

ASSEMBLY COUNCIL**November 21-23, 2010**

The Assembly Council met within Crieff Hills Community, Puslinch, Ontario, from November 21-23, 2010. R. Davidson led the Council in opening worship. B. Vancook constituted the meeting with prayer.

ATTENDANCE

22/10C

Present were:

Assembly Appointees: Ms. Janet Clapp, Ms. Heather Crisp, The Rev. Derek Krunys, The Rev. Margaret Mullin, Mr. Kent Smith, The Rev. Bert Vancook (convener), Mr. Gordon Walford.

Presbytery Representatives: The Rev. Mark R.J. Bourgon, Ms. Carol Glenn, Mr. Gerald Head, Mr. Soo-Chul Lee, Mr. William McGowan, The Rev. Dr. A.R. Neal Mathers, The Rev. Lloyd A. Murdock, Ms. Irene Rose, The Rev. Paul Sakasov, Ms. Joan Stellmach, Mr. Paul Tysdal, The Rev. Annabelle Wallace, The Rev. John R. Wilson, The Rev. M. Anne Yee-Hibbs.

Synod Representatives: The Rev. J. Ross Davidson, Mr. Charles Greaves, The Rev. Herb Hilder, The Rev. Keith A. McKee, Ms. Betty Trevenen, Ms. Bonnie VanderVeer-Carlson, The Rev. Robert D. Wilson.

Ex-Officio – Voting: Mr. Brent Ellis, The Rev. Dr. Herb Gale, The Rev. A. Harvey Self, The Rev. M. Helen Smith, Ms. Janet Brewer (representing Joan Smith), Ms. Jennifer Whitfield.

Ex-Officio – Non-Voting: The Rev. Dr. Richard Fee, Mr. Stephen Roche, The Rev. Stephen Kendall (secretary), The Rev. Dr. John A. Vissers (principal).

Others: Ms. Terrie-Lee Hamilton (recording secretary), The Rev. Don Muir.

Visitors

23/10C

The Rev. Milton Fraser (Long Range Planning, Monday afternoon); Ms. Karen Plater, (Overture No. 10, 2010), Ms. Lori Ransom (Healing and Reconciliation, Tuesday morning).

Others

24/10C

Mr. Colin Carmichael (Communications), Ms. Amy MacLachlan (Record).

REGRETS

25/10C

The Rev. Song Deuk Hong, Mr. Richard Kirk, Ms. Peggy Liptrott, Mr. Steve Roche (Sunday night), The Rev. Rick Fee (Tuesday morning).

WELCOME

26/10C

Each member was welcomed to the meeting by the convener, B. Vancook. A special word of welcome was expressed to the new members.

AGENDA

27/10C

It was moved by N. Mathers, duly seconded, and

AGREED, that the agenda and order of business as printed be adopted with the following additions:

1. Audit Committee re risk management (see p. 958).
2. Correspondence:
 - Presbytery of Newfoundland re reorganisation of the national office (referred to Life and Mission Agency Committee).
 - Presbytery of Westminster re loan to assist with legal costs (see p. 945, 952).

MINUTES**Council**

28/10C

It was moved by K. McKee, duly seconded, and

AGREED, that the Council minutes of March 21-23, 2010 be adopted.

Executive

29/10C

It was moved by H. Crisp, duly seconded, and

AGREED, that the Executive Committee minutes of September 21, 2010 be received for information.

CORRESPONDENCE

**Experimental Fund,
Directors**

J. Anderson
30/10C

A letter was received from Fred Rennie, secretary of the Experimental Fund, requesting the re-appointment of John Anderson as a director and Fred Rennie as honorary director and secretary/administrator.

It was moved by J. Wilson duly seconded, and

AGREED, that John Anderson be appointed to a second three year term as a non-permanent director.

F. Rennie
31/10C

It was moved by M. Bourgon, duly seconded, and

AGREED, that Fred Rennie as honorary director and secretary/administrator of the Experimental Fund.

**2012 General Assembly,
Pickering Presbytery**
32/10C

A letter was received from E. Briard, clerk of the Presbytery of Pickering, re hosting the General Assembly in 2012.

It was moved by H. Crisp, duly seconded, and

AGREED, to recommend to the General Assembly:
that the 2012 General Assembly be held within the bounds of the
Presbytery of Pickering.

**Presbytery of
Newfoundland re
reorganisation**
33/10C

A letter was received from the Presbytery of Newfoundland concerning the reorganisation of areas of work within the Life and Mission Agency.

AGREED, to place on the agenda during the report of the Life and Mission Agency Committee.

(see p. 952)

**Presbytery of
Westminster**
34/10C

A letter was received from the Presbytery of Westminster requesting a loan to assist with the legal costs of First Hungarian Church in Vancouver, British Columbia.

