #1 and #4 above.**

## **Recommendations**

Our committee suggests that the Synod of Quebec & Eastern Ontario move to a hybrid model of resourcing of options 1 and 4 above, that supports the current ministries to children and youth in our Synod, and offers new possibilities in the current funding environment. We envision that the whole Synod Regional Resourcing budget being allocated each year as follows:

- a) To a Synod Camp Leadership Grant to each of our camps that, if accepted, must be used to fund personnel to promote and lead Christian camping for children and youth in our Synod. Given the current Synod staff's commitment to children and youth, especially Christian camping, we feel this would be an important investment for our Synod. (50%)
- b) That a Canada Youth coordinator (or two) be identified in the year of each Canada Youth event, and be contracted to coordinate the registration, transportation and promotion. They might be part of the national CY planning team. (10%)
- c) That a pool of funds be set aside each year to which Presbytery and congregations can apply for events that promote ministry to children and youth, or congregational leadership. These funds might be committed to be used in each region. (40%)

### **Updated Recommendations to replace those on page 4 of the Regional Resourcing Report to Synod for 26 June 2014 and One Additional Recommendation**

The committee would therefore make the following recommendations:

- i) That the current Synod Staff be given ~~three (3) months~~ notice on June 30th, 2014, with much thanks and recognition, that ~~their employment as regional staff will end they will be offered transition allowance or working notice as of October 1st, 2014;~~
- ii) That beginning October 1st, 2014 the current Synod Staff be given a ~~transition allowance the option of transition allowance~~ according to the Presbyterian Church in Canada's "Policy for the Dissolution of Pastoral Ties" (section 3 - Financial Constraints) **or working notice**. This would be equal to one month of stipend and benefits for each year of service, up to 12 months, and funded for the first three months from the 2014 budget;
- iii) That the Synod approve at its June 26th, 2014 meeting that the Synod 2015 budget include nine (9) months transition allowance **or working notice** for the current Synod Staff, to be paid by the Synod (approximately \$79, 300, which is \$50,000 more than Synod's 2014 budget) **and that the Synod ask the Life and Mission Agency for permission to use the 2015 grant for this purpose;**
- iv) That starting in ~~January~~ October 2015 the model of regional resourcing in our Synod become structured in three parts, as in a), b) and c) above;
- v) ~~That the Moderator of the 139th Synod call of full Synod meeting on June 26th, 2014 to deal with this topic so that current staff might be treated fairly as to planning for their employment future;~~

- vi) That this report serve as an answer to the Overture from the Presbytery of Lanark & Renfrew;
- vii) That there be a service of recognition ~~at the October 2015 meeting at a future meeting~~ of Synod that celebrates the work and ministry of the current Synod staff.

**Additional Recommendation (viii) for Regional Resourcing Report:**

During the week of June 16-20th we were able to have further conversations with both Ministry and Church Vocations and with the Life and Mission Agency. In those conversations we confirmed a few points and were able to make some further negotiations.

1. According to the policies of the Presbyterian Church in Canada both of our Synod Staff are entitled to 12 months transition allowance at 2/3<sup>rd</sup> time.<sup>1</sup>
2. If they are interested and willing to forego the transition allowance and take “working notice”<sup>2</sup> instead, that is their prerogative.
3. The Life and Mission Agency and the WMS are willing to consider the use of our annual grant for transition allowance or for working notice if needed, but the maximum amount would be the amount of the annual grant for the year.<sup>3</sup>

**viii) That the framework for the transition allowance or working notice be as follows:**

- Option 1: Twelve (12) month transition allowance following the Presbyterian Church in Canada Policy for the Dissolution of Pastoral Ties beginning 1<sup>st</sup> October, 2014. This transition allowance would be inclusive of Stipend and Benefits including housing. If the individual receives part time or contract work in excess of 50% of their current remuneration then the individual is to inform the Synod and the transition allowance will be reduced by the amount above 50%.<sup>4</sup>
- Option 2: Twelve (12) month working notice to be given by September 30<sup>th</sup>, 2014 and the individual will remain in the position and working until September 30<sup>th</sup>, 2015. At the end of the working notice there will be no eligibility for transition allowance.
- Option 3: If the individual prefers, the Synod would be willing to consider a combination of Options 1&2. For example, the individual may choose working notice from September 30<sup>th</sup> to December 31, 2014, and a transition allowance for the remaining time until September 30<sup>th</sup>, 2015 reducing the transition allowance from 12 months to 9 months.

