



Immanuel Anglican Church

2024 Annual Meeting Reports

Sunday, February 9, 2025 – 11:30 a.m.

Vision

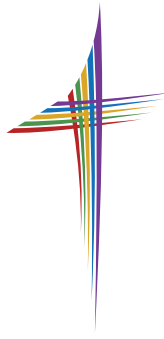
Immanuel Anglican Parish, Regina, is a diverse, open and caring community of people who have come together in fellowship to joyfully live out our love for God and to actively engage in loving our neighbours.

Mission

Immanuel Anglican Church, Regina, is a community of Jesus' disciples called to share the Good News through worship, word and action and to engage with the world as a sign of God's blessing and promise.







IMMANUEL ANGLICAN CHURCH Annual Report

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IMMANUEL ANNUAL GENERAL MEETING (AGM) Agenda

Sunday, February 9, 2025

Following the 10:00 a.m. Worship Service

A light lunch will be provided.

1. Welcome	Rod Ashley
2. Opening Prayer	Rev. Eimsook Joung
3. Roll Call, Quorum, Regrets	Jenny Williams
4. Election of Chairperson	Rod Ashley
5. Election of Secretary	Chairperson
6. Greetings from the Diocese	Rod Ashley
7. Approval of the Agenda	Chairperson
8. Approval of Minutes of the AGM – February 25, 2024	Chairperson
9. Matters Arising	Chairperson
10. 2024 Reports- Clergy, Wardens, Treasurer	Chairperson
11. Reflection and Prayer	Rev. Eimsook Joung
12. MAP Review and Mission Driven Stewardship	Chairperson
13. 2024 Reports – Parish Organizations, Committees, and Operations	Chairperson
14. Nominating Committee Report and Elections	Bob Erikson
15. Appointment of Scrutineers	Bob Erikson
16. Adoption of Budget for 2025	Pat Hall, Treasurer
17. Adoption of Capital Plan	Pat Hall, Treasurer
18. Appointment of Signing Officers and Auditor	Chairperson
19. Closing Prayer	Canon Susan Page
20. Meeting Adjournment	Chairperson

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LAND ACKNOWLEDGEMENT



The people of the Immanuel Anglican Church, Regina recognize the rich history of this land and acknowledge that we are the beneficiaries of Treaty 4, sacred covenants of peace and friendship. It is in that spirit of friendship that we remember this land's first inhabitants and caretakers. We acknowledge that this place in which we live, work, and worship is the traditional homelands and gathering place of the Nehiwayak (Cree), Assiniboine, Saulteaux and Métis Nations. We recognize the past mistakes that were made by the Church and the resulting intergenerational hurts and existing wounds. We seek to heal together by welcoming all peoples in the spirit of this sacred covenant recognizing the spirit of wâhkôhtowin (family relationship) that we are interconnected with Mother Earth and all of God's creation. We humbly recognize that we are all relations and that we are all treaty people. We have deep respect for the ceremonies and traditions of Indigenous people lived out on this land for thousands of years. Truth and reconciliation remain amongst our highest priority. As long as the sun shines, the river flows and the grass grows, we will honour and respect this is Treaty Land.



MINUTES FROM LAST AGM – 2024

IMMANUEL ANGLICAN CHURCH ANNUAL GENERAL MEETING – FEBRUARY 25, 2024

Following the 10:00 a.m. Worship Service

A light lunch was provided.

1. Opening Prayer

The meeting was called to order at 11:50 am. Rod Ashley welcomed members and guests to the first Annual General Meeting with our new Incumbent.

Guests included The Venerable Dr. Catherine Harper, Assistant to the Bishop, and regrets were received from The Venerable Kim Sherwin, Archdeacon of St. Columba (of which Immanuel is part).

Rod asked Rev. Eimsook to lead an opening prayer.

Rev. Eimsook asked Rev. Catherine Harper to read the Bishop's Letter.

2. Roll Call, Quorum, Regrets

Rod Ashley asked Jenny Williams to report on the member attendance. Jenny reported that 76 people were registered. Quorum is 40, and Jenny confirmed that quorum has been met. Regrets were received from: Richard and Ellen Simpson, Barb Cameron, Janet Clark, Mary Coppin, Doug and Joan Osborne, Pat Schellhorn, Nettie Saul, Darrell Lowry and Kurtis Krug.

3. Election of Chairperson

Rod Ashley asked Pat Hall if she would make a motion of nomination for a chair.

Motion: That Diane Gingras be nominated as Chairperson of this meeting.

Moved/Seconded: Pat Hall / Jennifer Jacobs.

Rod asked if there were any other nominations? Rod asked Diane if she would accept the nomination. Rod asked if there were any questions?

The motion was voted on and **Carried**.

Diane asked that people who want to speak, please put up your hand and come to the microphone. Also, please identify yourself with first and last name.

Diane invited Joanne Shurvin-Martin to read the letter from Archdeacon Kim Sherwin.

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4. Election of Secretary

Diane asked Bette-Lou Paragg to make a motion of nomination for a secretary.

Motion: That Heather Brownell be nominated as Secretary of this meeting.

Moved/Seconded: Bette-Lou Paragg / Bev Spencer.

Diane asked if there were any other nominations? Diane asked Heather if she would accept the nomination. Diane asked if there were any questions?

The motion was voted on and **Carried.**

5. Approval of Agenda

Diane asked Jenny Williams for a motion to accept the agenda.

Motion: That the agenda be accepted as presented.

Moved/Seconded: Jenny Williams / Paddy Dodge. Carried.

6. Approval of the Minutes of the Annual General Meeting held February 26, 2023.

Diane asked Bette-Lou Paragg to make a motion to accept the minutes.

Motion: That the February 26, 2023 AGM meeting Minutes on pages 3-9 of the AGM booklet be accepted as presented, with no matters arising from the Minutes.

Moved/Seconded: Bette-Lou Paragg / Judy Kosbar. Carried.

7. 2023 Reports – Clergy, Wardens

We will not read the reports in full but ask if there are any highlights or questions arising from the reports.

Deacon Susan said that her report covers all her details, and it is so nice to be settled in our new home with our new incumbent and people.

Diane turned the Chair role over to Rod Ashley; Rod asked Diane to speak to the Warden's report from pages 12-13 of the AGM package:

Diane expressed her thanks to the search committee who have worked so hard to find our first Incumbent. She also wanted to celebrate all the incredible accomplishments that we have made.

Motion: To accept the Reports of the Incumbent, Deacon and Wardens as presented.

Moved/Seconded: Diane Gingras/ Laura French.

Rod asked if there were any questions.

The motion was voted on and **Carried.**

Diane asked Pat Hall to give a brief overview of the Treasurer's Report, as outlined in the AGM booklet on pages 14-19, with the exception of the 2024 budget and the Capital Plan for 2024-2025. These two 2024-2025 items will be addressed under Agenda items #14 and #15.



Pat shared that it has been her pleasure to serve Immanuel over the past year. Immanuel is a busy parish and there have been a lot of exciting opportunities. Pat copied and shared the financial report for the attendees to review. If you have any questions, you can ask them today or speak to Pat at any time.

Pat reviewed the operating statement that was presented in the AGM booklet. Some revenue highlights include:

- Immanuel's revenue section has some designated funds that are used for a special purpose such as Christmas Hampers, School backpacks, PWRDF. Costs for these programs are offset by the funds in the designated funds.
- Rental income was lower in 2023 because Immanuel did not receive any rental income from the legacy parishes as it had in 2022.
- Transfers from designated funds totalled \$63,444; the largest component was for the first year's financial support for the refugee family which was transferred to the Diocese to be held in trust
- Immanuel ended 2023 with a deficit (loss) of \$13,782. This is better than the budgeted deficit of \$61,000.

Pat then gave highlights of the expenditures for the year which totalled \$339,261. She focused on the major differences from budget and from last year. The expenditure categories include: Buildings and Grounds, Worship, Christian Education, Mission & Outreach, Office Supplies, Compensation and Fair Share.

Fundraising activities (peach sale, fall supper and Snowflake Tea and Christmas Market) raised \$13,352 for the parish.

Pat asked if there were any questions. Jennifer Jacobs thanked Pat for her clear explanations and presentation of the numbers.

John Bowman asked about the Fair Share payments:

Q: Does it go to the Diocese and what is it used for?

A: The funds are used for Diocesan ministries and shared with the Ecclesiastical Province of Rupert's Land and the Anglican Church of Canada.

Archibald Crail asked:

Q: How can we continue to address the people who are isolated or staying home from worship? Also, what is the cost for this Ministry and do we get funds from the government to assist our home-bound parishioners?

A: There is no financial assistance from the government.



Donna Miller asked a question ** about the top of page 19 regarding Refugees general expense. There was a line cut off from the report and should read: 'One year's financial support for a refugee family transferred to the Diocese and held in trust.'

*** After the meeting, Pat asked Donna for more information about her query. The question that Donna had would be answered with: "This money is used when there are extra-ordinary costs incurred by the refugee family such as dental care."*

Motion: To accept the Treasurer's Report, which includes the Financial Highlights for 2023, Draft Statement of Operations for 2023 in both narrative and chart format, Statement of Financial Position, and internally restricted net assets, both as at December 31, 2023.

Moved/Seconded: Pat Hall / Margaret Nicholls

Diane asked if there were any other questions?

The motion was voted on and **Carried**.

Diane referred to the "Immanuel Vision and Mission" on page 21 in the AGM Report Booklet.

This vision was accepted by Immanuel members previously. It is shown as a guidepost to Immanuel's path for moving forward and a timely review for all members.

8. Reflection and Prayer

Rev. Eimsook led a reflection and prayer.

9. 2023 Reports – Parish Organizations, Committees, and Operations

Diane will lead two separate motions for the two sections in the AGM Report under the headings of:

- Immanuel Ministries on pages 22-35, inclusive; and
- Church Operations on pages 36-41, inclusive.

Motion: To accept the reports as presented under the heading Immanuel Ministries on pages 22-35, inclusive, and adding the 2023 PWRDF Report and one edit on page 25 (see below).