It was moved by H. Crisp, duly seconded, and

AGREED, to place on the agenda.

(see p. 952)

**EVENING
ADJOURNMENT**

The hour for the end of the day having arrived, and upon the motion placed by N. Mathers, the Council agreed to adjourn. B. Vancook closed with prayer.

MONDAY MORNING

PRAYER

B. Vancook opened the morning session with prayer.

**EXECUTIVE
Report**
35/10C

C. Greaves took the chair while B. Vancook presented the Executive Committee report.

It was moved by B. Vancook, duly seconded, and

AGREED, that the Executive Committee report be received and considered.

Council Meeting Days
36/10C

Recommendation No. 1

It was moved by B. Vancook, duly seconded, and

AGREED, that the Council meeting days be Sunday evening until Tuesday.

R. Wilson
37/10C

Recommendation No. 2

It was moved by B. Vancook, duly seconded, and

AGREED, that The Rev. Robert Wilson be named as a member of Assembly Council from the Synod of Saskatchewan in place of The Rev. Ina Golaiy until the June 2011 General Assembly.

GA Days and Design
Terms of Reference
38/10C

The following terms of reference were presented for the Council's consideration regarding Overture No. 12, 2009 re days of Assembly and the Assembly Council's Additional Motion re design of the Assembly (Min. Ref. 158/09C).

Preamble

At the March 2010 meeting of Assembly Council, the following recommendation was adopted during a discussion of biennial General Assemblies:

That a committee be struck to examine the time design of General Assembly with a view to encompassing both the business portion and an conference element.

The 2009 General Assembly also referred to the Assembly Council Overture No. 12, 2009, which asks:

that consideration be given to holding General Assembly from Friday evening to Tuesday afternoon to enable a wider membership to attend.

The Assembly Council Executive agreed at their September 2010 meeting that both these matters be referred to the one committee.

Membership

At least five members including, as representatives are available:

- a representative of Assembly Council,
- a clerk of Presbytery,
- a member of a Canada Youth or other conference planning design team,
- a member of a local arrangements committee,
- a commissioner to more than one past General Assembly,
- plus at least one Clerk of Assembly and the Senior Administrator, Assembly Office.

Terms of Reference

The committee shall :

- be chaired by the Assembly Council representative or another member selected by the committee at its first meeting,
- consult as appropriate within the national office and the church at large,
- consult with other denominations with a view to assessing best practices, and
- prepare a response for Assembly Council to the two recommendations given above.

Report

A preliminary report shall be presented to the March 2011 meeting of Assembly Council. This may be a final report if the committee considers its work complete.

Recommendation No. 3

It was moved by B. Vancook, duly seconded, and

AGREED, that the above terms of reference be approved for the ad hoc committee re Overture 12, 2009 and the design of General Assembly.

Ad Hoc Committee
39/10C

Recommendation No. 4

It was moved by B. Vancook, duly seconded, and

AGREED, that the Committee to Nominate be asked to appoint an ad hoc committee to prepare a response for Overture 12, 2009 re the days of General Assembly, and the General Assembly weekly schedule and design.

(see p. 958)

**Executive Staff - Lay
 Housing Supplement
 40/10C**

The following policy was presented to the Council:

Lay Housing Supplement on Executive Stipend

Policy for lay housing benefit supplement on executive stipend in lieu of clergy housing deduction tax benefit is presented for the Council. This policy applies to executive staff at the level of associate or general secretary. *(This policy has been reviewed and affirmed by legal counsel for the church and Assembly Council Executive)*

The Presbyterian Church in Canada (PCC) seeks to be fair and reasonable in providing stipendiary compensation to its executive staff. Currently, ordained clergy and members of the Order of Diaconal Ministries within The Presbyterian Church in Canada (“clergy”) who are engaged in full time administrative service at the National Office qualify to claim a clergy residence deduction available to members of the clergy under the Income Tax Act (Canada).

This deduction, available only to members of the clergy, if claimed, creates an inequity in the after-tax compensation received by executive staff. Therefore, the PCC has chosen to offer a benefit in the form of a ‘lay housing benefit supplement’ payable to executive staff who are ineligible to claim this tax deduction. An estimate of the amount required to bring take-home pay more or less equal between lay and clergy executives has been estimated to be 15% of clergy stipend, and this is the amount that has been approved to be provided as a lay housing benefit supplement.

By its very nature, the clergy housing benefit that gives rise to this policy touches on the family tax situation. Generally, the tax rules do not allow more than one clergy housing deduction to be claimed per residence. Therefore, while the PCC normally looks only to the employee him/herself when applying staff policies, because Parliament has determined that only one such housing deduction can be applied per residence, in this specific case we look beyond the individual to the household in order to provide what the PCC considers to be a fair application of a maximum of one clergy housing deduction or one lay housing benefit supplement per household.