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<sup>1</sup> See policy “General Assembly Policy for the Dissolution of Pastoral Ties”

<sup>2</sup> Working notice would mean that they are given notice before September 30<sup>th</sup>, 2014 that due to the Synod facing financial constraints, their position will be terminated on September 30<sup>th</sup>, 2015, and if they would like to work to the end of that time they are more than welcome to do so. The understanding being that this would be instead of taking a transition allowance.

<sup>3</sup> This has been confirmed in conversations between Doug Kendall and Richard Fee, General Secretary of the Life and Mission Agency on June 20<sup>th</sup>, 2014 and in initial emails. We are waiting for further written confirmation by email.

<sup>4</sup> Bear in mind that 50% of a 2/3 stipend is a 1/3 Stipend. For example, if the person was earning \$40,000.00 annually in a 2/3 position, 50% of that would be \$20,000.00 and would represent 1/3 of a full time annual stipend. In this example if the individual received part time employment or a contract at over \$20,000.00 annually or \$1,666.66 per month, the individual would have to let the Synod know and if it was significantly above the amount it would come off their transition allowance.

The committee wishes to thank Nancy Wojciechowski for being the secretary of the committee.

### **Pastoral Comment**

The committee wishes to express thanks for the long term of faithful commitment of current Synod staff Christine Ball and Anita Mack. They have touched many lives, planted many seeds of faith and encouraged many congregations and Christians in their journeys of faith.

There has been uncertainty regarding funding of Synod staff for many years. This has been difficult for them, but they have persisted in their work of growing God's kingdom in our region. They are to be commended.

The committee also recognizes that this time of transition might be challenging for Christine and Anita, and asks that all involved remember them in prayer and offer them support. Thank you, Christine and Anita.

Respectfully submitted,

The Synod Staffing Committee

Greg Davidson,  
John Barry Forsyth,  
Geoff Howard,  
Doug Kendall

### **Appendices:**

- i) Terms of Reference
- ii) 2014 Budget of Expenses
- iii) Letter from LMA re The Grant for Regional Resourcing
- iv) Letter from the Synod of Q & EO re Regional Staff Transition
- v) Letter from LMA re Regional Staff Funding
- vi) List of Regional Field Staff
- vii) List of Regional Staff Conveners
- viii) Overture No. 2 from Presbytery of Lanark & Renfrew

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Clerk:

#### **4.3 REGIONAL RESOURCING COMMITTEE**

The purpose of the Regional Resourcing Committee is to oversee the receipt, distribution, and use of the funds received from the national church and from the Synod budget for use within the bounds of the Synod to provide resources for ministry according to the priorities established by the Synod from time to time. At present (2014) these priorities have been determined to be (a) ministry with children and youth (b) congregational work on leadership and (c) other resources for ministry. This includes the human resources necessary to implement activities.

##### **4.3.1 Membership of the Committee (7):**

- one representative from each of the five presbyteries;
- two representatives from the Synod at large;

The convenor will be named at the first meeting from amongst the members named.

Members will serve a maximum of two terms of three years each, a third of the membership to retire each year, once the initial period is over.

Hired staff will act as resource consultants to the committee.