Moved/Seconded: Heather Brownell / Jennifer Jacobs

On page 25, there is one omission from the special Care Home Ministry – Elmview should be added to the list (Santa Maria, Parkside Sunset and Elmview).

Diane asked for any questions or comments.

The motion was voted on and **Carried**.



Motion: To accept the reports as presented under the heading Church Operations on pages 36-41, inclusive.

Moved/Seconded: Judy Kobsar / Phyllis Jackman

Are there any questions on the reports in this category?

The motion was voted on. **Carried.**

10. Nominating Committee Report and Elections

Diane asked Bryan Sigurdson to speak for the Nominating Committee.

The Nominating Committee consisted of Bev Spencer, Bob Erickson, Jenny Williams, Bryan Sigurdson and Richard Simpson, Chair.

Bryan spoke to compliance with the Canons and Regulations of the Diocese of Qu'Appelle. This includes the notice of the meeting, the slate of delegates and their eligibility, the quorum requirements.

Bryan provided an overview and spoke to the process if an election is required.

The slate of nominations was copied and circulated. Nominations can be made from the floor in addition to the slate that has been presented. If no nominations are made from the floor, the slate will be acclaimed. If an election is required, voting and tabulation of results, if required, will be done by secret ballot. Terry Gates and Terry Page are the scrutineers. Bryan reported that the adjudicators have reviewed the voting procedures.

Bryan said that the nominees for Synod Delegates are Rod Ashley, Pat Hall and Kurtis Krug.

Bryan asked for nominations from the floor.

Motion: That nominations cease.

Moved/Seconded: Rev. Blair Dixon, Sandi Nicholson. Carried.

Motion: That the 3 Synod Delegates be affirmed as acclaimed.

Moved/Seconded: Bryan Sigurdson / Marilyn Forster. Carried.

Bryan said that these are the individuals who will attend Synod if the Synod Delegates are not able to attend. We can elect up to 3 alternates, but that many are not typically needed. We have decided to elect 3 delegates. The nominees for Alternate Synod Delegate are Diane Gingras, Jennifer Jacobs and Nigel Salway.

Bryan asked for nominations from the floor.

Motion: That nominations cease.

Moved/Seconded: Bryan Sigurdson / Kim Smith. Carried.

Bryan stated that the 3 Alternate Synod Delegates are affirmed as acclaimed.



Bryan said that Immanuel will have 2 Wardens: one Rector's Warden appointed by the Incumbent (Jenny Williams) and one elected as People's Warden.

Despite the efforts of the Nominating Committee, there is no nominee for the position of People's Warden. Bryan asked for a nomination from the floor.

There were no nominations from the floor, so this position remains open.

Bryan listed the 10 individuals who have agreed to put their name forward for the Vestry (up to 12 can be elected): Oludare Adedeji, Tomi Adewumi, Marlene Abbo, PL Bastian, John Bowman, Andrew MacPhail, Maureen Pardoe, Morina Rennie, Joanne Shurvin-Martin and Richard Simpson.

Bryan asked for nominations from the floor.

Motion: That nominations for Vestry cease.

Moved/Seconded: Bryan Sigurdson / Bette-Lou Paragg. Carried.

Bryan stated that the 10 Vestry Members are affirmed as acclaimed.

The Search Committee consists of the Wardens, the Synod Delegates and 2 members who are elected at the AGM. The nominees for Search Committee are Bob Erickson and Laura French.

Bryan asked for nominations from the floor.

Motion: That nominations for Search Committee cease.

Moved/Seconded: Bryan Sigurdson / Everett Beckels. Carried.

Bryan stated that the 2 Search Committee Members are affirmed as acclaimed.

11. Adoption of Budget for 2024

Diane asked Pat Hall to speak to the 2024 Budget outlined on pages 15-16 in the AGM Report Booklet, or on the Financial Report handout. Some highlights include:

- Immanuel does not have much financial history since we have only been working together for a short time.
- Revenue includes a small increase in Parishioner donations.
- There are no large anticipated Designated Funds budgeted, such as sponsoring Refugee families.
- Mission, Outreach & Fellowship expenditure includes Christmas and Easter Hampers, Backpacks, PWRDF and Saturday lunch program.
- Employee Salaries and Benefits covers compensation for the clergy and office staff; the Diocese has created updated standards for clergy compensation and Immanuel is using that information.
- Fair Share is based on Immanuel's number of identifiable givers and amounts given by them as a percentage of the total number of identifiable givers and moneys reported to the diocese.

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Motion: That the Budget for 2024 be accepted as presented.

Moved/Seconded: Pat Hall / Paddy Dodge. Carried.

12. Update of 5-Year Capital Plan

Diane asked Pat Hall to provide an update of the 5-Year Capital Plan (emailed out to members), and the 2024-2025 Capital Plan on page 20 of the AGM Report Booklet.

Thanks to Terry Page, Bill McLean and Richard Simpson for their assistance with creating and updating this planning document.

The 5-Year Capital Plan was circulated by email with the AGM notice, and the 2024-2025 Capital Plan was copied for the members to review.

Sections 1-2 of the Capital Plan are summarized in the one-page Capital Plan that was circulated. There are items that are long-term goals that will not be addressed this year. There are 8 items that have been identified in the 2024–2025-time horizon. Most of the items address the building infrastructure and its exterior.

Motion: That the comprehensive 5-Year Capital Plan be accepted as presented.

Moved/Seconded: Pat Hall / John Bowman.

Diane asked if there were any questions?

The motion was voted on and **Carried.**

Motion: That the capital projects from the 2024-2025 Capital Plan be accepted as presented.

Moved/Seconded: Pat Hall / Bob Erickson.

Diane asked if there were any questions?

The motion was voted on and **Carried.**

13. Appointment of (a) Signing Officers, and (b) Financial Statement Reviewer

Diane asked Bryan Sigurdson to return to address the Signing Officers agenda item.

It is proposed that there are 6 Signing Officers (based on position and not person).

Motion: That the Signing Officers for Immanuel be any two of: the 2 Current Wardens, the 2 Immediate Past Wardens, the Treasurer and the Envelope Secretary.

Moved/Seconded: Bryan Sigurdson / Rev. Blair Dixon. Carried.

Diane asked Pat Hall to address the item of Financial Statement Reviewer.

Canon 21.#.1.(g) states "... the Annual Meeting of parishioners may appoint an individual familiar with the principles of financial accounting who is at arm's length from all individuals who are involved in any way of the record keeping."

Motion: To appoint Iris Howden as the Financial Statement Reviewer for the 2024 year.

Moved/Seconded: Pat Hall / Jenny Jacobs. Carried.



14. Meeting Adjournment and Closing Prayer

Thank you to Jenny and Dave Williams for their work on the Parish Photo Directory. Congratulations to Bryan and Cyndi Sigurdson who became first-time grandparents recently.

Thank you to everyone who stayed for the meeting, let their names stand and provided food for the meeting.

Vestry members will get an email to let them know when the first meeting will be.

If a few people could stay for a few minutes to help put the tables and chairs away, it would be appreciated, and the work will go quickly.



Deacon Susan led a final prayer.

Motion: To adjourn the AGM of Immanuel Anglican Church.

Moved/Seconded: Joanne Shurvin-Martin / Margaret Nicholls. Carried.

The meeting was adjourned at 1:25 pm.

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INCUMBENT’S MINISTRY REPORT

Jesus Christ is the same yesterday and today and forever. – Hebrews 13:8

Dear brothers and sisters in Jesus at Immanuel Anglican Church, Regina! I greet you in the name of our crucified and risen Lord Jesus Christ: Grace, Peace and Love to all of you.

It has been just over a year since I assumed the responsibility of being your Incumbent. It has been a period of learning and orienting myself to Regina, the Diocese and this wonderful parish. I am slowly getting to know you. I am also learning to manage my unexpected health issues. I want to thank you for your love, patience, support and care for me. I am also very grateful to Bishop Helen Kennedy and Archdeacon Catherine Harper for the help and support they have offered us as we seek to be a vibrant-growing parish. God is good and I praise Him for His presence, joy, guidance and healing grace. It has been a remarkable journey for all of us. As your pastor, I have been consciously:

1. **Physically Present** in my office at Immanuel Anglican Church. I believe by my presence I am accessible to everyone both in my office and at the end of the phone. It helps me to discover what goes on in our facility and to know the many people who are

faithfully serving God and His people through our church.

Mondays and Fridays are my days off so that I can rest and attend to my personal needs.

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2. **I invest in the Building of my Relationships** with God and with the members of the church by spending time getting to know our members by talking with you and listening to your concerns, hopes and aspirations.

3. **Pastoral House Visitation:** I have spent a lot of my time visiting several of you in your homes and praying for the sick and the lonely. Thank you for welcoming me into your homes and into your hearts.

4. **Learning and observing** the way the church functions and asking questions of curiosity, so that I can familiarize myself with the people and the various activities of the church. I spend time with the churchwardens, Rod Ashley and Jenny Williams. I am seeking to understand the background of the many things that go on in the church. I also want to thank Pat Hall, our treasurer, for her faithful work. From 2025, I will start to give a lead and offer a cohesive vision for growth so that we grow in love and unity, increase our membership and seek to increase our income imaginatively.

6. I would like to increase the participation of new people in the life and witness of our faith community. I am identifying people's gifts and talents and will organize relevant training for the people of the church to enable every member's ministry.

6. **A Strategy for Consolidation and Growth:** In order for us to grow and to take new initiatives which are relevant and authentic, that will contribute positively to our common life, we

will have to identify activities that have outlived their purpose and relevance. We will have to decide together what we need to stop, what we need to encourage and invest in terms of energy, time, gifts and fiscal resources. I am working on a matrix or a tool to measure this. I will be sharing this with the new Vestry to involve everyone in this process.

7. **Bible Study** is important! Research has shown us that growing churches have Bible studies at various levels and cater to all ages and stages of faith. During the season of Lent and Advent, I initiated Bible studies and special Meditations in the church.

8. **Worship** is the very heart of our life together. I want to recognize the Altar Guild led by Pat Schellhorn for their dedication to prepare the altar and create a beautiful setting in the church for the Holy Liturgy. I am thankful for our Deacon Susan Page and her ministry amongst us. I am grateful for our lay Eucharistic ministers, the readers and all those who support the worship experience of our church, particularly the musicians, our choir and the technology team. Our Sunday school teachers led by Gwen Rupchan and Laura French are a great blessing to our children and to us.