The PCC will always sign the CRA T1223 form (Clergy housing benefit application) for ministers of the PCC or members of the Order of Diaconal Ministries who are executive staff.

Where the executive staff person is living alone, the situation is clear: A lay housing benefit supplement will be paid if the person is not clergy. It will not be paid if they are clergy, since they or another person with whom they may be sharing their residence (if clergy) would be entitled to claim the clergy residence deduction.

The following charts outline the various combinations of executive staff situations that can arise where the person is not living alone:

Table 1

Where one person in a household works in an executive position at the national office of the PCC and one works outside the national office:

| | | | | |
|---|--------|--------|--|-----|
| Person 1 (Works in office) | Clergy | Clergy | Lay | Lay |
| Person 2 (Does not work in office) | Clergy | Lay | Clergy | Lay |
| PCC signs T1223 – for person 1 | Yes | Yes | No | No |
| PCC offers Lay Housing Benefit Supplement – for person 1 | No | No | No – person 2 should be entitled to claim clergy residence deduction | Yes |

Table 2

Two persons in a household both work in executive positions at the national office of the PCC:

| | | | |
|--|-------------------------------------|------------|---------------|
| Person 1 | Clergy | Clergy | Lay |
| Person 2 | Clergy | Lay | Lay |
| PCC signs T1223 | For both; one can claim deduction * | For Clergy | No |
| PCC offers Lay Housing Benefit Supplement | No | No | Yes, one only |

* – unless multiple residences allow two claims.

The above charts, in each case, show that the PCC will ensure that the equivalent of one Clergy deduction/Lay housing supplement (not more and not less) is available for any household with an executive staff member at the PCC.

Recommendation No. 5

It was moved by B. Vancook, duly seconded, and

AGREED, that the above policy for Lay Housing Supplement on Executive Stipend be adopted.

Report
41/10C

It was moved by B. Vancook, duly seconded, and

AGREED, that the report as a whole be adopted.

FINANCE COMMITTEE Report
42/10C

G. Walford, convener of the Finance Committee, presented the committee's report. S. Roche was invited to provide information of this committee's work.

It was moved by G. Walford, duly seconded, and

AGREED, that the Finance Committee report be received and considered.

Budget Principles, 2012
43/10C

Recommendation No. 1

It was moved by G. Walford, duly seconded, and

AGREED, that the following budget principles for 2012 be approved:

In 2009 and March 2010 the Finance Committee and Assembly Council wrestled with declining amounts received through *Presbyterians Sharing...* This decline is not a reflection on how the average Presbyterian gives, rather it is reflective of the demographics of the church and the difficult and volatile economic times we are now enduring. The principles set here are not new. In point of fact they are a restatement of the discussions and decisions that have been previously made:

1. *Presbyterians Sharing...*: the base will be \$8,565,000 for 2012. (\$8,515,000 for 2011).
2. Grants to the colleges will be 9.88% of actual total revenue for the year ended 2010.
3. Cost of Living Allowance (COLA): 4.25% will be included in the 2012 budget for stipends/salaries. (Note: As agreed by Assembly Council effective January 1, 2012, staff salaries would be adjusted to what the staff would have received if they had not been subject to a salary freeze. January 2010 – 1.9%; January 2011 – .6%; January 2012 – 1.75% estimate).
4. Plan for operations in the three year forecast (2013-2015) such that the surplus account will be \$500,000 in 2015.

**National Office, Week
Leave**
44/10C

Recommendation No. 2

It was moved by G. Walford, duly seconded,

that the week off without pay in 2011 for national office staff be reconsidered if warranted by year-end finances; and that power to issue be given to the Finance Committee to make a final decision at its February 2011 meeting.

45/10C

Amendment

It was moved in amendment, by L. Murdock, duly seconded, and

DEFEATED, that the week off without pay for 2011 be cancelled.

46/10C

Original Motion

The original motion having been put to a vote carried.

No Common Week
47/10C

Additional Motion

It was moved by J. Stellmach, duly seconded, and

DEFEATED, that, if time off without pay is imposed in 2011, it not be through a common week.

Report
48/10C

It was moved by G. Walford, duly seconded, and

AGREED, that the report as a whole be adopted.

**DOLLAR BASE
(Overture No. 10, 2010)
Report**
49/10C

N. Mathers presented the response to Overture No. 10, 2010 re determining the dollar base for congregations. The convener welcomed Karen Plater, Associate Secretary for Stewardship, who was present for this discussion.

It was moved by N. Mathers, duly seconded, and

AGREED, that the report from the Working Group re Overture No. 10, 2010 be received and considered.

Response
50/10C

Overture No 10, 2010 asks the Assembly Council to review the method by which the dollar base amount is determined with a view to making it more equitable for all congregations.

