

Note: Only the main body of this material represents the "Standing Orders" of the Presbytery of Hamilton. The appendices published with the "Standing Order" are included only for the sake of convenience. The appendices do not have the same status and are not subject to the same restrictions concerning revision as are the formal "Standing Orders".

1. MEETINGS

1. The Presbytery shall hold ordinary meetings on the second Tuesday of January, February, March or April, May, September, October, November. Meetings that fall on a Tuesday in the month that includes Easter will be by necessity and will arranged at a previous meeting. The June meeting shall be held on the second Tuesday following the General Assembly.
2. Ordinary meetings shall begin at 7 p.m. and adjourn by 9:30 p.m. To facilitate the efficient completion of business, a motion is in order to extend the meeting to conclusion of business or simple agreement to continue to 10 pm. Unanimous consent is required to extend the meeting beyond 10:30 p.m.
3. At the discretion of the Business Committee, they shall arrange suppers, informal get together and facilitate dialogue, reflection and educational portions for meetings as required. The Presbytery through the Business Committee shall set costs from time to time as required.
4. The September meeting shall include a program of orientation (prepared by the Clerk and the Hospitality Committee) which may include an informal get together, during the regular meeting to welcome new members to the Court. The worship is by the outgoing Moderator or the outgoing Moderator's Chaplain. The installation of the new Moderator will happen once the court has been called to order. This meeting shall *normally* be held in the outgoing Moderator's church. Holy Communion will be celebrated during worship at the January Meeting.
5. All ordinary meetings shall be for the conducting of the regular business of the Presbytery. Other matters will be dealt with as follows:
 - September: Appointment of Commissioners to the Synod (Nominating)
 - October: Stipends for following year (Ministry).
 - November: Budget for the following year (Business); Presbyterian Sharing allocations (Mission); the appointment of examiners of the Presbytery financial statements. the appointment of Commissioners to the General Assembly. (Nominating)
 - January: Presentation of the Treasurer's report (Treasurer/Business);
 - February: Consideration of the Treasurer's report.
 - April: The examination of Session records in even numbered years (Business) (See note below)
 - May: The report of the Women's Missionary Society Presbyterial. Election of the Moderator-Elect; Standing Committees for the following year. (Nominating)

June: The reports of the Commissioners to the General Assembly.

NOTE: Session records include Session minutes and the Membership Roll

2. ORDER OF BUSINESS

The Presbytery Gathers in God's Presence

Worship – Host Minister (up to 20 minutes)

The purpose of this gathering before God is orientation. That is, we gather so that we can be reminded of whose we are and whom we serve, and to be reminded that our work as a Presbytery is first and foremost God's work of building up the church of Christ and extending Christ's kingdom. The message shall have a devotional nature and should address the most important issues facing the Church.

Constitution of the Court – Moderator

Welcome and Regrets

Adoption of Minutes

Report of the Business Committee

Reports for Information

Report of the Congregational Care Committee

Report of the Faith Formation and Education Committee

Report of the Futures Committee

Report of the Hospitality Committee

Report of the Leading With Care Committee

Report of the Ministry Committee including Interim Moderator's Reports

Report of the Mission Committee

Report of the Nominating Committee

Report of the Students and Colleges Committee

Report of the Visitation Committee

Reports of Task Forces and other activities

Special Reports/Calls/Retirements at stated hours

Pastoral Concerns and Celebrations – Deaths of Elders, Good News, etc.

Pastoral Prayer – Moderator. The purpose of this prayer is thanksgiving and intercession. Having completed our 'business', we bring our work to God, praising God for signs of his presence in our life as a Presbytery, and asking God to be at work in the decisions we have made, strengthening those who need God's help for God's service.

Announcements

Adjournment and Benediction

Procedures and rules of debate, (See Appendix F), shall be enforced at all regular meetings. **The Presbytery shall use a consent agenda.** At any point in the meeting the Moderator may, with the agreement of the Court, intervene in the proceedings to adjust the order of the meeting agenda or for a moment of prayer and reflection before allowing the meeting to continue.

3. ATTENDANCE

Attendance at each meeting shall be kept where members shall sign as they enter the court. ***There is an obligation on behalf of all members to attend all meetings.*** The Clerk shall monitor attendance at Presbytery meetings, and conveners shall monitor attendance at committee meetings. The names of Presbyters attending fewer than 2/3 of regularly scheduled meetings shall be referred to the Business Committee for investigation and appropriate follow up. The purpose is to connect for pastoral reasons. ***There is an expectation that regrets will be presented as a courtesy to the Presbytery.***

4. DUTIES of the MODERATOR

In addition to the Duties provided in The Book of Forms,

1. Term of Office - The Moderator's term shall be one year beginning upon the Moderator being installed at the September meeting. The election shall occur in the year preceding so that the Moderator Elect sits on the Business Committee for a year prior to coming to office.
2. The Moderator shall be a member of all Committees ex officio.
3. The Moderator elect shall be appointed at the May meeting of Presbytery (Nominating)

5. DUTIES of the CLERK

In addition to the Duties provided in The Book of Forms,

1. Term of Office – The Clerk shall be appointed for a five year term, renewable once. A Deputy Clerk shall also be appointed by Presbytery. (See NOTE)
2. Correspondence - The Clerk of the Presbytery receives and shall maintain a file of all correspondence on behalf of the Presbytery. Notation of when the correspondence is received and to which committee it is referred shall be indicated. The Clerk, in consultation with the Moderator and the convener of the Business Committee, shall immediately refer, and give a copy of correspondence and remits from General Assembly to the appropriate committee. The Clerk shall present a list of all correspondence and remits thus referred to the court through the Business Committee report.
3. Minutes - The Clerk is responsible for minute-taking of meetings as specified in The Book of Forms, authenticating the actions of the court and maintaining an updated record of the constituent roll of the Presbytery.
 - a. The minutes of Presbytery shall be copied and distributed to members either in paper or electronic form within 14 days of the meeting of Presbytery, copies being made on good paper for permanent record.
 - b. The Clerk shall present for inclusion in the Minutes of the Court, a list of the commissioners who are to be appointed to the next General Assembly, annually.