9. **The Technology Team that supports our worship** with the **audio-visuals** and those who work the cameras and post our services on Facebook as a live cast to add to what we offer as a church. This is the present and the way of the future.

I can do all this through Him who gives me strength. Philippians 4:13



10. I want to thank all those who have written reports about the many activities of our church. We are grateful to God and to the many who work so hard to make our life together that much richer, enjoyable and meaningful. We are blessed by their dedication and their offering of their gifts.

Mission is an invitation by God to join Him in what He is doing outside the church! To partner with God in sharing His love for His world. We are called to be a hospitable community where **all are welcome** and where we offer **God's New Life in Jesus**.

This new year 2025 is pregnant with opportunities and hope. I would like to see how we can strengthen our life and witness and service to the schools and colleges around us. I am excited by what God has in store for us as a parish. I urge you to read the various reports and join us in being the Church and being the change around us! We are the Good News Community that Jesus is building wherever we are located. Let us strive to become the Presence of Jesus in our neighbourhoods for the glory of God and the building up of one another.



Reverend Eimsook Joung †

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DEACON'S REPORT

Jesus said, "Love the Lord your God with all your heart and with all your soul and with all your mind. 'This is the first and greatest commandment. And the second is like it: 'Love your neighbour as yourself". (Gospel of Matthew)

This is our reason-for-being as the church, and with these commandments in mind, Immanuel goes forward into our future.

2024 has been an eventful year at Immanuel, and I have done my best to fulfill my calling as the deacon in our parish in several ways.

I have participated in several initiatives this year which I hope to have contributed to our life. I continue in regular Sunday duties at the Eucharist, proclaiming the Gospel of Christ, and setting the table for the Eucharist.

As a member of the Immanuel Vestry, I contribute where I can and have taken part in the ongoing work of reshaping the Mission Action Plan.

As well, I continue to attend meetings of several committees including the Worship Planning Committee, the Children's Ministry Committee, The Welcoming Committee, the Prayer Group, and the Mission and Outreach Committee. The Refugee Committee is still in the period of waiting for our refugee family to arrive.

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This year I was very excited to teach Confirmation Classes to seven of our young people who will be confirmed by Bishop Helen Kennedy on March 2nd, 2025. They are still working on their projects, but the classroom part of their studies is complete. I could not have done this without the help of Laura French who helped to plan the curricula, as well as sit in on the classes and contribute her knowledge to the group. We should be proud of these extraordinary young people who will be the future of the church.

I continue to conduct regular services of Reserved Sacrament Eucharist at Santa Maria Senior Citizen's Home with the help of Pat Kohli, Bob Erickson, and Sharon David as our musician. We have several members of the home who regularly attend our services, and they look forward to having us come. I also officiated at three summer services at All Saints, Katepwa this past summer, which I thoroughly enjoyed doing. They are a lovely seasonal congregation, and they make all visitors to the lake community feel very welcome. I assisted as deacon at two services at St. Paul's Columbarium this year and have conducted services at other special care homes when asked. I have taken communion from the Reserved Sacrament out to homes, and phone and visit those who have asked me to do so throughout the year.

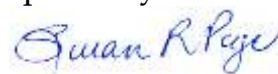
I continue as a member of Diocesan Council, and this year I had the honour of being a delegate to the Provincial Synod of

the Ecclesiastical Province of the Northern Lights, in Calgary, Alberta. We started off as the Province of Rupert's Land but voted to change the name to one that is more reflective of our large province, and which is inclusive of our indigenous brothers and sisters. I met many wonderful people from several dioceses and renewed several old acquaintances from years past.

I have been a member of the Committee on Ordained Ministry for the past several years, and very much enjoy the work of this Diocesan Committee. Two of our postulants were ordained in November, and it is a pleasure to see them now acting as deacons in their communities. They will both be ordained to the presbyterate in 2025, all being well. I have been out to Rocanville to visit one of the postulants twice, and the visits with her have been a blessing for us both. The committee is presently looking toward encouraging those who may have a calling to ordained ministry in our diocese to contact us with an expression of their interest.

And so, those are the highlights of my year. I pray that each one of us will continue to serve Christ in the ways he has asked us to in his commandments to us. And finally, I pray for God's blessings to touch each and every one in the community of Immanuel Anglican Church.

Respectfully submitted,



Canon Deacon Susan Page



WARDEN'S REPORT

2024 was Immanuel's fourth year as a parish, and it has been an honour to serve as your Wardens. We welcomed the opportunity to join with you in our mission of being a community of Jesus' disciples called to share the Good News through worship, word and action and to engage with the world as a sign of God's blessing and promise.

As we began the year our vestry goals were outlined as:

- 1. Moving towards a balanced budget.** Although we are not there yet, we have formed a stewardship working group and expect to make significant progress in 2025 towards a balanced budget for 2026. Thanks go out to Bryan Sigurdson and Richard Simpson for leading this important work.
- 2. Vision, Mission, and MAP updates –** The Mission and Outreach committee recommended in 2023 that we review and update our Mission Action Plan. A small group did an initial review, and Vestry is working through it with the goal of finishing the review in January.
- 3. Encouraging more involvement in the leadership of Immanuel by expanding the membership of our committees.** Each of the vestry members were asked to participate in at least one of the committees. This has been most welcome and has helped especially the newest members of vestry to understand some of the details that go into ensuring Immanuel runs smoothly.



- 4. Parish Roll –** A small group of people contacted members who have not attended or financially supported Immanuel. We found that 28 people were attending other churches, and 73 no longer wished to be associated with Immanuel. There is still some work to be done in this area, but our roll is much more accurate than it was a year ago.
- 5. Policy and Procedure Manual updates** A lot of effort went into creating our policy and procedure manual, and great progress was made on reviewing it this year to ensure it still makes sense. This will be an ongoing effort by committees.

Other Highlights of Vestry in 2024

- In 2023 Vestry made a proposal to the Bishop to release a percentage of the interest accrued annually on the Immanuel Legacy Temporary Trust. This proposal was accepted in 2024 and in July we received a little more than \$60,000. Proposals were invited from all committees on how these funds should be allocated, and four proposals were received and approved by vestry.

*And we know that for those who love God all things work together for good,
for those who are called according to his purpose. ROMANS 8:28*



- Money has been allocated to our Digital Ministry, working towards enhancing our front lawn with a goal of impacting food security issues, and hiring a part-time Children and Youth worker. Funds are still available, and proposals are still being accepted.
- In 2024 the Wardens successfully secured funds from the Immanuel Legacy Temporary Trust for two major building repair projects. The Massey Road entrance and related roof repair project was completed, and funds have been secured for the replacement of windows in the Hall. The work on windows is expected to be completed in 2025.

This AGM report highlights the many accomplishments of our parishioners serving on committees and working in the background completing tasks that are essential to our continued ministry. We thank everyone for your ongoing support over the past year with your time, talents, and treasure and look forward to a bright 2025.

God’s Blessing,
 Wardens Rod Ashley and Jennifer (Jenny) Williams



TREASURER'S REPORT 2024

Financial Highlights 2024

It has been my honour to serve as Treasurer of Immanuel Anglican Church this past year. Immanuel is a busy parish and there always seems to be something happening, keeping me on my toes. While I am finalizing the numbers, I can provide some narrative on the financial activities of the past year.

Respectfully submitted: Pat Hall, Treasurer

2025 Budget

- The budget was approved by Vestry in November 2024 and submitted to the Diocese in December. The budget is forecast to have a \$25,000 deficit.
- Budgets are constructed using past history and expectations for the upcoming fiscal year. On a quarterly basis, a forecast is prepared.

Revenues

- Contributions from parishioner giving is budgeted to be \$240,000 which is an increase of 2.1% over the 2024 budget and increase of 4.3% over the 2023 actual;
- Net fundraising is budgeted at \$18,000 (consistent with 2024). Planned fundraising events are Peach Festival, Spring event, Fall Supper, and Christmas Market;
- Rental income is budgeted at \$10,000, a reduction from 2024 budget, reflecting actual rental income from 2024;
- Interest income of \$7,200 which is an increase over 2024 which reflects addition amounts in our investments; and
- Transfers from special purpose designated funds of \$22,760. These are mainly children's projects, mission and outreach projects.
- Total revenues budgeted is \$297,960.

Expenditures

- There are seven major categories of expenditures:
 - Buildings and grounds include insurance, utilities and maintenance and upkeep of the facilities.
 - Insurance has been budgeted at \$28,000 which is an increase over last year budget of \$16,400 and the actual insurance bill of \$24,725.
 - Utilities (electricity, heat and water) is budgeted for \$18,000 which is consistent with last year.
 - General repairs and maintenance are budgeted for \$29,500 which is slightly lower than last year. This covers cleaning, stripping and waxing of the hall floor, supplies, monthly pest control, and repairs using contractors along with other smaller items.



- Worship costs of \$26,320 includes musicians (\$7,000), tech support for live streaming (\$16,000), liturgical supplies (\$600), drummers for two Indigenous services (\$800), flowers (\$400) and some other incidental costs. The worship budget is slightly lower than last year.
- Education for family, children and youth is budgeted at \$11,050 which is consistent with previous years.
 - Sunday School costs are budgeted at \$1,600 and cover curriculum and supplies.
 - Vacation Bible School (VBS) held in the Summer with Our Saviors Lutheran is budgeted at \$1,000.
 - The program VBS School Days Off is held 8 days during the school year on days when there is no school and is budgeted at \$5,600.
 - The Children's Garden is budgeted at \$1,700 for a facilitator, tools and supplies.
 - Summer VBS, VBS School Days Off and the Children's Garden are mainly funded through Living the Mission designated fund.
- Mission, Outreach and Fellowship is budgeted at \$13,640 which is consistent with 2024. The following outreach



- activities are included: Christmas hampers, Easter hampers, First Baptist lunch program (held 3 times throughout the year), school backpacks, Immanuel Seniors Group, PWRDF (includes Grow Hope and Foodgrains Bank), Community Garden and Foodbank. Donations from parishioners are received for these outreach programs and any shortfall/surplus is allocated to the living the mission discretionary fund.
- Office Supplies and equipment is budgeted at \$11,575 which is consistent with previous years. It includes phone, security and Internet charges (\$5,040), software (\$1,100), photocopying (\$1,950), some promotional items (\$1,200) and other office supplies including postage, paper, banking charges.
 - Employee compensation is budgeted at \$130,625 which is consistent with last year. The Diocese prepares an annual Clergy Compensation Report which provides guidelines as to compensation for clergy. Also included in the category is the salary for the Office Manager and honorarium for our social media person.
 - Fairshare amount is determined by the Diocese as a reflection of our commitment to the wider Anglican community. The 2025 amount is reduced from 2024.