The dollar base is an amount reported on the statistical form that reflects the total funds raised by a congregation from all sources in a given year, *minus* the amounts remitted for *Presbyterians Sharing...* and other mission purposes, and *minus* money used for the principal and interest of debt repayments. It therefore includes funds the congregation raises for their yearly operating budget and any funds raised for capital and special projects (roof, an addition to the church building, new heating systems, new building, etc.).

The dollar base is currently used to gauge a congregation's capacity to contribute to collective endeavours, including:

- the amount congregations are suggested to contribute to *Presbyterians Sharing*: [13% of the first \$50,000 (or part thereof of the dollar base)] *plus* [18% of the next \$50,000 (or part thereof of the dollar base)] *plus* [21.5% of the remainder].
- the amount congregations must contribute to the pension fund: 3% of dollar base.
- Some presbytery or synod dues.

The overture is concerned that when congregations undertake special campaigns to raise funds for new buildings, major extensions, major repairs or restoration projects, they can significantly increase their dollar base for one or two years. Subsequently

they must also increase their contributions to the pension fund, and are asked to increase contributions to *Presbyterians Sharing...* The overture feels this poses a significant challenge to a congregation which is trying to improve and maintain its property and already struggling to deal with the extra expense of these special projects.

As it currently stands a committee planning a campaign for a new building or a major repair would be wise to include an additional 3% for the pension contributions and a percentage for *Presbyterians Sharing...* into the fundraising needs for the special project. Or the congregation would be wise to factor in the impact on pension contributions and *Presbyterians Sharing...* on their annual operating budget.

Definitions

To consider this overture properly it is helpful to define major repairs and new buildings as the following:

New buildings or extensions: Addition of a permanent addition to the existing building or building a new church.

Major repairs to church/manse: Repairs which exceed 10% of a congregation's normal operating expenses as reported at the last annual meeting of the congregation. These would include HVAC (heating, ventilation, air conditioning) repair of the roof, leaking basement, mould mitigation, repairing driveways and parking lots, replacing windows, replacing or repairing the organ or piano, or anything that municipal, provincial or insurance regulators require for the use of the building.

What is the Impact of Changing the Dollar Base Calculation?

Presbyterians Sharing...

Overture No. 16, 1999 (A&P 1999 p. 467, A&P 2001, p. 209-10, 23) asked the General Assembly to consider separating capital expenditures from normal operating expenses in the calculation of the dollar base, for the *Presbyterians Sharing...* assessment. The overture wasn't granted as it was felt that if a congregation had the capacity to undertake capital expenditures, that it had the ability to increase contributions to *Presbyterians Sharing...*, and that the formula still best reflected the capacity of a congregation to contribute to *Presbyterians Sharing...* In addition, *Presbyterians Sharing...* had the added protection built into it in that presbyteries can already make adjustments to the suggested allocation based on their knowledge of the congregation, and, ultimately, congregations are the ones who decide what to accept for their allocation.

Pension Plan

The dollar base is also being used to determine pension contributions by the congregation. This is a change since Overture No. 16, 1999. Pension contributions are compulsory, with no flexibility for adjustment. Therefore this response will look primarily at the impact of changing the dollar base calculation. (As presbytery and synod dues are not set by Assembly, this response will not consider presbytery or synod dues, though the impact should be the same as pension.) It is important to note that if contributions to the pension plan aren't coming from a dollar base which includes capital campaigns and major repairs, the percentage charged to all congregations will have to increase.

Based on the capital raised in a given year to be used in the future, as congregations reported on their statistical returns from 2002-2006, The Presbyterian Church in Canada would need to increase the percentage each congregation pays yearly on its dollar base to 3.2% (subject to confirmation from the actuary). If the formula isn't changed, a congregation with a dollar base of \$100,000 is expected to contribute

\$3,000 annually to the pension fund. If that congregation did a capital campaign to raise \$50,000 for a new roof, their dollar base would become \$150,000 in that year and they would be required to pay \$4,500 to the pension fund instead of \$3,000. They would also be expected to contribute an additional amount to *Presbyterians Sharing...*; though most presbyteries and/or congregations adjust their accepted allocations for *Presbyterians Sharing...* to account for the impact of the capital campaign. (This practice varies across the country; some congregations do give more to *Presbyterians Sharing...* while others stay at the same level as the previous year.) If the dollar base calculation was changed to exclude major repairs, the above congregation would pay \$3,200 per year rather than paying the \$1,500 additional contribution to the pension fund in the year(s) of their major repair.

So the question becomes, is the burden of every congregation paying an additional small percentage on the pension contribution better than the burden of congregations being required to make additional contributions for *Presbyterians Sharing...* and the pension fund on the extra amounts raised for building or major repair projects?