##### **4.3.2 The Committee will normally meet twice a year, or at the call of the convenor.**

##### **4.3.3 The Committee shall:**

- a) shall prepare immediately a transition plan from the existing staffing arrangements to the new model of regional resourcing  
**and** report to next synod council meeting;
- b) allocate funds received from all sources according to its established plan of action;
- c) engage people and\or resources to implement the initial plan of action;
- d) prepare a basic budget for succeeding years, but adjusted annually for submission to the Synod each year. This budget will be based on the announced grant from the national church and the anticipated and feasible contribution from Synod funds and will be submitted via the Finance Committee;
- e) oversee and support the work of any staff engaged for resource purposes, by means of:
  - job descriptions;
  - contracts and remuneration standards;
  - evaluation procedures;
  - review of quarterly reports from staff;
  - maintaining personnel files

##### **4.3.4 The Committee is:**

- responsible to the Synod;
- the convener, or designate, is a member of synod council.

(approved by Synod Council January 23, 2014)

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Clerk:

**APPROVED 2014 BUDGET OF EXPENSES**

<i>Synod</i>				
	<u>2012</u> <u>Actual</u>	<u>2013</u> <u>Budget</u>	<u>2013</u> <u>projected</u> <u>Year-End</u>	<u>2014</u> <u>Budget</u>
<b><u>Synod Admin. &amp; Programs</u></b>				
<b><i>Administration</i></b>				
Synod Meeting	3,565.97	6,000.00	6,000.00	4,000.00
Minutes	433.14	250.00	271.62	300.00
<b><i>Honoraria</i></b>				
Clerk's	2,200.00	2,200.00	2,200.00	2,200.00
Treasurer's	1,100.00	1,100.00	1,100.00	1,100.00
Audit/Review	350.00	400.00	350.00	350.00
Accountant	1,149.75	250.00	0.00	100.00%
<b><i>Clerk's Office</i></b>				
Office expenses	676.79	500.00	200.29	500.00
Liability insurance	1,989.82	2,000.00	1,776.16	2,000.00
Clerk's consultation	275.00	150.00		150.00
<b><i>Committees</i></b>				
Synod council	1,762.65	2,000.00	1,945.00	2,000.00
Other committees	1,968.64	2,000.00	1,414.24	1,750.00
<b><i>Finance</i></b>				
Banking costs	244.08	100.00	120.05	100.00
<b><i>Programs</i></b>				
<b><i>Youth</i></b>				
Youth programs	800.00	3,000.00	3,000.00	3,000.00
Canada Youth	2,000.00	3,750.00	3,750.00	3,750.00
<b><u>Total Admin. &amp; Programs</u></b>	<b>18,515.84</b>	<b>23,700.00</b>	<b>22,127.36</b>	<b>21,200.00</b>
				<b>-10.55%</b>
<b><u>Camping &amp; Outreach</u></b>				
<b><i>Gracefield</i></b>				
Operating grant	42,000.00	43,952.00	45,534.00	46,016.00
Capital	15,360.00	6,904.00		100.00%
<b><i>Camp d'action biblique</i></b>				
Operating grant	24,600.00	25,813.00	24,230.00	25,413.00
<b><u>Total Camping/Outreach</u></b>	<b>81,960.00</b>	<b>76,669.00</b>	<b>69,764.00</b>	<b>71,429.00</b>
				<b>-1.55%</b>
				<b>-6.83%</b>
<b><u>TOTAL OPERATIONS</u></b>	<b>100,475.84</b>	<b>100,369.00</b>	<b>91,891.36</b>	<b>92,629.00</b>
				<b>-7.71%</b>
<b><i>Allocation for reserve</i></b>		<b>3,300.00</b>		
<b><u>TOTAL</u></b>	<b>100,475.84</b>	<b>103,669.00</b>	<b>91,891.36</b>	<b>92,629.00</b>
				<b>100.00%</b>
				<b>-10.65%</b>

Clerk:

