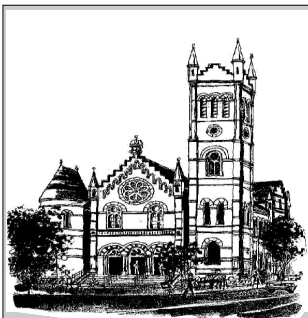


THE LINK

St. Andrew's Presbyterian Church



November 2019

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Victoria, BC



I am grateful...

Over the coming days, I will be spending time in Study Leave completing two independent study courses that I am taking through the Vancouver School of Theology. The courses are Canadian Presbyterian History and Canadian Presbyterian Polity and both will give me an opportunity to better understand the historical and constitutional background of Presbyterians in Canada. The term paper that I have selected for the history course is to examine the church's role in the residential schools and the long-term impact upon the Indigenous community. The term paper I have selected for the Polity course is an examination of the differences between interim ministry and transitional ministry. Interim ministry is generally a short-term ministry role designed to keep basic church programs and processes functioning while the search for a new pastor is conducted. Transitional ministry is a longer, more intentional process of assessment, grief work, conflict management, and strategic planning for the future that may take 2-3 years to complete before a permanent pastor is sought. Generally, The Presbyterian Church in Canada has only infrequently moved away from the interim process in favor of a long-term, transitional process. The commitment of St. Andrew's Presbyterian Church and the Presbytery of Vancouver Island to engage this intentional process of discovery, challenge, and change, is fantastic and I am blessed to be here.

I am grateful for your recent work on the Heritage Town Hall meeting and timeline. Even though I highlighted the remarkable meeting we had in September in my October *Link* article, I continue to be blessed and amazed by your insight, honesty and hope that you continue to express and display in our work and service.

I am thankful for our Session and their diligence and insight they bring to their leadership role. Our Session retreat held this past Saturday was an opportunity to remember the things for which we are grateful (We, like everyone, tend to forget all too often!). We learned a process called Appreciative Inquiry that is based on an idea that every church, every family, every organization is more than a maze of problems to be solved. Within each is a blessing, a celebration, a discovery waiting to be found. To begin a meeting or a conversation by sharing a celebration changes the entire emotional landscape from deficit, problem-based thinking to celebrative, hope-filled reactions. I suspect you will begin to see Appreciative Inquiry modeled on occasion. I am also grateful that our Elders continue to lead, continue to believe that God has called them for this important task at this critical time. Their numbers are shrinking, and the work is difficult. (We have 3 less elders than when I arrived due to health concerns that have thinned our numbers.) Please, please pray for our Elders and your Transitional Pastor every day.

Finally, we need persons willing to offer rides on Sunday mornings on occasion. We have persons that have expressed an interest in attending worship but have no way unless they take the bus. This is often desirable. But on other occasions, the weather or health challenges make walking to and standing at a bus stop impractical. If you would be agreeable to submit your name to offer an occasional ride to someone, please notify the church office of this. Whitney will then put you in touch directly with the person needing the ride and you can work it out from that point. I would hate that anyone, anywhere at

(Continued on page 4)

Remembrance 2019

June 6th this year was the 75th anniversary of the Allied landings on what had become part of the Nazi stronghold on the European continent - the coast of Northern France. This immense military operation has come to be known simply as "D Day" and on its success depended the liberation of occupied Europe and the end of hostilities. It had taken years for the Allied armies to be trained and at the strength necessary to engage in a cross Channel attack. Control of the sea and of the air was essential to protect the massive convoy that would be needed to move hundreds of thousands of men and their equipment safely to shore and to provide the firepower to help neutralise enemy defences prior to the landings.

The anniversary was well covered by the various forms of communication so there is no need to repeat what you will have already read or have seen on television. As a civilian living in Britain at that time I recall the anxious feelings I had as D Day approached. I knew my husband would not be involved as he was instructing in airborne radar at an RAF station in north east England following completion of operations with Coastal Command on the Portuguese islands of the Azores. The previous years had been fraught with one disaster after another and now the time had come for the Allies to return to Europe. Were we sufficiently prepared for the difficult and very dangerous landings on a heavily defended continent across the Channel? What about the casualties? Could the troops succeed in getting beyond the beaches and establish a foothold on the first day? Tension was building as we waited.