4. The Clerk is also responsible for the necessary follow up to ascertain that all Ministers and Diaconal Ministers inducted or recognized within the Presbytery are members of the Pension Plan.

NOTE: It is desirable to have the term of office of the Deputy Clerk arranged so as to make a smooth transition and to fulfill the Duties of the Clerk in case of absence.

6. DUTIES of the TREASURER

In addition to the Duties provided in The Book of Forms,

1. The Presbytery may pay travel expenses (round trip) to all Presbyters for all meeting of the Court and its committees. The Treasurer shall distribute these expenses semi-annually (no later than June and December), and
2. The Treasurer will support Congregational Treasurers in their tasks.

7. FINANCE

1. The Presbytery's fiscal year shall coincide with the calendar year.
2. The Presbytery will appoint a Treasurer for a three year term, renewable.
3. The Treasurer, together with the Moderator and the Clerk shall be responsible for all property of the Presbytery, both real and personal, and all financial matters pertaining to the Presbytery.
4. The Treasurer and any **three** others, shall be the signing officers authorized to transact business in the name of the Presbytery.
5. The Treasurer should present to the January meeting a statement of all accounts that has been examined by a qualified person and which shall be spread on the minutes of the meeting.
6. Auditor/Examiners should be appointed at the November meeting.
7. All motions calling for special expenditures of Presbytery funds beyond \$500.00 or not included in the approved budget shall be referred to the Business Committee for study and report.
8. The Presbytery shall maintain an Extension **and Replanting** Fund for which all congregations in the Presbytery shall be assessed an amount based on an equitable financial formula.
9. The terms of reference of the Extension **and Replanting** Fund (the Church Extension Fund of the Presbytery of Hamilton, The Presbyterian Church in Canada) shall be as follows: Monies in the fund may be used **subject to the approval of Presbytery:**
 - a. For the purchase of property for new church development.
 - b. For the erection of buildings for church extension congregations,
 - c. For the cost of personnel used in the study and/or development of church extension work where funds are not available from the Life and Mission Agency,
 - d. And for the provision of grants to cover some of the initial costs involved in publicity, worship, and Christian education in new church extension projects.
 - e. Any Replanting projects approved by Presbytery.**
 - f. The Stipend and all benefits for the "Replanting Minister".**
10. The Presbytery shall maintain a Care and Counselling Trust Fund, funded by an addition to the Presbytery dues, when necessary, in accordance with Section

182.1 of The Book of Forms. The purpose of the Trust Fund is to assist with the pastoral care of ministers on the Roll and Appendix, of their families, and of professional church workers approved by the Presbytery, when counselling needs arise.

8. CONVENERS and COMMISSIONERS

1. Appointments to committees shall be for a three year term. Other than ex-officio appointments, no Presbyter may serve more than two consecutive terms on any one committee.
2. The principles which govern the adding or removing of names on the Constituent Roll shall be in accordance with Section 176.1 (including 176.1.1-176.1.9) of The Book of Forms. Notice shall be sent to Sessions in January asking that they forward to the Clerk not later than the March meeting of Presbytery the commissions of their representative elder and equalizing elder, if any, and alternates. Commissions shall become effective on August 1st for a period of one year. For equalizing elders the rotation shall be the same as for elder Commissioners to the General Assembly. Sessions are invited to submit the names of as many alternates as they deem necessary to ensure representation at all meetings. Newly appointed Elders shall be encouraged to attend the June meeting of Presbytery as observers and accept their commission on August 1 each year.
3. All applications by committees for funds to be included in the Budget for Presbytery shall be in the hands of the Treasurer no later than October 1st of the year preceding that for which the funds are required.
4. Commissioners to the General Assembly and Synod, both ministers and elders, shall be appointed only by rotation except in special circumstances (see Note below), or in the case of overseas missionaries of our Church whose names are on the Constituent Roll of the Presbytery while they are in Canada during a meeting of the General Assembly.
5. Commissions to the General Assembly and Synod (including YARs and Alternates) shall be accepted or refused within one month of issuance by the Presbytery. The Presbytery rotation for a subsequent General Assembly shall not be affected by the rejection of any commission within one month of the opening of a General Assembly.

Note: "Special circumstances" – such as a member of the Court being Moderator-elect of the General Assembly.

9. GENERAL

1. Changes in the Standing Orders may be made only following a Notice of Motion on the floor of a regular meeting, the motion to be considered at the next or a subsequent regular meeting. These Standing Orders may be suspended for limited, narrow and well-defined reasons only, on a two-thirds majority of those voting.
2. Copies of all notices of motion, motions or amendments shall be given in writing to the Clerk before the vote is taken. (See the Clerk for the form to be filled out)

3. Any Committee wishing to present a report should give that intent by the Business Committee Meeting preceding the Presbytery Meeting and should be emailed to the clerk by the Friday before the Presbytery meeting to insure that Presbyters have the reports in sufficient time to review their content. This is to allow Presbyters the opportunity to receive and consider their content before the meeting, and to reduce the need for extensive verbatim presentation. The Court may, at its discretion, refuse to receive late reports.
4. Permission to sell church property shall be valid for one year from the date of issuance and may be renewed upon application to the Presbytery.
5. The sale of church manses shall be guided by Appendix H to these Orders.
6. Presbytery Funds. —Whereas the Presbytery's monies received by the Treasurer are mainly through the payment of congregational dues, Presbytery can only use these funds for expenses deemed necessary for the work of the Presbytery. —Ruling by Dr. L.H. Fowler, Clerk of Assembly, re Section 182 of The Book of Forms.
7. Presbytery dues are to be remitted quarterly.
8. Calls. No call to any self-supporting charge within the bounds shall be entertained if the basic amount paid be less than that set annually by the Presbytery. The call shall be in accordance with the terms of Appendix A of The Book of Forms.
9. McMaster Campus Ministries Council. Their financial report is to be spread on the minutes as an appendix each year by the Mission Committee.
10. Interim Moderators are directed to follow the terms set out in Appendix G in fulfilling the duties of their appointment.