Separating Building Campaigns from Major Repairs

The above calculation (3.2%) includes capital raised for new buildings/additions and major repairs. The increase in the percentage paid on the pension contribution could be less if only major repairs were excluded from the dollar base calculation. The increase in annual pension contributions in this case may be 3.1% (subject to confirmation of the proper amounts for the increases or reductions by the actuary).

This means that a congregation repairing its roof would not be required to make an extra contribution to the pension fund and *Presbyterians Sharing...* A congregation doing a building campaign would have to still have to incorporate extra contributions to the pension fund and *Presbyterians Sharing...* into the campaign. A building campaign worth \$500,000, for example, would pay 3.1% of that campaign (\$15,500) to the pension fund and be expected to contribute an extra amount to *Presbyterians Sharing...*

Conclusion

Removing building and major repairs from the dollar base calculation means that when congregations undergo these significant expenditures, they don't have to pay additional funds to the pension fund and *Presbyterians Sharing...* However, all congregations will need to pay more every year to make up the loss of these funds, and the percentage paid yearly will need to increase.

If we only exclude major repairs, this is a benefit to all congregations, as all congregations – at some point – will need to do major repairs on their facilities. This could be significant relief for congregations already struggling to maintain old, large facilities. By leaving in the funds raised and used for new buildings and additions, we believe that a congregation who has the ability to construct a new building or put on an addition, is a growing and thriving congregation who has the ability to contribute to mission outside of its doors (*Presbyterians Sharing...*) and to contribute to the retirement of our ministers through pension contributions.

**Major Repairs Deduction
and Pension
Contributions**
51/10C

Recommendation No. 1

It was moved by N. Mathers duly seconded,

to recommend to General Assembly:
that major repairs be a deduction from the dollar base and that every
congregation contribute 3.1% of the dollar base towards the pension fund.

Following some discussion, the working group was asked to look at rewording the recommendation.

(cont'd p. 952)

BUDGET AT GENERAL ASSEMBLY
52/10C

The Council considered the opinion of the Clerks of Assembly concerning the 2010 Additional Motion re the timing of the approval of the budget at the General Assembly (A&P 2010, p. 42). Some of the comments for the Clerks included concerns that commissioners need to understand the Assembly Council's role in providing background information and comment when new budget items arise at the General Assembly (Book of Forms 296.6).

WESTMINSTER PRESBYTERY LOAN
(cont'd from p. 945)
53/10C

Discussion resumed about the request from the Presbytery of Westminster for a loan regarding legal fees. (cont'd below)

LUNCH RECESS

The hour having arrived for lunch, K. McKee offered grace.

MONDAY AFTERNOON

PRAYER

B. Vancook opened the afternoon session with prayer.

WESTMINSTER PRESBYTERY LOAN
(cont'd from above)
54/10C

The Council returned to the discussion concerning the request from the Presbytery of Westminster for a loan regarding legal fees.

AGREED, that a loan up to \$7,500 be given to the Presbytery of Westminster to assist First Hungarian Church, Vancouver with their legal fees.

DOLLAR BASE (Overture No. 10, 2010)

The Council returned to the discussion of Overture No. 10, 2010.

Major Repairs Deduction and Pension

N. Mathers presented rewording for Recommendation No 1.

Contributions
(cont'd from p. 951)
55/10C

Reworded Recommendation No. 1
to recommend to General Assembly:
that funds raised for major repairs (more than 10% of normal annual expenditures) be deducted from the amount raised for congregational use (statistical form line 20) and the statistical forms accommodate this change and that congregations contribute an additional .1% of the dollar base toward the pension fund in consultation with the Pension and Benefits Board.

56/10C

Divided Motion
Upon request, the Council agreed to divide the motion.

Deduction re
Congregational Use
57/10C

Part 1
AGREED, to recommend to General Assembly:
that funds raised for major repairs (more than 10% of normal annual expenditures) be deducted from the amount raised for congregational use (statistical form line 20) and the statistical forms accommodate this change.

Pension Contribution
58/10C

Part 2 and Reworded
AGREED, to recommend to General Assembly:
to recommend to the Pension and Benefits Board that the contribution rate be raised for the pension fund by .1% to offset the change in dollar base calculation due to the removal of the cost of major repairs.

Response
59/10C

Recommendation No. 2
It was moved by N. Mathers, duly seconded, and
AGREED, to recommend to General Assembly:
that Overture No. 10, 2010 be answered by the above response.

Report
60/10C

It was moved by N. Mathers, duly seconded, and
AGREED, that the report as a whole be adopted.

**LONG RANGE
PLANING
Report**
61/10C

The convener welcomed M. Fraser, the convener of the Long Range Planning Committee, to present the report.

It was moved by H. Smith, duly seconded, and
AGREED, that the Long Range Planning Committee report be received and considered.

