	<u>We Gather before God</u>
	Worship Host: Knox-St. Giles, Calgary, AB
	Call to order and Constitution Moderator pro-tem: L. McKay Land Acknowledgement **Roll & Regrets** Clerk: C. Persaud **Consent Agenda** **Correspondence** **Reports on Partnerships:** Chair of Christian Thought Advisory Council: *Mary Rozsa de Coquet* Calgary Interfaith Council: *Laurie McKay* Indigenous Gathering Place: *Cathy Gale* Ecumenical Campus Ministry, Lethbridge: *Karen Robbins* Ecumenical Campus Ministry, Medicine Hat: *Joyce Engel*
	Adoption of minutes Regular meeting: October 13, 2026
	Approval of Docket
	Breakout Rooms and Discussion
	Prayers for the work of the congregations within the Presbytery – Moderator/appointee
	Interim Moderators' Reports Centennial – Bartholomew Alexander St. Andrew's, Lethbridge – Heather Carlson
	Amalgamation Knox – St. Giles Amalgamation Team – Terry Fach
	Committee Concerns Clergy Care and Resource Committee – Chris Joiner Congregational Care and Resource Committee – Heather Carlson Mission Care and Resource Committee – Deirdre Harris & Okelo Aballa Presbytery Care and Resource Committee – Heather Bryant

	Treasurer's Report – Phil Gaiser
	Request for a consultation – Maren McLean Persaud, Christian Persaud or Tom Paasuke (The request is for the purpose of seeking information, clarification, or general advice on how to proceed with a matter that concerns the presbyter.)
	Clerk's report – Christian Persaud
	General Presbyter's report – Terry Fach
	Other Business Voluntary Withdrawal Committee
	Enthusiasms and Concerns Moderator
	Prayers for the world and our role in it Moderator/Appointee
	Time and place of next meeting Moderator The next regular business meeting of the Presbytery will be **January 12, 2027** via Zoom. The meeting will start at 7 pm. Reports due **Thursday, December 31, 2026** by noon. Adjournment Benediction

We Gather before God

Worship Host: Knox, Calgary

Correspondence – *Clerk*

Receive for Information

26-134	L. McKay, Labyrinth Poster, distributed
26-136	K. Muir, September Changes to the Roll, distributed
26-138	J. Alasgarli, Nov 7, online - a day for people supporting others in their communities, distributed
26-140	T. Fach, Dr. Bob Ekblad in Calgary next week, distributed
26-141	Donations PCC, PCC Gifts by Presbytery, distributed
26-142	H. Currie, Slides from Synod, distributed

Refer to the Clerk

26-137	K. Muir, 2026 Remits
26-139	L. Kilbreath, Walk As We Report to Presbytery - Oct 13, 2026

Refer to Mission Care

26-135	M. Khalil, A Father's Appeal for Safety

Adoption of Minutes – *Clerk*

Interim Moderator's Report for Centennial Church – *Bartholomew Alexander*

The clerk of presbytery followed up with the clerks of assembly after our last presbytery meeting and this is an excerpt from their response after consultation:

- There have been decisions of the church that have affirmed the ability of an incumbent associate minister being considered for the senior position in a vacancy in the same congregation, without having to step away from the associate position, and there has been recent change that allows students to be considered for a call in congregations where they have been providing Sunday supply. These are moves that recognize that we have limited resources regarding who might be available and appropriately gifted for calls to our congregations.

- The presbytery will need to ensure that the Interim Moderator, Search Committee and the Session of Centennial understand clearly who the calling congregation is, what their vision and needs for ministry are and the gifts they would be seeking in any candidate. If the previous point underscores that the church is not restricting possible candidates for a call due to prior relationship or familiarity, it remains that the IM, Search Committee and session be very clear about the needs of the congregation and the fit of the candidate. Prior relationships and knowledge may be helpful, but they must not unduly skew the process of discernment. This will need to be a priority for those involved in the search/call process. The call must be for the minister of Centennial Presbyterian Church.

Unless there are additional factors that would complicate an already complex situation, our guidance would be that the presbytery should not mandate a time of separation for Okelo from either Centennial or the Anyuak worshipping community, but that the Interim Moderator, Search Committee and Session of Centennial, with the guidance and support of the Presbytery of Calgary-Macleod, bring careful discernment and clarity to the nature of the search process and any call that might result from it.

Interim Moderator's Report for St. Andrew's, Lethbridge – *Heather Carlson (No Report)*

Knox-St. Giles Amalgamation Team Final Report– *Terry Fach*

The Presbytery of Calgary-Macleod appointed an amalgamation support team (AST) of Cathy Gale, Diane Hill, and Terry Fach (Convener) in April 2026 to accompany and support Knox Presbyterian Church (Calgary) and St. Giles Presbyterian Church in their discernment of an amalgamation plan. This report includes a summary of AST activities, observations, and recommendations for future amalgamation support teams in the presbytery (readers may wish to jump ahead to review our recommendations, listed on p.3 of this report.)

1. Summary of Activity and Outcome

- From April 1 – Sept. 15, 2026 the AST met together 10 times as a separate team; on 5 occasions with a writing team; met with the Sessions (separately and jointly) a total of 6 times and communicated with the congregations on several occasions.

- The overall goal of the AST was to "facilitate prayerful and collaborative dialogue with each congregation, and their Sessions" as they discerned their amalgamation. Practically this required the writing of an Amalgamation Plan, as outlined in the PCC's Policy for the Amalgamation or Dissolution of Congregations (2023). A first draft of that plan was presented to the Sessions on April 1st.

- The AST recommended that a Writing Team be assigned the task of revising subsequent drafts for the Sessions to review. The Writing Team was made up of the AST and one representative from each Session: Moira Brownlee (Knox) and Sandra Cameron Evans (St. Giles). We commend the persistence and careful work of these Session reps. The Vision Clarity Team—Jason Gaskarth, Iris Jung, Fidelio Choi, and Sungwoo Kim—met once in July to clarify consensus on the amalgamated congregation's ministry vision. We commend these Session members for their prayerful and courageous contributions.

- In mid-August the Writing Team submitted a final draft of the plan for the congregations for review and comment. Both congregations voted to approve the amalgamation plan on August 30, 2026. The plan was approved by presbytery on September 15, 2026.