10. STANDING COMMITTEES

The following section sets out the Committee responsibilities in The Presbytery of Hamilton. Committees are sized equally at the outset, but it is understood that they may have to adjust their size so accommodate their mandated duties. It is expected that all Presbyters will seek and receive appointment to at least one Committee and participate in its work to the limit of their giftedness and opportunity.

The members of standing committees of the Presbytery take office on August 1 each year.

Business Committee

Structure: The Business Committee is comprised of Convener, Conveners (or Representative) of Standing Committees (Congregational Care Committee, Faith Formation and Education Committee, Futures Committee, Hospitality Committee, Leading with Care Committee, Ministry Committee, Mission Committee, Sexual Abuse Committee, Students and Colleges Committee and Visitation Committee), Moderator, Moderator-Elect (when chosen) and Immediate Past Moderator (neither of whom vote), Clerk of Presbytery (See NOTE below), The Treasurer (See NOTE below), PresbyKirk Webmaster (or Representative), and any other Presbyter(s) appointed by the Nominating Committee.

NOTE: Both the Clerk and Treasurer are accountable and responsible to the Presbytery through the Business Committee.

Responsibilities: The Business Committee shall be responsible for:
Ensuring Presbytery procedures, polity and discipline are followed;
Reviewing Standing Orders every three years and recommending changes to Presbytery when deemed necessary;
Reviewing Session records in April of even-numbered years;
Setting the time and place for the meetings of Presbytery as well as preparing the docket for such meetings;
Organizing the September programme of orientation for new Presbyters;
Recommending a qualified person to examine the Presbytery's finances;
Reviewing all loan applications; whether of the Building Corporation or of its own funds;
Exercising oversight of capital borrowing and repayment in accordance with agreed terms, the budget of the Presbytery and Treasurer's reports;
recommending travel rates.

Congregational Care Committee

Structure: The Congregational Care Committee is comprised of Convener and any other Presbyter(s) appointed by the Nominating Committee

Responsibilities: The Congregational Care Committee shall be primarily responsible for pastoral and congregational oversight. It is responsible for:
Being available to Congregations, professional church workers and Interim Moderators who may wish to consult.

The Committee will recommend those situations requiring pastoral care and the Committee will have the power to initiate pastoral care within the bounds of the Presbytery at its own discretion.

Any correspondence received by the Business Committee from within congregations or from another Committee (such as Visitation), having been referred to the Congregational Care Committee and found to have a bearing upon matters coming before the Court, shall be dealt with by the Congregational Care Committee before discussion of such matters takes place.

Other activities under the mandate of this Committee are:

Sexual Abuse and Harassment Team

- Dealing with relevant matters of sexual abuse or sexual harassment in accordance with the policy as approved by the General Assembly (A&P, 1993, pp. 316-326, and further revisions as approved by the General Assembly),
- Ensuring that all professional church workers have received training as required by Policy of the Presbyterian Church in Canada in dealing with Sexual Abuse and/or Sexual Harassment, and
- Providing educational opportunities around issues of sexual abuse and/or sexual harassment within the Church.

Faith Formation and Education Committee

Structure: The Faith Formation and Education will be comprised of the Convener

and any other Presbytery(s) appointed by the Nominating Committee. The Committee may recruit additional members from the congregations of Presbytery.

Responsibilities: The Faith Formation and Education Committee shall,

- Provide oversight, support and networking for children, youth and adult education.
- Provide oversight, support and networking for lay training and education.
- Create and maintain a directory of congregational Christian Education leaders to facilitate networking and mutual support within the Presbytery.
- Oversee and organize Presbytery-wide youth events.
- Administer Presbytery's disbursement of Faith Formation and Education Bursaries (up to 1/3 of the funds allocated in the Presbytery budget upon suitable application).
- Recommend a Young Adult Representative (YAR) to the General Assembly in the years required.
- Presenting at least once a year a one-hour session during a regular meeting of the Presbytery. The format of the presentation should include both sharing of information relating to faith formation and an opportunity for dialogue and reflection among Presbyters.
- Encouraging the preservation of historical records by congregations within the bounds of the Presbytery and informing the Presbytery and its congregations of any matter regarding history that are received from the higher Courts of the Church.

Futures Committee

Preamble

Building upon and bringing together the work of the Task Force on Congregational Viability (2001), the Emmaus Project, and the Sine Nomine Task Force, the Presbytery Futures Task Force (2013) (FUTURES COMMITTEE) will become a Committee of Presbytery and continue to promote and foster renewal within the congregations of the Presbytery, and within the Presbytery of Hamilton itself. Fundamental to that task are certain understandings:

- That a viable congregation/presbytery is a healthy congregation/presbytery
- That a healthy congregation/presbytery is a missional congregation/presbytery)
- That a healthy missional congregation/presbytery engages the needs of the community
- That the health and renewal of ministry and mission flow from a vital relationship with Jesus Christ as Lord and Saviour and from the guidance and power of the Holy Spirit.

Terms of Reference

1. To promote and teach strategic thinking on congregational renewal
 - Educate churches on different types and opportunities for renewal, in conjunction with the Faith Formation and Education Committee
 - Demonstrate different types of missions and ministries in conjunction with the Mission Committee
2. To invite and respond to congregational initiatives for renewal within the Presbytery
 - Assess and refine proposals brought to the Futures Committee
 - Champion proposals within the Presbytery
 - Equip and resource congregations seeking renewal using the wide range of resources and funding opportunities available within and outside the denomination
 - Support and walk alongside congregations as their proposals become active projects
3. Provide oversight to the Replanting Ministry of Presbytery.
4. Report regularly to the Presbytery on the progress of its various proposals and projects
5. The membership of the Futures Committee will be approved annually by the Presbytery when the report of the Nominating Committee is received but members may be added by the Futures Committee at other times of the year as required to carry out its work.

Hospitality Committee

Structure: The committee shall consist of a convener, a Member of the Order of Diaconal Ministries within the bounds of Hamilton Presbytery and any other Presbyter(s) appointed by the nominating committee.