Emmaus Project
62/10C

M. Fraser shared with the Council some of the Emmaus Project follow up being done by the committee, design team and in various presbyteries.

It was moved by H. Smith, duly seconded, and

AGREED, that the Long Range Planning Committee with two or three members of Emmaus Project Design Team work together to identify steps, assignments, tasks and/or projects so that the follow up from the Emmaus Project is finalised within the next 18 months:

Some of the steps, assignments, tasks and/or projects that the Long Range Planning Committee note are:

- communication pieces (DVD – from the material shot at the Emmaus Project along with a teaching tool to assist presbyteries/congregations in planning for ministry and mission within their areas, website, blogs). These resources would assist in spreading the Emmaus Project story to presbyteries that were unable to attend and help them in their work of renewal.
- presbyteries:
 - working with presbyteries to identify their ministry and mission planning strategies and to discover how to assist them with resources;
 - follow up with presbyteries that attended the Emmaus Project to see “how they are doing” and “what they are doing”;
 - inviting stories of what presbyteries are doing.
- the Management Team shall allot funds from remaining strategic planning resources for communication and educational tools regarding follow up from the Emmaus Project.

Report
63/10C

It was moved by H. Smith, duly seconded, and
AGREED, that the report as a whole be adopted.

**LIFE AND MISSION
AGENCY
Report**
64/10C

The Life and Mission Agency Committee report was presented by H. Smith, convener, and R. Fee.

It was moved by H. Smith, duly seconded, and
AGREED, that the report be received and considered.

**Mission Residence,
Selling of**
65/10C

Recommendation No. 1

It was moved by H. Smith, duly seconded,
that the mission residence be sold.

66/10C

Amendment

It was moved in amendment by H. Gale, duly seconded, and

AGREED, that consideration of the sale of the mission residence take place only after a report back from a task force whose mandate is not solely financial but how the mission residence could be used to complement the mission work of The Presbyterian Church in Canada.

67/10C

Amended Motion

The amended motion having been put to a vote was adopted (see p. 958).

**Ethnic Involvement in
Leadership
(Overture No. 18, 2009)**
68/10C

Overture No. 18, 2009 re strategy for greater racial and ethnic involvement in leadership was referred to the Life and Mission Agency to be in consultation with the Assembly Council. A draft response was presented for discussion.

Recommendation No. 2

It was moved by H. Smith, duly seconded, and

AGREED, that if there are further comments from Assembly Council regarding racial and ethnic involvement in leadership in The Presbyterian Church in Canada that they be forwarded to Justice Ministries for consideration in the drafting of the final response for the Life and Mission Agency report.

Stewardship Mandate
69/10C

The following revised mandate for Stewardship was presented.

The Stewardship Department will help individuals, congregations, presbyteries and synods discover the ways that they can best use their resources to participate in God's mission in creation and redemption. The Stewardship Department will:

- foster an understanding of stewardship as a spiritual discipline and as a way to share in God's mission;
- use a variety of resources – print, electronic, workshops, consultation and communication – to help people understand mission and stewardship;
- encourage individuals, congregations, presbyteries and synods to use all the resources given by God to support mission locally, nationally and internationally;
- encourage and promote mission opportunities that help people learn about and experience mission first hand; for example, study tours, congregation/presbytery/synod mission trips, short-term volunteers;
- create attractive resources that help the church understand and support *Presbyterians Sharing* and keep it up-to-date on the income and accomplishments of the national budget;
- equip mission staff on furlough, visitors from partner churches abroad, mission volunteers and trip participants and others to speak about The Presbyterian Church in Canada mission and stewardship.

Recommendation No. 3

It was moved by H. Smith, duly seconded, and

AGREED, that the revised mandate for Stewardship be noted.

**Canadian Ministries/The
Vine Mandate**
70/10C

The mandate for the amalgamation of Canada Ministries/The Vine was presented as follows:

Believing that congregations are of vital importance and that presbyteries have a pivotal role in the oversight of their constituencies, Canadian Ministries/The Vine will strive to provide human, on-line, printed and financial resources to enhance the mission and ministry of our denomination. Canadian Ministries/The Vine will engage with and facilitate church leaders, supporting them as they carry out their ministry of furthering the spread of the gospel.