- The PCC Policy on Amalgamation asks that the presbytery submit to the Commission on Assets of Dissolved and Amalgamated Congregations the portion of the amalgamation plan that shows how any of the assets will be used to further Christ's work in the local community and beyond for the Commission's approval. The AST contacted the Commission early on to seek guidance. Kyle Heaney, Project Coordinator with PCC Support Services, reviewed our proposal for asset distribution before it was sent to the Commission in early September. When the use of assets has been approved, the plan can be implemented. (At the time of this plan's writing, no word has been received from the Commission.)

- In between the official meetings and working group gatherings, many other conversations and informal discussions took place. We commend the Sessions, the Interim Moderator at Knox (Rev. Dr. Chris Joiner), and the Minister of St. Giles (Rev. Chandra Mannix) for their leadership, patience, and wisdom.

2. Observations and Recommendations

1. Membership of AST: The Terms of Reference for the AST included suggested personnel and areas of expertise. In addition to those listed in the TOR, we would add the following specific recommendation: that teams include those skilled in identifying and addressing pastoral care needs in congregations that may be

traumatized by years of decline and loss, and imminent closure. Pastoral care cannot be lost in the administrative details involved in merging ministry structures and programs.

2. Communication: Overall, the AST was impressed by the efforts of the Sessions throughout the planning process to communicate with congregants. However, one of our impressions is that the AST and the Sessions could do better at keeping congregants informed about all aspects of the amalgamation process, including: anticipated timeline, ongoing ministry opportunities during and post-amalgamation, and decisions about the minister of the amalgamated congregation. Sessions should appoint a communications point person to update congregations weekly or bi-weekly during the amalgamation transition. Forming community and building relationships as two congregations move towards formal amalgamation needs to be intentional. This will help alleviate some of the anxieties of a congregation that is going to experience significant change and disruption.
Example: Knox was asked to formally vote to accept Rev. Mannix as the minister of the newly amalgamated congregation, but there were limited opportunities for Knox members to get to know her.

3. Early Assessment and Realistic Timeline: Sessions, congregations, and presbyteries can properly discern the mind of Christ on such weighty matters as amalgamation or dissolution only if they can proceed in a prayerful and unhurried manner. The AST felt a sense of urgency to bring the amalgamation process to a close as soon as possible, given the precarity of the circumstances for both congregations and our assignment (the decision to amalgamate had already been made). The ideal scenario is that congregations should engage in prayerful conversations separately, with the other congregation involved, and with the presbytery team. This means committing to a realistic timeline that allows for truly prayerful conversations. Further, discerning a fresh ministry vision also requires a significant commitment of time for reflection, prayer, and study. Therefore, we recommend that future amalgamation conversations endorsed by presbytery aspire to something like the following: A six-month discernment conversation between Sessions and teaching elders, facilitated by a presbytery facilitator or representative (other than the teaching elders), in which the outcome of the discernment is a confirmation of intention to amalgamate (or not) and a statement describing a shared vision for the future ministry of the new congregation. We also recommend that when a Session expresses a desire to explore amalgamation, the Presbytery Care and Resource Committee create an AST, with accompanying terms of reference, to participate in those exploratory conversations.

4. Forensic Preparation: During our amalgamation experience we learned that financial and legal information may not be up to date in a church that hopes to amalgamate and sell property. For that reason, the AST recommends that the Sessions of amalgamating churches conduct an administrative review during the

six-month discernment period (see #3 above), to confirm that organizational records are up to date and valid, including: CRA status and filing, annual financial records and reports, trustee lists, and property titles. This review should be completed prior to the submission of an amalgamation plan to presbytery for approval.

5. Revitalizing Vision: The AST was impressed by the future-orientation of Session members, congregants, and minister, whose dream is that this amalgamation would lead to revitalized ministry and refocused sense of purpose, and not mere survival. The development of this part of the amalgamation plan was the most exciting part of the process for the AST and, we believe, for members of the congregations. Interestingly, the PCC amalgamation plan guidelines do not require any information about ministry vision. Yet, our recommendation is that a ministry vision (and initial strategies) be an intentional part of the amalgamation discernment process, and that it be captured in as much detail as possible in the plan.

6. Encouragement, Modeling, Accountability: Finally, we recommend that, for the sake of the encouragement and learning of the presbytery, and to provide some accountability and support for the newly amalgamated congregation, that there be monthly progress reports from the representing elder of the newly amalgamated congregation to presbytery for the first six months following amalgamation, and then quarterly reports for the next year. We also recommend, upon presbytery's approval of an amalgamation plan, that for the first year the Convener of the AST check-in with the Clerk of the newly amalgamated congregation monthly to review progress and offer support and encouragement.

Summary of AST Recommendations

1. Amalgamation support teams should include those skilled in identifying and addressing pastoral care needs in congregations that may be traumatized by years of decline and loss, and imminent closure.

2. Sessions of amalgamating congregations should appoint one communications point person to update congregations weekly or bi-weekly during the entire amalgamation process.

3. Sessions exploring amalgamation should begin with a six-month discernment conversation between Sessions and teaching elders, facilitated by a presbytery committee, in which the outcome of the discernment is a confirmation of intention to amalgamate (or not) and a statement of the shared vision for the future ministry of the new congregation.

4. When Sessions agree to amalgamate their churches, the presbytery will appoint an AST, with accompanying terms of reference, to assist in the writing of an amalgamation plan.

5. Sessions of churches exploring amalgamation must conduct an administrative review during the six-month discernment period to confirm that organizational records are up to date and valid, including: CRA status and filing, annual financial records and reports, trustee lists, and property titles. This review should be completed prior to the submission of an amalgamation plan to presbytery for approval.

6. Developing a ministry vision for the newly amalgamated congregation should be an intentional part of the amalgamation discernment process, and that it be captured in as much detail as possible in the amalgamation plan.

7. The representing elder of the newly amalgamated congregation present monthly progress reports to presbytery for the first six months following amalgamation, and quarterly reports for the next year thereafter.

8. Upon the presbytery's approval of an amalgamation plan, the Convener of the AST check-in with the Clerk of the newly amalgamated congregation monthly to review progress for the purpose of offering support and encouragement.

The submission of this report formally concludes the support team's assignment. We thank the Presbytery Care and Resource Committee for entrusting us with this role. Now, we enjoin the presbytery to lift Rev. Chandra Mannix and the new Session in prayer, that their ministry may bring glory to God and draw many towards Christ in the months and years ahead.