*And do not forget to do good and to share with others,
for with such sacrifices God is pleased. Hebrews 13:16*



Results

2024 basically ended in a break-even position.

Revenues

- Contributions from parishioners were slightly below 2023 figure of \$229,996
 - Interest of \$8,200 was earned on investments of \$283,000
 - Use of facilities resulted in \$9,300 income. While the majority of the use of facilities is from community groups, Autism Resource Centre rents the hall for the summer months. For a nominal fee, the facility is provided to a Scout troop and an Alcoholics Anonymous group.
- This year Immanuel received two bequests totalling \$11,000.
 - Immanuel received \$64,867 from interest earned on its temporary trust held by the Diocese. This money is to be used for missional activities. In 2024, \$21,962 was approved and used for missional activities
 - Immanuel has designated funds which are utilized for specific eligible expenditures. In 2024, just over \$30,300 was taken into revenue for such eligible expenditures, mainly for outreach and children's education.

Expenditures

- There are seven main categories of expenditures: buildings & grounds, worship, Christian education, Mission & outreach, office supplies, employee compensation and Fair Share (wider church).
 - Buildings and grounds totalled close to \$72,000. The largest item was the insurance cost of \$24,725, an increase of close to \$10,000 and significantly over the budgeted amount of \$14,766.
 - Utilities (electricity, heat and water) were on budget at \$18,292.
 - Cleaning costs comprised of weekly cleaning and carpet cleaning were \$13,200 and were slightly under the budget.
 - Worship costs were just over \$25,500. Musician costs of \$7,575 and livestreaming technical costs of \$14,285 are the two largest components of this category.
- Christian education was just under \$8,000. VBS School Days Off (where Immanuel offers a day of activities when Regina Public Schools are out); Summer VBS, Children's Garden and Church School were the major programs
- Mission, outreach and fellowship was just under \$19,500. The majority of these expenditures were funded by designated funds. The most significant designated funds programs were Christmas hampers, Easter hampers, backpacks, lunch program offered at First Baptist, Immanuel Seniors Program, PWRDF, Foodbank and Community Garden Boxes.
- Office Supplies were just under \$10,000 mainly comprised of phone, software costs, paper, postage and photocopying.



- Employee compensation consists of clergy costs, office manager and honorarium for social media individual. The diocese issues compensation guidelines for clergy which the parish has followed.
- Immanuel is part of a wider church, and that commitment is reflected in our Fair

Share allocation. Our Fair Share amount contributes to the coverage of diocesan expenses and the national church. The amount is based on Immanuel's percentage of identified givers and parishioners' contributions of the total number of givers and amount donated.

Capital Items

- In 2024 Immanuel was able to complete some items on our Capital Plan.
- The water mitigation project in the basement which repaired two concrete piles and added a pair of sump pumps. \$43,000 was received from Immanuel's Legacy Trust to fund this.
- The rotting front doors to the church on Massey Road were replaced. \$15,000 was received from Immanuel Legacy Trust to fund this.
- In addition to replacement of the front doors, the roof above the doors was

replaced to prevent water damage on the entrance door and stucco. \$20,000 was received from Immanuel's Legacy Trust to fund this.

- In December 2024 Immanuel received \$39,109 from its Legacy Trust to fund replacement of windows in the hall. This work will be scheduled in 2025.
- In 2024 parts and repairs were no longer supplied for our photocopier. After analysis of options, vestry approved purchase of a new photocopier at a cost of \$7,270



CAPITAL PLAN 2025-26

Name/Cost	Description	Comments
Replacement of hall windows - \$1,500 per window	14 random sized wooden sash windows in hall building need replacing. Wood and hardware on some of the window jambs have deteriorated. Supply and install replacement windows.	Immanuel has received \$39,109 from the Diocese from Immanuel's Legacy Trust. Timing for completion to be finalized.
Replacement of dishwasher - \$8,000	Volunteers repaired the dishwasher to get it going. Contractor has done additional work on the dishwasher.	Repairs have been done by volunteers and contractors to get the dishwasher operational, but useful life has been surpassed.
Church stucco repair - \$7,500	Church chimney stucco above sacristy and building perimeter edges cracking and separating. Stucco falling off.	Patch areas to stop further stucco cracking and separating.
Facility repair of church and hall roofs - \$30,000	Patch deteriorated roofing surfaces on church and hall roofs.	Repair and patch of the roofs to extend their life. Soliciting quotes from roofing vendors
Electronic Sign - \$20,000	Electronic sign to provide updates on events, activities	Additional analysis required.

Context

The parishioners designated the property at 142 Massey Road as the permanent worship site for Immanuel Anglican Church at a Special Congregational meeting on January 29, 2023. Ownership of all church and related properties within the Diocese of Qu'Appelle resides with the Diocese, and Vestries simply serve as custodians.

This church building was constructed in 1966, and the hall was constructed onto the south side of the building in 1992. The 142 Massey Road property consists of a land base of 1.74 acres and 14,610 square feet of space with space for about 100 parking stalls.

The complete Capital Plan can be found on Immanuel's website with AGM material:

<https://www.immanuelanglicanregina.ca/files/Capital%20Plan%202025.pdf>

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FINANCIAL REPORTS

Financial Reports for the year ending December 31, 2024 will be available in the office and for presentation at the Annual General meeting on February 9, 2025.



Immanuel Anglican Church

Draft Statement of Operations for the Year Ended December 31, 2024						
	2024			2023		2025
		Actual		Actual		Budget
	Budget	Op'n	Desg Fnd	Total	Total	
Revenues						
Contributions from Parishioners	\$235,000				\$229,996	\$240,000
Revenue from the Diocese	2,700					0
Net Fundraising	18,200				13,352	18,000
Rental Income	12,000				11,830	10,000
Other (interest, other)	5,000				6,857	7,200
Transfers from Designated Funds	22,970				63,444	22,760
	295,870				325,479	297,960
Expenditures						
Buildings & Grounds	67,000				68,431	72,550
Worship & Christian Education for 2022	28,140				26,335	26,320
Christian Education (children & adults)	10,900				14,536	11,750
Mission, Outreach & Fellowship	13,935				52,471	13,640
Office Supplies, equipment	10,615				11,859	11,575
Employee Salaries and Benefits	129,120				73,262	130,625
Fair Share	60,860				92,367	56,500
	320,570				\$339,261	\$322,960
Operating Surplus/Loss for the year from standard operations	-24,700			\$0	-\$13,782	-\$25,000

2024 actual information being finalized and will be available at the AGM. Narrative provides general trends.



IMMANUEL VISION AND MISSION

Vision

Immanuel Anglican Parish, Regina, is a diverse, open and caring community of people who have come together in fellowship to joyfully live out our love for God and to actively engage in loving our neighbours.

In working to achieve this vision, we will:

- Strive to be a diverse and inclusive community, welcoming people of varying ages, races, sexual orientations, gender identities, economic circumstances, backgrounds and talents;
- Worship in a variety of styles that speak to those who are lifetime Anglicans as well as to those who join us for the first time; we do not define unity in worship by uniformity;
- Engage in learning for all ages that will shape our lives as disciples and empower us to share the Good News with others;
- Commit to walking together with First Nations, Metis, and Inuit and all Indigenous peoples on the journey towards truth and reconciliation;
- Actively pursue justice and peace through both local and global engagement and respond to human need in our community with both compassion and generosity;
- Care passionately for creation and advocate for the needs of the earth;
- Work with other faith communities whenever and wherever possible; and
- Realize that all we do is a witness to who we are as disciples of Christ, the Risen One who loves and cares for us all.



Mission

Immanuel Anglican Church, Regina is a community of Jesus' disciples called to share the Good News through worship, word and action and to engage with the world as a sign of God's blessing and promise.

As God's people in Immanuel Anglican Parish, Regina, we will:

- Go where God leads us;
- Make prayer the foundation of our discernment;
- Look for where God is working in the church and in the community;
- Be willing to experiment and fail in striving to fulfill our vision;
- Recognize and honour our differences and diversity;
- Work respectfully, collaboratively and cooperatively with one another;
- Make trust and transparency the basis of our relationships; and
- Look for opportunities to listen to the voices of clergy and lay people in the parish as well as those in the wider community.



IMMANUEL MINISTRIES

WORSHIP

*Even though I walk through the darkest valley, I will fear no evil,
for you are with me; your rod and your staff, they comfort me. Psalm 23:4*

Our **Sunday Worship** is the central activity of the life and witness of the church. Worship is an opportunity to help people encounter God in our liturgy and in our daily lives. As the Incumbent of Immanuel, I have been faithfully continuing to preside and preach at our regular Sunday services by cooperating with so many groups. i.e. Altar guild, technical team, choir team and musicians, Eucharistic minister team, welcoming/greeting team, & fellowship team for serving refreshments after the service.

By God's grace and all our volunteer's hard work, we are growing. I am encouraged to see new people being added to our church and joining our members.

I also love sharing with our Sunday school children. This is something I am learning to do here at Immanuel regularly. I am happy

to note that our children actively participate during the **children's talk** in the service. I have noticed that even though they are quiet, they listen very carefully to what is being taught. Praise God! Our work with the children is vital. I am grateful to all those who teach them.

At Immanuel, we follow the liturgy of the Anglican tradition and the Anglican Lectionary, but we also celebrate various special services:

1. **Black History Month** service:

We celebrated black history month to understand and support our local black communities. Several members of our congregations are of African and Caribbean origin.