Responsibilities:

- The Hospitality committee is responsible for having name-tag materials for Presbyters to make use of at presbytery meetings.
- The committee is responsible for gathering the names of representative and alternate elders and the contact information for all members of Presbytery.
- The contact information is to be passed to the Clerk for sharing of Presbytery news and reports.

Leading With Care Committee

Leading with Care is a policy for ensuring a climate of safety for everyone involved in the ministries of the Presbyterian Church in Canada, with special emphasis on children, youth and vulnerable adults.

Presbyteries have oversight of all Presbyterian Church in Canada congregations and ministers within their bounds, as well as special ministries that are accountable to the Presbytery. Therefore the Presbytery has the responsibility for the implementation of the policy within its bounds.

Structure: The Leading with Care Committee is comprised of the Convenor and other Presbyter(s) appointed by the Presbytery.

Responsibilities:

The Leading with Care Committee assists the Presbytery to oversee Leading with Care compliance within the presbytery by such means as:

- Annually requesting and reviewing reports from sessions detailing their progress in implementing the Leading with Care Policy.
- Reviewing reports from sessions about Leading with Care that are generated during Presbytery visitations.
- Requesting all ministers serving within the bounds to present police vulnerable sector at times specified by the Leading with Care Policy.
- Reviewing the originals of all police vulnerable sector checks of ministers within the bounds and maintaining a copy in a confidential file to be retained by the Presbytery Clerk.
- In cooperation with Faith Formation and Education Committee, ensuring that the presbytery offers a workshop on the Leading with Care Policy every two years.

Ministry Committee

Structure: The Ministry Committee is comprised of a Convenor and other presbyters appointed by the nominating committee.

Responsibilities: The Ministry Committee shall be responsible for:

- Consultation prior to and during the time of transition for ministers and congregations and recommending action where appropriate.
- Recommending Interim Moderators in consultation with congregations about to become vacant.
- Recommending to the Presbytery and reviewing requests from Sessions for Stated Supply and Interim Ministers.
- Conducting exit interviews.
- Providing oversight of the terms and conditions of calls and appointments of Ministers of Word and Sacraments.
- Recommending mentors for newly inducted ministers.
- Reviewing stipends and recommending minimum stipend figures for the following year to the October meeting of Presbytery.

Mission Committee

Mission Committee structure: The Mission is comprised of a Convenor and any other Presbyter's appointed by the Nominating Committee.

Mission Committee Responsibilities:

- All matters related to the responsibilities of the mission operations of the Presbyterian Church in Canada, including grant applications.
- All matters related to evangelism,
- All matters related to the McMaster Campus Ministries Council and the Ecumenical Chaplaincy,
- All matters relating to the Presbyterian Outreach or mission initiatives within the bounds of the Presbytery (in consultation with Presbytery Futures Committee)
- Being a contact for the Presbyterian World Service and Development (PWS&D) and Presbyterians Sharing.
- Presenting Presbyterians Sharing allocations to the November meeting of Presbytery
- Arrange for a yearly report from the W.M.S. Presbyterial
- Reflecting on issues of social justice and developing our Christian responses to these concerns.
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Nominating Committee

- Structure: The Nominating Committee shall be comprised of the Past Moderator, who shall Convene the committee, and the minister and representative elder from one pastoral charge in each area listed below, in rotation

- A: Burlington East; St. Paul's, Burlington; Brant Hills; Knox, Burlington; Knox, Waterdown; Kirkwall, West Flamborough.
- B:; Alberton; St. Andrew's Ancaster, Knox, Dundas; St. Cuthbert's; Erskine; Central.
- C: St. Paul's, Hamilton; MacNab Street; /St. David's; John Calvin Hungarian, Roxborough Park, St. Columba, New Westminster.
- D: St. Andrew's, Hagersville/Knox, Port Dover; Knox, Jarvis/Chalmers, Walpole; Caledonia; St Paul's, Carluke/Knox, Binbrook;
- E: Heritage Green; Cheyne; St. John's, Grimsby, Trinity, Chedoke, The South Gate

Responsibilities:

- The Nominating Committee will nominate each member of Presbytery to a Standing Committee, giving a provisional report at the May Meeting and then a final report in the June Meeting of each year.
- To recommend nominations for Moderator and by a selection process, the Treasurer, Clerk and Deputy Clerk, including Synod and General Assembly Appointments.
- To deal with any business that may be referred by the Presbytery.

It is expected that the Nominating Committee will maintain the principle of parity among Ruling/Teaching elders insofar as possible, and also consider giftedness for the work undertaken by any appointee.

Students and Colleges Committee

Visitation Committee

Structure: The visitation Committee will be comprised of Convener and any other Presbyter(s) appointed by the Nominating Committee.

- Responsibilities: The Visitation Committee shall be responsible for:
Conducting Visitation reviews of each charge in accordance with Congregational Health Criteria or any other tool deemed as appropriate by the Presbytery
- Dividing up visits among Committee members as seems necessary. Ordinarily, this will be a team of one professional church worker and one Ruling Elder. Several pastoral charges shall be visited each year such that each charge will be visited at least once every five years or as deemed appropriate in consultation with the Business Committee.
Committee members shall meet periodically for on going review of the process and update the above guidelines, subject to the approval of the Presbytery.

General:

- It is important to emphasize that the principal objective of the Visitation Committee is to facilitate communication between a Pastoral Charge and Presbytery: its reports to Presbytery are intended to be analytical and prescriptive and not personal.
- The Visit will be conducted with a view of celebrating the successes and joys of each congregation and to address their challenges in open dialogue such that each person present may freely express any concerns they may have.
- The Visitation Team will offer and the congregation will be encouraged to bring forward any way the Presbytery can assist in the resolution of challenges, including forwarding the matter to the appropriate committee of Presbytery for further work.
- The minister on the visitation team will contact the minister of the congregation in advance to arrange a Presbytery Visitation date.
- The Visitation Team will send the congregation a visitation letter describing the purpose and process of the visitation. If applicable, this letter will request that the minister publish notice of the visit in the bulletin and encourages active participation of the congregation in the visitation.
- The Visitation Team may ask the congregation's leadership team (ministerial staff, session and ministry leaders) to do a self-evaluation utilizing the Presbytery's guidelines in the two months before the Visitation Team visits. This allows for more personal reflection and ownership by the congregation's leadership team.
- The Visitation Team will request an annual report, mission/vision statement, Sunday Service bulletin and a recent congregational newsletter (if available).