MOTION: That the above eight (8) recommendations be considered and incorporated into any future amalgamation processes between congregations within the Presbytery of Calgary-Macleod.

Respectfully Submitted,
Diane Hill, Cathy Gale, Terry Fach

Amalgamation of Knox and St. Giles

Work has begun on implementing the Amalgamation Plan approved by presbytery in September 2026. The Vision Task Force (VTF) will be convened by Joy Augustin, an Elder, and the congregation has been approached to identify possible candidates who reflect the intercultural and intergenerational community identified in our Plan vision.

A to-do list has been developed that addresses such things as consolidating phones, email, and Canada Post as well as moving archives and other materials to the St. Giles building.

Weekly activities continue at both locations with congregants encouraged to attend wherever their interests are. Conversations with the other building users at Knox are ongoing.

At its recent meeting, Session discussed arrangements for a Service of Thanksgiving and Dedication to be held at the Knox location. Recognizing that this is a significant occasion within the presbytery, we make the following **recommendations**:

- That presbytery approve a Service of Thanksgiving and Dedication, as referenced in the Amalgamation Plan for Knox and St. Giles churches, to be held on December 6 at 7PM in the former Knox Church building.

- That presbytery approve travel and accommodation expenses for the Rev. Mark Tremblay and Rev. Murdo Marple to travel to Calgary for the service.

Respectfully submitted,
Sandra Cameron Evans

Committee Reports

Clergy Care and Resource Committee – *Chris Joiner (Convener)*

1. 2026-2027 Workplan Development
In the presbytery retreat, the following recommendations were put forward for Clergy Care:

Cultural shift focus: administrative to encouragement AND competitive to collaborative
Emerging focus:
· 3.1 a identify what to do/what to stop
· 3.3 b invite presbytery-wide learning led by scholars
· review practice of interim Moderators

As part of the review of the practice of Interim Moderators, the committee discussed a revised study document entitled “Interim Moderator Practice in Pastoral Vacancies.” The committee voted to refer the document, with further revisions, to Presbytery Care for consultation and collaboration.

2. Responsive Oversight
We are excited and encouraged to currently have four persons seeking entry into The Presbyterian Church in Canada, two as ordained clergy and two discerning ordination.

Rev. Layne Kilbreath – Layne comes to the Presbyterian Church in Canada from the Christian Reformed Church, received theological education at Regent College and Calvin Seminary, and is currently the Director of Walk as We indigenous ministry. Clergy

Care interviewed Layne and presbytery granted permission for him to pursue entry into the PCC via the Education and Reception Committee of the denomination (E&R). He is currently fulfilling the requirements set forth by E&R for admission.

Rev. José-Luis Moraga – José-Luis comes to the Presbyterian Church from the Mennonite Church, serving as the Program Director of the Mennonite Central Committee in Alberta. He received his theological education from Canadian Mennonite University in Winnipeg; Seminario Teológico Bautista and Centro de Estudios Teológicos in Santiago, Chile. Clergy Care interviewed José Luis and presbytery granted permission for him to pursue entry into the PCC via E&R. He is currently in process with E&R.

Aaron Manese – Aaron is a Ruling Elder at St. Paul's Presbyterian in Banff. He was recently endorsed for candidacy by the Session of St. Paul's. The committee is preparing to interview Aaron and consider his desire to pursue ordination in the PCC.

Alessa Polito – Alessa comes to the Presbyterian Church from the Christian and Missionary Alliance in Canada (Alliance) and is currently a PhD student in Religious Studies at the University of Calgary and on the staff at Grace Presbyterian as Youth Ministry Leader. Alessa has also received theological education at Ambrose University. Clergy Care will interview Alessa soon to consider recommending his pursuing entry via E&R.

We are in process of assigning liaisons to each of the above. The liaisons will establish a relationship, develop the procedural pathway for each, maintain regular contact, coordinate the process, report to the Clergy Care Committee, and accompany them through transitions.

3. Professional Development
The study leave report from Rev. Heather Carlson is presented in this report for information, with gratitude to Heather for sharing her insights with the presbytery.

The committee is inviting Adrian Jacobs and Joni Sancken to present to the clergy via Zoom prior to the November 2026 and February 2027 meetings, respectively. We discussed a thematic structure for professional development opportunities and will finalize those plans and present to an upcoming presbytery meeting.

4. Clergy Well-Being
We are coordinating with the presbytery retreat planning group to have a pre-retreat gathering for the clergy as we did last retreat.
Plans are already underway for a clergy and family picnic in August.

5. Minister Emeritus
The Session of St. John's Presbyterian Church, Medicine Hat would like to confer the title of *Minister Emeritus* upon Rev. Dr. Bob Cruickshank. Below is an extract.

A MOTION was made by Bev Beresh, seconded by Darrell Risk that the Presbytery of Calgary-Macleod give approval for St. John's Presbyterian Church to confer the title of Minister Emeritus upon the Reverend Dr. Bob Cruickshank, who served the congregation of St. John's, Medicine Hat with distinction from 2002 to 2007 and whose spiritual legacy, pastoral care, and impact continue to bear fruit in this congregation, although now retired from active ministry for nearly 20 years.
CARRIED.

MOTION: That presbytery give approval approval for St. John's Presbyterian Church to grant the title of Minister Emeritus upon the Rev. Dr. Bob Cruickshank.

Respectfully Submitted,
Rev. Chris Joiner

Last Meeting: October 26, 2026 via Zoom
Next Meeting: November 30, 2026 via Zoom

Appendix 1: Study Leave- Heather Carlson

1. Guder Pastoral Retreat
August 4-8, 2026: Centre for Missional Leadership, St. Andrew's Hall, Vancouver, BC

Summary: The retreat is described online as "a place to equip and encourage pastors through an intensive learning environment." Each year has a cohort gathered around a specific focus: this year the focus was Spiritual Practices and Missional Practices in the Church.
The textbook for pre-gathering was quite difficult, but the author, Keas Keasler, who joined us for the retreat was able to make the material both relatable and practical. The attention to detail that the staff at St. Andrew's Hall put into these days made the time a true time of peace and grace in the presence of God and one another. I would recommend this retreat to presbytery colleagues even if it is not your first 15 years of ministry. The program has been expanded and there is some room made for those who are in newer church ministries, denominations, countries, etc. even if ordination was 20 or 30 years ago.

