

## Report by the Emmanuel Canadian Reformed Church at Guelph to Synod Dunnville 2016 regarding the Pastoral Training Program Funding Committee

General Synod Carman (2013) decided:

*“4.2 To reappoint the Emmanuel Canadian Reformed Church at Guelph as the PTP funding committee with the following mandate:*

*4.2.1 To look after all internship-related funding matters.*

*4.2.2 To assess the churches each year based on the anticipated funding required for a particular summer.*

*4.2.3 To report about its activities to the next general synod, which report shall be sent to all the churches at least six months prior to the next general synod” (See Article 73, pages 55-56 of the Acts).*

The Committee, at the commencement of its task in the fall of 2007 formulated a document titled “The Committee for Pastoral Training Program Funding” describing its mandate, membership, duties of its members, the manner of appointment of Committee members and auditors of the financial records, and the requirement to prepare triennially a report to be sent to the Church at Guelph for submission to the Churches before the next General Synod” (See Appendix 1), and composed a document called “Guidelines developed by the Pastoral Training Program Funding Committee” (See Appendix 2). These appendices have been updated to reflect a change in the name to the Canadian Reformed Theological Seminary and to record the increased amounts paid to churches employing students.

**In 2013**, the Committee assessed and received an amount of \$3.50 per communicant member from the churches. In the summer of 2013, three students were enrolled in the Pastoral Training Program (PTP) and employed by, mentored by and paid as shown below:

<b>Student</b>	<b>Hosting Church</b>	<b>Mentor</b>	<b>Payment to Church</b>
Gerrit Bruintjes	Lincoln, ON	Rev. Wynia	\$8,497.50
Jeff Poort	Aldergrove, BC	Rev. Schouten	\$9,497.50 (includes \$1,000 travel)
Tyler Vandergaag	Neerlandia, AB	Rev. Louwerse	\$10,020.00 (includes \$750 travel)

The total financial support for students in the program in 2013 was \$28,015.00. A report regarding amounts received and disbursed during the years 2013-2015 is attached (See Appendix 3). Please note that the amounts sent to the employing churches not only varied with allowances for travel but also with the number of weeks employed (See Appendix 2).

Mr. E. J. Post and Mr. K. Reinink, reappointed by the Church of Guelph to audit the financial records of the PTP Funding Committee, reported by letter dated October 20, 2013 to the Church of Guelph that the financial records of the PTP Funding Committee were in good order.

**In 2014**, the Committee assessed and received an amount of \$4.50 per communicant member from the churches. During the same year, five students were enrolled in the Pastoral Training Program and employed by, mentored by and paid as shown below:

<b>Student</b>	<b>Hosting Church</b>	<b>Mentor</b>	<b>Payment to Church</b>
Johan Bruintjes	Winnipeg-Redeemer, MB	Rev. Joe Poppe	\$10,020.00 (includes \$750 for travel)
Rick Vanderhorst	Smithers, BC	Rev. Slaa	\$9,497.50 (includes \$1,000 for travel)
Steve Vanleeuwen	Smithville, ON	Rev. Bouwman	\$9,270.00
Gerard Veurink	Willoughby Heights, BC	Rev. Souman	\$10,270.00 (includes \$1,000 for travel)
Randall Visscher	Grand Valley, ON	Rev. Feenstra	\$9,270.00

The total financial support for students in the program in 2014 was \$48,327.50 (Appendix 3).

Mr. Tony Van Tol and Mr. Calvin Lodder, appointed by the Church of Guelph to audit the financial records of the Pastoral Training Program Funding Committee, reported by letter dated October 24, 2014 to the Church of Guelph that the financial records of the PTP Funding Committee were in good order.