One factor outside of anyone's control was the weather always known to be difficult to predict in the English Channel. There had to be the right combination of weather, tides, the moon and sunrise. Following innumerable discussions with the meteorologists General Eisenhower made the decision... June 6th. The American General had been chosen to lead this massive operation and one can only imagine how he felt about his responsibility. Some of his actions a few hours before the invasion was to begin can tell us how he was handling it. His Headquarters and staff had been moved closer to the American troops giving him an opportunity to pay a visit. He told his driver to take him to see some of the men of the 101st US Airborne Division but to remove his flag from the front of his car and cover the four stars at the rear. He was removing

the trappings of his position and wanted to be seen as a soldier among his men. His presence created loud cheers as he moved about trying to say a few words to the men whose hands he shook. He remarked later that it was difficult to look a young man in the eye fearing that you were sending him to his death. In another section of the front were Canadians in their 1st Airborne Battalion who were preparing also to jump into the dark of enemy held France among the British 6th Airborne division. In the very early hours and in darkness these were the first soldiers to land in France - the paratroopers.

When the large planes took off the noise must have been thunderous. One by one they filled the sky prior to moving across the water to enable the men to make their exit. The tension of all who had been involved with their departure must have increased while wondering about the fate of those men. Eisenhower and his staff were to have a sleepless night as they waited for news. The General did not eat, chain smoked and drank coffee continually. A few hours later the actual landings took place. The people in Britain woke up to the news from the BBC that the invasion of Europe had begun. The rest of the day I remember listening to the calm voices from the BBC and wondering about all those men and the people in Normandy. It would be a difficult day for many as they waited to hear if their sons, brothers or husbands would have been in the advance from the beaches. That would have taken time and perhaps a sleepless night was ahead of them. For the rest - and I was one of them - it was difficult to relax in a comfortable bed and not wonder about those thousands of tired and probably hungry men trying to find a safe spot to grab a little rest. That was the beginning of the end and the rest is history.

When the war ended in 1945 I would never have thought that in a short time there would be groups of Nazis in several different countries. I believed naively that everyone would have learned a tragic lesson. However, there is no shortage of megalomaniacs in this world and sadly, plenty of citizens to support them. History has given us a lesson. Democracy is fragile and we must protect it or history will be repeated.

On Remembrance Day, November 11th, let us remember the members of our armed forces who have given their lives for our freedom over the many years and in many parts of the world.

Stella Higgins

Accessible Transportation - HandyDART Service and Taxi Saver Coupons



If you are not able to drive or use the regular bus service, HandyDART may be an option available to you to help you get around the city, and in particular, help you get to church.

HandyDART is an accessible, door-to-door shared transit service for people with permanent or temporary disabilities that prevents them from using fixed-route transit without assistance from another person. HandyDART picks you up at your accessible door and drops you off at the accessible door of your destination. Customers must first register, at no charge, for this program. Fares are \$2.50 one way (cheaper if you buy a book of tickets). A monthly pass is also available. See more information at <https://www.bctransit.com/victoria/riderinfo/handydart> or phone: 250-727-7811 (Monday - Friday, 8:00am to 5:00pm)

Taxi Saver Program: Sometimes the HandyDART service is not able to accommodate your request for service (e.g. there is much demand on a Sunday morning). When HandyDART cannot accommodate your travel needs, you can use the Taxi Saver vouchers for one-time trips. The Taxi Saver vouchers are available to permanently registered HandyDART riders only. You will need to have a HandyPASS (picture ID that is proof of qualification and registration with HandyDART service) to use this program. Taxi Saver vouchers provide a 50% subsidy towards the cost of taxi rides and are used with regular taxi companies.

Eligible individuals can purchase an \$80 package of Taxi Saver coupons at a cost of \$40. This package can be purchased once every month. The coupons come in denominations of \$1, \$2 and \$5. To contact the Taxi Saver Office you can call 250-995-5618, email taxi_saver@bctransit.com or refer to the website <https://www.bctransit.com/victoria/riderinfo/handydart/taxi-saver>.

Colina Titus

Synod October 18 – 20, 2019

You may have noticed posters around the church and hall announcing Synod meetings in October. Our Transitional Minister, Mitch, and I attended these meetings on behalf of St. Andrew's and I am grateful to St. Andrew's, and Synod, for the opportunity to attend.

Annette Pardais, who many of you know as the convenor of our "breakfasts for those in need", also attended. Annette is the Synod Financial Manager.

In the Presbyterian Church there are several groups that allow for discussion and decision-making and all are important parts - congregations, sessions, presbyteries, synods and general assembly.