Key Learnings:

1. The field trip to Jacob's Well in the downtown eastside had a significant impact on how I see the church engaging in ministry with people living on the margins of housing, food, sobriety, etc. The executive director spoke about how only the church is able to offer, model, and enter into the ministry of friendship.
2. The discussion and lived examples of discipling experiments was encouraging and created a lot of excitement for me.

3. I need to pace myself for the long haul. I know this...and I need the reminders. Attending to “desert time” for prayer with God so that my discernment is informed, refined, guided, and nourished by Jesus.

Outcomes:

1. I had indicated that being in a new denomination, this retreat would help connect me with more Presbyterian colleagues. That was certainly the case and I am glad for new connections even if at a distance. I already had the opportunity to organize an online gathering a month after the retreat to continue our learning and reflection - yay for Zoom!
2. My vacation (which preceded the retreat) allowed time to re-establish the life-giving patterns of prayer and walking that had been waning. The retreat helped me put those practices in pen (not pencil) in my calendar for the year ahead.
3. The discussions on mission and discipling have sparked some thoughts about how to support and grow this with the congregation. Work in progress!

2. Stepping Up to Supervision

August 18, 20, 24, Sep 1, 3, 2026: Luther Seminary Faith + Lead, delivered online

Summary: Being new to head of staff responsibilities in the church, my interest was piqued by the three
questions posed in the course description:

- When do you wear your pastor hat, and when do you wear your boss hat?
- How are you supposed to manage people who are also church members?
- How do you balance accountability and grace, listening and leading, connecting and directing?

Over the course of 3 weeks, the learning was divided into three days of online lectures and exercises. I used the remaining 2 days for self-directed workbook, textbook, and integrative activities.

I would unequivocally recommend this course. The cost was $150 US and seems to be offered once a year in August online. There were about 200 participants (clergy, admin, personnel committee volunteers), but it felt quite interactive. The instructor and facilitator were very skilled at presentation, small group exercises, Q&A, and responding to questions posted in the chat, or through the week in the online forum.

Key Learnings:

1. Understanding the creative tension between covenant and employment relationships. The clarity of stating that employment is always the primary relationship because the mission of the church calls for us to be the best stewards of our limited resources. Healthy employment relationships allow for covenantal care as appropriate, but making covenantal care first for employees (staff, contract, volunteer) puts the emphasis on taking care of employees rather than employees being hired to equip the church in engaging our mission. The focus on keeping the mission of the church top of mind clarified many “sticky” case studies.

2. Steps to move from people management to performance management. The instructor moved us through the purpose and practices of one-on-one, quarterly and annual performance conversations. Through numerous examples and discussions we had time to work on implementation plans in our own context.

3. Clear is kind. Name the outcomes and how we will define success. This allows for timely feedback conversations, and creates healthy boundaries. We worked through improving role descriptions, check-in criteria, core competencies, etc.

4. Pitfalls of hiring and firing. Though the legal statutes in the USA and Canada are different, the instructor was familiar with both contexts and pointed out key differences. She also gave good parameters for what applies to volunteers and how to support people struggling in their roles.

Outcomes: I have already been able to share some of the foundational understanding with the staff and personnel committee. We will be able to improve the annual review process which the process last year indicated needed attention. I will have access to the class recordings and materials for the next 12 months and intend to improve my one-on-one feedback.

Congregational Care and Resource Committee – Heather Carlson *(Convener)*

Workshops: A gathering for communication personnel/volunteers from congregations is being held by Zoom November 3. The online and in-person gatherings for ruling elders is postponed to 2027. Dates TBA.

Congregational Visitations: 2026 visitations will be complete by November 1. Reports are in process for Knox Bassano Gem, St. John's Medicine Hat, and St. Andrew's Calgary.

A task group (Heather C. Greg S. Terry F.) is working on a second draft of a visitation framework for the December Congregational Care Committee meeting with the hope of having any proposed changes brought to the January Presbytery meeting.

Spring 2027 (revised teams)

Congregation	Team Member 1	Team Member 2	Team Member 3
St. Giles (last visit Spring 2025)	*Heather Bryant	Greg Smith	
St. Paul's, Banff (last visit Spring 2025)	*Cathy Gale	Gergely Kasa	Deirdre Harris

Varsity Acre (last visit March 2025)	*Jake Van Pernis	Karen Robbins	Lauren Nolette

2027 Budget: Proposed

Elder Workshops (3)	7900
Children & Youth Leaders Workshop	1500
Visitation Expenses	5500
TOTAL	14900

Respectfully submitted,
Heather Carlson

Last Meeting: October 22, 2026 via Zoom
Next Meeting: December 3, 2026 via Zoom

Mission Care and Resource Committee – Deirdre Harris & Okelo Aballa *(Co-Conveners)*

1. Trinity Fund for Mission

NOTICE OF MOTION: At the November meeting of Presbytery, the MCRC will be asking for approval for the following terms of reference for the Trinity Fund and for permission to add these terms for reference to the Standing Orders.

Changes to the terms of reference include:

- Removal of the reference to being combined with the New Ministries Initiatives Fund; and
- Update to the application process to include the adjudication committee.

Trinity Fund for Mission - Terms of Reference (October 2026)

To honour the legacy of the former Trinity Presbyterian Church, the Presbytery of Calgary-McLeod has established the TRINITY FUND FOR MISSION.

The grants offered from the interest generated from these assets will be promoted to encourage congregations to be more engaged with the communities they serve.

Trinity Grant for Mission

What Can the Funds Be Used For?

- The funds are to be used for new initiatives to build up Christian witness in Southern Alberta, and encourage congregational engagement in their communities, considering present needs and looking to the future. Successful

grant applicants will highlight relationship building, program development and leadership development.

Such programs may include, but are not limited to:

- Reconciliation work within and around the Presbytery.
- Capital expenses related to the start-up of new community outreach programs.
- Provision of resources for leadership development to equip clergy and lay people to develop new skills and initiatives for gospel ministry.
- Hire experts to provide faith leadership and formation for congregational ministries; learn how to do evangelism in post-Christendom.
- Imagine new ministries in southern Alberta.
- Encourage strategic thinking for new generations of congregations.
- Gain skills to support the 'institutional life' of congregations so that they can thrive and have impact in their stated mission rather than maintenance.