Canadian Ministries/The Vine will:

- provide accessible, thorough and prompt responses to requests for information for all aspects of congregational life;
- produce on-line and print resources for the church in the fields of evangelism, Christian education, youth, congregational development, change and transition, worship and leadership development;
- draw upon the gifts and talents of the leadership of The Presbyterian Church and connect them and their ideas to the wider church through leadership opportunities and print resources;
- assist presbyteries as they evaluate, vision and execute programs as a part of their strategic planning emphasis and support presbyteries in the development of workshops, consultations and conferences for growth and renewal;
- support and provide grants to congregations and to presbyteries as they oversee new church development, renewing ministries, aboriginal ministries, chaplaincies, rural and remote ministries and other specialized ministries;
- aid presbyteries in their search for new and innovative mission and ministry initiatives by providing grants from regular budget sources, from internally restricted funds and from designated bequests;
- make appointments of personnel based upon presbytery requests;
- be current, creative, responsive, proactive and innovative in all aspects of congregational ministry in seeking to carry out all the above areas of this mandate.

Recommendation No. 4

It was moved by H. Smith, duly seconded, and

AGREED, that the mandate for the amalgamated department, Canadian Ministries/The Vine, be noted.

**Canadian Ministries/The
Vine Position Description**
71/10C

The position description for the Associate Secretary, Canadian Ministries/The Vine was presented for information.

Recommendation No. 5

It was moved by H. Smith, duly seconded,

that this position description be received for information and the Life and Mission Agency request to circulate presbyteries for nominations be approved.

72/10C

Amendment

It was moved in amendment by B. Wilson, duly seconded, and

DEFEATED, that the following be added to section 7 under Experience and Skills: “or equivalent experience to the requirement for an undergraduate degree”.

73/10C

Amendment

It was moved in amendment by J. Stellmach, duly seconded, and

DEFEATED, that the section be renamed to “Recommended Experience and Skills”.

74/10C

Amendment

It was moved in amendment by I. Rose, duly seconded, and

DEFEATED, that to section 7 under Experience and Skills be deleted from the position description.

75/10C

Original Motion

The original motion having been put to a vote was adopted.

Position Descriptions and Educational Standards

76/10C

It was moved by H. Self, duly seconded, and

AGREED, that the matter of educational requirements in position descriptions be referred to the Personnel Policy Committee for study and to report back to Assembly Council.

Canada Ministries/The Vine, representative on Search Committee,

J. Clapp

77/10C

Recommendation No. 6

It was moved by H. Smith, duly seconded, and

AGREED, that Janet Clapp be appointed as the Assembly Council representative to the Search Committee for the Associate Secretary position, Canadian Ministries/The Vine.

(report cont'd on p. 958)

MANAGEMENT TEAM Report

78/10C

R. Fee presented the written report of the Management Team.

It was moved by G. Walford, duly seconded, and

AGREED, that the report of the Management Team be received for information.

MOVING COST FUND (Overture No. 13, 2009)

Report

79/10C

B. Trevenen presented the report from the Working Group on Overture No. 13, 2009 re establishing a moving cost fund.

It was moved by B. Trevenen, duly seconded, and

AGREED, that the report of the Working Group re Overture No. 13, 2009 be received and considered

Response

80/10C

It has been difficult for this working group of Assembly Council to provide a response to Overture No. 13, 2009 re escalating moving costs fund.

The concern of the Presbytery of Newfoundland, with the high costs of moving a minister to an area farther removed from most other churches of our denomination, is understandable. Over 50% of our church's congregations are in central and southwestern Ontario, and so moving costs within these areas may be considered to be more reasonable. However, the 25% of congregations west of Thunder Bay, and 25% from eastern Ontario through the Atlantic Provinces, may indeed be faced with special difficulties when calling a minister. It is further understood that a call should not mainly be based on, or discouraged by, the cost of relocating a minister from one location to another.

While a fund might assist congregations with the costs of relocating a minister, how to establish and administer such a fund is not clear. Several questions must first be answered:

- How would such a fund be established? Would all congregations be required to pay an initial levy, or would a cost-sharing formula need to be implemented? Would paying into such a fund place an undue burden on congregations already struggling with deficit budgets?
- How would the fund be accessed? What would be the criteria for accessing the fund? Would all moving costs be eligible, or only those for moving a "certain distance"? How often would congregations be eligible to draw from the fund? How would access to the fund be made equitable (i.e. some congregations might pay into the fund for years, and yet never have the need to draw from it)?

- Who at 50 Wynford Drive would be responsible for administering the fund?
With the recent cutting of staff, would the responsibility for the fund present problems at this time?

In conclusion, while the establishment of such a fund would assist congregations in bearing the costs of relocating a minister, we feel that it is not feasible at this time, without answers to the questions listed above. Therefore we believe the prayer of Overture No. 13, 2009, should be not granted.

Recommendation No. 1

It was moved by B. Trevenen, duly seconded, and

AGREED, to recommend to the General Assembly:
that the prayer of Overture No. 13, 2009 be not granted.

Report
81/10C

It was moved by B. Trevenen, duly seconded, and

AGREED, that the report as a whole be adopted.

