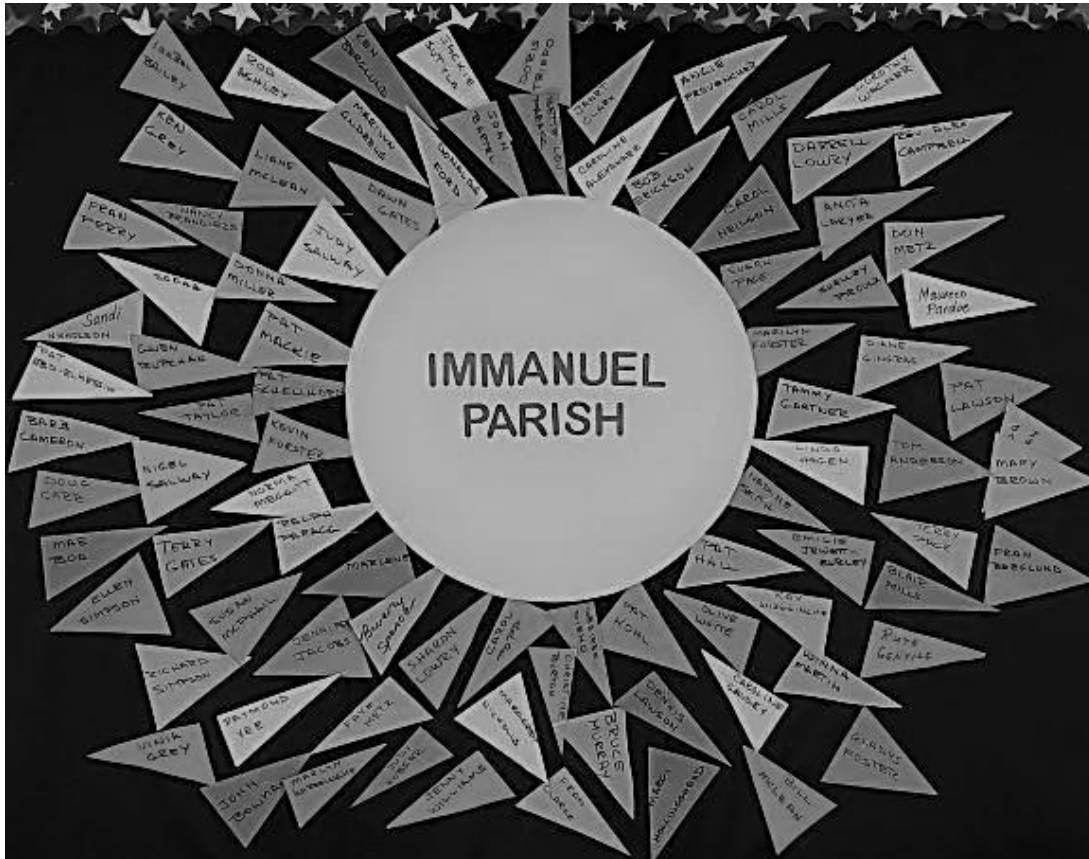


Immanuel Anglican Church

Regina



2021 Annual Meeting Reports

Sunday, February 27, 2022 at 11:00 a.m. via ZOOM

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.

Table of Contents

Agenda	4
Minutes of the AGM Sunday, March 14, 2021	5
2021 Parish Leadership	8
Ministerial Team Report	11
Warden’s Report	13
Treasurer’s Report	14
Financial Highlights 2021	14
2022 Budget:	14
MISSION AND MINISTRY	15
Worship	15
Altar Guild	15
Pastoral Care and Visiting	16
Adult Education and Spiritual Formation	17
Children, Youth, and Families	17
Kids Quest	19
VBS (Vacation Bible School)	19
Fellowship and Special Events	20
Ecumenism	21
Senior’s Ministry	21
Senior’s Program at the Living Spirt Centre	21
Single’s Ministry	22
REALIZING OUR VISION	23
Vision	23
Mission	23
Congregational Vitality and Stewardship	23
Mission and Outreach	25
Refugee Sponsorship	26
Refugee Sponsorship – Specific Family	28
Christmas Hampers	28
Communications and Technology	29
Communications – General	29

Communications – Phoning	30
Technology and Digital Ministry	30
Communications – Website	30
Office Technology	31
Communications – Social Media	31
Digital Ministry	31
Indigenous Ministry	32
CHURCH OPERATIONS	34
From the Records (statistics)	34
Finance Committee	34
Draft Statement of Operations for the Year Ended December 31, 2021	35
Designated Funds	36
Envelope Secretary	39
Buildings and Grounds	39
Facilities Working Group	39
Logistics	40
Buildings and Grounds	41
Living Spirit Centre Council	42
Living Spirit Centre Partnership	43
Governance	43
Office and Administration	44
Human Resources	45
Compensation	45

Agenda

IMMANUEL ANNUAL GENERAL MEETING – February 27, 2022

11:00 am Via ZOOM (following the 9:30 a.m. on-line service)

<https://us02web.zoom.us/j/81459179944?pwd=anBMZIBKU UdRQ3NyTkQ0SnRwK05GUT09>

Meeting ID: 814 5917 9944 Passcode: 015048

Phone in option: **1-204-272-7920**

(Please note that that local and /or long-distance charges may apply depending on your phone plan)

- | | |
|--|-----------------------------------|
| 1. Opening Prayer | Bishop Helen Kennedy |
| 2. Roll Call, Quorum, Regrets | Don Byrnes |
| 3. Election of Chairperson | Richard Simpson |
| 4. Election of Secretary | Chairperson |
| 5. Approval of the Agenda | Chairperson |
| 6. Approval of the Minutes of the Annual General Meeting held March 14, 2021 | Chairperson |
| 7. Matters Arising | Chairperson |
| 8. 2021 Reports- Ministerial Team, Wardens, Treasurer | Chairperson |
| 9. 2021 Reports – Parish Organizations and Committees | Chairperson |
| 10. Reflection | The Ven. Cheryl Toth |
| 11. Prayer | Ministerial Team |
| 12. Search Process and Parish Profile | Richard Simpson |
| 13. Nominating Committee Report and Elections | Mae Boa |
| 14. Realizing Our Vision – Becoming Immanuel | Ministerial Team /
Wardens |
| 15. Adoption of Budget for 2022 | Treasurer (Pat Hall) |
| 16. Adoption of Capital Plan | Treasurer (Pat Hall) |
| 17. Appointment of Signing Officers and Auditor | Chairperson |
| 18. Meeting Adjournment and Closing Prayer | Chairperson, Fr.
Michael Bruce |

Minutes of the AGM Sunday, March 14, 2021

Immanuel Anglican Church Annual General Meeting via Zoom

Sunday March 14, 2021 at 1:00 p.m.