2. During **Holy Week**:

We celebrated Maundy Thursday, Good Friday and Easter services.

3. **Indigenous Worship** service:

We at Immanuel support and celebrate the **Indigenous services** twice a year, led by

Rev. Alexander Campbell. September 30th was the National Day for Truth and Reconciliation in Canada, colloquially known as the Orange Shirt Day. It is the Canadian Day of Memorial to recognize and acknowledge the atrocities and its multi-generational effect on Indigenous Canadians.



4. **Harvest Thanksgiving** service:

We celebrated the harvest thanksgiving service on October 13, 2024, and after the worship service, we had a special fellowship meal together with pumpkin pies.

5. **Remembrance Sunday** service:

We celebrated Remembrance Sunday on November 10th. This required several meetings with Susan MacPhail, Mack Howat, Diane Gingras, Sharon David and Pat Schellhorn to discuss and plan this event. It was a meaningful service, and I have had a lot of positive feedback from the congregation.

6. **Blue Christmas** service:

Our Blue Christmas service was well received. It was very meaningful for those who attended it. I have received a lot of positive feedback about this. I may introduce this kind of healing service during the coming year. I hope and pray that God will continue to bless and inspire our hearts so that the attendance at Immanuel will grow.



7. **Children’s Christmas Pageant:**

During the Advent and Christmas seasons, all children participated and read all the Bible readings in the children’s Christmas pageant led by Gwen Rupchan and our Sunday school teachers and volunteers. The children’s band played “Joy to the World.”

8. **Advent & Christmas** season:

We at Immanuel celebrated 8 services including 4 Sundays in Advent and Christmas Eve and Christmas Day Services.

9. **Funeral** service:

I led funeral services for some people who were members. I also buried some who were not. Often, I did not know the family, but I took the service and tried to comfort the bereaved as best I could. Funerals are an opportunity to bear witness to God in Christ Jesus but also an opportunity to reach out to people who are not regular members of our church. I need to think of ways we can get them involved in our faith community.

10. **Baptism:**

At Immanuel, we have baptized quite a number of infants and babies. It was a positive experience for the whole congregation. Many of our people were encouraged by these services. Through the preparation of Baptism candidates, I visited people’s homes and encouraged the parents to commit to the church more deeply.

11. **Wedding Service:**

I married one young couple, and I was invited to their reception. After the wedding, they gave me gifts and said that they were so impressed and inspired by my message at their wedding service. I have met them quite regularly to encourage them to commit to the life of the church.



I give thanks to God for all of you who have been serving in our worship services. I want to acknowledge our Altar guild who enhance the sanctuary beautifully. I thank God for our technology team who do the live cast on Facebook and on YouTube.

I am encouraged to see some new people being added to our church. Please welcome and invite people to come and worship God here at Immanuel Church.

Rev. Eimsook Joung



WELCOMING COMMITTEE

The purpose of the Welcoming Committee is to provide leadership in being intentional in connecting with visitors and newcomers and finding ways in which we can make them feel more comfortable as they enter our doors. We want to expand on this and help them feel part of the family as they continue to worship with us.

This is for all visitors/newcomers, but there have been several people from other cultures come over the past year, and we want to pay particular attention in this area. We believe our community is enhanced by diversity, and it would be wonderful if Immanuel became known as a welcoming community for all cultures.

The Welcoming Committee is a relatively new committee but is an energetic and focused group with lots of ideas in welcoming new people to the parish – especially young adults attending the University of Regina.

In 2024 the committee organized two key events:

- “Black History Month” Worship Service in February 2024 with a number of guests from different cultures whose stories and music brought a richness in better understanding the meaning of “Black History Month”.
- Collection of warm winter clothing to give away to University of Regina students.

The committee also developed a Terms of Reference that includes several strategies that will guide the committee in moving forward, e.g., different activities and events, etc. over the next couple of years. In developing the Terms of Reference, it became apparent that there is much overlap with other Immanuel committees, e.g. Fellowship and Special Events, Outreach.



Connecting with other committees will be a focus for this committee as we move forward into 2025 in putting action plans in place that align with the strategies in the Terms of Reference and Immanuel's Mission Action Plan (MAP).

Respectively submitted,
Diane Gingras, Acting Chair, on behalf of:
Tommy Adewumi, Dare Adedeji, PL Bastian,
Bert Clarke, Rev. Blair Dixon, Rev. Eimsook
Joung, Judy Kobsar, Adili Masanika, Maxwell
Obialor, Micheal Obialor, Deacon Susan Page



STEWARDSHIP

As Christians, we are called to be the stewards of all of God's creation. From the outset at Immanuel, we have defined stewardship in terms of the 5 T's - the giving of our Time, Talent, Treasure and Testimony, and Tending to creation.



In 2024, Vestry determined that it was time to put more structure behind our stewardship efforts. A Stewardship Group was formed to oversee the development and implementation of a plan for conducting stewardship at Immanuel. The group comprises Richard Simpson, Bryan Sigurdson, Pat Hall, Bette-Lou Paragg, Joanne Shurvin-Martin and Jenny Williams.

Vestry has approved the Stewardship Group's recommendation to adopt a mission-driven approach to stewardship, whereby

parishioners are invited to give through, not to, the Church to meet the needs of the community. This concept is not a foreign one to Immanuel. Many of the reports in this AGM package highlight and describe the mission work of Immanuel.

They make for truly inspiring reading. Thanks to everyone who has contributed in any way to the success of these initiatives which have made a difference in our community.

Throughout the year, you will learn more about stewardship and our stewardship plans. There will be an opportunity for everyone to participate as we all work together to make 2025 the Year of Mission-Driven Stewardship at Immanuel.

Respectfully submitted, Richard Simpson

*Now it is required that those who have been given a trust
must prove faithful. 1 Corinthians 4:2*



ALTAR GUILD

Immanuel's Altar Guild members were pleased to serve The Reverend Eimsook Jounng during the past year and appreciated the guidance of Canon Susan Page.

In 2024, the Guild welcomed a new member, Paddy Dodge and returning member Ellen Simpson. The Guild was sorry that Nancy Brandiezs and Mary Mugerwa found it necessary to step back from Guild duties.

During the past year, the Guild assisted Reverend Jounng at two baptismal services and two memorial services. As in other years, the Altar Guild arranged for the serving of Simnel Cake on the fourth Sunday in Lent, which is also known as Mothering Sunday, for a bee to make palm crosses for Palm Sunday, for a "brass polishing bee" to prepare the sanctuary for Advent, and for the serving of fruit cake following the service on the Fourth Sunday in Advent. Members also assisted with serving pumpkin pies following the service at Thanksgiving, and they provided a reception following the Blue Christmas service.

Liane McLean, Barb Rempel and Fran Clarke decorated the sanctuary beautifully at Easter and Thanksgiving. Susan MacPhail arranged many memorabilia items for the Remembrance Sunday service. There were many monetary contributions for the Christmas flowers either given in memory, or to honour someone. Poinsettias were arranged by Paddy Dodge, Fran Clarke and Barb Rempel. A Flower Calendar, posted on the entryway bulletin board, is for parishioners to indicate that they would like to give flowers in memory or thanksgiving.

A thank you is extended to Bill McLean for his work to electrify the Eternal Candle in the sanctuary.

The Altar Guild welcomes interested parishioners to join, whether they are experienced with Altar Guild duties, or would like to learn about them, by contacting Pat Schellhorn. Each of the four Guild teams takes a turn every four weeks to prepare the sanctuary for the Sunday service.

Respectfully submitted,

Patricia Schellhorn

pgschellhorn@sasktel.net 306 584 0210



Pastoral Care

Staying connected and supporting members in various types of situations continues to be a high priority for Immanuel. Pastoral care at Immanuel is made up of the following:

Rev. Eimsook Jung responds to emergency pastoral care requests as they arise. On Tuesdays and Wednesdays, pastoral telephone calls are made to various members of the church. Pastoral visits and home communion with Rev.

Eimsook and others involved in pastoral care are also provided as requested.

In 2025 cell groups will be developed as a way of revitalizing our pastoral care and support of our members.

The Caring Tree Ministry of Immanuel - for and by the Parishioners continues to provide pastoral care in the form of phone calls and cards. In 2024, over 60 Cards with crocheted crosses included, were mailed to Immanuel's parishioners and friends. A group of volunteers are available to provide the crosses. A number of prayer shawls and bed covers were distributed throughout the year. Telephone calls continue to happen, if one-on-one conversations are required.



A huge thank you goes out to the parishioners that continue to alert Bev Spencer when anyone is in hospital, home sick, or has experienced a death in the family, just to name a few concerns. So many people have approached Bev, expressing a thank you for the personal contact while a difficult period was happening in their lives.

The Prayer Group is a quiet and meditative group that ensures the confidentiality of those who have made requests for prayers. The membership of the Small Group prayer team consists of approximately 5 active members. We meet to pray twice a month for those on our prayer list and individually pray each day. We pray for, on average, 20+ people and/or groups.

Phoning for those without email: A monthly newsletter (*The Roundup*) is sent out to members who do not have email or are no longer able to use email. There is a phoning team that follow up with those members, monthly by phone, to touch base, making sure they are receiving the *Roundup*, and to see if they have any questions.



Prayer Requests: There is a book at the front of the church for members to include Individuals who have requested prayer. Those names are included in the Prayers of the People each Sunday.

Respectfully submitted, Pastoral Care Team: Eimsook Joung, Deacon Susan Page, Maureen Pardoe, Bev Spencer



ADULT EDUCATION AND SPIRITUAL FORMATION

Bible Study

In the Fall of 2024, Rev. Eimsook led Bible studies entitled, "Back to the Basics". The focus was Genesis chapters 1-3. These Bible

studies were held Wednesday mornings and a separate session targeting our younger congregants was held on Saturday mornings.

Gospel according to John

A few members of the parish gather weekly to study the Gospel according to John. This Gospel can be considered an important Gospel read for our liturgy in the Anglican Church, in that, it is used frequently for special celebrations of the church, during the Christmas season and the Easter season.