- The Visitation Team will look at the congregation's statistics recorded in the past five years of the Acts and Proceedings.

The Presbytery Web Committee shall be composed of maximum four members plus the Presbytery's Webmaster, and shall be responsible for:

- The ongoing maintenance and development of the Presbytery's web community, www.presbykirk.com;
- Raising awareness of and education in the use of Internet technology for individuals and congregations through workshops, congregational consultations, etc; and
- Presenting at least once a year a half hour session during a regular meeting of the Presbytery on the use of Internet technology in congregations.

The appointment of the Webmaster shall be for a three year term, and renewable. The Webmaster and Web Committee shall be accountable to the Presbytery through the Business Committee, although the Webmaster is not required to be a member of Presbytery.

Special Committees and Task Forces

Care will be taken in correctly designating other committees in terms of their function and authority. The term special committee will normally be used to identify a committee appointed in terms of judicial process as outlined in sections 313-434 of the Book of Forms. The term task force will normally be used to identify a committee appointed to accomplish a specific task within a designated time frame. The term commission will be used only as defined in section 4.4 of the Book of Forms. All such other committees are named by the Moderator, and/or on the recommendation of the appropriate standing committee.

Special Committees and Task Forces may be appointed by the Presbytery for certain temporary or limited objectives. In every case, clear terms of reference will be given at the time of naming, including the scope of the committee's task/authority, the expectations or requirements governing reports to presbytery, the time frame of the committee's appointment, and any other relevant directions or limitations. These special focus groups become effective immediately upon appointment. Should any of these focus groups fail to report within one year of appointment or of its last report, they shall be deemed to be discharged.

Presbytery should exercise caution in granting a Special Committee or Task Force power to issue. If any is also appointed as a Commission, which by its nature automatically has power to issue, such power may be limited by Presbytery, and a commission's terms of reference must always state the scope of its power to issue.

APPENDIX A - Guidelines for Congregational Visitations

Getting an Overall Picture—Health and Leadership

1. Does your congregation have a clear sense of mission? What is it?

2. Is the congregation vibrant and visible in the community? How?
3. Does the community in which you live know what your church is about? How does this community perception compare with your sense of mission?

Leadership

1. Does the leadership of the church know, support and understand the congregation's mission, and the five purposes of the church?
2. How is the leadership in a congregation discerning God's will for the congregation? Does the leadership seek the guidance of the Holy Spirit? How?
3. How has the leadership (clergy and session) understood or is seeking to understand the particular environment and context in which the community abides?
4. How are they seeking to achieve opportunities for the congregation to be involved and grow in these five purposes listed below?
5. How does the congregation develop lay leadership?

Overall communication

1. What are the communication lines in your church? How is information and feedback exchanged?
2. Do you have clear guidelines for decision-making, dealing with requests?
3. How does your leadership and congregation deal with difficulties or conflict?

For the next sections, it will be helpful to have a list of all of the ministries in which your church is involved (currently). Divide these ministries into categories of the five purposes discussed above.

Approximate how many people are involved in each ministry (numbers are not important, but they will help you as a congregation to look at which ministries are growing, declining, or need to be looked at again in terms of their individual viability).

There may be some overlap of ministries between purposes, that's ok! A small group bible study, for example, may fulfill all the purposes except for corporate worship. If you have a ministry that does not fall into one of the five purposes, put it on a separate list. You will need to see how this group or program fits into the biblical calling of your church.

Worship

1. Does our worship allow people to encounter God corporately and in their day to day lives?
2. Do we express our dependence on God and our gratitude for all that God has done

for us?

3. Is our membership (on the roll, including adherents) accurately reflected in those regularly attending worship? (How are those who are unable to attend worship included in the worship life of the community?)
4. What is the focus of our worship?
5. What are the biblical or theological bases for why we worship the way we do? (order of service, liturgy used, styles of music)?
6. Are our resources (people and finances) for worship internal or external to the church?
7. How is our worship supported?
8. How are we ensuring that we have ongoing faithful leadership in worship? (not just the minister).

Discipleship

1. Does our church provide opportunities for all of its members to be equipped with practical guidance for living one's faith in the world during the week? (A helpful exercise here is to look at the various age groups in the congregation and ask the question for each group individually. Is there a group or demographic that is being left out?)
2. Are there areas of discipleship requiring further training or resources?
3. Are discipleship training opportunities happening on an ongoing or a sporadic basis? Why?
4. Listen to coffee hour conversations. How do people in our congregation talk about the role their faith has in their life during the week? What is different in these conversations from a year ago?
5. Are our resources (people and finances) for discipleship and equipping disciples internal or external to the church?
6. How are our discipleship ministries supported?
7. How are we ensuring that we have ongoing faithful leadership in equipping disciples? (not just the minister or the session).

Fellowship

1. How does our congregation share the love of God and God's grace in and through God's people?
2. What opportunities does a newcomer or an old member have to intentionally be in community to experience the love of God? (please note: the intentionality of sharing GOD's love, not just a social time, is crucial to differentiating the church from other organizations).
3. How does our congregation integrate new members into the community of faith (from the time they walk through the door until they grow in faith to maturity)?
4. Are our resources (people and finances) for fellowship internal or external to the church?

5. How are our fellowship ministries (including pastoral care) supported?
6. How are we ensuring that we have ongoing faithful leadership in creating and maintaining opportunities for fellowship? (not just the minister or the session).

Service

1. What opportunities for service in Jesus' name is our congregation involved in? (List both those things to which you contribute monetarily and those things which involve people hours.)
2. Do people in the community (not regular members or adherents) know that our church meets needs and heals hurts in Jesus' name? Do our members and adherents know this?
3. How much of the church's purpose of service is done by members or adherents in the community outside of the church walls?
4. What needs exist in our community or on a wider scale for service in Jesus' name? (This may involve some door-knocking and looking at previous census data or community studies)
5. What are the emerging needs in our community (things for which the congregation can start preparing for two or three years down the road)?
6. Are our resources (people and finances) for service internal or external to the church?
7. How are our service ministries supported?
8. How are we ensuring that we have ongoing faithful leadership in creating and maintaining opportunities for service in Jesus' name? (not just the minister or the session).