As expected, part of our time was spent addressing the business of synod but most of the time was spent in worship services, listening to some very excellent speakers and then listening to, and sharing with, other reps from around the province. The BC Synod is comprised of five Presbyteries: Vancouver Island, Kootenay, Westminster, Kamloops and Western Han-Ca.

The theme of Synod 2019 was 'The Fruit of the Spirit – love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control. In order to have the fruit of the Spirit we must have our roots in Jesus Christ.

Dr. Iain Provan, Professor of Biblical Studies at Regent College, provided us with thought-provoking reasons why the old testament is an essential part of how we understand the new testament. Sometimes we tend to think that what is written in the old testament doesn't apply anymore. Dr Provan cited many things that we think came to us in the new testament but were already in the old. Repeatedly, Jesus refers to the old testament as the "beginning of the plan" for how things will unfold. We need to remember that the old testament was written in the context of the style of writing of those times. He reminded us that even now we have sayings or expressions, which, if taken on their own would at the very least be confusing to someone reading them without context. A headline such as "Flames Slaughter Oilers" would certainly give people pause as to what was actually meant.

It was heartwarming to see the many ways our churches are reaching out to others either as part of community initiatives or programs within the church. Whether it be selling homemade jam to support PWS&D programs or making Palliative Pillows there are many ways we can show God's love to others.

Sheelagh Garson

Notes from Session ~ October

Reverend Vincent Tan opened the meeting with the reading of Psalm 23. Three times in the psalm, David writes of God leading us. We know that God is leading us as we move forward in this time of transition.

The church treasurer, Jack Reimer, attended the session meeting for some preliminary discussions about the budget process for the upcoming year. Committee conveners are being asked to prepare their budgets for 2020 by November 10, with the intention of calling a congregational budget meeting before the end of the year. The date will be confirmed after the November session meeting. Jack offered to meet with any individual or committee as required if they have questions about the budget for 2020.

Over recent years, the church has not done a good job at keeping the archives up to date. Session is very grateful to Ian Baird who has offered to review the documents that have been collected but not filed.

Currently there are documents in the archives that are not organized and therefore not easily accessible. It is important that as a church we maintain documentation of our history; who did what, when and why? Ian will create an index for those items not already indexed.

Sheelagh Garson has been reviewing archived session documents, which are kept secure and separate from the rest of archives. The intent was to review, on behalf of session, all decisions previously made in session meetings over the last ten years and to compile them into a manual for ease of reference. This will help us to be well informed and prepared to respond correctly as situations arise. Without this information, especially as elders resign and new elders join, knowledge of past decisions may be lost. This causes the session to become inefficient, using valuable time to re-discuss issues that we have previously decided on.

(Continued from page 1)

any time who desires to attend St. Andrew's but does not have the means to make that possible would not be able to attend. Please consider offering a ride to another. Call the church office if you are willing to be contacted.

Finally, I am most grateful for each of you.

Blessings,
Pastor Mitch

Rev. Coggin is currently studying two courses required prior to his acceptance as a minister of The Presbyterian Church in Canada. Session is concerned that with all of the regular commitments Rev. Coggin has within the congregation, that he has very little time available to complete the course requirements. Session was unanimous in offering support to Rev. Coggin by agreeing that he be relieved from the duty of leading worship on Sunday, November 13.

On Saturday, October 26 session met for a retreat, led by Rev. Coggin. The focus of the time together was to consider leadership in our church. Questions considered included:

- ♦ How do we do our work?
- ♦ How do we get bogged down?
- ♦ How can we work smarter?
- ♦ How do we communicate better?

As a session we greatly appreciate the leadership and teaching that we continue to receive from Rev. Coggin. Please pray for the elders that we are open to God's way and that we may grow in our understanding of the leadership that God requires of us.

Psalm 32:8: I will instruct you and teach you in the way you should go; I will counsel you with my loving eye on you.

Colina Titus
Clerk of Session

In Loving Memory



Elaine McCorquodale
Ruth Gustafson

The Vancouver Island Presbyterian

Women's Retreat 2019 took place October 4-6 at beautiful Camp Imadene on Mesachie Lake (near Lake Cowichan). Approximately 40 women attended this faith-filled and faith-renewing weekend. Laura Hawkes and I attended from our Church. Our speaker was Linda Shaw, from Simcoe, Ontario. Though retired, she said, "Jesus keeps knocking at my door." She currently leads two programs in Simcoe, *Children & Worship* and, *Friendship & Faith*.