The other three Gospels, synoptic Gospels, are used during the three-year cycle used for the Sunday Gospel readings. Because we are presently using Luke's Gospel during the year, I suggest that we use the weekly study time on the Gospel according to St. Luke.

The Rev. Canon Blair Dixon



Therefore I tell you, whatever you ask for in prayer, believe that you have received it, and it will be yours. Mark 11:24



Malawi Project

The experience that I received with my desire and action to send liturgical items remaining from the former parishes that are now Immanuel Parish, led me to the conviction that our parish is in serious need of a deeper focus on the ministry of mission.



The Akin parish of St Martin's in Malawi, Africa is one of the newly formed parishes in the growing church in Africa.

While the Anglican Church of Canada is rapidly declining with its comfortable affluence, the African church is rapidly increasing although there is lack of clergy and resources.

Saint Paul has much to say in his epistles concerning such a relationship. Parishioners should make time for Bible study! With donations in 2024 of \$220, Raymond and I were able to ship parcels valued at \$203.83.

Submitted by: Rev Blair Dixon



CHILDREN, YOUTH AND FAMILIES

Children, Youth, & Families Ministry encompasses all the activities, programs, and ministry related to the youngest members of Immanuel. One of the missional priorities of Immanuel is to work at growing involvement of young people and families.

We thank all the people at Immanuel who are working hard to support these ministries with special thanks to the Sunday School teachers for their dedication and commitment. Thanks to everyone for their prayers for the ministry as we move forward into 2025!

Sunday School

In 2024, Sunday School combined classes had 38 registered children with an average of 12 - 15 children attending each week. We have two teachers leading classes on a weekly basis with the younger age group and two teachers sharing a rotation with the older age group (ages 11 and up). There are a total of ten teachers.

The year has been exciting with fun filled events. Some of the events included the Valentines Day Cookie decorating. The children did the cookie decorating along with teachers to be shared with the congregation at coffee time.



Our annual pumpkin carving was a huge success with the children carving their pumpkins. It was so much fun for everyone! Lots of imagination went into their creations!

New this year was the Christmas market. We had a very successful sale and made \$183.10 in proceeds and tithed \$20.00 (over 10%) to Immanuel. The children are starting to learn the meaning of tithing, which is one of many important aspects in our church community.



The annual Christmas program was a big hit! The program was called the “A Candy Cane at Christmas”. It was a story of a candy maker who wanted to invent a candy (candy cane) that was a witness to

Christ. As well, this year we organized a band with the older children and parents, along with our pianist Dawn Gates. It was great way to finish off the Christmas program with Joy to the World.

VBS (Vacation Bible School)

The 2024 Vacation Bible School was another great success with the help of more than 20 adults and 13 Teens/Tweens from Immanuel and Our Savior’s Lutheran. This year we held a half-day program, and it was physically located at Our Savior’s Lutheran.

School Days Off VBS

This program is a one-day Vacation Bible School for elementary school students on days when there is no school due to professional development for teachers, and various other school days off. There were 8 dates in 2024 including a special program for Orange Shirt Day.

The program consists of Bible lessons, games, crafts, puppet show, memory verse, music, videos, snacks and more. The program is very successful and attendance in the fall of 2024 increased to more than 25 children each time. The program is growing by word of mouth, with many children returning each time, and bringing friends with them.

Tweens Program

The Tweens program that we partner with Our Savior’s Lutheran church for runs on Friday nights during the school year from 6:30 to 9:00 pm and includes a service project, a devotional or lesson time, and some fun. This is a great opportunity for children in grades 5 – 8 to get involved and make great relationships before they get to high school. In 2024 we did service projects such as making sandwiches for the First Baptist Lunch program, making Valentine cards for seniors, baking communion bread, and helping with the Food Loop Charity.

And we know that in all things God works for the good of those who love him, who have been called according to his purpose. ROMANS 8:28



Children's Garden

Our children's garden program continued in the summer of 2024. We focused on the pre-school group and met on Tuesday mornings.



Nursery

The nursery continues to be used regularly by families with young children.

Respectfully submitted,
Maegen Plumb, Gwen Rupchan, Jenny Williams

*I have no greater joy than to hear that
my children are walking in the truth. 3 John 4*



FELLOWSHIP AND SPECIAL EVENTS

The Fellowship Committee consists of a smaller group of people who meet monthly to determine what activities would encourage fellowship, fun, fundraising and a sense of community. We are happy to see that friendships continue to form and grow. Fellowship is an avenue that God uses to bless and connect us with others. We are a strong church because of those relationships.

Family Events

There is a desire among those involved in this Ministry to have several events during the year that are appropriate for all ages. This includes the picnic in June, the welcome back event in September and the 'Sparkle Tour' in December.

Confirmation Class

In 2024 a confirmation class began with seven participants. It is being led by Rev. Susan Page and Laura French. Confirmation is set for Sunday, March 2, 2025.

This committee had meetings to suggest activities, implement plans, recruit help, give progress updates, and then do a final analysis of the event for improvements. We offer guidance and assistance to those of you who have ideas or suggestions for events. We often work with other committees to ensure that their goals coincide with or complement our plans.



Once again it was a very busy year for this church. Some of this year's highlights included:

2nd Annual Birthday Party, the AGM lunch, Pancake Supper, Baby Shower, Palm Crosses (Altar Guild), Ham Supper, Garage Sale, June Picnic and Sunday School Windup (Children's Ministry), Welcome Back Sunday Potluck, Recognition event for Ralph Parrag (Vestry), Roast Beef Supper, and Christmas Market – the 'Snowflake Tea and Craft Sale'.

This year we welcomed Yvonne Clarke to the group. We are always looking for new members to assist us. If you would like to join us, all are welcome.

While this committee worked on generating ideas and timings for these events, the events planned would not be possible without all the people who led, organized, helped, volunteered, and of course, attended each event whether it was big or small. Thank you to all of you for your various roles over the past year.

Submitted by Susan MacPhail

SENIORS' MINISTRY

It's hard to believe that our little program was started ten years ago. After much discussion at St. Philip during 'Living the Mission Campaign' with Bishop Rob in 2014, we put together a start-up program to assist Seniors at St Philip and the surrounding community. The focus was on assisting as we could with transportation, fellowship and prayer. We continue to operate out of the Living Spirit Centre as most of the participants live in this community.

We have evolved over the years to where we are now to include:

- Morning Prayer: 9:30 am Tuesday.
- Whist (cards): 10:00 am Tuesday.
- Lunch: 12:00 pm second Tuesday of the month.
- Supper: 5:30 pm last Sunday of the month.
- And as the opportunity arises, we will attend an entertainment event.

Where we were once strangers, we are now friends. Some comment that our gatherings are the highlight of their week. New people come to us primarily by word of mouth and by a free advertisement in the Senior Paper.



It has been a real pleasure watching elder people come out and meet new people and become friends.

God is faithful, by whom you were called into the fellowship of his Son, Jesus Christ our Lord. 1 Corinthians 1:9



The donations from the participants allowed us to help the hungry in our city with a donation of \$2000. We also donated \$500 to the Living Spirit Centre for allowing our

ministry to continue operating in this community.

Respectfully submitted: Rod Ashley,
Program Coordinator

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MISSION AND OUTREACH REPORT

2024 Highlights

- Refugee Co-sponsorship: 70 individuals were co-sponsored for family reunification. There were 81 arrivals from previous years' co-sponsorship.
- The money raised by our refugee sponsorship fundraiser committee for sponsorship of three members of the Al- Katib family is being held by the Diocese as of January 2023. The family is in Lebanon awaiting an interview with Canadian Immigration. There was recent news that they have been contacted by the Canadian Embassy in Beirut to review their paperwork so this sounds hopeful that an interview for them will be coming in 2025.
- Easter Hamper project: In partnership with Al Ritchie, 5 families were selected to receive Easter hampers, and 2 additional hampers were prepared for those in need.
 - School Backpack Program (led by Susan MacPhail): 30 back packs filled with school supplies were donated to 2 community schools (Kitchener and Argyle) in late August in preparation for the new school year.
- Christmas Hamper Project (led by Pat Kohli) was completed in mid-December. (See report for details.)
- Care and Support for Qu'Appelle House seniors (Faye Metz, Marilyn Forster and Auxiliary members) included birthday cake teas, Christmas stockings; Spring and Fall teas and the annual KFC Summer picnic.
- Participation in the inter church Saturday Bagged lunch program at First Baptist Church on 3 occasions (January, June, and November): 200 Bagged lunch items were purchased, assembled, and distributed at each lunch by Immanuel volunteers.
- Regina Food Bank Barrel: Immanuel members contributed 4 barrels of food for 2024 as well as cash donations for those with food insecurity.
- Gardens at Immanuel: Fresh food grown was donated to community fridges and parishioners.
- Volunteers supported children's School days off VBS programs with time and snacks.



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- Malawi Project led by Rev Blair Dixon: Several parcels of items were sent to Malawi to support St Martin Anglican church, a newly constructed church requiring necessary items for worship and service.
- Outreach to University of Regina (led by the Welcoming group): Good quality clean and used winter clothing in good repair was collected and distributed to students at University of Regina. This is also a good way to connect with students away from home looking for a church.
- PWRDF group promoted and championed valuable projects on behalf of Immanuel. (See separate report for details.)
- Transcona Park Housing: Immanuel has two seats on the Board. The current representatives from our congregation are John Bowman and Ellen Simpson. (See separate report for details.)

In the summer of 2024, a small group led by Susan MacPhail reviewed and made suggested updates to Immanuel’s Mission statement and Mission Action Plan. Vestry is in the process of reviewing the results and completing this work in January 2025

Members of the Committee include Bryan Sigurdson, Pat Hall, Ralph Paragg, John Bowman, Jenny Williams, Canon Susan Page, PL Bastien and Oludare Adedeji.

Respectfully submitted,
Bette- Lou Paragg (Chair)



Community Garden

On the front lawn of Immanuel, there is a community garden consisting of 4 garden boxes and some plastic tubs. In 2023 two boxes were built and in 2024 two additional boxes were built. In 2024 potatoes, tomatoes, zucchini, spaghetti squash, parsnips, beans, carrots, peas, peppers, onions were grown.