Who Can Access Them?

- Applications from Congregations within the Presbytery of Calgary-McLeod will take priority. The standing committees of the Presbytery may also make an application for funding, provided the proposed project meets the criteria of engagement and relationship building outlined above.
- Any applications will have a vision and clear plan. Partnerships are encouraged.
- In the case of applications of equal merit, preference will be given to the application from the congregation that has not been recently awarded a grant.
- In case an application is partially funded, that application can be resubmitted in an upcoming grant call, provided the final report has been submitted before the application due date. These reapplications will be considered on an equal basis with other submitted applications.

What Are the Dollar Values of Available Grants?

The Mission Care and Resource Committee will be mindful of the following principles when reviewing grant proposals:

- The capital shall not be encroached upon in the award of these grants.
- Any returns on the capital are free to be disbursed.
- Gains not disbursed (in a fiscal year) shall be added to the principal.

How are the Funds Accessed:

Application forms will be available from the Mission Care and Resource Committee. The committee can provide guidance upon request.

<u>Application Process:</u>

The congregation or committee of Presbytery will present an outline of the program, including budget and desired outcomes to the Mission Care and Resource Committee.

- The applications will be forwarded to the Chair of the Adjudication Committee, who will provide an Adjudication Summary of the adjudicators' comments.

- Mission Care and Resource Committee will review the Adjudication Summary and take their recommendations to Presbytery for approval.
- If the grant moneys extend over multiple years, an annual report will be required before subsequent installments are received. – such proposals will not exceed three years duration. The annual report form will be made available by the committee.
- The committee will consider multiple projects from a single congregation.

Sharing the Learnings
Recipients will be asked to report to Presbytery in writing on the outcomes and impact of their funded projects via the Mission Care and Resource Committee.

Applications shall be directed to the Convener of the Mission Care and Resource Committee. The committee will present recommendations to the Presbytery for approval.

Normally, applications will be reviewed within 60 days of their receipt.

2. Mission Gathering: Focus on Newcomers
The Mission Gathering will take place at Grace Presbyterian Church on Saturday, April 10, 2027 from 9:00 a.m. to 1:00 p.m. The tentative title of the event theme is "Supporting Newcomers and Refugees: Every Church's Mission Today" and reflects the MCRC's focus on presbytery collaboration through an annual shared missional focus. Further details will be forthcoming

3. Walk As We (WAW)
Rev. Jake Van Pernis attended the WAW board meeting on October 20, 2026. The focus of the meeting was hearing from local Indigenous leaders, sharing what is happening at the moment, and looking for opportunities for partnership. Further meetings are planned between Rev. Van Pernis and Layne Kilbreath.

Respectfully Submitted,
Deirdre Harris

Reports on Partnerships:

Chair of Christian Thought Advisory Council: *Mary Rozsa de Coquet*

Calgary Interfaith Council: *Laurie MacKay*

Indigenous Gathering Place: *Cathy Gale*

Ecumenical Campus Ministry, Lethbridge: *Karen Robbins*

The August ECM Lethbridge newsletter was recently circulated to presbyters. It was full of information on the ministry of ECM.

Some highlights for the Fall semester:

The academic year at the University of Lethbridge began with a blessing service, which included Elder Francis First Charger and the Buddhist chaplain Rev. Roland Ikuta.

The Cade Lecture Series was held at the Lethbridge Public Library (downtown branch). It was two-fold: 1) an opportunity to celebrate the life of William (Bill) Cade, who passed away in December 2025. Bill was the U of L president and vice-chancellor (2000 – 2010) and was a great supporter of ECM. He was instrumental in helping to get the Lecture Series off the ground. Hence, upon his retirement, the lecture series became know as the Cade Lecture Series. 2) To offer the annual lecture series to the Lethbridge community. It has continued for more than twenty years. This year's theme was Considerations of Matters of Life and Death with presentations by Chaplain Erin and various speaker from University of Lethbridge, including Jennifer Otto, Associate Professor in the Department of History and Religion, whose talk was based on her recent book, Willing to Die: Martyrdom in the Mennonite Imagination. Minneapolis: Fortress Press, September 2026.

Smiles & Snacks continues to be an engaging weekly event for students, faculty and the volunteers at the University of Lethbridge and Lethbridge Polytechnic. This program has created connection with ECM and developed relationship among students that otherwise may not have occurred. It has also helped in a small, but meaningful way, to address the food insecurity of students.

ECM Lethbridge will soon have its own website.

The ECM Bylaws have been amended to include Conflict of Interest Policy to be approved at the annual general meeting in March 2027.

Respectfully Submitted,
Karen Robbins

Ecumenical Campus Ministry, Medicine Hat: *Joyce Engel*

Last meeting: October 22, 2026 via Zoom
Next meeting: November 19, 2026 via Zoom

Presbytery Care and Resource Committee – *Heather Bryant (Convener)*

The Presbytery Care and Resources Committee (PCRC) met on October 27. The following items need the consideration of presbytery.

1. Serving the Presbytery/Congregations at Large

a. Changes to Standing Orders

Terms of Reference for the General Presbyter
At our September meeting, we made a notice of motion to change the membership of

the Presbytery Care and Resources Committee so that it can have full membership without requiring double committee membership for several people. A friendly amendment also suggested that the reporting of the General Presbyter be to the Presbytery Care and Resources Committee, to make it consistent with the other positions within the presbytery.

To keep the Standing Orders consistent, this would require changes to the description of the general presbyter role. The changes are noted through the cross-outs on existing text and the addition of text to complete the description:

> Accountability and Review:
> The GP is appointed by presbytery and is accountable to presbytery through the conveners of the ~~Clergy Care and Resource Committee and the Congregational Care and Resource~~ Presbytery Care and Resources Committee, who will provide direction and oversight for the GP.
>
> The GP will, in consultation with all conveners, ~~collaborate with the conveners of the Clergy Care and Resource Committee and the Congregational Care and Resource Committee~~ to develop an annual work plan that will include specific objectives and timelines. The progress on the plan will be reviewed on a quarterly basis with the convener of the Presbytery Care and Resources Committee. ~~that they will mutually be responsible for ensuring is fulfilled.~~
>
> ~~The conveners of the Clergy Care and Resource Committee and the Congregational Care and Resource Committee will meet with the GP on a regular basis throughout the year to review progress on the work plan.~~ Annually, the General Presbyter will meet with the convener of Presbytery Care and Resources to discuss attainment of goals, necessary revisions of the position description, and a workplan for the coming year.
>
> The work of the GP and the maintenance of the confidentiality of such work will be governed by the Book of Forms.