Zoom Host: Don Byrnes

1. Mae Boa welcomed everyone to the meeting
1. Opening Prayer: The Right Reverend Robert Hardwick
2. Opening Remarks: Bishop Rob Hardwick noted that the “historic day” of Immanuel’s first AGM occurred on what for all Anglicans was “Mothering Sunday”, which he saw as especially symbolic.
3. Confirmation of Quorum by Mae Boa and Don Byrnes (55 is quorum, attendance thus far is 90)
2. Rev Allan Higgs requested it be recorded that he attended the meeting but would not vote because he is a retired priest.
3. Mae Boa called for election of Chairperson: **Motion** Moved by Diane Gingras seconded by Barb Cameron that Richard Simpson be elected as Chair for today’s Annual General meeting **Carried**.
4. Richard thanked Don Byrnes for managing the Zoom platform and admitting everyone to the meeting
5. Election of Secretary: **Motion** Moved by Barb Cameron and seconded by Carole Neilson that Bette-Lou Paragg be elected as Secretary for today’s Annual General meeting. **Carried**.
6. Richard introduced and welcomed today’s guests: The Right Reverend Bishop Hardwick and The Venerable Cheryl Toth, Archdeacon of St Cuthbert
7. Receive 2020 Reports
 - i. Father Michael Bruce, Regional Dean, reviewed the Ministerial Team visual outlining their individual areas of focus adding that the Team ministry graphic and individual responsibility may change over time.

Motion: Moved by Kurtis Krug and seconded by Father Michael to accept the Ministerial Report as presented. **Carried**.
 - ii. Parish Council Co-Chairs: Mae Boa and Richard Simpson expressed gratitude to the Renewal Team, Parish council, lay leaders and Ministerial Team that have brought us to this day.

Proposed a series of “Remembering Sundays” be brought forward to our new vestry to allow community members to share their respective congregational memories as part of renewal and moving forward together.

Motion: Moved by Mae Boa and seconded by Canon Susan Page to accept the Immanuel Co-Chairs report as presented. **Carried**.
 - iii. Working Groups- Jenny Williams Project Manager
Includes Children and Youth; Communications and Engagement; Finance; Facilities; Growth, Vision and Mission; Human Resources; Pastoral Care and Worship

Motion: Moved by Jenny Williams and seconded by Nigel Salway to move acceptance of the Working Group's Report as presented by the Project Manager **Carried.**

- iv. Financial Report by Pat Hall, Treasurer: **Motion** Moved by Pat Hall and seconded by Gladys Foster to accept the Financial Report as presented. **Carried.**

8. St Cuthbert's Archdeaconry Report: Presented by Archdeacon Cheryl Toth

Motion: Moved by Kurtis Krug seconded by Bert Clarke to accept St Cuthbert's Archdeaconry Report as presented **Carried**

Mae Boa wished it recorded in the minutes that Archdeacon Toth's leadership has been invaluable and very much appreciated

Pause for Prayer and Reflection led by Regional Dean Rev Michael Bruce

New Business

9. Report on Motions

- i. Status of Congregational Motions for Disestablishment

Motion: Moved by Mae Boa and seconded by Marlene Skaalrud –Acceptance of The Immanuel Parish Council Co-Chairs verbal report on the Status of the Congregational Motions for disestablishment **Carried.**

Mae reported that during the months of January and February 2021 all five of the congregations (All Saints, St. Philip, St. Mathew, St. James the Apostle and St. Luke) of Immanuel Anglican Church held their Annual General meetings as required by Canon. For each of the five meetings the Preamble to the motion and the Motion for Disestablishment were pre-circulated to the members and were read and recorded at the AGM's (via ZOOM). The following Motion was passed in each instance with quorum having been confirmed.

Motion for Disestablishment: To become a single congregation of the Parish of Immanuel (Regina) the congregation of (name was inserted) in the Parish of Immanuel Anglican Regina petitions the Bishop to disestablish the congregation.

It was duly noted that all members of the Ministerial Team voted in favor of the disestablishment Motion at their respective Congregation's Annual General Meeting. As required the information to petition to disestablish was forwarded to Bishop Robert Hardwick on behalf of the Immanuel Parish Council on Saturday February 27, 2021.

- ii. Report of the Immanuel Facilities Working Group Sale of Properties

Motion: Moved by Mae Boa and seconded by Marlene Skaalrud to accept the report of the Facilities Working Group Sale of Properties. **Carried.**

Motion: Moved by Mae Boa and seconded by Marlene Skaalrud that the congregation of Immanuel requests the Right Reverend Robert Hardwick, with consent of Diocesan Council to approve sale of the properties at 1105 Empress Street, 2165 Winnipeg Street and 3233 Argyle Road as of March 15, 2021. **Carried (83 in favor, 2 opposed and 3**

abstained) Bishop Hardwick indicated he would forward the ratification of the Motion from his office to Immanuel Parish.

Pause for Prayer and Thanksgiving: Rev Alexander Campbell

10. **Moving Forward:** On behalf of the GVM Working Group, Susan MacPhail presented (power point) a summary of baseline documents intended to build our future as Immanuel.

- i. Vision statement
- ii. Mission Statement
- iii. Mission Action Plan
- iv. Growth Strategy
- v. Initial structure of Vestry

11. **2021 Narrative Budget** by Pat Hall, Treasurer

Motion: Moved by Pat Hall and seconded by Judy Kobsar to accept the Immanuel 2021 budget as presented by the Treasurer. **Carried.**

Questions were raised about the deficit and a request for periodic financial reporting was made to help parishioners stay in touch with the Immanuel financial situation.