In addition, herbs were grown in a garden box by the Children’s Garden. The vegetables were made available to parishioners and distributed to the Community fridge in the Cathedral area. The garden relied upon the water from the rain barrels and use of a water pump for its watering needs, keeping with environmental goals.

Submitted by: Pat Hall



Christmas Hampers

On December 12, 2024, Immanuel parishioners provided Christmas hampers to 21 families including 26 adults, 26 teens and 29 children. 11 of the families belonged to the Young Parent Program at Balfour Collegiate, 5 families from the Saskatchewan Deaf and Hard of Hearing Society and 5 private hampers. Each hamper included items of food, toiletries, knitting, gifts for the children and a gift card to a grocery store to buy some fresh food items to add to a Christmas meal.

Immanuel received many donations of food items and \$2,355.00 in monetary donations. Our expenditure was \$3,079.51.

Thanks to everyone for opening their hearts and giving as they were able to make this ministry work. That includes your prayers, setting up and taking down tables, decorating the Christmas



gift tree, collecting and wrapping boxes, donating groceries and money, knitting, purchasing gifts for the children, writing a Christmas card to each family, making coffee for the volunteers, blessing the hampers, packing and delivering the hampers and cleaning up after delivering the hampers.

In whatever capacity you were able to give, know that your help made a difference, and we wouldn't have been able to do it without you. You are all very much appreciated. Special thanks to our treasurer, Pat Hall, and to the organizing committee of Maureen Pardoe, Donna Miller, Ellen Simpson, Lynda Gordon and Pat Kohli. It was a great team effort.

Once again Immanuel is full of cheerful givers, and we all know God loves a cheerful giver. *2 Corinthians 9:7*

Pat Kohli, Coordinator



Refugee Sponsorship

Overview

The Refugee Sponsorship Coordinator (RSC) makes recommendations to Vestry to assist individuals, families and groups within the Diocese to sponsor family members who are in a refugee situation overseas to join relatives in Canada without exposing the Church to onerous financial liability.

Co-sponsoring individuals and families are required to show they are gainfully employed, can support the person(s) they wish to sponsor for one year, are not recipients of social assistance and have a clean criminal record check. Preference is given to women at-risk, single women, and single women with children, then families and single men.



Highlights, Accomplishments, Challenges

- Immanuel Anglican is the most active parish in the Diocese in refugee sponsorship. In 2024 Immanuel sponsored 70 people. No other Church in the Diocese did sponsorship.
- Of the 70 people in 2024 the bulk were from East Africa, particularly Eritrea. The figure includes six Afghans in Pakistan, and six Syrians in Jordan and Turkey.
- In 2024 the RSC submitted 36 applications for sponsorship and received \$433,650 in deposits for the Diocese Trust Fund for Sponsorship. The Diocese also received \$17,580 in administrative fees. Immigration, Refugees and Citizenship Canada (IRCC) allows Sponsorship Agreement Holders (SAH) in 2024 to collect \$525 per application compared to \$250 per application in 2023.
- In 2024 we had 81 arrivals (compared to 71 in 2023 and 39 in 2022). Arrivals have increased with the decline of the COVID epidemic.
- The biggest challenge in 2024 was the backlog in input and processing time due to implementation of the new online portal for sponsorship and associated glitches and teething problems. (The Diocese has hired a part-time employee to handle application input via the portal).
- Another challenge is the long and growing waiting list for sponsorship. The current RSC has recommended the Diocese freeze the current waiting list and accept no new requests for sponsorship unless it is an emergency request from the UNHCR or one of our Visa Offices. The current waiting list is 86 individuals and families requesting sponsorship of 1-8 persons.

Respectfully submitted: Ralph Paragg,
Refugee Sponsorship Coordinator
Contact information: rparagg@sasktel.net
Ph. 306-586-4155

*For I was hungry and you gave me food, I was thirsty and you gave me drink,
I was a stranger and you welcomed me. Matthew 25:35*



Transcona Park Housing Association Report

The Transcona Park Housing Association (TPHA) was created in 1989 as a partnership that included the Canada Mortgage and Housing Corporation (CMHC), Saskatchewan Housing Corporation (SHC), and several Rosemont area churches. Transcona Park consists of 46 subsidized town-house units and one commercial rental space (currently in a long-term lease with Solid Futures, a daycare / early learning centre). In 2004, as part of Centenary Housing Program, Connaught Greens was built and included 35 two-bedroom rental units. The units are located on Transcona Place / Rosemont Crescent / Forget Street / 1st Avenue.

The ongoing work of the TPHA is overseen by a volunteer Board of Directors. It currently includes representation from Immanuel Anglican Church, St. Cecilia’s Roman Catholic Church, Christ Lutheran Evangelical Lutheran Church, and Rosemont-Mount Royal Community Association.

The Board meets monthly to oversee the successful operations of the housing complex. For the day-to-day operations of the property the Board depends on the effective management of Denro Property Management Ltd. The on-site manager is efficient in placing tenants, collecting rents, ensuring maintenance is completed, and monitoring the property for security and maintenance issues.



Highlights of 2024:

- The mortgage on the Transcona Park development was paid off in February 2024 thereby ending its agreement with Saskatchewan Housing Authority for subsidies that were passed on to tenants. Tenants who were under subsidized rents were provided an option of a graduated annual rent increase that will

- see them move from subsidized rents to the new market rent rate. Transcona Park saw no significant change in tenant leases caused by this transition.
- Consolidated the properties of Transcona Park and Connaught Greens to streamline finances and management.



- While TPHA no longer provides income-based subsidized rents, the Board continues to be committed to providing affordable housing units by maintaining a market rent rate less than the City and Provincial posted “affordable” rates. There are waiting lists for tenancy in these units.
- Filed a formal appeal with the Board of Revision and the Saskatchewan Municipal Board in relation to the exorbitant 2022 increase in property taxes imposed by the City of Regina on the Connaught Greens development.
- Renegotiated the mortgage on the Connaught Greens development with extended funding to renovate units that had been held vacant due to funding shortage caused by the City of Regina property tax increase of 2022.
- Renewed employment agreement with the on-site manager.
- Renewed the commercial lease agreement with Solid Futures Learning Centre for an additional five-year term. Solid Futures Learning Centre provides early-learning childcare.

Plans for 2025

- Continue to oversee ongoing management of Transcona Park and Connaught Greens to provide and maintain affordable housing in the Rosemont area.
- Continue to renovate units to continue to provide and maintain quality housing in the Rosemont area.



As members-at-large, we are very thankful for the dedication, expertise, and knowledge that the other board members bring to the board.

Immanuel Parish is allotted two spots on the board. Please contact the undersigned individuals for more information on Transcona Park Housing Association.

The Transcona Park Housing Association AGM will likely be held on March 27th, 2025 at St. Cecilia Catholic Church, at 1:00 p.m. (Please watch for notices).

Submitted by: Ellen Simpson, TPHA Member-At-Large
John Bowman, TPHA Member-At-Large



PWRDF (Alongside Hope)

In November and December, the parish PWRDF group collected donations to 'buy' food security gifts from the World of Gifts catalogue. The initial target was \$970 to Buy the Whole Barn. That goal was quickly met during the parish Christmas Market. Before the middle of December, generous parishioners had donated \$390 to Buy the Whole Garden, plus \$2100 to Canadian Foodgrains Bank; for a grand total of \$3460. The CFGB donations are matched up to 4 times, and the other gifts are matched by an anonymous donor.

Our gifts helped people in Columbia, Cuba, Kenya, Tanzania, Uganda, Zimbabwe, and around the world.

Note that PWRDF is changing its name, (but not its mission) and by the spring will be known as **Alongside Hope**.

Submitted by Immanuel's PWRDF group: Mary Brown, Donalda Ford, Sharon Lowry, Faye Metz, Barb Rempel, Joanne Shurvin-Martin.



INDIGENOUS MINISTRY

There was not a formal Indigenous Planning and Advisory Committee in place for 2024.

“Working through and with the Vestry, the committee’s primary role/purpose is to provide support, guidance, and input into the development / establishment of Indigenous Ministry under Immanuel’s Vision and Mission.” (Source: “Indigenous Ministry Planning and Advisory Committee Terms of Reference”

While there was not a formal committee in place the following events took place



thanks to the support of Rev. Alexander Campbell, Muriel Campbell and Don List:

1. Two Indigenous worship services at Immanuel led by Rev. Alex Campbell
2. An opportunity for members to see the film “I Plowed the Sacred Soil”.
3. Efforts were made to arrange a bus trip to Fort Qu’Appelle for the Treaty 4 Gathering, but we were unable to confirm confirmation of the event dates in time to organize a trip.

Respectfully submitted, Diane Gingras



CHURCH OPERATIONS

COMMUNICATIONS

Communication continues to be a priority for Immanuel. This means ensuring different communication methods are in place to reach all audiences, and to ensure communication is coordinated, relevant and timely.



The key communication roles are to support the Incumbent, Wardens, Vestry, Vestry committees, and the Office Manager in communicating through traditional and social media means to parishioners, the diocese and wider community. This includes developing, or supporting development of, information that needs communicating. This also includes communicating by phone with those members who do not use email.

The following are examples of the types of communication activities the communications team has continued to support over the past year:

- Name tags for all members to wear at church
- Photo Directory, which included pictures and contact information for all members who agreed to have their information published
- Weekly announcements to all Immanuel parishioners
- Articles for submission to the *Saskatchewan Anglican*
- Key Messages following each Vestry meeting
- Regular posting of information to the website and other social media sites (eg: Facebook)

- Posters for various events
- Proofreading documents before they go out to members and/or the public
- Provided information to approximately eight Immanuel members who make monthly phone calls to share information with those members who do not use email and are mostly housebound
- A monthly “*Roundup*” Newsletter – that is mailed out through Canada Post to all members who do not use email. The Newsletter is a summary of information in the weekly announcements

Respectfully submitted,

Diane Gingras, Chair, on behalf of:

Barb Cameron, Sandi Nicholson, Joanne Shurvin-Martin, Richard Simpson, Jenny Williams



TECHNOLOGY COMMITTEE

The purpose of the technology committee is to implement, manage, and support technology to further the mission of the church, including the use of technology to improve communication in our congregation and community. The committee makes recommendations to the Vestry and then implements and supports the technology.