Notice of Motion: That the presbytery approve the proposed changes to the terms of reference for the General Presbyter and recommend that they replace the current terms of reference in the Standing Orders.

This will be brought forward as a motion at the next regularly scheduled presbytery meeting.

b. General presbyter review

Over the first nine months of our GP's tenure, he has reported to the conveners of Congregational Care and Clergy Care. At the time of engaging the GP, the contract had a probationary period of 9 months. We also agreed that we would review the FTE

equivalency required at the end of 9 months.

The convener of Presbytery Care discussed these issues with the conveners of Clergy Care and Congregational Care, as well as with the PCRC, and we make the following recommendations:

Recommendation 1: That the probationary period of the GP be declared satisfactorily completed, and that we continue to engage with the Rev. Terry Fach under the usual rules of employment.

Recommendation 2: On review of the time commitments required over the first nine-month period, that the FTE equivalency be increased from 0.6 to 0.8.

c. Presbytery-wide Communication

A virtual meeting is planned for November 3 with communications leads for several congregations. They will review current needs and provide advice on the review of presbytery communications.

d. Intercultural and Diversity Training

There has been a request to the PCRC that we make some recommendations on intercultural and diversity training. Many of us had the opportunity to hear from the Rev. Dr. Pablo Kim Sun at the synod meeting. Several of us have had experience with the video course developed by the intercultural office, and it now allows for online moderation from staff at the intercultural office of the PCC for groups who enrol. We bring forward the following for your consideration:

- We invite congregations to identify at least two individuals from the congregation who are interested in this training to help their own congregations develop an approach to intercultural growth.
- Once we hear from respondents interested in enrolling, we will develop a presbytery-wide cohort.
- PCRC will then approach the PCC and enrol as a presbytery, so that we can ask for moderated sessions for all those involved across the presbytery to discuss issues of interest and concern.

e. Amalgamation of St. Giles and Knox Calgary

The PCRC will be adding an agenda item, in the same part of the agenda as IM reports, to learn of the progress on the amalgamation plan, and to offer support as required. The moderator of the amalgamated session will be asked to provide the report.
There is no date for the final service at Knox Calgary to date. It would be ideal if the date was announced with sufficient notice to ensure good engagement with the people across the presbytery.

f. Presbytery third quarter report and budget for 2027

Our treasurer will provide an overview of the third quarter of 2026 (see treasurer's

report, later in the agenda).

The treasurer has developed the budget for 2027 as follows:

Presbytery of Calgary-Macleod
Budget - 2027

Expected

	2027 Budget	2026	2026 Budget	2025 Budget
Revenue				
Dues	120,776	90,000	90,103	105,046
Investment Interest	70,000	75,000	70,000	19,000
Synod Funds	5,000	8,500	5,000	
Fort Macleod		0		
Total Revenue	195,776	173,500	165,103	124,046
Expenses				
Missions				
University of Lethbridge Grants	6,000	6,000	6,000	6,000
Chair of Christian Thought	1,000	1,000	1,000	1,000
Medicine Hat College	2,000	2,000	2,000	2,000
Black Memorial bursary	500	422	500	0
New Ministry Initiatives		30,000		
Camp Kannawin		25,000		

Riverside fund		6,720		
Indigenous Gathering Place	2,000	2,000	2,000	2,000
Clergy Care	4,000	1,200	6,500	6,500
Congregational Care	4,000		5,500	5,500
Mission Care	6,000	5,174	6,000	6,000
Calgary Interfaith Council	250	350	250	250
Trinity Grants	50,000	2,985	50,000	
Consultant	5,000	13,950	19,000	
Youth				
Youth Fall Retreat	0	0	0	0
Pastoral Effectiveness				
Human Resource Consultation	0	0	0	0
Workshop	600		600	600
Psychological testing	600		600	600
Chaplaincy				
General Presbyter	72,000	55,000	35,000	35,000
Student Ministry	0	15,000	15,000	0

Pension Contribution	5,500	4,670	0	0
General and Administrative Expenses				
Website	1,500	750	1,500	1,500
Meeting meals	800	400	800	
Presbytery Retreat	6,000	5,768	6,000	11,000
Synod Dues	35,012	30,709	30,717	29,219
General Assembly Meals	3,800	3,763	1,400	1,400
Secretarial	2,500	2,300	1,000	1,000
Clerk-Honorarium	15,000	12,000	10,000	10,000
Deputy clerk	0	0	0	0
Legal	7,000	7,570		
Treasurer	600	0	600	600
Travel	10,000	9,060	11,000	7,000
Insurance	1,800	3,065	1,800	1,800
Bank Charges	50	70	50	50
Office Supplies	300	258	300	300
Contingencies & Reserve	0	0	0	0
Total Expense	243,812	247,185	215,117	129,319
Net Income	-48,036	-73,685	-50,014	5,273

synod	14.35%	12.42%	14.28%	22.59%
travel	4.10%	3.67%	5.11%	5.41%
administration	16.63%	14.54%	11.46%	22.31%
Student ministry	0.00%	6.07%	6.97%	0.00%
General presbyter	31.79%	24.14%	16.27%	27.06%
Trinity	20.51%	1.21%	23.24%	0.00%
Donations and missions	10.56%	32.31%	13.83%	22.62%
consultant	2.05%	5.64%	8.83%	0.00%

Note:
The proposed budget includes an assumption of an increase of dues from $90,000 in 2026 to $120,776 in 2027. (Note that the 2025 expenditures were also higher than in 2026.) Even with that assumption, there is a significant deficit. Thus, the PCRC recommends this increase in dues to sustain the presbytery's financial condition; not accepting the increase means that we either will have a deficit of nearly $80,000 next year, or that we need to decrease expenditures and support of various initiatives.

Recommendation 3: That presbytery dues be increased from the 2026 amounts by approximately 33% for each congregation for 2027.

2. Communications with Higher Courts

a. The Change Leadership Team

This team would like to meet with members of presbytery (presbyters, convenors, appendix) on Tuesday, November 17 at 6pm, at Grace Presbyterian Church for an evening meal and informal discussions on their work and the perspectives of presbytery members. The PCRC recommends that we ask at that meeting whether the resources they wish to offer to the larger church could include an offer to help the presbytery with the IT needs to upgrade our website to allow for resource files and confidential files. We also have heard questions as to whether this team would be able to provide support for congregational HR questions, which we will also bring forward.

b. The General Assembly Office (GAO)

The GAO is looking to have a western Canadian host for the GA meeting in 2028. We discussed this in October and have subsequently contacted the GAO to indicate our willingness to host. They may have an offer from one other western presbytery but have received nothing in writing yet. In the meantime, they will begin to check out the possibilities at the University of Calgary and Mount Royal University.

c. Synod matters

Synod covers the expenses of presbyters to their annual meetings. We would like to suggest that the GP also attend these meetings, and, if the synod will not cover their expenses, that the presbytery do so.

We further suggest that if anyone not considered a presbyter wishes to attend synod meetings, that they contact the presbytery first to ensure the synod knows about their attendance. Conversations as to who would cover their expenses can also occur at that time.

Finally, Laurie McKay has been the member-at-large on the synod executive committee for two years. We are now seeking someone else to take on this role. (Christian Persaud also is part of the executive by virtue of his role as clerk for our presbytery.)

Respectfully Submitted,
Heather Bryant

Last meeting: October 27, 2026 via Zoom
Next meeting: December 8, 2026

Treasurer's Report – *Phil Gaiser*

Presbytery of Calgary-Macleod
Comparative Balance Sheet

	As at 09/30/2026	As at 09/30/2025
ASSET		
Current Assets		
Total Cash	8,256.99	25,924.10
Investments- RBC Black Acct	10,087.50	10,000.00
Investments RBC	333,824.88	390,166.41
Trinity fund- Mawer	1,014,988.12	1,038,414.16
Accounts Receivable	41,976.26	47,885.16
Accounts Receivable GST	0.00	4.02

Knox Loan	40,607.63	34,000.00
Total Current Assets	1,449,741.38	1,546,393.85
TOTAL ASSET	1,449,741.38	1,546,393.85
LIABILITY		
Current Liabilities		
Accounts Payable	10,546.40	1,240.80
Accounts Payable Promotion	3,032.68	3,032.68
GST	-195.58	-275.36
Prepaid Dues	647.90	143.39
Clerk's Conference	575.00	575.00
Youth Conferences	723.35	723.35
Youth Ministry	2,000.00	2,000.00
Total Current Liabilities	17,329.75	7,439.86
TOTAL LIABILITY	17,329.75	7,439.86
EQUITY		
Owners Equity		
Trinity Funds	748,790.81	748,790.81
Retained Earnings-Previous Year	742,298.71	694,513.57
Current Earnings	-58,677.89	95,649.61
Total Owners Equity	1,432,411.63	1,538,953.99

TOTAL EQUITY	1,432,411.63	1,538,953.99
LIABILITIES AND EQUITY	1,449,741.38	1,546,393.85

Presbytery of Calgary-Mcleod
Comparative Income Statement

	Actual 01/01/2026 to 09/30/2026	Actual 01/01/2025 to 09/30/2025
REVENUE		
Revenue		
Dues	67,577.04	79,284.71
Synod Funds	8,500.00	0.00
Fort MacLeod Funds	0.00	50,534.99
Revenue	76,077.04	129,819.70
Other Revenue		
Investment Interest	11,330.34	19,800.28
Unrealized Gains	64,027.15	80,887.61
Total Other Revenue	75,357.49	100,687.89
TOTAL REVENUE	151,434.53	230,507.59
EXPENSE		

Community		
Community	350.00	0.00
Community	350.00	0.00
Missions		
University of Lethbridge Grants	4,500.00	4,500.00
Medicine Hat College	1,000	1,000
Black Memorial Bursary	0	422.25
Indigenous Gathering Place	0	2,000.00
New Ministry Initiatives	30,000.00	0.00
Riverside fund initiatives	6,719.72	0.00
Trinity Grants	2,985.00	47,000.00
Camp Kannawin	25,000.00	0.00
Missions Total	70,204.72	54,922.25
Pastoral Effectiveness		
Workshops	0	12,169.32
Police Checks	74.70	0.00
Clergy Gathering	1,104.72	625.16
General Presbyter Expenses	118.89	0
Pastoral Effectiveness Total	1,298.31	12,794.48
Payroll Expenses		

Student Ministry	15,000.00	20,000.00
General Presbyter	36,000.00	0.00
EI Expense	821.52	0.00
CPP Expense	2,117.24	0.00
PCC Medical & Dental Ins	4,165.34	0.00
PCC Pension	3,735.92	0.00
Payroll Changes	220.00	0.00
Total Payroll Expense	62,060.02	20,000.00
General & Administrative Expenses		
Chair of Christian Thought	1,00.00	0.00
Website	750.00	750.00
Presbytery Retreat	5,469.82	5,768.27
Promotion	0.00	324.00
Legal	4,967.25	0.00
Synod Dues	23,037.75	21,914.25
General Assembly Meals	3,763.42	175.00
Secretarial Honorarium	1,781.25	1,266.25
Clerk- Honorarium	8,749.98	7,499.97
Travel	8,763.53	8,917.54
Grants- Synod Consulting	200.00	0.00
GST Non-Recoverable	397.66	0.00
Insurance	3,065.86	0.00
Bank Charges	53.92	97.04
Office Supplies	0.00	257.90

Miscellaneous Expenses	0.00	171.03
Consulting Expenses	13,950.00	0.00
Meals	248.93	0.00
Total General & Admin Expenses	76,199.37	47,141.25
TOTAL EXPENSE	210,112.42	134,857.98
NET INCOME	-58,677.89	95,649.61

Request for a consultation – *Maren McLean Persaud, Christian Persaud or Tom Paasuke*

The request is for the purpose of seeking information, clarification, or general advice on how to proceed with a matter that concerns the presbyter.

Clerk's report – *Christian Persaud*

Communications
An extract minute was sent to the Committee on Education and Reception regarding the presbytery's endorsement of José-Luis Moraga.

Congratulations were sent to Okelo, and Kwo, on the birth of their daughter.

The clerk reached out to the Clerks of Assembly for guidance around nuances of the call process for Centennial Presbyterian Church.