**APPROVED BUDGET FOR 2014  
 REGIONAL STAFF SUPPORT**

	<u>2012 Actual</u>	<u>2013 Budget</u>	<u>2013 projected Year-End</u>	<u>2014 Budget</u>	% Reduction in budget over 2013
<i>Stipend</i>		54,420.00		54,964.20	1.00%
<i>Travel</i>		10,668.00		10,800.00	1.24%
<i>Housing</i>		15,500.00		15,500.00	0.00%
<b>Total Stipend</b>	<b>79,364.00</b>	<b>80,588.00</b>	<b>80,688.00</b>	<b>81,264.20</b>	<b>0.84%</b>
<b>Employer Costs</b>	20,325.36	20,835.00	22,165.44	24,500.00	17.59%
<b>Total Stipend &amp; Employer Costs</b>	<b>99,689.36</b>	<b>101,423.00</b>	<b>102,853.44</b>	<b>105,764.20</b>	<b>4.28%</b>
<b>Less L&amp;M Grant</b>	81,540.00	82,354.00	82,356.00	82,354.00	0.00%
<b>Net Provided by Synod for Stipends</b>	<b>18,149.36</b>	<b>19,069.00</b>	<b>20,497.44</b>	<b>23,410.20</b>	<b>22.77%</b>
<i>Staff Expenses &amp; Other</i>					
<i>Combined Office Expenses</i>	3,283.75	4,000.00	4,000.00	4,000.00	0.00%
<i>Continuing Education &amp; Other</i>		2,323.00		1,000.00	
<i>Employer Cost 2011 (CSST)</i>	105.94				
<i>Staff Conferences</i>	285.95				
<i>Cont. Ed.</i>	818.57				
<i>Previous year Rev Que deductions</i>			100.00		
<i>Previous year Rev Can deductions</i>			196.13		
<b>Regional Staff Expenses</b>	<b>4,494.21</b>	<b>6,323.00</b>	<b>4,296.13</b>	<b>5,000.00</b>	<b>-20.92%</b>
<b>Total regional Staff Costs</b>	<b>22,643.57</b>	<b>25,392.00</b>	<b>24,793.57</b>	<b>28,410.20</b>	<b>11.89%</b>
<b>TOTAL OPERATIONS AND REGIONAL STAFF EXPENDITURE</b>	<b>123,119.41</b>	<b>129,061.00</b>	<b>116,684.93</b>	<b>121,039.20</b>	<b>-6.22%</b>

**Status at Year-End**

	<b>2013</b>	<b>2014</b>
<b>Balance at previous year end</b>	6412.31	16,331.33
<b>Income for the Year</b>	126,603.95	121,039.20
<b>Total</b>	<b>133,016.26</b>	<b>137,370.53</b>
<b>Less expenditure Expenditure for the Year</b>	116,684.93	121,039.20
<b>Balance at Year-End</b>	<b>16,331.33</b>	<b>16,331.33</b>

Clerk:

# **The Presbyterian Church in Canada**

## **L'Église presbytérienne au Canada**

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### **LIFE AND MISSION AGENCY**

June 24, 2013

Mrs Donna McIlveen  
Clerk, The Synod of Quebec and Eastern Ontario  
1711 County Road 2  
Johnstown, Ontario, K0E 1T1  
donna.mcilveen@xplornet.com

Dear Donna,

### **THE GRANT FOR REGIONAL RESOURCING**

Thank you for your clear, concise, precise and timely question regarding the grant presently being given jointly by the Women's Missionary Society and the Life and Mission Agency for regional resourcing. I want to get you an answer as quickly as possible so that you have time to understand your options.

The letter sent to synods on January 22, 2013 outlined the circumstances leading to the change in name, and mapping the way into the future. Once again, I reiterate that there is no change in the amount of the grant to synods for this year and for 2014.

Presbyterians Sharing operates on an annual budget. The 2014 Budget was just approved by the General Assembly. For 2015, we have not yet been informed what figures we will be expected to work with.

We appreciate how you have laid forth your options for the future regarding your staffing choices. As you can well imagine, the needs of each synod vary so widely and several years ago it became increasingly complex to perceive that we were operating one unified "regional staffing structure" from coast to coast. Adjustments over the last decade have brought us to this day.

Your question is whether it would be possible, in 2015, to use the then LMA Regional Resourcing Grant to pay severance amount to your two staff should you choose to not have regional staff, one of your outlined possible choices.

It is not policy that we would contribute to a program of severance. A regional staff person is an employee of the respective synod and not the national office. In one non-precedent setting situation, the WMS and the LMA were called upon to provide some assistance in extenuating

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Clerk:

circumstances. However, we would urge you to consider some other factors as you move toward decision making.