The theme for the weekend was "Knock! Knock! Who's There?" We looked at ways 'knocks in life' can both enhance and challenge our experience of God's amazing grace in spiritual wisdom and growth, vital prayer and community interaction. Jesus said, "Look I'm standing at the door and knocking. If anyone listens to my voice and opens the door, I'll come in and we'll eat together." (Revelation 3:20)

Questions we asked ourselves: Where and what are we coming from to be here this weekend? Who knocked at our door growing up? How did our adventure with God begin? To hear God's story, you have to be ready; Be still and Know that I am God. (Psalm 46:10)

Linda spoke of parables and scripture passages that demonstrate Jesus knocking at our door and showing love. *The Parable of The Lost Sheep* (Matthew 18:12-14). Each of us is precious in God's sight, even if we are lost. The Good Shepherd loves us all! What are your adventures with the Good Shepherd? How is God

helping you through each adventure?

How do we build and maintain relations with friends and family and our Lord? In the story of *Mary and Martha* (Luke 10: 38-42) Jesus knocked on their door, and Jesus was welcomed in. Mary enjoyed and lived in the moment, and took time to listen to Jesus. Martha busied herself with preparations. Are you like Mary or Martha? Man shall not live by bread alone but by every word of God. (Matthew 4:4)

Jesus Reinstates Peter (John 21:15-17). Jesus asked Simon Peter three times, "Do you love me?" Jesus knew that Peter loved him, but wanted Peter to reaffirm his love again - to help Peter feel confident as a true disciple of Christ. Jesus gave Peter a task, "Feed my sheep." Who are Jesus' sheep? We are His followers and He looks after our spiritual and emotional needs.

Jesus Forgives and Heals a Paralyzed Man (Mark 2:1-12). Do you know anyone who wants to be brought to Jesus? Have you seen anything like this story? Can something like this happen today? What might it look like? Who would 'carry' you to Church?

The Gift of Hospitality - what is your Church doing to welcome others, help others, engage others? **The Password** is '*Joyful Thanks*'. Enter His gates with thanksgiving and his courts with praise (Psalm 100). What is our Church's password? Who would feel comfortable on their first visit to our Church? Who visited and stayed? Who visited and didn't return? It takes a lot to ***share the password!***



In closing, one of my personal prayers is that more ladies from our congregation would attend our future Retreats - the facilities are amazing (sleeping in lodges), the food is delicious, and the surrounding is God's handiwork.

Respectfully submitted,
Jean Marcellus

foobyjeanmarcellus

Mission & Outreach

Jesus said, “Blessed are the peacemakers”, not the peacekeepers

I read the daily “Scotsman” newspaper when living in Edinburgh in the early 1980s. It always included a “thought for the day” of a few sentences, written by different ministers. The one that forms the title above is the only one that I still recall, almost 40 years later, as it had a profound influence on my understanding of this Beatitude: “peacemaking” is active, “peacekeeping” is often passive, and the first is the one that Jesus blesses.

For a number of years, the Victoria Shoah Project has commemorated ***Kristallnacht***, or the “Night of Broken Glass” (9-10 Nov. 1938), to which the public is always invited. This time of destruction of property and incarceration of over 30,000 Jewish men marked a turning point in the nature of the Nazi attack on Jews, from economic, political and social harassment to physical persecution, and hence defines the beginning of the Holocaust.

This year’s theme of “Remembrance and Action” will include a reminder of how and why society commemorate such tragic events, and will include encouragement to act in tangible ways to protect all peoples in our diverse community. Our minister, Mitch Coggin, by motion of session, will join representatives from diverse faith communities and political and law enforcement leaders in leading participants in making the following “Pledge of Mutual Respect and Support”:

“Silence in the face of injustice is to agree with the ones who perpetrate injustices. Never will we stand by to allow expressions of racism, xenophobia, or discrimination against any peoples in our community. We will do our utmost to encourage meaningful dialogue and positive action to foster understanding among diverse groups based on mutual respect.”

In this time of increasing social and political polarization and division, please consider responding to the public invitation from the Shoah Project. As with baptism, church membership, marriage, and many other pivotal occasions in our lives, making a public pledge can have a profound effect on our future actions.

The invitation to our congregation is included here. For more information, check the web pages at the bottom of the invitation: it contains details on recent past annual remembrances.

Brian Titus

Kristallnacht Remembrance and Action

Thursday November 7, 2019 – beginning at 7p.m.
Congregation Emanu-El Synagogue,
1461 Blanshard Street, Victoria

The Victoria Shoah Project invites the public to the annual commemoration of Kristallnacht (Night of Broken Glass).

Each year, we commemorate Kristallnacht which was the beginning of the tragic history of attacks on European Jews. The commemoration this year will be at Congregation Emanu-El synagogue, 1461 Blanshard St., Victoria, on Thursday, November 7th at 7:00 pm.

In recent years we have seen the unfortunate growth of attacks on minority groups and those who are “the other”. This highlights the need for us to stand together to protect and safeguard all peoples, regardless of religion, race, sexual orientation or other factors, which may make them targets of a hateful few.

This year’s program is titled “Remembrance and Action”. It is a respectful remembrance of those who suffered on Kristallnacht and in the Shoah (Holocaust) as well as a reminder of how and why we, as a collective society, commemorate such tragic events. Remembrance is essential, however we also must act in tangible ways to protect all peoples in our diverse community. We are inviting political and law enforcement leaders as well as representatives from the diverse faith communities to join together at the commemoration to lead us in reading a Pledge of Mutual Respect and Support.

Please join us to remember the past and commit to take action for a better future where we will respect and protect our neighbours, not remain silent in the face of any injustice against any person or group and work towards building bridges leading to unity and shalom (peace) in our own community and beyond.

For further information, please contact:

Peter J. Nadler
Victoria Shoah Project
victoriashoahproject@gmail.com

Website: <https://www.victoriashoahproject.ca/>

Facebook page: <https://www.facebook.com/victoriashoahproject>

The Friendship Club had a wonderful afternoon of friendship and fun as 35 people enjoyed some stories, laughter, education and delicious food. The Kirk Hall was decorated in its usual excellent style of colour, with a festive Thanksgiving theme. Thanks to all who donated decorations and helped with decorating and set up.

The food was delicious and ample. We were happy to give the remaining cheese plates to the Coffee Hour for Sunday and many folks were happy to go away with a few of the left-over sandwiches. Our dessert was a delicious pumpkin spice cake.

After an hour of socializing over lunch, we sat back to enjoy a 75 minute travelogue slide show/talk given by David and Dawn McLean. Their four-week trip to the Baltic countries and Russia was captured through slides and stories, many informative facts about Russian history, and an interesting display table which contained maps, books, flags, souvenirs, memorabilia, and many visual aids that helped us to get to know a little more about these Baltic countries and Russia. Their train trip in the Baltic countries, to and from St. Petersburg and Moscow, contained many fascinating stories which gave us several chuckles and made us wish that we were also experiencing that adventure.

Space does not allow me to relate too many stories but some of you may recall one story and its significance. They told of visiting the Hermitage Museum in St. Petersburg, and seeing Rembrandt's original painting, "The Return of The Prodigal Son", painted in 1668. A most interesting aspect of this story is that as they were at the Hermitage Museum in April 2019, we at St. Andrew's were holding a five-week book study on the book with the same name, "The Return of The Prodigal Son", written by Henri Nouwen, based on the painting by Rembrandt. David and Dawn had emailed Rev. Mitch a photo of the painting the night before our book study which he showed to us in the discussion group the next morning. That was most amazing!

It was obvious that they had spent hours reviewing their slides and getting them ready for a presentation to our group. We are so grateful for their interesting and educational talk. Thank you, David and Dawn!

We wish to thank and acknowledge Jim Kempling for his quiet and important help. He organized and set up the slide show, electronics, the screen and the presentation as well as helping Dawn and David with their 1,500 slides. There was so much work involved to

prepare this production for us and we are very grateful for Jim's dedicated help to make this such a success.

The church office staff contributed so much to this event and we are grateful for their quiet background help which always makes everything run so smoothly. Thanks to Whitney, Grant and Rev. Mitch.

Thanks to all of those who came to make this such an enjoyable event. We are so glad you chose to come and we hope our numbers will grow for future events. For those who came early to set up and decorate, serving and clean up, slide show presenters and background help—a huge big Thank You to all. With special thanks to Jack who ran all kinds of errands for food pick up and grocery supplies.

We look forward to our next three events, coming up in December 9, January 25 and February 15. Please see "Happenings" in *The Link* (p.13) for future, fun events for The Friendship Club. Please mark these future events on your calendars so you don't miss the fun!

Please feel free to contact me with any ideas and suggestions for future events. We are always looking for more ideas.

Dorothy Reimer,
The Friendship Club



photo by dorothy reimer

Share the Joy of Christmas

As in previous years, the congregation of St. Andrew's Presbyterian Church will have the opportunity to share the joy of Christmas with others in Victoria. We will be supporting Christmas dinner at Our Place by providing 25 large turkeys (weighing over twenty-five pounds each). This annual dinner gives a Christmas meal to the working poor, the homeless and those far from home, creating a moment of warmth and love in the midst of a difficult time. Our congregation also provides gift bags for the 45 residents of Our Place, both men and women. The gift bags are filled with warm socks, toques and gloves and sundry personal items such as soap, toothpaste and shampoo.

To continue this generous tradition, please think about how you can contribute to the Share the Joy campaign which will begin on the first Sunday in Advent. The Mission and Outreach Committee will have a table set up in the Kirk Hall on the Sundays in Advent to accept donations for the Share the Joy Fund. You can also donate via your church envelope. Write "Share the Joy" on the line where you enter the amount of your donation.

The gifts will be wrapped and packed by the Sunday School students. The bags will be delivered on December 22nd to Our Place.

If you have any questions about our Share the Joy of Christmas campaign, please call **Debra Verwey** or **Brian Titus**.



Christmas Luncheon for Friendship Club Monday, December 9, 2019

As promised, we are trying to provide ongoing events for our Friendship Club. The next event coming up is a Christmas Luncheon, being held at the Cordova Bay Golf Course on Monday, December 9 at approximately 12:00. Time will be verified later.

Address: Matticks Farm, 5333 Cordova Bay Road.

We have two options:

Open Menu - you will order your own choice, pay for your own lunch from a special menu. This would cost anywhere between \$10.00 (soup) to \$20.00 (hot meal), depending on what you order. Taxes, tip and wine will be additional. Individual bills will be given to each person so no payment is needed beforehand. However, we can only have up to 30 guests at this type of luncheon so I will need to know beforehand who is coming.

Buffet Lunch - Deluxe lunch buffet for \$27.00 per person. (We might be able to do this for \$25.00 per ticket...more details later.) The menu looks excellent and this price covers the complete meal, except for tax, tip and wine. However, for this event, two weeks notice is required by the restaurant, so I need to know by November 25th. Payment will need to be made ahead of time to Dorothy. We need to have a secure commitment of 40 people for this lunch.

So, I need your input: shall we do a lunch for 30 people, each paying for their own and getting their own choice of food? Or, do we go for the buffet, but a commitment of 40 people and a higher cost.

I will need to know by November 25 in order to make our reservation. If I do not hear from you, I will book the dining room for the first option - the open menu, for 30 people only.

Please phone me or email me, or see me on any Sunday.

Dorothy Reimer



ST. ANDREW'S ANNUAL Christmas Bazaar

November 16th, 2019

at the **Kirk Hall** at 680 Courtney St.

★Crafts ★Home Baking ★Jewelry ★Thrift Shop
★Book Sale ★Silent Auction ★Art ★Preserves

11:30 am to 3:00 pm

Admission is free

Tea Garden with sweets and savouries \$7

standrewsvictoria.ca ★ 250-384-5734



ST. ANDREW'S PRESBYTERIAN CHURCH
at the Corner of Douglas and Broughton

Service in the heart of the Victoria since 1866

BOOKS WANTED FOR BAZAAR STALL

**Are you down-sizing, de-cluttering,
clearing out?**

**If the books have to go, we want
them for the book
stall!**

**Bring them to the
Kirk Hall in
November or call
Debra Verwey for
pickup...
250-383-1009.
Thank-you.**



Letter from the Rev Amanda Currie, Moderator PCC offering an invitation to the 11th Assembly of the World Council of Churches

The Presbyterian Church in Canada will be sending one or more delegates to the 11th Assembly of the World Council of Churches to be hosted in Karlsruhe, Germany in September 2021. Please read the letter from the Rev Amanda Currie (on the facing page) and prayerfully consider if there is someone you would like to nominate as a representative to this important ecumenical event. If you wish to make a nomination, please contact an elder who will provide you with an application form. Note that the applications (there is a form to be completed) are due at the office of the Presbyterian Church by December 15, 2019.

Colina Titus

Thanksgiving Foodbank Donations to Cedar Tree Ministries

Thanks to the generosity of the congregation, Jerry Verwey was able to deliver donated food items to the Cedar Tree Ministries in Duncan on St. Andrew's behalf, with cash donations of \$400 to follow. Four people from the Cowichan area who are members of Grace Church welcomed Jerry warmly and he was able to see their facility, and hear first-hand about their



fotosbyjerryverwey



ministry to local people. There are over 4900 band members, making them the largest single First Nations Band in BC, with about half living on the Cowichan Tribe Reserve, and a large proportion of them under the age of 35.

Mission and Outreach Committee

From St. Andrew's Victoria... to...Cedar Tree Ministries.

The Presbyterian Church
in Canada



L'Église presbytérienne
au Canada

MODERATOR OF THE 2019 GENERAL ASSEMBLY

The Rev. Amanda Currie, B.A.Sc., M.Div.

October 7, 2019

World Council of Churches 11th Assembly – 2021

Greetings Clerks of Session:

The World Council of Churches (WCC) will hold its 11th Assembly from September 8–15, 2021 in Karlsruhe, Germany. The Assembly is the WCC's highest governing body that meets every 7 to 8 years. It will meet under the theme of "Christ's Love Moves the World to Reconciliation and Unity".

Assembly Delegate

The Presbyterian Church in Canada is invited to send one Assembly Delegate based upon our membership. The Ecumenical and Interfaith Relations Committee is responsible for appointing this person.

The Committee is seeking applications of individuals from across the church for the appointment of a delegate. Please find attached an application form. This form is available on the church's website, <https://presbyterian.ca/wcc-11th-assembly>.

Applications must be submitted to the General Assembly Office by December 15, 2019.

Additional Delegates

The WCC is also inviting member churches to suggest individuals who might be considered as Additional Delegates. These delegates will be appointed by the WCC "to strengthen the diversity of the Assembly, and ensure fair and adequate representation of lay persons, Indigenous peoples and differently-abled people and balance of men, women, and young people as well as persons with expertise particularly relevant for the Assembly."

The Ecumenical and Interfaith Relations Committee may also submit names for the WCC to consider appointing as additional delegates. This will be done from the applications submitted.

Other Participants Attending

There will be opportunities for other participants to attend the Assembly. Three such groups are:

- Stewards who are young people who serve at governing body meeting.
- The Global Ecumenical Theological Institute (GETI) which is a program for seminary students.
- Resource people who are invited directly by the WCC.

Information about these categories will be circulated when they come available.

Visitors are welcome to attend at their own initiative and cost. Information concerning visitors will be on the WCC's website.

You may go to the WCC's website oikoumene.org/en for more information about the Council, its ministry and the forthcoming Assembly.

Please remember the staff of the WCC as they prepare for the 11th Assembly and for their current programs.

If you have any questions, please contact me.

With blessings,

Terrie-Lee Hamilton
Senior Administrator
General Assembly Office

Clerks of Assembly: The Rev. Stephen Kendall and The Rev. Donald Muir

Update from the Personnel Committee

Early in 2017, the session appointed a personnel committee to develop processes to ensure that St. Andrew's, Presbyterian Church is in compliance with current employment regulations in BC, as determined by FOIPPA, BC Employment Standards, WorkSafe BC and BC Human Rights. It is also the responsibility of the Personnel Committee to take steps to provide as safe and collegial a work environment as possible for the employees of St. Andrew's Presbyterian Church.

The following policies are now in place:

- ♦ Bullying and Harassment Policy
- ♦ Conflict Resolution Policy
- ♦ Health and Safety Policy
- ♦ Terms of Employment Policy
- ♦ Working Alone Policy (our staff occasionally works alone in a large downtown facility)
- ♦ Work Place Code and Ethics Policy

The session, on behalf of the congregation, is an employer and responsibilities as an employer should not be taken lightly.

Please note that this focus on developing employment policies is in no way a reflection on our staff, who all do excellent work for the congregation of St. Andrew's. We are merely fulfilling our obligations as an employer.

In order for an employee to continue to improve in their job, it is of mutual advantage for the employer to provide feedback to the employee, both formal and informal on a regular basis. It is an opportunity for the employee to hear what they are doing well, and how they might be able to improve. As of this month, October 2019, all employees have completed a performance evaluation, conducted by the convener of the Personnel Committee and one other elder chosen for their working relationship with the member of staff. All staff can seek input from any person who is best able to speak to their strengths (similar to a 360 feedback often used in many organizations). At the time of the annual performance, all staff will re-read and sign off on all of the above listed policies and the associated procedures. It is also a time to review the responsibilities listed in the job description.