**During 2015**, the Committee assessed and received an amount of \$5.50 per communicant member from the churches. During the summer of that year, nine students were enrolled in the Pastoral Training Program and employed by, mentored by and paid as shown below:

<b>Student</b>	<b>Hosting Church</b>	<b>Mentor</b>	<b>Payment to Church</b>
Iwan Borst	Dunnville, ON	Rev. Vanwoudenberg	\$9,270.00
Jonathan Chase	Guelph-Living Word, ON	Rev. Agema	\$8,497.50
Jeremy deHaan	Fergus-North, ON	Rev. Jagt	\$9,270.00
William denHollander	Neerlandia, AB	Rev. Louwense	\$9,247.50 (includes \$750 for travel)
Hilmer Jagersma	Edmonton-Providence, AB	Rev. Richard Aasman	\$10,020.00 (includes \$750 for travel)
Jake Torenvliet	Lincoln, ON	Rev. Wynia	\$7,725.00
Tim Schouten	Chatham, ON	Rev. Deboer	\$9,270.00
Hangil Lee	Hamilton, ON (Streetlight Ministries)	Rev. Paul Aasman	\$8,497.50
David Pol	Southern River, W.A., Australia	Rev. Dirk Poppe	Paid by the Deputies for Training for the Ministry of the FRCA <sup>1</sup>

<sup>1</sup> FRCA = Free Reformed Churches in Australia

The total financial support for students in the program in 2015 was \$71,797.50. A report regarding amounts received and disbursed during 2013 - 2015 is attached (See Appendix 3).

Mr. Tony Van Tol and Mr. Calvin Lodder, appointed by the Church of Guelph to audit the financial records of the Pastoral Training Program Funding Committee, reported by letter dated October 7, 2015 to the Church of Guelph that the financial records of the PTP Funding Committee were in good order.

## APPENDIX 1

### **The Committee for Pastoral Training Program Funding**

The Church at Guelph has been charged by Synod Smithers 2007 to appoint a Committee for Pastoral Training Program (PTP) Funding (Art. 159.2 of the Acts).

The **Mandate** of the Committee has been described in the Acts as follows (Art. 78.4.11.1):

- a. To look after all internship-related funding matters
- b. To determine a reasonable compensation for internship, and to develop guidelines for such compensation
- c. To assess the churches each year based on the anticipated funding required for a particular summer
- d. To report about their activities to the next general synod, which report shall be sent to all the churches.

#### **Membership:**

The **membership** of the Committee consists of a Chairman, a Vice-chairman, a Treasurer, a Secretary, a Liaison with Council, and a Liaison between the Theological Seminary and the Committee, the PTP Coordinator (Art 78, 4.11.2).

#### **Duties of Members:**

The **Chairman** is responsible for directing the activities of the Committee in fulfilling its mandate. He will call a meeting on no less than two occasions per annum, preferably in May and October. These meetings will enable the Committee to discuss funding by Churches to employ students and assessment of Churches to include in budgets, respectively.

The **Vice-Chairman** acts as Chairman in his absence and assists the Committee with carrying out its mandate. The Vice-Chairman and the Treasurer will jointly open a bank account and sign cheques.

The **Treasurer** is responsible for managing the receipts and disbursements of funds. He is to submit an annual statement of receipts and expenditures to the Committee before its meeting in October of each year and to make recommendations regarding the annual assessment to be submitted by the Churches. He is to keep accurate records of receipts and disbursements and have these available for auditing before the Committee meeting in October of each year.

The **Secretary** is to keep minutes of meetings, to submit minutes and letters for review and approval, and to mail letters to request the submission of the annual assessment to the Churches after the October meeting to enable inclusion of the assessment in the budget of each of the churches.

The **Liaison with Council** is to keep Consistory with the deacons informed of the activities of the Committee, to relay requests by the Committee for appointments and other matters, and to inform the Committee of decisions of Consistory with the deacons regarding the PTP Funding Committee.

The **Liaison between the Committee and the Theological Seminary** is the Pastoral Training Program Coordinator. He will inform the Committee of all matters regarding funding of the Pastoral Training Program and may request assistance in the carrying out of his duties as PTP Coordinator. He will inform the Committee of the number of students to be enrolled in the PTP on or before the Committee meeting in October of each year. He will, after having made

arrangements for placements of students by Churches and with mentors, inform the Committee of the same in a timely manner.

**Appointments:**

The Committee members, except the PTP Coordinator, are appointed by the Consistory with the deacons of the Church at Guelph. The PTP coordinator is ex officio the liaison between the Theological Seminary and the Committee. The division of tasks of the Committee members is as agreed upon by the Committee. The appointment of all members, except the PTP Coordinator, is for a three year period and Consistory with the deacons may, at its pleasure, reappoint members for additional three-year terms.

**Auditors:**

The Church at Guelph will appoint two auditors, members of neighbouring churches, who will examine the books of the Treasurer each year before the October meeting of the Committee.

**Report to General Synod:**

The Committee will submit triennially a report to the Church at Guelph detailing the activities of the Committee well in advance of General Synod so as to enable Consistory with the deacons to review and submit the report six months before General Synod.

## APPENDIX 2

### **Guidelines developed by the Pastoral Training Program Funding Committee**

#### **1. Compensation for students in the Pastoral Training Program**

- a. The mandate of the Committee is “To determine a reasonable compensation for internship, and to develop guidelines for such compensation” (Acts of General Synod Smithers 2007, Art. 78:4.11.1.2). The Committee considered that the Pastoral Training Program (PTP) is an **educational** program that endeavours to equip students more fully for their future task among God’s people. The Committee obtained information from past participants in the Program, both students and churches where students were placed during their internship, from students who hope to be enrolled in the PTP, and examined co-op programs in graduate studies at Canadian universities. The Committee considered that the PTP is not unlike co-op programs at Canadian universities that aim to provide practical training and expertise to students. The students that enrol in the PTP are in a Master of Divinity Program of Studies. The Pastoral Training Program is mandatory for all students aspiring to the ministry of the Word among the Canadian Reformed Churches in accordance with the document entitled “Guidelines for the pastoral Proficiency Program” (Art. 78:4.10). The Federal Government established rates of pay to students in a Master’s program during 2014 and 2015 to range from \$17.92 to \$22.54 per hour when employed in a co-op program at Federal departments, laboratories and agencies. The highest amount was only to be paid to students who are re-employed or to students who have relevant previous work experience. The website is: [www.tbs-sct.gc.ca/pubs\\_pol/hrpubs/compensation/tces1\\_e.asp](http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/compensation/tces1_e.asp). New rates of pay are published every two years. After considering these matters, the Committee decided to pay \$20.60 per hour or \$772.50 per week for students employed during the summer of 2013, 2014 and 2015. Since the requirements of the PTP program are considered to be fulfilled during a minimum of 10 weeks but preferably 12 weeks of training, the Committee decided to pay the employer, the Church where the student is placed by mutual agreement between the PTP Coordinator and the mentor, a total amount of \$9,270.00 for 12 weeks of training. (If the student worked 10 weeks the amount would be \$7,725.00 and if he worked 11 weeks the amount would be \$8,497.50). The Committee will pay each of the Churches employing a student the above stated amount in a manner ensuring that the student can be paid on time.
- b. To encourage participation of the Churches in Western Canada in the Pastoral Training Program, the Committee decided to provide an additional amount of funding to students travelling outside of Ontario; \$500.00 for travel to Manitoba; \$750.00 for travel to Alberta, and \$1000.00 for travel to British Columbia. This amount would also be sent to the local hosting church.
- c. The Committee decided not to pay for additional travel costs, mileage, the student being married and having a family to look after, housing expenses, tuition fees or other considerations. The Committee considered that it has as mandate to fund an

educational employment program. The Committee is not a Committee for Needy Students. Also, employers that hire students enrolled in a cooperative program of studies at Canadian universities pay students for the period of the training program, but not for travel expenses, family needs, housing expenses or other expenses. However, a local hosting church could, at its discretion, add to the approved amount based on the individual student's circumstances.