You presently have staff from two provinces, one of whom is Diaconal and one who is not. We would suggest that you consult a labour lawyer to ensure that whatever decision you do make is allowable in those two provinces. A lawyer would be able to assist you in determining whether "Working Notice" would be an option in your situation, in light of the Policy for the Dissolution of Pastoral Ties, should you decide to go that route.

I trust that the information above gives you sufficient information to work with over the next short while. If you require any further clarification, please do get back to me. I would be pleased to share whatever I can at that time.

Yours sincerely,

Richard W Fee  
General Secretary

Copy: The Rev John Barry Forsyth, Moderator  
[Johnbarry.forsyth@sympatico.ca](mailto:Johnbarry.forsyth@sympatico.ca)

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Clerk:

Thursday, June 20, 2013

The Rev. Dr. Richard Fee  
General Secretary, Life and Mission Agency

Dear Rick,

I am writing on behalf of the Synod Council of the Synod of Québec and Eastern Ontario regarding the grant for regional staffing. As you know the Synod currently employs two Regional Staff, Christine Ball and Anita Mack, and they each serve at 2/3 time. They have each been serving at 2/3 time within the synod since 2001 (Anita since May 1, 2001 and Christine since August 1, 2001).

Since 2011 the Synod has agreed to make up the funding shortfall that occurred with the reduction in the grant from the Life and Mission Agency. This was accomplished through increased assessments to the presbyteries. With the announcement from the LMA that the WMS will no longer be in a financial position to fund the Regional Staff program after 2014, and therefore the grant from the LMA will be reduced beginning in 2015, the Synod Council is looking into the impact this will have on the ability of the Synod to continue funding the two Regional Staff positions.

The Synod has to make a decision regarding the future of the Regional Staff positions. The options being considered are to (1) maintain the two Regional Staff positions OR (2) reduce the Regional Staff from 2/3 time to 1/2 time, or less OR (3) reduce the Regional Staff to one position, at less than full time OR (4) terminate the 2 current Regional Staff positions and go the route of regional programming.

As the Synod Council considers its financial commitments, we are investigating our responsibilities with respect to a transition allowance if the Regional Staff positions are terminated. In keeping with the Policy for the Dissolution of Pastoral Ties the Synod needs to ensure that we have sufficient funds available for the transition allowance. If the Regional Staffing positions are terminated, the transition period would be one month for each year of service to a maximum of 12 months. Both Christine Ball and Anita Mack have been employed by the Synod since 2001, so they are both currently in their 12th year. We are aware that when a new position or job is secured with equivalent income then the transition allowance ceases, but the Synod needs to be prepared to be able to offer a transition allowance for a period of 12 months.

The Synod Council is asking the Life and Mission Agency through you: If the Regional Staff positions are terminated, will the LMA continue to provide the grant to the Synod for non-existent Regional Staff positions. The synod has no reserves and is not in a financial position to provide 12 months transition for 2 Regional Staff without the grant from the LMA.

As we interpret the decisions made at the November 2012 meeting of the LMA Committee, which were shared with the synods in a letter to Regional Staffing Committee conveners

dated January 22, 2013 (copy to clerks), it is unclear to the Synod Council if the grant for Regional Programming can be used by the Synod for transition allowance.

*Beginning in 2014 the Life and Mission Agency will provide a grant to each synod for the purpose of regional programming that may be used for salary and/or for resources as identified by the synod in consultation with the Life and Mission Agency/WMS.*

*Beginning in 2015, funding amounts for regional resourcing in the Life and Mission Agency budget will follow the present formula applied to the available amounts unless the available amount falls below \$488,000 (\$61,000 x 8) in which case the funds will be divided equally among synods.*

As you state in the letter of January 22, 2013, these are challenging times for the church in all aspects of its life and ministry. As the Synod considers the many challenges before it, we are considering the educational needs of the Synod and how to address them in new and creative ways. We are also cognizant that as we consider the future, that the obligation to care for the Regional Staff is a priority that must also be met.