The key technology areas currently in Immanuel are Office Technology, our Website, Social Media platforms, and the technology supporting our Digital Ministry.

2024 Highlights:

- Office Technology
 - The wireless passwords were changed according to the security policy.
- Website
 - An additional domain name was added: iacregina.ca. Two new email addresses were set up with this domain name and linked to our bank account to simplify the process for people making donations and payments via e-transfer.
 - There was no new development of the website in 2024.
www.immanuelanglicanregina.ca
- Social Media
 - A recent high school graduate has been making posts in both Facebook and Instagram throughout the year. She is paid a nominal amount for the few hours per week she spends doing this.
- Digital Ministry
 - Live streaming continued to run smoothly during 2024, although we struggle to find volunteers to help.
 - Concern has been raised over the relatively high cost of our technical partners at Birdsong, and it is expected that more focus will be put on this area in 2025 to reduce costs.

Respectfully submitted,
Jennifer Williams, Chair



FROM THE RECORDS... STATISTICS

Baptisms 3
 Marriages 1
 Funerals 2

 Number of Services
 Digital Services Streamed 61
 In Person Sunday Services 52
 Indigenous 2
 Special Services 6

 Average Attendance/Views
 10:00 in-person service 93
 10:00 digital views - YouTube 50
 10:00 digital views - Facebook 147



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ENVELOPE SECRETARY

Membership Statistics

	2020 Ending	2021 Ending	2022 Ending	2023 Ending	2024 Ending
Parish Roll	604	578	536	488	382
Eligible Members*	342	337	309	266	230
Households	N/A	324	295	270	216

* Eligible Members are those on the parish roll who are over 18 years of age, and either attend worship services regularly or contribute regularly.



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In 2024 we made an effort to contact people on the parish roll who we have not seen since we became Immanuel and who are not contributing. This resulted in a decrease of 54 households.

The reduction in members during 2024 is attributed to:

8	People died
71	People requested to be removed when contacted
7	People moved away
28	People reported that they are attending another church in the city
8	People were added to the Parish Roll
106	The net decrease in people on the parish roll

Of Immanuel’s 216 households at the end of 2024, 135 made donations to Immanuel. The average donation was \$1,716.42 which is up slightly from 2023 at \$1,618.77. Total donations from members in 2024 was \$231,716.58; compared with \$229,865.68 in 2023; 228,945.97 in 2022; and \$184,330.22 in 2021.

Note that these figures are the total reported on charitable donation receipts and include donations to operations as well as specific donations for things like PWRDF, hampers, etc.

The following chart shows comparative information about Immanuel donations.

Amount Donated	# Households Donating			% of Total Dollars			% of Households		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Less than \$500	41	37	38	3%	3%	4%	14%	14%	18%
\$500 - \$2,000	53	58	49	29%	26%	21%	18%	21.5%	23%
\$2000 - 4,000	27	32	35	31%	38%	43%	9%	12%	16%
\$4,000 and up	16	15	13	37%	33%	32%	5%	5.5%	6%
No Donations	158	128	81				53%	47%	37%



Of note is that 32% of our total donations are given by just 6% of our members, and 75% of our donations come from 22% of parishioners. Although the number of households who make no donation continues to be higher than we'd like, we must remember that this includes our parishioners who are shut-in, living in care homes, and those with significant health issues.

There were 48 people using Pre-Authorized Giving at the end of December. The total monthly amount of Pre-Authorized Giving

as of the end of December 2024 was \$8,075.00 and ranges from \$25.00 per month to \$475.00 per month. The amount of the Pre-Authorized giving changes slightly each month as new people enroll, some modify their giving, and others eliminate their giving for a variety of reasons.

73 people were issued envelopes for 2025.

158 Charitable donation receipts were issued by Immanuel for 2024.

Jennifer Williams, Envelope Secretary



God is faithful, by whom you were called into the fellowship of his Son, Jesus Christ our Lord. 1 Corinthians 1:9



BUILDINGS AND GROUNDS

The Buildings and Grounds Committee takes responsibility for the maintenance, safety and repair of the Parish buildings as well as the outside property surrounding the Church. Members of the Committee routinely provide a number of services based on their expertise and arrange for contracting services such as cleaning, snow clearing, fire alarm system, furnace checks, and pest control. They also assist the Wardens in the development and oversight of major repair projects, and in 2024 included:

Maintenance Activities

- Arranged for natural gas regulator replacement by SaskEnergy and water meter with City of Regina.
- Annual fire alarm testing performed
- Entrance door carpet cleaned.
- Both flat roof vent drains unplugged allowing rainwater to drain from flat roof.
- Furnace filters replaced on all eight units and thermostat temperature settings reviewed for all of the rooms.
- Researched options for projector light bulb following notification bulb nearing end of life.
- Church furnace duct repair price requested from furnace serviceman.
- East door alarm sensor remounted making facility alarm system available.



Operational Activities

- Sacristy & lounge rubber molding refastened to interior walls.
- Eternity candle on Northwest side of sanctuary repaired and lit.
- Windows on lower levels washed inside & out.
- Constant kitchen breaker trips investigated, and measures put in place to minimize future trips from overloading coffee urns and kettles.

Capital-related Activities Using Funds from Immanuel Legacy Trust

- Foundation work beneath the church involving sump pumps, high water alarm, plastic membrane and two concrete piles reinforced.
- Repair of both flat roofs and east entrance flat roof with no further leaks experienced.



- Quotes for replacing all 16 hall windows received, evaluated and purchasing recommendation prepared and submitted to finance complete with covering letter to bishop requesting funds. Hall window

replacement approved by diocesan council and required funding received by parish treasurer for awarding of a contract.

- Purchasing recommendation for a pair of sanctuary bannisters prepared and submitted to finance for vestry decision.

Lawn Care Activities

- Trimmed elm trees of low hanging branches before spring deadline.
- Two additional east side flower beds constructed and made dirt ready for spring planting
- Lawns mowed and edges trimmed around the church and easements as required for the sharing of the beauty with the surrounding community.
- Sturdy rain barrel supports were constructed and barrels connected together with garden hoses and isolating valves allowing for storing and distributing rainwater for use on garden beds with a battery powered submersible pump.
- Pair of sturdy park benches constructed and placed by shady shrubs on the south side of hall property line.

- Parking lot and sidewalk edging performed. Excavated dirt placed in depression adjacent to west parking lot door entrance and along north side of Church.
- Dips & potholes in lawn filled in with excess topsoil from new garden beds to minimize rolled ankles.
- East & west sidewalks mud jacked removing trip and slope hazards at entrances
- Tree suckers and low hanging branches removed along west easement to allow enjoyment of mowing and access to the pollinator garden.
- Parking lot white line painting performed for ease of parking spot identification.
- Cubic yard of yellow clay delivered and placed around the perimeter of church foundation to reduce overland water seepage under the church.

The people involved in this group are instrumental in giving the congregation a comfortable, beautiful and safe facility in which to worship and conduct Ministry.

Respectfully submitted by B&G committee,
 Rod Ashley, Terry Gates, Terry Page, Nigel Salway, Ian Bailey, Ken Foster, Ken Brown, Bill Mclean



COMPENSATION AND HUMAN RESOURCES

The Compensation and Human Resources Committee meets monthly to review compensation matters relating to the clergy and staff of Immanuel and other issues related to human resources. Working with the Wardens, the Committee is responsible for advising and for making recommendations to Vestry on salaries, honoraria, expense policies, conditions of work and on employment issues generally.

Since 2022, the Committee has assumed responsibility for issues related to management of human resources, including contract work. Early in 2024, the Committee reviewed and amended its Terms of Reference to confirm its overall mandate and range of responsibilities.

The Committee reports to the Vestry of Immanuel on a regular basis and reviews the overall compensation package for all staff which is included in the Annual

Budget submitted to Vestry for its approval.

During the past year, the Committee also made several recommendations to Vestry relating to the Office Manager position, musicians' fees, as well as the contracts for cleaning and for technical support in the Media Room.

Respectfully submitted,
Richard Simpson



OFFICE AND ADMINISTRATION COMMITTEE

The purpose of the Office & Administration Committee is to ensure the smooth running of the office and administrative functions at Immanuel. The committee advises and makes recommendations to Vestry who make decisions about the Parish and Church office.

2024 Highlights

- The office photocopier/printer reached its end of life in 2024. Max worked with three different vendors to get information on a replacement and the resulting recommendation was approved by vestry. The new machine is installed and working well.
- A video doorbell has been installed.
- The phone system is running smoothly. Rev. Eimsook's church phone is set up with voice to email so that she gets an email when someone leaves a voice mail for her.
- The situation with our Office Manager has stabilized with Max Pekar in the role since November 2023.
- Facility rental details are being handled mainly by Max, with assistance from our treasurer and also Richard Simpson and the wardens as needed.



- The office manager continues to work on keeping our archived files intact. There is still some work to do for the first couple of years of Immanuel.
 - Max has formally been set up as the person responsible for the maintenance of the AED Defibrillator machines.
 - Key announcements are now being shown on the screen in the sanctuary before the service. Max is ensuring that the announcements are getting to the technical group.
 - Max has taken over much of the data entry for digital ministry.
- Several policies were reviewed and updated during the year.
 - The alarm has not been used in 2024 due to the issues with the Massey Road Door. The door has now been fixed and SecureTek installed the monitor on that door in December 2024. All keyholders will be contacted to ensure that they know how to use the alarm before we start using it again. This will happen in early January 2025.
 - Some improvements to the process of creating the service and Leaders' bulletins were implemented during the year.

Respectfully Submitted,
 Terry Gates, Chair
 Jennifer (Jenny) Williams, Note-taker



*They say, "It takes a village".
 Immanuel is fortunate to have so many faithful
 'villagers' who give freely and faithfully of their time
 and talents to ensure that our church is vibrant,
 and a blessing to our neighbours in the city.*



*Thank you to all who contributed to making
 2024 a successful year in the life of
 Immanuel Anglican Church.*

*We welcome the participation
 of any who are interested
 in any of the activities
 of our church community.*