12. **Nominating Committee**

- i. **Motion:** Moved by Mae Boa and seconded by Barb Cameron to accept the report of the nominating committee. **Carried.**
- ii. Bryan Sigurdson Adjudicator reviewed voting Procedures
- iii. Voting and Tabulation of Results Richard Simpson /Mae Boa
- iv. Election of 5 Synod Delegates. Candidates from the nominating committee: Diane Gingras, Pat Hall, Kurtis Krug, Richard Simpson, Nadine Smith

Motion: Moved by Mae Boa and seconded by Michael Bruce that nominations cease **Carried.**

Motion: Moved by Mae Boa and seconded by Jenny Williams that the above 5 synod delegates be affirmed as acclaimed. **Carried.**

- v. Election of 2 Wardens. Candidates from the Nominating Committee: Mae Boa and Richard Simpson

Motion: Moved by Jenny Williams and seconded by Dave Hall that nominations cease **Carried**

Motion: Moved by Mack Howat and seconded by Linda Hagen that Mae Boa and Richard Simpson be acclaimed as Wardens. **Carried.**

- vi. Election **of between 5 to 7 Vestry members** (one-year terms for each member). Candidates from nominating committee: Don Byrnes, Diane Gingras, Dave Hall, Kurtis Krug, Terry Page, Bette-Lou Paragg, Nadine Smith (Note that Diane Gingras, Kurtis Krug, and Nadine Smith are already part of vestry as Synod Delegates)

Nominations from the floor: Mack Howat, Rod Ashley

Motion: Moved by Diane Gingras and seconded by Don Byrnes that nominations cease
Carried.

Bryan Sigurdson advised that all Synod Delegates become Vestry members. Mae Boa asked that it be recorded in the minutes that there should be a vestry member from the legacy parish of St James and Bev Spencer also voiced her support. It was noted that Vestry can appoint two members as needed

Motion: Moved by Barb Cameron and seconded by Marlene Skaalrud to accept members from nominating slate and nominations from the floor today as Vestry. **Carried.**

- vii. Parish Search Committee. Candidates from the nominating committee: Laura French and Jenny Williams

Motion: Moved by Mae Boa and seconded by Marlene Skaalrud that Laura French and Jenny Williams be acclaimed as members of the search committee. **Carried.**

- viii. **Motion:** Moved by Richard Brown and seconded by Judy Kobsar that Immanuel Anglican Church appoint an auditor or financial statement reviewer as required by Canon 21. **Carried.**

13. Richard Simpson thanked our guests, the nominating committee and everyone who volunteered to serve as well as everyone who attended today on Zoom.

Bert Clarke expressed thanks to Diane Gingras and all who have carefully recorded meeting minutes over the past year of meetings.

Mac Howat complimented everyone who contributed to making The AGM go so smoothly today.

14. Rev Nancy Yee gave the Closing prayer that we continue to be united in our common purpose.

15. Meeting adjourned by Mack Howat.

Final meeting attendance: 98 parishioners, 2 guests, 1 observer

2021 Parish Leadership

Ministerial Team: Fr. Michael Bruce, Rev. Alexander Campbell, Rev. Winna Martin, Canon Susan Page, Pastor Zsófi Schmiedge (November – December), Rev. Nancy Yee (January – July)

Wardens: Mae Boa, Richard Simpson

Treasurer: Pat Hall

Vestry: Rod Ashley, Don Byrnes, Diane Gingras, Dave Hall, Pat Hall, Mack Howat (March to June) Jennifer Jacobs, Kurtis Krug, Terry Page, Bette-Lou Paragg, Marlene Skaalrud (July – December), and Nadine Smith. Note that Vestry is made up of the Ministerial Team, the Wardens, elected Synod Delegates, and elected Vestry members.

Committee Membership:

Adult Christian Education and Spiritual Formation: Ellen Simpson, Rod Ashley, Rev. Winna Martin, Wendy Hardman (partial year), Maegen Pekar (partial year), Terry Page (partial year)

Office and Administration: Jenny Williams, Richard Simpson, Mae Boa, Terry Gates, Diane Gingras (partial year), Kurtis Krug, Mojgan Shirazi, Pat Hall, Gwen Rupchan (partial year)

Buildings and Grounds: Dave Hall, Don Byrnes, Bill McLean, Terry Page, Grant Schellhorn, Nadine Smith, Richard Simpson, Mae Boa

Facilities Working Group: Mae Boa, Don Byrnes, Terry Gates, Kurtis Krug, Bill McLean, Terry Page, Shelley Proulx, Richard Simpson, Marlene Skaalrud

Logistics Group: Kurtis Krug, Mae Boa, Richard Simpson, Bill McLean, Don Byrnes, Shelley Proulx

Communications and Technology: Richard Simpson, Diane Gingras, Fr. Michael Bruce, Barb Cameron, Pastor Zsófi Schmiedge, Jenny Williams. Those assisting with technology include Nigel Salway, Adili Masanika, Moe, Anita Laryea. Barb Cameron, Jessica Walker, Andrew MacPhail, and Max Pekar also volunteered to learn and help.

Phoning committee (a sub-group within Communications and Technology): Barb Cameron, Kathy Chlopan, Yvonne Clarke, Marta England, Marilyn Forster, Gladys Foster, Pat Mackie, Faye Metz, Sandi Nicholson, Judy Salway, Virginia Selby, Ellen Simpson, Marlene Skaalrud, Helen Symonds, Carol Wells, Olive White

Compensation: Richard Simpson, Mae Boa, Diane Gingras, Pat Hall, Kurtis Krug.

Congregational Vitality and Stewardship: Mae Boa, Pat Hall, Kurtis Krug, Canon Susan Page, Richard Simpson, Barb Cameron, Mack Howat, Richard Brown, Nadine Smith, Maegen Pekar, Pastor Zsófi Schmiedge, Archdeacon Cheryl Toth (resource)

Family, Children, and Youth: Jennifer Jacobs, Laura French, Maegen Pekar, Gwen Rupchan, Pastor Zsófi Schmiedge, Jessica Walker, Jenny Williams. There were also a whole team of helpers including Angie Provencher, Emilie Jewett-Curley, Melissa Parr, Tammy Gartner, Andrew MacPhail, Max Pekar, Callie Tomilin, and Grace Walker.

Fellowship and Special Events: Jenny Williams, Pat Hall, Pat Abd-Elmessih, Mae Boa, Fr. Michael Bruce, Susan MacPhail, Maureen Pardoe, Gwen Rupchan, Pat Schellhorn. There was also an army of event helpers too numerous to mention, but our events could not happen without their help.

Finance Committee: Jenny Williams, Pat Hall, Mae Boa, Richard Brown, Kurtis Krug

Governance 2022 Ad Hoc Committee: Richard Simpson, Laura French, Bryan Sigurdson, Don Byrnes, Rev. Winna Martin, Jenny Williams

Human Resources: Diane Gingras, Judy Kobsar

Indigenous Ministry Planning and Advisory Committee: Rev. Alexander Campbell, Rod Ashley, Don Byrnes, Muriel Campbell, Laura French, Diane Gingras, Pat Hall, Kurtis Krug, Canon Susan Page, Bryan Sigurdson, Richard Simpson

Living Spirit Centre Council: Diane Gingras, Pat Hall, Canon Susan Page, Bette-Lou Paragg

Mission and Outreach: Bette-Lou Paragg, Pat Hall, Rev. Winna Martin, Richard Simpson, Jenny Williams, Ralph Paragg, Sharon Lowry, Bryan Sigurdson

Nominating 2022 Ad Hoc Committee: Mae Boa, Barb Cameron, Bryan Sigurdson, Susan MacPhail, Bette-Lou Paragg, Heather Brownell, Jenny Williams

Pastoral Care and Visiting: Canon Susan Page, Gladys Foster, Linda Hagen, Margi Hollingshead, Rev. Winna Martin, Carole Neilson, Bette-Lou Paragg, Bev Spencer

Worship Service Planning: Nadine Smith, Fr. Michael Bruce, Rev. Alexander Campbell, Rev. Winna Martin, Blair Mills, Canon Susan Page, Pastor Zsófi Schmiedge, Jennifer Jacobs, Rod Ashley, Pat Schellhorn, Dr. Wendy Hardman, and our **Altar Guild** Susan MacPhail, Mary Mugerwa, Carole Neilson, Nettie Saul, Dawn Gates, Christine Burton, Deb Evans, Liane McLean, Pat Mackie, Bev Spencer, Mary Brown, Donna Upshall, Ruth Gentile, Maureen Pardoe, Pat Schellhorn, Faith Ene, Jackie Sutyla, Greta Bearman, Nancy Brandiezs, Dianne Billingsley, Fran Perry

521 Renewal Team, Working Groups, Parish Council

We wouldn't have gotten where we are without the help of the 521 Renewal Team, Working Groups, and Parish Council. The following is a list of all those who were instrumental in making Immanuel a reality and transitioning over to Immanuel Vestry and committees.

Rod Ashley, Mae Boa, Deacon Rita Brann, Richard Brown, Fr. Michael Bruce, Don Byrnes, Barb Cameron, Rev. Alex Campbell, Bert Clarke, Bob Erickson, Allison Fizzard, Gladys Foster, Laura French, Terry Gates, Diane Gingras, Pat Hall, Jamie Halpenny, Margi Hollingshead, Jennifer Jacobs, Kurtis Krug, Susan MacPhail, Joanne Shurvin-Martin, Rev. Winna Martin, Bill Mclean, Donna Miller, Rev. Canon Susan Page, Terry Page, Bette Lou Paragg, Maegen Pekar, Shelley Proulx, Angie Provencher, Morina Rennie, Gwen Rupchan, Nigel Salway, Bryan Sigurdson, Richard Simpson, Marlene Skaalrud, Kim Smith, Nadine Smith, The Ven. Cheryl Toth, Jessica Walker, Olive White, Jenny Williams, Rev. Nancy Yee

Ministerial Team Report

We have learned that in the first year of a child's life quite a lot happens: growth and major developmental milestones are reached at a pace which astounds us. Each milestone is a building block on the foundation of who they are called to be, which will last the rest of their lives.

It turns out churches are much the same.

This is the first year Immanuel has been together and significant milestones and growth have happened for such a new and fledgling faith community. Of course, it's not just the practical progress in terms of making decisions about buildings, worship services, covid restrictions, etc. We are learning how to grow into who God is calling Immanuel to be. This first year of being Immanuel has created a foundation of what it means to be the church in this day and age. We have grown and discovered together the shape of our spiritual heart as an active parish.

Many of the reports contained in the AGM booklet will be filled with detailed and specific information about what has happened. It will have its highlights and its calls to action. What the people of Immanuel have done during a major amalgamation, and in a global pandemic, is to be acknowledged, commended and praised (perhaps someone should write a hymn)!

Because of the work being done and reported by many gifted people, this note from your Ministerial Team isn't particularly about what Immanuel has done. This note is about what Immanuel *could* do! We believe that the possibilities are limitless, the opportunities are vast, and the passion that we see in Immanuel is amazing!

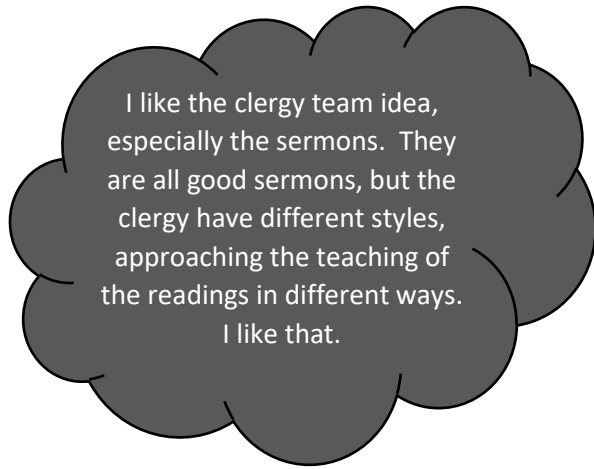
One thing that will continue to be true for Immanuel's community is an ongoing need to be flexible and patient as we continue to grow and develop into a truly vibrant parish. Ideas, projects, programs, and ministries arrive for all of us, sometimes as half-thoughts, flash inspirations, and a whole lot of "I wonder ifs". All of them need the support and investment of the entire parish. Some will succeed, some will soar, and some will just not work for us at this time. Just as it takes a proverbial village to raise a child, we are each called and tasked to offer our strengths and talents for the growth and development of Immanuel. Just as a child requires love, attention, praise, and affection, so too does our new parish, its ministries, and its people.

The Ministerial Team would like to acknowledge how wonderful it is to see the commitment of parishioners in getting to know each other, building relationships, discovering gifts and talents, and connecting through volunteering. This is clearly foundational to our new parish, and we will do well because of it. Getting to know each other is vital in turning visitors into friends, friends into parishioners, and parishioners into leaders.

We would also like to acknowledge that we have taken those first steps into a whole new field of mission and ministry. This parish has embraced and recognized the importance of moving to a service that is both online and in-person. In the truest sense of a developmental project, we have learned from our successes and failures. We are slowly, but boldly, making progress in the realm of digital ministry. The potential here truly is more than we could ask or imagine, so we invite you to imagine what it might mean for Immanuel to become a leader in digital ministry.

As the new church of Immanuel, we have a great opportunity to become aware of our Indigenous brothers and sisters in Christ with the aim of building new relationships in our community and beyond. Immanuel has made great strides during this foundational year by making commitments and doing its part, under the Truth and Reconciliation Commission report, to respond to the '*Calls to Action*'. As a result, Immanuel,

through its planning and advisory committee, has established an Indigenous Ministry, which is all about relationships. It takes time to build and maintain those relationships. As a start, Immanuel has committed to and has planned for at least four Indigenous worship services during the year. As we move forward in this vision, I encourage you also to attend the planned learning and awareness events in the coming year.



The Immanuel ministerial members will endeavour to provide choice in the types of church services we offer, including some differentiation between the more relaxed early Sunday service, and the more formal later service. On special Holy Days, special services will continue to be offered at Immanuel, as well as quarterly Indigenous services. Worship is at the heart of what it means to be church and we trust that as we grow, we will remain rooted in scripture and the worship of our God. God has guided us to this point and will continue to lead us into the future.

A special gift to any parish is found in its children and youth. There is such vibrancy in their ministries, as you will see in their report. We anticipate this ministry to grow as children grow, and we hope to see these young people share their various gifts, leadership skills, and creative ideas as active members of Immanuel, now and in the years to come.

We want to thank all the volunteers who have worked and still are working diligently to make sure that the very best of the previous five parishes is incorporated into the DNA of Immanuel. We believe that Immanuel will be far more than the sum of its parts.

As we all continue to work to build up the Body of Christ in this place, we pray for God's guidance to make decisions which will see this parish of ours grow into something that will have a vibrant life of its own. Just as our parents and grandparents helped form their own faith communities, may we do our very best to build Immanuel into something that is more than the sum of its parts. May we build a community for generations yet to come. And may we know that through it all, God is with us.

Respectfully submitted
Ministerial Team

Warden's Report

Since our election at the last Annual General Meeting, it has been our pleasure to serve as the Wardens of the Parish of Immanuel. We have welcomed the opportunity to join with you in our effort to become what our Vision describes as **“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 a little more than a year since our formation, the Parish has accomplished a great deal. Some highlights of what we have achieved include:

- resumed regular weekly worship in 2021, which offered a variety of styles of worship with new and traditional worship Sunday services, monthly BCP services and a weekly evening Compline
- started-up a new Sunday School program to complement our worship
- upgraded our live streaming capacity for the conduct of online worship, which established a strong foundation for a future, growing Digital Ministry
- confirmed 142 Massey Road as a primary worship site for Immanuel
- selected a secondary, satellite site at the Living Spirit Centre, where we work with our ecumenical partners to serve the community
- offered parishioners new opportunities for Christian Education, notably Bible study courses such as Women in the Hebrew Bible and the St. Augustine's Prayer Book
- started and reinforced major Ministry initiatives such as refugee family support, the Christmas Hampers campaign, a congregational vitality and stewardship engagement campaign, contributions to food security programs, and the Kids' Quest
- successfully secured grants from the Anglican Foundation to begin additional children and youth programs in 2022
- continued and renewed Immanuel's commitment to Indigenous Ministry with dedicated worship services and launched a series of learning events for 2021 and 2022
- planned and managed the move of valued objects and artifacts from our various buildings and ensured their placement in our combined worship space
- refurbished our Church buildings, both to enhance the experience of worship for our parishioners and to accommodate the Ministerial Team in comfortable and functional office facilities
- conducted a series of successful major community events, notably the Peach Sale, the September Welcome Back Sunday, and the drive-thru Turkey Supper in the Fall of 2021
- organized the first Immanuel Advent Craft event, with dedicated clergy and volunteers providing generous donations from our group of talented 'crafters'
- concluded the successful sale of our Church properties and prepared another for sale.

Later in this document you will read more details about these achievements and about the many parishioners who together contributed to their success.

Like all of you, we take enormous pride in these accomplishments. We are well underway to fulfilling our Mission **“to share the Good News through worship, word and action and to engage the world as a sign of God's blessing and promise.”**

For our progress to date, we owe a great debt of gratitude to the many volunteers – to the members of Vestry, our Treasurer and Envelope Secretary, the Chairs of Committees, and their memberships, and to the many others who devote their time and talent to the various ministries at Immanuel. Every individual contribution - support for worship, tending to pastoral care and stewardship and maintaining our buildings and possessions, furthers the purpose and Ministry goals of our Church. In addition, we want to

recognize the Members of Immanuel's Ministerial Team, who warrant a special thanks for their extraordinary commitment and steadfast attention to our spiritual well being amid a challenging time.

As Wardens we fully realize that our collective effort to build a strong and growing community of faith relies entirely on the dedication of people such as yourselves. It is therefore a great privilege for both of us to work with such a committed group of faithful parishioners, devoted to God's purpose in this place and time.

We look forward to the year ahead and to working with all of you to carry forward our Mission and Ministry, and to fulfill the collective promise of Immanuel as a community of people serving God in worship, word, and action.

Respectfully Submitted,

Mae Boa and Richard Simpson

Treasurer's Report

It has been my pleasure to serve as treasure of Immanuel for the past year. 2021 was a year of getting set up and establishing policies, processes and procedures: The Treasurer is a member of the Finance Committee which meets monthly. A Finance Committee report can be found in the Church Operations section of this report.

Financial Highlights 2021

- Immanuel incurred a loss of \$118,588 versus a budgeted loss of \$160,000.
- Total revenues were \$396,053 versus a budget of \$356,100.
- Total expenditures were \$514,642 versus a budget of \$516,100.
- The most significant reason for the better than budget results was the \$106,575 received from the Diocese.
- See the financial statements with more comprehensive narrative in financial section

2022 Budget:

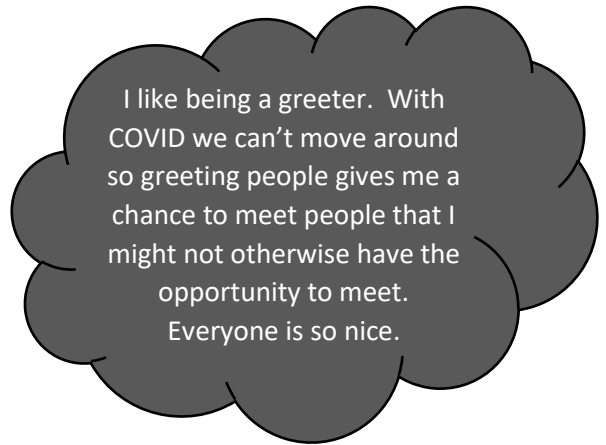
- 2022 will continue to be a challenge financially for Immanuel with a deficit of \$149,378 being budgeted.
- It is expected that COVID-19 will still negatively impact parishioner contributions with restrictions on in-person services.
- Neither operating costs for legacy churches nor reimbursement from the Diocese has been included as it is expected that the costs will be recovered and thus no impact on the bottom line.
- Expenditures: Buildings and grounds reflect the costs of operating Massey Road and Living Spirit Centre. The increase in the budget for Worship and Christian education include costs for Indigenous programming which should be recovered from the Diocese. The Ministerial Team compositions is expected to change post June 2022 and those cost changes have been incorporated into the budget. Vestry has recognized the importance of digital ministry, social media and live-streaming to reach out to a diverse parishioner community. A budget amount of \$48,000 has been approved for technical support,

reflecting the importance of developing our digital ministry. Fair share for 2022 has been reduced to \$92,373.

MISSION AND MINISTRY

Worship

This committee meets to plan and coordinate worship services and opportunities for Immanuel. We look at regular and special services and come up with ideas for content. This committee also makes recommendations about which special services should be celebrated and looks at opportunities to provide meaningful worship for the parish of Immanuel. Members of this committee also plan the schedule of readers, prayer leaders, preachers, and presiders.



HIGHLIGHTS/ACCOMPLISHMENTS: There have been many accomplishments from working at building up both the 9:30 and 11:00 worship styles to coordination of the technology which has allowed us to use most of our prayer book on the livestream. Leading worship in a way that has been safe throughout this pandemic has been an exercise in making plans and then shifting them, but we are proud to have maintained a worshipping heart throughout this past year in the parish.

Music has been provided by Blair and Carol Mills and the Praise Band; Jennifer Klippenstein on the organ for most of the year; organists Valerie Hall and Dr. Wendy Hardman sharing responsibilities during the last few months of 2021.

Also, in the last few months of the year, a small group of amazing singers led our hymns at the 11:00 service from the choir loft.

Respectfully Submitted,

Fr. Michael Bruce



Altar Guild

The Immanuel Altar Guild was formed in June 2021 with volunteers from the previous parishes with the exception of St. James. We hope to include a member in the future who was part of that congregation. The Guild is made up of four teams, with typically five members on each team, who prepare Immanuel's chancel for services. Each team's turn begins every four weeks and lasts for a week. Three members lead the Guild's work - Liane McLean cares for the fair linens, and for

plants and furnishings with assistance from Nancy Brandiezs; Dawn Gates looks after supplies, and Pat

Schellhorn plans communications. Volunteers, whether they are experienced with Altar Guild duties, or interested in learning about them, are welcome to contact any one of those three members.

- Reverend Winna Martin and Father Michael Bruce called representatives of the five former parishes together to determine which communion vessels, which hangings, and which linens, would be selected for use in the parish of Immanuel, and which items would be stored. The chancel at Immanuel was rearranged to accommodate some furnishings from each of the five former parishes. It is hoped that this will offer all parishioners a connection to the past while we worship in our new parish. Even with all of the treasured elements from all parishes, we do not have a green frontal for the altar. It is hoped that one will be obtained in the future.
- The Altar Guild members continued to serve throughout most of the pandemic. During the fall, the Altar Guild prepared for services at both the Argyle Road location and at the Massey Road location. Even when the church was closed to in-person worship, there was a need to set up for celebrating the Eucharist during on-line services. Guild members had limited person-to-person contact with one another because of Covid-19 restrictions but look forward to working together more closely in the future.
- Immanuel's chancel was beautifully decorated at Thanksgiving. Close to November 11th, the Canadian flag and Remembrance wreaths with poppies were displayed. Thanks to the generosity of parishioners, there was a lovely display of poinsettias in Immanuel's chancel during the Advent season. During the second week of January, most of those plants were delivered to a number of parishioners who were very pleased to have the contact with the church.
- A Flower Calendar is posted on the entryway bulletin board for parishioners to give flowers in memory or thanksgiving. The Altar Guild will purchase and arrange the flowers if there is a request to do so.

The Guild members are grateful to Immanuel's Ministerial Team for their direction and especially for their patience as we join together in our new parish.

Respectfully submitted,
Liane McLean, Dawn Gates, and Patricia Schellhorn

Pastoral Care and Visiting

The Pastoral Care Committee is responsible for connecting with parishioners, both during times of need for contact and at times of crisis. The clergy are responsible for arranging for the Sacraments for those who wish them, and cannot attend church due to illness or other reason. The clergy also respond to individuals and families in times of crisis. A new group is in the process of being established to connect with parishioners on a personal, non-emergent way including prayer, friendship and a listening ear, hospital and care home visiting when permitted by pandemic restrictions, and even communication about parish activities. During Covid, much of the activity has been via telephone and email.

HIGHLIGHTS/ACCOMPLISHMENTS:

The *Caring Tree Ministry*, a concept originated by The Rev. Winna Martin, is in the process of establishment. We had tried to get this operational before Christmas, but time was short and it was not possible. This will be an ongoing project.

After consultation with +Bp David Ashdown (who sadly died in 2021), clergy will continue to abide by the *Ensuring Sustainability* document passed by Diocesan Council. This is to ensure that all provisions of this

document that provide for the safety and security of parishioners, clergy, and the church, are adhered to at all times.

All work of this committee will remain confidential.

Adult Education and Spiritual Formation

The Adult Education and Spiritual Formation committee began meeting on May 4, 2021 and have been meeting almost monthly. We have been busy formatting our purpose, functions and responsibilities.

We have gathered many options which include Bible Studies, Book Studies, Theological Studies, Field Trips, Guest Speakers, resources from QSMM (Qu'Appelle School of Mission and Ministry) and Lectionary overview for upcoming Sunday readings. We would use our own clergy and other qualified lay people, others from our Diocese and beyond.

Highlights for 2021 (including some studies that were completed prior to the committee formation):

- Women of the Hebrew Scriptures – Part 1 was held in April to June, and Part 2 in October to December. Both series were led by Rev. Winna Martin. It was a very enlightening experience for many, as the women in the Bible do not seem to get their fair share of attention. A lot of great discussion, some with considerable humour.
- A study of the book of John in April and May was facilitated by Rev. Nancy Yee.
- Big Questions of our Faith series was hosted by the Diocese in the spring.
- Fr. Michael Bruce led a study/discussion using St. Augustine's Prayer book in the fall. There was an investment by each participant of \$35 for the prayer book. Each session began with a short Compline service. There were 8-10 participants that met every Friday for 8 weeks. A very talkative, open discussion group that was very rewarding to all.