I look forward to your reply regarding this important matter.

Sincerely,

Donna McIlveen  
Clerk  
The Synod of Québec and Eastern Ontario

# The Presbyterian Church in Canada L'Église presbytérienne au Canada

## LIFE AND MISSION AGENCY

January 22, 2013

Ms Ruth A. Davidson  
5837 Rideau Valley Dr  
Manotick ON K4M 1B3

Dear Ruth:

## RE: Funding for Regional Programming in 2014 and Beyond

As indicated in a letter sent by Mathew Goslinski regarding the 2013 grant for regional staffing, the grants will be paid quarterly over the course of the coming year. The amounts are the 2012 amount plus Cost of Living Allowance (COLA) on the full grant.

In terms of 2014 funding and beyond, we wanted to be in touch with you as early as possible in order that you may begin to plan your synod's future in terms of your current staff complement.

In light of changes in some synods, the WMS decision to stop funding this program after 2014 and the current funding situation at the national office, I am writing to you on behalf of the Life and Mission Agency to advise you of changes which will affect future funding.

At the November 2012 meeting of the Life and Mission Agency Committee a full discussion was held concerning the future of regional staff funding within the Life and Mission Agency budget.

The following decisions were taken by the Life and Mission Agency Committee:

Beginning in 2014 the Life and Mission Agency will provide a grant to each synod for the purpose of regional programming that may be used for salary and/or for resources as identified by the synod in consultation with the Life and Mission Agency/WMS.

Beginning in 2015, funding amounts for regional resourcing in the Life and Mission Agency budget will follow the present formula applied to the available amounts unless the available amount falls below \$488,000 ( $\$61,000 \times 8$ ) in which case the funds will be divided equally among synods.

Clerk:

In light of the fact that two synods no longer have staff in place but have opted to use the funds for programming, the Life and Mission Agency also decided that

**The annual conference for regional staff will no longer be funded through the Life and Mission Agency budget.**

This information regarding the annual gathering has been communicated to the regional staff who met with LMA and WMS staff in November 2012. Those present were advised to apply for other sources of funding which were mentioned to them, if they wish to plan an event for regional synod staff based on a theme or felt educational need.

These are challenging times for the church in all aspects of its life and ministry. Many other programs have been similarly affected within the Life and Mission Agency, but we are seeking to do ministry in new and creative ways in the 21st century.

Yours truly,

The Rev. Dr. Richard W. Fee  
General Secretary  
Life and Mission Agency

C     The Rev. M. Helen Smith, Convener Life and Mission Agency Committee  
The Rev. Sarah Kim, Executive Director, WMS  
Synod Clerks  
Synod Treasurers  
Synod Regional Staff

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Clerk:

**Regional Field Staff**  
**Updated March 10, 2014**

**ATLANTIC PROVINCES**

Mission & Education Consultant  
Vacant

Camping & Youth Consultant  
Vacant

**QUEBEC & EASTERN ONTARIO**

Area Education Consultant  
Anita Mack  
285 River St  
St. Lambert, QC J4P 1E5  
450-923-0794  
Email: anitamack@sympatico.ca

Area Education Consultant  
Christine Ball  
81 McLennan Way  
Kanata, ON K2L 2T2  
613-836-9658  
Email: christinealexisball@gmail.com

**CENTRAL, NE ONTARIO & BERMUDA**

Congregational Development Consultant  
John-Peter Smit  
56 Thirty Third Street  
Toronto, ON M8W 3H3  
Email: johnpetersmit@gmail.com

Synod Education Consultant  
Victoria (Tori) Smit  
56 Thirty Third Street  
Toronto, ON M8W 3H3  
Email: torismit@gmail.com

**SOUTHWESTERN ONTARIO**

Camp Kintail Director  
Theresa McDonald-Lee  
Home: Box 153  
Goderich, ON N7A 3X2  
519-529-7317  
Email: trillium@campkintail.ca  
Camp: (late May-Sept)  
Camp Kintail  
RR#3  
Goderich, ON N7A 3X9  
519-529-7317