- d. The Committee decided to fund only the 10-12 week Pastoral Training Program period. Students should be able to complete the requirements of the mandatory 10 to 12-week Pastoral Training Program during that period of time. The Church employing the student may, at its discretion, enter into an agreement with the student to employ him for a period longer than 12 weeks but would then itself face payment of the additional costs.

## **2. Assessment**

- a. The Committee will consider at its October meeting the number of students to be employed by the Churches in the ensuing year and send a letter to the Churches regarding the annual assessment for the PTP requesting the churches to pay the assessment before March 31 of the following year.

## **3. Foreign Students**

- a. The student should apply early for a work permit, i.e. before January of the year in which he will be enrolled in the Pastoral Training Program.
- b. The granting of a work permit may be expedited when the student writes in his application to Citizenship and Immigration Canada that he is enrolled in a Master of Divinity Program of Studies at the Canadian Reformed Theological Seminary in Hamilton, Ontario, that the Theological Seminary is a Province of Ontario recognized degree-granting institution, that the program is mandatory to complete the requirements for entrance into the ministry, and that he is required to complete the Pastoral Training Program immediately following the 3<sup>rd</sup> year of studies of the 4-year M.Div. program.
- c. The Committee will provide advice to foreign students requesting help in applying to Citizenship and Immigration Canada for a social insurance number and a work permit.

## **4. Employment and taxes**

- a. The Committee will advise churches regarding employment of students and payroll deductions for taxes, unemployment insurance, etc.

APPENDIX 3

Pastoral Training Program Funding Committee  
Statement of Receipts & Disbursements

	<u>2013</u>	<u>2014</u>	<u>2015</u>
<b>Receipts</b>			
Annual assessments	36,918.00	48,316.50	59,735.50
<b>Total Receipts</b>	<u>36,918.00</u>	<u>48,316.50</u>	<u>59,735.50</u>
<b>Disbursements</b>			
Student Support	28,015.00	48,327.50	71,797.50
Bank Service Charges	45.42	73.82	77.83
<b>Total Disbursements</b>	<u>28,060.42</u>	<u>48,401.32</u>	<u>71,875.33</u>
<b>Surplus</b>	<u>8,857.58</u>	<u>-84.82</u>	<u>-12,139.83</u>
<b>Student Support Detail:</b>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Aldergrove - Jeff Poort	9,497.50		
Lincoln - Gerrit Bruintjes	8,497.50		
Neerlandia - Tyler Vandergaag	10,020.00		
Grand Valley - Randall Visscher		9,270.00	
Smithers - Rick Vanderhorst		9,497.50	
Smithville - Steve Vanleeuwen		9,270.00	
Willoughby Heights - Gerard Veurink		10,270.00	
Winnipeg Redeemer - Johan Bruitjes		10,020.00	
Chatham - Tim Schouten			9,270.00
Dunnville - Iwan Borst			9,270.00
Edmonton Providence - Hilmer Jagersma			10,020.00
Fergus North - Jeremy deHaan			9,270.00
Guelph Living Word - Jonathan Chase			8,497.50
Hamilton Streetlight - Hangil Lee			8,497.50
Lincoln - Jake Torenvliet			7,725.00
Neerlandia - William denHollander			9,247.50
	<u>28,015.00</u>	<u>48,327.50</u>	<u>71,797.50</u>

Statement of Financial Position as at December 31

<b>ASSETS</b>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Cash & GIC's	32,388.46	32,747.45	20,243.22
Accounts Receivable	322.22	-121.39	242.81
<b>TOTAL ASSETS</b>	<u>32,710.68</u>	<u>32,626.06</u>	<u>20,486.03</u>

**NB:** Balance is being maintained for future increases in student enrolment to avoid large fluctuations in the annual assessment amount.