Evangelism

Evangelism consists of many activities by the congregational members such as: building friendships; praying; helping your neighbor; inviting people to relevant church events; offering church events that serve peoples' needs; sharing how your relationship with Christ helps you in life; and explaining how to become a Christian. There is also the minister's involvement in the community.

1. How are those in the congregation of our church —witnesses to what they have seen and known to be true of God in their lives?
2. Where (or to what demographic) is our evangelism focus? How does this focus reflect the community environment in which God has placed us?
3. What are the primary means for evangelism in our congregation?
4. How do we provide follow-up for the evangelism we do (so that people can grow as disciples of Christ)?
5. Are our resources (people and finances) for evangelism internal or external to the church?
6. How are our evangelism ministries supported?
7. How are we ensuring that we have ongoing faithful leadership for evangelism in our

community? (not just the minister or the session)

APPENDIX B – Guidelines for the Use of Computer/Internet Technology within the Presbytery

The Presbytery of Hamilton is committed to utilizing a variety of digital technologies in an efficient and responsible manner. In order for such a system to function effectively guidelines and expectations need to be clearly identified.

Congregational Internet Access

It is recommended that all congregations within the Presbytery of Hamilton provide Internet access (preferably of a high speed type) as a routine component of the services that they provide for their administrative office.

Official Congregational E-mail Address

Each congregation is asked to identify an e-mail address that is to be their official contact address for all Presbytery communications and, as a standard administrative routine, to monitor it regularly (at least twice weekly). Once designated, it will be the responsibility of the congregation or pastoral charge to advise the Clerk of Presbytery of any subsequent changes in that address.

Official E-mail address for Members of Presbytery

Upon induction or appointment each member of Presbytery is asked to supply to the Clerk of the Presbytery a designated e-mail address to which all their official Presbytery

correspondence is to be directed. It will be assumed that this is an address that will be

monitored regularly. Once designated, it will be the responsibility of that member of Presbytery to advise the Clerk of any subsequent changes in that e-mail address.

Confidentiality and Presbytery Documents

Some Presbytery documents are obviously intended for public distribution and many other Presbytery documents are certainly open to public access. However, those who are entitled to have access to Presbytery documents should always use care and discretion in distributing or allowing access to those documents. Reports to the Presbytery are not part of the public record until they have been presented. Documents and correspondence marked —Confidential are intended only for the designated recipient(s). Presbytery documents stored on personal computers should be maintained in such a way that they are isolated and may readily be deleted when they are no longer required or when that computer is being removed from active service.

Presbytery e-mail Protocols

An effort is being made to establish a consistent set of e-mail practices which will make it easier for those receiving e-mail communications from the Clerk of Presbytery to:

- a) Immediately identify an incoming e-mail as an official Presbytery

communication.

- b) Identify the contents of the communication from the subject line.
- c) Clearly understand any special confidentiality concerns related to the e-mail.

APPENDIX C - Congregational Guidelines for the Responsible use of Computers and the Internet

All congregations within the Presbytery of Hamilton are requested to review their current administrative practices with respect to the use of computers and Internet access in the light of these guidelines.

Oversight of Computers and Internet Access

All congregations within the Presbytery of Hamilton that either own computers or provide Internet access are expected to:

- a) Take whatever action is necessary to ensure that their computers and/or Internet access is securely located and configured so as to prevent unauthorized access.
- b) Create a written User Policy that clearly defines appropriate use of the congregation's computers and/or Internet access. The primary motive for establishing a User Policy is not to restrict personal use of the congregation's technology, but to insure that ethical guidelines are understood and observed. The congregation's User Policy ought to clearly specify that the congregation's computers and/or Internet access are not to be used for any illegal activity, for the viewing or distribution of pornography, to engage in online gambling or for any activity that would violate the principles of the Leading With Care policy of The Presbyterian Church in Canada.
- c) Require all staff and volunteers who are authorized to use the congregation's computers and/or Internet access to sign a statement confirming that they are familiar with and accept the congregation's User Policy.
- d) Take the necessary steps to ensure that staff and volunteers authorized to use the congregation's computers and/or Internet access are aware of their responsibilities and obligations to respect and protect the ownership and confidentiality of the digital documents on the congregation's computer system and of any files which may be transferred to a personal computer in the course of conducting the business of the congregation.

Confidentiality and Digital Documents

Congregations must take special care in the handling of those digital documents that contain personal information about congregational members or confidential session business. Such confidentiality concerns are intensified by the fact that congregations often expect officers and volunteers to use their personal computers in conducting the business of the church. Anyone who has reason to have confidential congregational files on their personal computer must be made aware of their responsibility to prevent such documents from being accessed by unauthorized viewers. For example, such material should not be stored on a shared family computer without security protection.

(Password protected user accounts and inexpensive external storage devices are two means of satisfying this expectation.)

Oversight of Congregational Websites

Congregational websites are an official representation of the congregation and must remain under the oversight of the Session. The designation of a Webmaster and accountability for the content and operation of the website should be under the direct oversight of the Session. Care must be taken to make sure that appropriate confidentiality policies are understood and maintained and that copyright laws are observed. The Web Committee of the Presbytery of Hamilton is prepared to assist any congregation in the practical implementation of these guidelines.

APPENDIX D – Guidelines for the Linking or Uniting of Congregations

1. The proposal to link or unite two or more congregations of The Presbytery of Hamilton may be initiated by the Presbytery itself, or by one of the congregations.
 - a.) A linking shall mean the joining of two or more congregations as one multi-point charge, with each congregation retaining its own identity - its own session, board of managers, services, and organizations.
 - b.) A union shall mean the joining or amalgamation of two or more congregations, into one congregation, with one session, one board, etc. There may, if so agreed, continue to be worship in more than one location.
 - c.) It is recognized that informal conversations between the sessions is often the best way for discussions regarding realignment to begin, but where the initiative arises at congregational level, the Presbytery must be consulted and its advice and assistance sought at an early stage, and certainly before any commitments are made.
 - d.) The Presbytery will appoint either an Advisory Committee or an Interim Moderator to assist in the process.
5. When a newly linked/united pastoral charge is formed, it may thereafter be served by any or all of the ministers of the existing separate congregations, or by a new minister. The approval by each of the participating congregations of a Basis and Plan of Union/Linking which includes the name of the minister(s) proposed to be the minister(s) of the newly formed charge shall be deemed to constitute a call. If the pastoral relationship of an incumbent is affected, care must be taken to observe the church's Policy on the Dissolution of Pastoral Ties (A&P 1998, p. 355 - 69, 27).
6. The Presbytery must see and approve the terms of the Basis and Plan of Linkage/Union before it is presented to the congregations for their approval.
7. All voting to approve the Basis of Union for linking/uniting congregations shall be held under the auspices of the Presbytery.
 - a.) The voting shall be by ballot.
 - b.) Only those who are professing members of each congregation are eligible to vote.
 - c.) Where both congregations are vacant, it is recommended that generally not less than 80% of each congregation must vote in the affirmative, preferably a much higher percentage.
 - d.) In cases where the minister of one of the charges will become the minister of the new linked/united charge, the Presbytery will require generally not less than 80% of the members of the vacant charge to vote in favour.

- e.) Otherwise, the normal Call process should be followed by the newly formed pastoral charge.
- f.) A service of Induction or Recognition held by the Presbytery to mark the new pastoral arrangement.
8. The Presbytery may seek to make arrangements – through, for instance, a continued vacancy with an Interim Minister/Stated supply – to facilitate two congregations, which wish to become united/linked, both being vacant at the same time.
9. A full statement of all assets and all liabilities shall be prepared by each congregation.
7. The proposed use or disposal of any buildings and property which will not be required by the linked/united pastoral charge must be determined, in accordance with the terms of Book of Forms 200.11. a.) Approval of the Presbytery is required before any assets are sold or disbursed.
- b.) Approval of the Presbytery is required for the use of the monies raised by the sale of any assets.
8. All other matters addressed in the attached schedule of items to be included in the document governing the linkage/union must also be determined.
9. The call of a minister to a pastoral charge consisting of two or more newly linked congregations shall be by ballot, and not by open vote.
- a.) Whenever possible only one ballot box shall be used.
- b.) Where more than one ballot box is used, all boxes shall be opened at the same place and time, and the voting papers shall be mixed together before the counting begins.
- Standing Orders: Presbytery of Hamilton As adopted on March 9, 2010 .Page 15 of 19
10. As with other pastoral charges within the bounds, the arrangements in a linkage/union may be revised with the consent of Presbytery.
- The intent of these guidelines is to facilitate the forming of relationships between congregations, which will sustain and enhance ministry within The Presbytery of Hamilton. Since each situation is unique, there may be creative solutions, which are not envisaged by these guidelines. The guidelines are not intended to stifle the Spirit through whom all things become new.

APPENDIX E - Presbytery Loan Guidelines

(Extracted from the Minutes of December 9th, 2008 – Heritage Green Presbyterian Church)

Presently, there are five funds under administration by the Presbytery and its Committees:

1. Church Extension
 - a. Funded from annual assessments.
 - b. To be used for new buildings, to extend existing buildings and to repair existing buildings within the bounds of Presbytery.
 - c. Currently approximately \$214,000 (Oct 31, 2008).
 - d. 50% to be available for lending; 50% to remain on deposit in reserve for any

future major projects to be approved by Presbytery.

2. Special Projects

- a. Funded from bequests, sales of property, accumulated annual budgetary surpluses and investment income.
- b. To be used for ministry-oriented programs or projects.
- c. Currently approximately \$236,000 (Oct 31, 2008).
- d. 80% to be available for lending.

The other three funds are Students Fund, Care & Counselling Fund and Christian Education Fund and are under the administration of the appropriate Committees.

As the Committees already have control, their Funds do not fall under the direction of this Policy. All applications for borrowing Presbytery Church Extension or Special Project funds are subject to the following terms:

A loan application will be considered favourably when there is a reasonable expectation that it will be repaid. It is to be considered as having the same obligations as if the funds were borrowed through commercial sources.

Applications must be in paper form as a minimum and include a clearly specified repayment schedule. Electronic supplements such as spreadsheets, Internet links, etc may be added for full analysis to take place. A complete set of Financial Statements (Balance Sheet, Income Statement at minimum) must also be provided. These statements will also be required annually and at the request of Presbytery at any other time during the term of any outstanding loan.

Hamilton Presbytery is to be considered a lender of last resort only. Proof of attempts to seek funding elsewhere first (including internal fundraising plans) will be expected of all Applicants. Congregations should not automatically expect that loans from the Presbytery will be interest free. A loan is not to be understood as a form of a delayed grant.

All loans will be reviewed upon their anniversary by a working group of the Business

Committee for continuation and appropriateness of terms. The Business Committee has the right to determine the suitability of each application and its decisions shall be referred to Presbytery in accordance with Standing Orders.

APPENDIX F – Procedures and Rules of Debate

General

The Procedure and Rules of Debate for the Presbytery are set out in The Book of Forms under General Rules for Church Courts at sections 33 through 64.

Presbytery Orientation Notes

This is for new people to Presbytery and for all others who would like a refresher on how Presbytery works. Some of the following is adapted from the Commissioner orientation to General Assembly the rest has been developed by the Clerk of Presbytery.

Being a member of Presbytery is both a privilege and a responsibility. It is hoped that our time will be a worshipful, enjoyable and enriching experience, by praying,

listening, speaking and voting, we discern the mind of Christ for the Presbytery of Hamilton and The Presbyterian Church in Canada.

It is important for the efficient and effective conduct of the Presbytery for each member to read the material sent by the clerk before coming to Presbytery and have any questions prepared in advance.