Regional Staff for Youth & Family Ministry  
Spencer Edwards  
c/o Erskine Presbyterian Church  
19 Pearl Street North  
Hamilton, ON L8R 2Y6  
905-381-0121  
Email: Spence@youthandfamilyministry.ca  
Website: www.youthandfamilyministry.ca

**MANITOBA & NORTHWESTERN ONTARIO**

Synod Staff  
Vacant

**SASKATCHEWAN**  
Regional Staff  
Vacant

**ALBERTA & THE NORTHWEST**

Director of Regional Ministries  
Dianne Ollerenshaw  
51 Hobart Rd SW  
Calgary, AB T2V 3K2  
403-698-2523 (O)  
Email: Dianne.ollereshaw@gmail.com

**BRITISH COLUMBIA**  
Educational Ministries Coordinator  
Vacant  
  
Regional Minister  
Vacant

Updated – Sept 6, 2013

**Regional Staff Conveners**

**Atlantic**

Rev. Jeffrey Murray  
c/o St. Andrew's Presbyterian Church  
36 Bridge Street  
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**Overture No. 2 – PRESBYTERY OF LANARK AND RENFREW**  
**Re: the Elimination of the positions of Regional Staff at the end of 2014**  
To the 139th Synod of Quebec & Eastern Ontario.

WHEREAS the Women's Missionary Society (WMS) will no longer be providing \$200,000 per annum to the Life and Mission Agency towards the cost of regional staffing after 2014, and WHEREAS the Life and Mission Agency Committee then decided to provide a much smaller grant to each synod for the purpose of regional resourcing, that may be used for salary and/or resources as identified by each synod in consultation with the LMA/WMS, and WHEREAS there is no guarantee that the grants will continue beyond 2015 or 2016, and WHEREAS the Synod of Quebec and Eastern Ontario contracts with two part-time regional staff people, and WHEREAS the Synod of Quebec and Eastern Ontario has insufficient revenue to supplement the funding of these positions beyond 2014, THEREFORE the Presbytery of Lanark and Renfrew humbly overtures the Reverend, the 139th Synod of Quebec and Eastern Ontario to eliminate the positions of Synod Regional Staff within its bounds, effective December 31, 2014, or to do otherwise as the Synod, in its wisdom, may deem best.



May 28, 2014

Dear Presbytery Clerk,

I convene the Synod committee on Regional Resourcing, and am asking for your Presbytery's response to the new model for Regional Resourcing that our committee will present to the Synod on June 26, 2014.

Our committee would highly value knowing your Presbytery's general agreement or general disagreement with this idea before June 21, 2014. The new model for Regional Resourcing that our committee is proposing is given in the following excerpt from our draft report:

"We envision that the whole Synod Regional Resourcing budget being allocated each year as follows:

- a) To a Synod Camp Leadership Grant to each of our camps that, if accepted, must be used to fund personnel to promote and lead Christian camping for children and youth in our Synod. Given the current Synod staff's commitment to children and youth, especially Christian camping, we feel this would be an important investment for our Synod.
- b) That a Canada Youth coordinator (or two) be identified in the year of each Canada Youth event, and be contracted to coordinate the registration, transportation and promotion. They might be part of the national CY planning team.
- c) That a pool of funds be set aside each year to which Presbytery and congregations can apply for events that promote ministry to children and youth, or congregational leadership. These funds might be committed to be used in each region."

Our committee would like to know if we are headed generally in the right direction. I attach our full report with details, background and time line, but our hope is for your Presbytery's feedback on the model above.

Continued ... /2

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Clerk:

Page Two  
May 28, 2014  
Presbytery Clerk

Please send your feedback directly to me by June 21st, either verbally or in writing.  
Thank you. My contact information is below:

The Rev. Dr. Greg Davidson  
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Sincerely,

The Rev. Dr. Greg Davidson  
Convener, Synod Regional Resourcing Committee

GD:nw

Encl.: Committee Report to Synod

cc: Anita Mack  
Christine Ball

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Clerk: