

Presbytery Recommendations:

1. That the ministers, elders and volunteers of Grace Presbyterian Church be commended for their diligent and imaginative responses to the work that has presented itself over the last 20 months.
2. That the leadership be commended for their articulation and pursuit of the stated mission, vision and values of Grace, and that they continue to be diligent in their communication of that mission, vision and values to the congregation.
3. That the Finance team and session of Grace collaborate on the clear communication of the congregation's financial position (especially in an annual report).
4. That all the committees of Grace undertake a review of their reporting relationships to ensure that ministry vacancies (current or future) do not result in interrupted communications or accountability, to be completed by the end of May 2022.
5. In recognition of some gaps in the reporting and accountability processes, we encourage the HR committee at Grace to undertake a review of the Support Services Director (SSD) position description and report back to Session by March 2022.
6. That the terms of reference for the Interim Moderator at Grace be reviewed by Clergy and Congregational Care in consultation with the General Presbyter, with power to issue, to ensure a reasonable distribution of duties is maintained in the absence of a 'lead' minister.
7. That Financial statements be included in Grace's Annual Report in 2022, in order for the congregation to understand the financial health of the church, information of the progress on the church's vision, how donated funds are used, and give insight into how each ministry area specifically uses the funds designated for its purposes.
8. That Grace session be encouraged to consider an ongoing stewardship initiative in the new year.