The roll of Presbytery has four different memberships. Ministers who are serving in at least a half time call, ministers on the appendix because there are inactive ie by retirement, Representative elders and Alternate Representative elders. Only two may make or vote on motions, all may ask questions and make comments. Only ministers who are actively serving and Representative Elders may vote. If the Representative Elder is absent the Alternate Elder may vote in their place. If both Representative and Alternate Elders are both attending only the Representative Elder may make motions and vote. The Presbytery is to maintain an equal number of active ministers and Representative Elders for parity.

When a member of the Presbytery rises to speak they can only address the Moderator and not another member. They should state whom they are so everyone knows who is speaking.

The Presbytery of Hamilton

The Presbytery is a court of The Presbyterian Church in Canada and consists of ministers and elders from the geographical area that includes the Cities of Hamilton and Burlington, the towns of Grimsby, Caledonia, Hagersville, Jarvis, Walpole and Port Dover.



The Moderator calls the Presbytery to order and by Prayer. The installation of the Moderator takes place at the September Meeting of Presbytery and they serve for one year. They can be ministers or elders but need to be an active member of Presbytery. The Moderator conducts the Presbytery and is responsible for keeping good order. The Clerk of Presbytery sits by the Moderator to offer advice as needed and to record the minutes. The Business Committee sets the docket or agenda but the Presbytery approves it at the beginning of the meeting.

The Presbytery has a number of standing committees which all voting members or volunteers conduct the business of the Presbytery. They will bring recommendations which are debated on the floor of Presbytery. Any recommendation/motion may be amended as long as you have a member that seconds your amendment. Once voted in the affirmative the amendment becomes the new recommendation/motion and will be voted on as such. If the amendment or any recommendation or motion is voted in the negative, it falls and is no longer considered.

Some recommendations will be adopted by the consent of the Presbytery, usually reports which are for information only.. Consent recommendations are those the presenter believes do not require Presbytery discussion. Any member of Presbytery who wants to discuss a consent recommendation may ask that it be removed from the consent recommendations and it will be discussed and voted on in the usual manner.. Additional motions are usually permitted provided that they are related to a report before the Presbytery.

Voting is by a show of hands. If the moderator cannot determine that a simple majority has been reached, the moderator will call for a standing vote so that it can be accurately counted. If you did not vote in the show of hands you may not vote by a standing vote. You also cannot change your vote from the show of hands to the standing vote. If you voted in the negative you may ask for your dissent be recorded. You may also ask to have a dissent done in written form and can ask for ten days to provide that to the clerk. The moderator needs to approve of your request. At any time you can stand and ask for a point of order to clarify what is happening. So ask questions, just don't assume the others know completely what is going on.

What does a sederunt look like?

The word sederunt is Latin for “they sat”. In the context of the Presbytery, a sederunt is a “sitting” or a meeting segment of the gathering. Typically the Presbytery sederunt is a complete monthly meeting.

The Moderator opens and closes each sederunt with prayer.



The Presbytery of Hamilton meets in regular session monthly except for December, March or April (Depending when Easter falls in the calendar), July and August. The Presbytery may meet at the Call of Moderator at other times to deal with emergent business ie inductions or special situations.

You may contact the clerk to ask questions, clarify decisions etc outside of the Presbytery by email at hampresby@gmail.com.

May God bless you as you accept this commission and serve the church.

APPENDIX G - Interim Moderators

1. Interim Moderators are directed to follow Calling a Minister – Guidelines for Presbyteries, Interim Moderators and Search Committees published by The Presbyterian Church in Canada.
2. All interim moderators shall report on their progress at each Presbytery meeting during the Ministry Committee Report.
3. Interim moderators of vacant self-supporting congregations shall be given an

honorarium of either 10% of the Presbytery's minimum stipend or 10% of the previous minister's stipend, whichever is greater, payable directly to the interim moderators and to be paid on a monthly basis for the duration of the vacancy.

4. Aid-receiving congregations shall be considered as special cases and the interim moderators' honorarium shall be determined by the Ministry committee.

5. Interim moderators shall be given an honorarium of 7% of the Presbytery's minimum stipend or 7% of the previous minister's stipend, whichever is greater, if they begin their duties before the charge is vacant or if an interim minister has been appointed. Once the charge is vacant, subsection 1 applies until such time that an interim minister may be appointed.

6. The honorarium for interim moderators appointed to moderate in a call to aid-receiving congregations becoming self-supporting shall be 7% of the Presbytery's minimum stipend.

7. The honorarium for interim moderators appointed to moderate in a call to an associate minister in a congregation shall be 7% of the Presbytery's minimum stipend.

8. In addition to the above, congregations shall pay the expenses of interim moderators such as travel at the Presbytery rate, pulpit supply when applicable, postage, telephone, etc.

9. Interim moderators may request to serve without an honorarium.

10. Interim moderators must consult the Ministry and Church Vocations Office regarding the files of candidates for calls or appointments. Interim Moderators are also advised to consult the Clerk of the Presbytery to which a candidate belongs regarding relevant information.

APPENDIX H - Procedures for the Sale of Church Manses

1. The proposal of selling a church-owned manse should be fully discussed between the minister, session, board of managers (and trustees if required)

2. Any recommendation forthcoming from the discussions must be presented to a congregational meeting along with provision for a housing allowance.

3. In the event that a congregation decides in favour of selling its manse, and before any other action is taken, permission must be received from the Presbytery. The Presbytery shall refer the request to the Business Committee for study and report.

4. If permission is granted by the Presbytery, provision must be made to supply the minister with a housing allowance equal to the fair rental value as defined by Presbytery, plus the costs of utilities where applicable.

5. The proceeds from the sale of the manse are to be placed in a separate capital account. The interest from this capital account is to be used only for housing purposes. The capital or any portion of it may be used to supply a repayable mortgage on the minister's home or, with Presbytery's approval, be borrowed to help finance any congregational capital project(s).

6. The congregation is encouraged to increase the amount of the capital fund annually in order to maintain its value in relationship to inflation.

7. The capital amount in a housing fund should not be placed in long term investments, but should be available within a reasonable time for the purchase of a manse, if and when required.

8. The Business Committee shall be responsible to ensure that the above conditions are carried out.