Upcoming for 2022

- A Lenten study on the Women of the New Testament
- We have had an invitation from Archdeacon Catherine to join the challenge of reading the whole Bible in 2022. We have some Immanuel people already registered. This group started off with an overview of Genesis and Exodus on Jan 6, 2022 lead by Rev. Dell Bornowsky. We are to read the first two books of the Old Testament by Feb. 8 when Rev. Dell will meet with us again. When we are finished the Old Testament with Rev. Dell, we will begin reading the New Testament with Rev. Dean Pinter from St. Aiden's Moose Jaw.
- Discussion is underway for a study on the Lectionary in the Fall and another Bible Study Group led by Rev. Winna Martin on Men of the Hebrew Scriptures.

Respectfully submitted,

Rod Ashley, Vestry Liaison

Children, Youth, and Families

The area of Family, Children & Youth 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 at Immanuel. This committee contributes to this work in providing programming and pastoral support for young families and people who are members of Immanuel and those who are engaged in Immanuel's ministry to the wider community.

This year's key programs through this committee were Sunday School, Messy Church, Kids Quest, and VBS. Both Kids Quest and VBS have provided their own reports, which follow this overview.



HIGHLIGHTS/ACCOMPLISHMENTS/CHALLENGES:

- Sunday School launched on September 12, with a combination of in-person and at-home offerings
- Two Sunday School special events, pumpkin carving and the Sunday School Christmas Concert were organized and well attended.
- Working with Living Spirit Centre, specifically the efforts of Laura French of Immanuel, Russell Mitchell-Walker from Eastside United, and Patti Sherk from Bread of Life, Messy Church was able to provide thematic Advent activity bags for several families, including 15 to Immanuel families.
- One of the biggest challenges to this ministry this year has been COVID. Sadly, the youngest of our faith community have been the last to receive vaccinations and this has meant that most families are having to prioritize their out of home experiences in such a way that a physical presence in the church cannot be.

It is important for this committee to be grounded in the present, but also to look ahead – and 2022 is full of hope and promise. Please look for more information about:

- A Lenten bag offering from Messy Church
- 3 exciting new initiatives grown out of funding from the Anglican Foundation of Canada
 - A no school day VBS project
 - An after-school gardening project
 - A 6-week YouTube video making workshop
- Getting to do more in-person as the weather warms and restrictions permit

It is very important to this committee to thank all the people at Immanuel who are working hard to support these ministries! The dedication and commitment to our young people and families is truly amazing. Additionally, we lift up Gwen Rupchan, Jenny Williams, Laura French for the leadership they have taken on as Champions of this ministry. Thanks be to God!

Respectfully submitted,
Pastor Zsófi Schmiedge

Kids Quest

Kids Quest is a continuation of the Kids Club programming that was in place at St. Luke's. We re-branded it as Kids Quest at Immanuel for a fresh start. Our purpose is to have a group where children from our community can meet weekly to have fun, develop relationships, learn about Christian faith, and be introduced to Immanuel.

The children that attend are a combination of Immanuel parishioners and those in our community either attending another church or not churched.

We struggled to figure out how best to make this happen for our children during COVID-19 and restrictions for meeting in-person. We have moved to Zoom meetings for now with the following highlights:

- 2021 Winter program consisted of 6 sessions, running every second Thursday from February 11 to April 22.
 - There were a few ups and downs in this first Zoom experience for everyone, but we got things figured out and now have a good template for each session
 - There were 14 children registered, and we had 12 who were very regular attenders
 - Most of the sessions were based on the Fruits of the Spirit, with a couple of special ones for St. Patrick's Day and Easter
- 2021 Fall program with 9 sessions ran weekly from September 27 to November 29
 - The theme for our curriculum was 'When I Grow Up' and talked about various careers with examples from the Bible.
 - We assembled craft packages which were very popular
 - We had 17 children registered, and we had a full house almost every time
 - Using the zoom format allowed one of the children's relatives to join from the Saskatoon area
- 2021 Fall program for Tweens
 - Our Tweens program was not as successful. It is very difficult to engage this age group over Zoom, and we were very limited in our ability to get them together. We had 5 children registered.

VBS (Vacation Bible School)

For several years prior to the global pandemic, a Vacation Bible School was offered as a Diocesan initiative, hosted at St. Luke's but with volunteers from all St. Cuthbert's churches. The program was led by Cross Talk Ministries. Due to the pandemic, Cross Talk is no longer sending people out.

In 2021 we had two parishioners who were passionate about trying to do something for our children during the summer. As a result, we hosted a small in-person Vacation Bible School during the week of July 12th. You can read all about it at this [Link to our website](#)

Here is a recap of some of the highlights:

- We had 16 participants, 3 Adults, 5 Tweens/Teens, and 3 Clergy/Clergy representatives involved as well as video and photography support from Nigel Salway
- The theme was 'Let Your Light Shine', and programming was assembled by Maegen Pekar
- The program was offered at no cost to parents, but donations were encouraged. The donations exceeded the cost of putting on the program