A note regarding the evaluation for Rev. Coggin, Transitional Minister: referring to the Book of Forms Article 319.2 *'The presbytery has primary jurisdiction over ministers whether on the constituent roll or the appendix to the roll, or on the roll of a congregation'*.

Although indeed presbytery has final oversight of the minister, it is the congregation, employees and elders who have the greatest understanding of how the minister is meeting the goals stated in the call document. Rev. Coggin, and all subsequent ministers will be included in all of the personnel policies and procedures currently in place, including the annual performance evaluation.

We all see Rev. Mitch Coggin each week, but many do not meet our other staff often:

Grant Shepard - Church Officer

Whitney Hannah - Church Administrator

Christine Purvis - Director of Music Ministry

They each have unique gifts and skills, and are a valuable part of our church community. Please take the opportunity to thank them for all that they do week by week.

If you have any questions about anything in this summary, I will be happy to answer your questions

Colina Titus

Convener Personnel Committee

Robbie Burns Supper - 2020

We are planning a Robbie Burns Supper in the Kirk Hall for Saturday, January 25th at 5:00pm. Last year we set a limit of 80 tickets and it was sold out. We haven't determined the cost of tickets at the moment but expect it may be somewhere between \$25 and \$30 per person for a catered meal. We plan to have a reduced rate for children under 16. We want to make this family friendly.

St. Andrew's volunteers will be needed for decorating the Kirk Hall, someone to take charge of ticket sales and another person to take the lead for entertainment and program planning.

In order for our St. Andrew's volunteers to enjoy the evening, arrangements have been made for volunteer servers and a clean up crew to help make the evening a success.

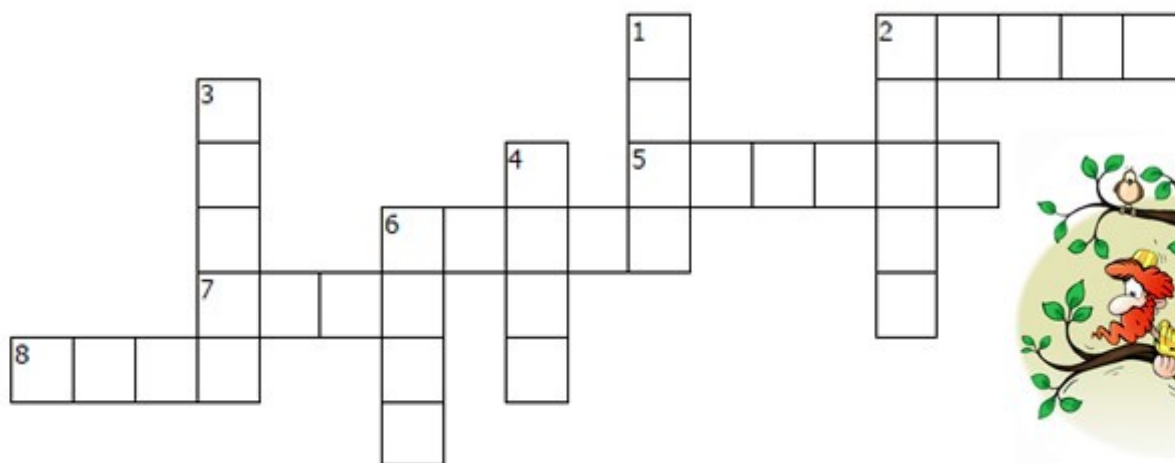
If you would like to help with this event please contact **Dorothy Reimer** dotreimer@shaw.ca or **Jim Ferguson** jpferguson@gmail.com

Laura Richards

St. Andrew's Children's Page

Bible Verse of the Month: When Jesus reached the spot, he looked up and said to him, "Zacchaeus, come down immediately. I must stay at your house today." So he came down at once and welcomed him gladly. Luke 19:5-6

Zacchaeus meets Jesus



ACROSS

2. To move upward, especially by using the hands and feet
5. A person who disobeys God's laws; one who does wrong
6. Not tall
7. To set free from sin; to rescue
8. A large plant with a trunk, branches, and leaves

DOWN

1. To be unable to find your way
2. To get something for yourself in a dishonest way
3. A building in which people, usually a family, live
4. To have very little money
6. To search for something or someone

poor	save	lost	climb	tree
short	sinner	house	cheat	seek