**REPORTS WITHOUT
RECOMMENDATIONS**
82/10C

It was moved by K. Smith, duly seconded, and

AGREED, that the following reports be received for information:

- Archives and Records Management
- Church Architecture
- Lending Funds Committee
- Experimental Fund

**HISTORY
COMMITTEE RE
DECEASED
MINISTERS**
83/10C

S. Kendall informed the Council that the History Committee will be suggesting that a brief memorial time for ministers who had died within the previous year be held at each General Assembly.

DINNER RECESS

The hour having arrived for dinner, R. Davidson moved that the Council adjourn.
B. Vancook closed in prayer. A. Wallace offered grace in the dining hall.

MONDAY EVENING

PRAYER

B. Vancook opened the evening session with prayer.

SUPPORT SERVICES
84/10C

A verbal report about Support Services was presented by S. Roche.

**“A MOMENT OF
TRUTH” AND
RELATIONSHIP WITH
JEWISH PEOPLE**
85/10C

Two referrals to the Assembly Council: “A Moment of Truth” – Christian Palestinian Statement and “Canadian Presbyterian Statement on our Relationship with Jewish People were discussed by the Council within table groups. Various comments were shared with the total group.

AGREED, that a compilation of the comments be forwarded to the respective committees.

**MODERATOR,
GENERAL ASSEMBLY**
86/10C

Herb Gale, Moderator of the 136th General Assembly, shared with the Council, highlights from his itinerary through a PowerPoint presentation. He noted the international visit to Nicaragua and Guatemala, visits to congregations celebrating anniversaries and dedications, special events such as a community dinner and attending a dinner in honour of Her Majesty Queen Elizabeth, along with some reflections on the moderatorial year.

**EVENING
ADJOURNMENT**

The hour having arrived for evening adjournment, B. Vancook closed with prayer.

TUESDAY MORNING

PRAYER

B. Vancook opened the morning session with prayer.

**LIFE AND MISSION
AGENCY**

**Mission Residence,
Task force re**

(cont'd from p. 954)
87/10C

Earlier in the meeting, the Council decided that a task force be named to address issue concerning the possible sale of the mission residence and to report back in March. The Life and Mission Agency Committee will name a representative.

It was moved by H. Smith, duly seconded, and

AGREED, that the convener name two Assembly Council members to serve on the task force.

AUDIT COMMITTEE

Risk and Succession

88/10C

G. Walford presented, on behalf of the Audit Committee, an issue of risk regarding succession planning as it pertains to the sudden loss of a general secretary (such as illness, death or an emergent situation). The specific concern was how to deal with the sudden loss of the skill set and competency of the general secretary. It was noted that this might more properly come under a “disaster planning” scenario.

It was moved by G. Walford, duly seconded, and

AGREED, that the issue of succession planning be referred to the Management Team to be considered as part of the performance reviews for general secretaries.

**NOMINATING
COMMITTEE**

Report

89/10C

The Nominating Committee report was presented by J. Stellmach.

It was moved by J. Stellmach, duly seconded, and

AGREED, that the report of the Nominating Committee be received and considered.

Committee Appointments

90/10C

It was moved by J. Stellmach, duly seconded, and

AGREED, that the following appointments be:

- Long Range Planning Committee: Derek Krunys
- Finance Committee: Elaine Heath and Bob Wilson

**GA Days and Design
Ad Hoc Committee**

91/10C

It was moved by J. Stellmach, duly seconded, and

AGREED, that the Ad Hoc Committee re the General Assembly Design and Days be:

- Herb Hilder (convener)
- David Phillips
- Donna McIlveen
- Don Muir
- Terrie-Lee Hamilton
- Power to issue to General Assembly Office regarding the representative with a conference planning and/or Canada Youth and a commissioner from more than one past General Assembly.

**RESIDENTIAL
SCHOOLS**

92/10C

S. Kendall presented a verbal report on the current state of claims being addressed through the Independent Assessment Process of the Settlement Agreement re Residential Schools. He indicated that copies of our archival material will be sent to the Truth and Reconciliation Commission. Currently, the archives has a database of over 20,000 names of students, staff, workers, etc, relating to residential schools.

**HEALING AND
RECONCILIATION**
93/10C

The convener welcomed Lori Ransom, Animator for Healing and Reconciliation, who gave a presentation on this program highlighting its work over the past number of years, various events and projects supported by funds of the church and expectations for future work.

**MEETINGS
Council**
94/10C

The future meetings of the Council will be March 27-29, 2011 and November 20-22, 2011.

Executive
95/10C

The Executive will meet on January 18, 2011.

APPRECIATION
96/10C

The convener expressed appreciation to the members for their time and participation at this meeting.

ADJOURNMENT

There being no further business the Council adjourned with worship.

WORSHIP

L. Ransom led in closing worship.

The Rev. B. Vancook
Convener

The Rev. S. Kendall
Secretary