The clerk let the General Assembly Office know that Calgary-Macleod would be willing to explore hosting General Assembly 2028.

General Assembly 2027
Will be taking place June 6–10, 2027 at the Keele Campus of York University in Toronto

MOTION: That the clergy commissioners from Calgary-Macleod be Greg Smith, Jake Van Pernis, and Chris Joiner.

MOTION: That the following congregations send an elder to be commissioners from Calgary-Macleod: Centennial, St. Paul's, Calvin Hungarian

MOTION: That the alternate commissioners be Heather Carlson for clergy, and an elder from St. Andrew's, Lethbridge.

Please submit the name of a Young Adult Representative (YAR) to Presbytery Care for consideration. The age range for YARs is 16-25. YARs are expected to attend all the sederunts along with the orientation sessions for YARs that begin with dinner on Saturday, June 5.

Study and Report
The members of the study and report team will be meeting by Zoom on November 19 to discuss recommendations and documents arising from the 2026 General Assembly. The report, and motions will be presented at the January meeting in time for the deadline.

Change Leadership Team – Final RSVP
The Change Leadership Team (CLT) will be meeting in person on Tuesday, November 17 starting at 6 pm for an evening meal and informal discussions on their work and the perspectives of presbytery members. Currently there are about 10 people who have expressed interest in attending the dinner and/or discussion. Please email the clerk asap so the CLT knows how many to expect. Individuals can join the discussion remotely but still need to rsvp.

Presbytery To-Do's
Please complete fire drills and congregational records checks, and let the clerk know when completed.

Addition to Appendix
Rev. Stephen Jaehong Lim was a minister on the appendix to the constituent roll of the Presbytery of Montreal (without charge), following his resignation from a Korean congregation there in 2024. Rev. Lim has relocated to Calgary and asked be to placed on the appendix here.

MOTION: That the Rev. Stephen Jaehong Lim be added to the appendix to the constituent roll of the presbytery of Calgary-Macleod effective immediately.

Respectfully Submitted,
Christian Persaud

General Presbyter – *Terry Fach*

My activities in October were focused in three areas: supporting congregations and ministers; working with our four presbytery committees in planning and advancing key initiatives; and connecting with regional and national church leaders in intentional ways for learning and networking.

Supporting Congregations and Ministers

- A main area of focus for me is working with the Centennial Interim Moderator to encourage, advise and support the Anyuak congregation at Centennial. Before Okelo's separation I met with Okelo and Omot Ochudo to work on a plan to cover ministry gaps during the separation, both on Sundays and mid-week, by inviting lay members to be assigned specific roles and responsibilities. I will continue to meet with Omot regularly to support him in his key lay leadership role.

- Even with contingency plans in place, *I note the precarity of the Anyuak congregation in Okelo's absence and advocate for as short a separation as possible for the following reasons:*
    - o In Okelo's absence there is a vacuum of pastoral care for the Anyuak congregation. This deficit includes the kind of 24/7 pastoral availability that is, by Omot's admission, a culturally influenced expectation of the pastoral role in their community, but also a practical reality given the number of adherents who are newcomers to Canada.
    - o Pastoral care also includes teaching and preaching and, given that there are no other theologically trained Anyuak-speaking elders in that congregation, the congregation's ongoing spiritual wellbeing is at risk.
    - o Another concern is that the Anyuak congregation does not nearly grasp the reasons for presbytery's commitment to separation for discernment. Okelo's separation compounds all these other challenges.

- Caring for the spiritual needs of this community ought to be a high priority for the presbytery (and I've communicated this to our presbytery committees.) The spiritual and physical needs of Okelo and his family ought also to be a high priority for us.

- Finally, in consultation with the presbytery Clerk, I believe there is a good argument to be made for not requiring any separation of Okelo from his role of providing spiritual leadership solely and exclusively for the Anyuak congregation whilst the Interim Moderator, Search Committee and Session of Centennial proceed with their search for a candidate. Certainly, if such a ministry appointment for Okelo were permitted by presbytery and desired by the Interim Moderator, Search Committee and Session of Centennial, with the guidance and support of the presbytery, these same would need to bring careful discernment and clarity to the nature of the search process and any call that might result from it.

Advancing Key Presbytery Initiatives

- I'm encouraged by our presbytery committees' commitment to emerging cultural shifts within the PCM, and the projects and plans related to the five areas of focus identified in the "Plan for Future Presbytery Priorities, 2026 – 2031." Much of my work is intentionally supporting these areas of focus, including: MCRC's

presbytery-wide outreach event in April 2027; revising the Visitations framework and developing an elders equipping initiative with Congregational Care; reviewing and refining our understanding of how best to utilize interim moderators in the presbytery, and updating our list of resources for counselling (Clergy Care); and working with PCRC on initiatives that will help our presbytery "focus on relationships and presence"—a communications review and helping plan the 2027 presbytery retreat, for example.

Wider Connections and Conversations for Resourcing our Presbytery

- I meet monthly with Jeffrey Crawford, GP in Wellington-Waterloo, for advice and mutual encouragement. Very helpful!

- In addition to attending Synod for the first time (interesting!), it was a privilege to meet with the Regional Leaders Network in October and begin to explore connections and possibilities for better serving our churches, ministers, and presbyteries. The network is a work in progress, but it is not hard to see the benefits of being more intentionally connected to other regional leaders across our country: mutual learning; supporting one another; bridging between the courts; and creating new ways to share outward from our presbytery to the wider church and the national office.

- I will be attending an event called Exploring Transitional Ministry Pathways in the first week of November—an opportunity to explore transitional ministry leadership, skills, and systems within the Canadian Presbyterian context. Our presbytery can only benefit from developing transitional ministry resources, linking to ongoing networks of support, and training pathways for qualifying interim ministers.

The end of October marks the completion of my initial 9-month "probationary" term as General Presbyter. I hope to continue in my role! It has truly been a privilege to serve the presbytery and work with and alongside our dedicated ministers and congregations.

Respectfully Submitted,
Terry Fach

Other Business

Voluntary Withdrawal Team

Enthusiasms and Concerns

Prayers for the world and our role in it	Moderator/Appointee
Time and place of next meeting	Moderator

The next regular business meeting of the Presbytery will be **Tuesday, January 12, 2027** via Zoom. The meeting will start at 7 pm. Reports due **Thursday, December 31, 2026** by noon.

Adjournment
Benediction