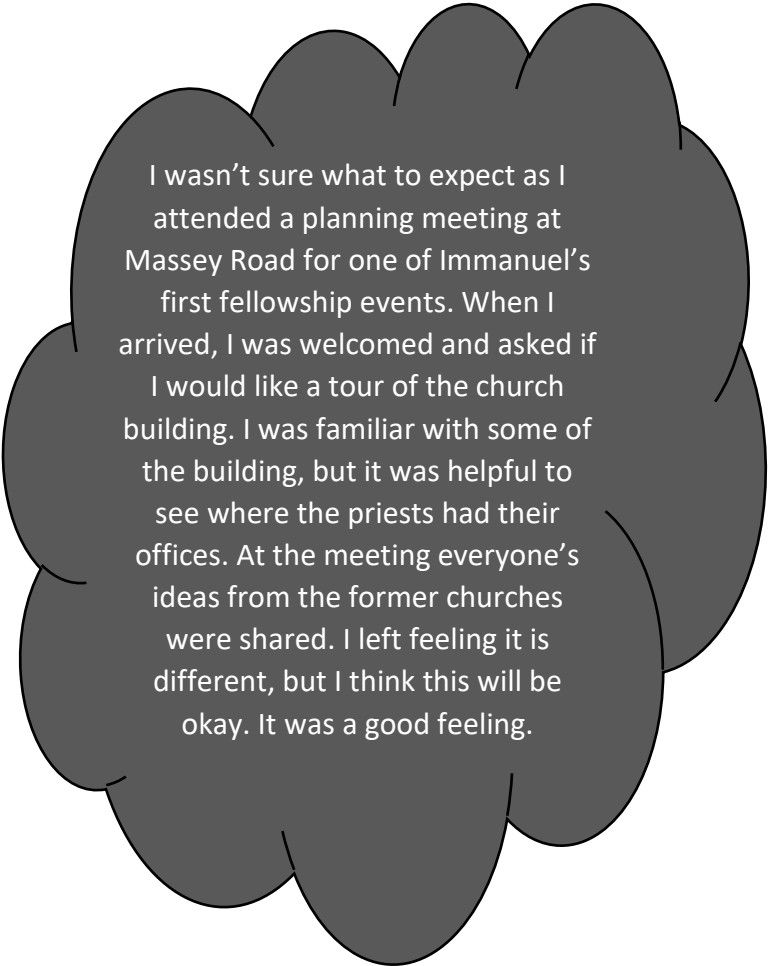
Fellowship and Special Events

The purpose of the fellowship and special events committee is to plan and initiate appropriate functions, involving as many parishioners as possible, to promote fellowship in the parish and support the vision and mission of the church.

We began meeting in early May with representatives from all 5 legacy parishes. A few people dropped out, with a desire to be involved in specific events rather than oversight of all. A good group remains and is actively planning for events in 2022, should health restrictions allow.

Here are highlights from the committee's work in 2021:

- COVID-19 severely restricted the fellowship events that could be planned
- The Peach Sale was the first event hosted in 2021 and was a resounding success both in terms of the money raised (nearly \$10,000) and involvement from parishioners. The event was held within the restrictions of COVID-19, encouraging e-transfers and electronic sales.
- In September there was an in-person, outdoor Welcome Back Lunch after church with only one service offered that day. Parishioners brought their own food with the parish providing beverages and individually wrapped ice cream deserts.
- In November we hosted a drive-through fall supper selling over 300 pre-packaged turkey meals with all the fixings. The food was catered by Charlotte's Catering. The food was great, and the drive-through worked very smoothly and was well received.
- A parishioner restricted advent craft sale was held after services the first two Sundays in Advent showcasing the talents of parishioners and creating a small opportunity for parishioners to greet one another.
- A poinsettia sale was held in December allowing parishioners to purchase flowers for themselves, to give away, or to donate to the church in memory of others.



I wasn't sure what to expect as I attended a planning meeting at Massey Road for one of Immanuel's first fellowship events. When I arrived, I was welcomed and asked if I would like a tour of the church building. I was familiar with some of the building, but it was helpful to see where the priests had their offices. At the meeting everyone's ideas from the former churches were shared. I left feeling it is different, but I think this will be okay. It was a good feeling.

Respectfully Submitted,
Jennifer (Jenny) Williams

Ecumenism

A group has not yet been formed for the purpose of ecumenical relations. However, several individuals in the congregation have been taking part in some cross-denominational work this past year. The hope is that in 2022, a group which can coordinate ecumenical activities will be established which can organize activities on an ongoing basis.

HIGHLIGHTS/ACCOMPLISHMENTS: Greetings have been sent to former ecumenical partners, established through the legacy parishes through the LAURC (Lutheran, Anglican, Ukrainian and Roman Catholic churches) covenant, both at Christmas and for the Week of Prayer for Christian Unity. Members of Immanuel attended, and were involved with, the Week of Prayer Service through the Rosemont Ecumenical Group which has invited us to continue to be involved, as the legacy parish of St. James had been active in that area. Overtures for outreach activities have been made through the Living Spirit Center Council which may prove fruitful in 2022, but nothing is yet established. Living Spirit Centre includes Bread of Life Lutheran, Eastside United, and Immanuel Anglican churches.

Senior's Ministry

My prime focus with respect of supporting our seniors is in trying to get our seniors together and engaged during COVID times by introducing a Senior's Coffee Hour. Originally this was weekly every Friday at 3 p.m. Once we were able to resume *in person* worship in the Fall the interest seemed to wane for meeting via ZOOM. Now that we are back to on line worship only there has been renewed interest in meeting together, so the Senior's Coffee Hour will continue every other Thursday via ZOOM. We hope to begin to meet in person in the same time slot in the Spring.

Respectfully submitted,
Rev. Winna Martin

Senior's Program at the Living Spirt Centre

Prior to COVID, St. Philips ran a successful senior's program with leadership from Rod Ashley. The program has continued with Immanuel, as COVID protocols allow.

Highlights for 2021:

- As COVID seemed to be less severe during the summer of 2021 some of us (6-15) met at Candy Cane Park through July and August. Everyone brought their own lawn chair and drink, we met Tuesday mornings at 10. It was very good for those that came out, friendships were renewed, you could see how comforting it was that we were back in fellowship.
- The Living Spirit Centre reopened its doors to former groups in Sept, 2021 so we decided to restart our card playing on Sept 7, 2021. We changed the time to 10:00 am instead of 9:30 and dropped the Morning Prayer service for now. We started off with 16 people the first day and has grown to 24 at times. Presently with the omicron virus we have dropped down to 8-15. We also continue to meet the last Sunday of each month for supper at a local restaurant.
- We have three new members since reopening that have joined and come regularly.
- We had a Christmas lunch after cards on Dec 21 attended by 15 members. As the fear of Covid leaves us, we hope to resume our Morning Prayer Service and once a month lunch after cards program.
- With a \$3.00 donation to play cards we have contributed \$586.43 to Immanuel, which will be donated to a good cause.

Respectfully submitted,

Rod Ashley
Immanuel Senior's Program Coordinator

Single's Ministry

The "***The Single Connection***" – a fellowship and support group for all singles – widowed, divorced, single by choice, etc.- young and "older" – male and female. The Reverend Winna Martin is the facilitator and host. We will meet monthly on a Tuesday evening via Zoom. It had been hoped that we could meet in person for a time of shared stories, laughter, and perhaps some tears as we support and journey together as "singles" in the Parish of Immanuel. Due to COVID restrictions we will now meet via ZOOM with our next meeting in February. We will begin with evening prayer, followed by a "*getting to know you*" time. As we form connections and start to feel comfortable with each other we can explore other events we might enjoy doing together: a game's night, going to a movie together, out for a meal together...etc. If you are interested in being a part of *The Single Connection*, please let Rev. Winna Martin know - together we are stronger.

Respectfully submitted,
Rev. Winna Martin

REALIZING OUR VISION

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 and for all.

Mission

Immanuel Anglican Parish, Regina, joins together communities of Jesus' disciples to share the Good News through worship, word and action and to engage the world as a sign of God's blessing and promise.

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

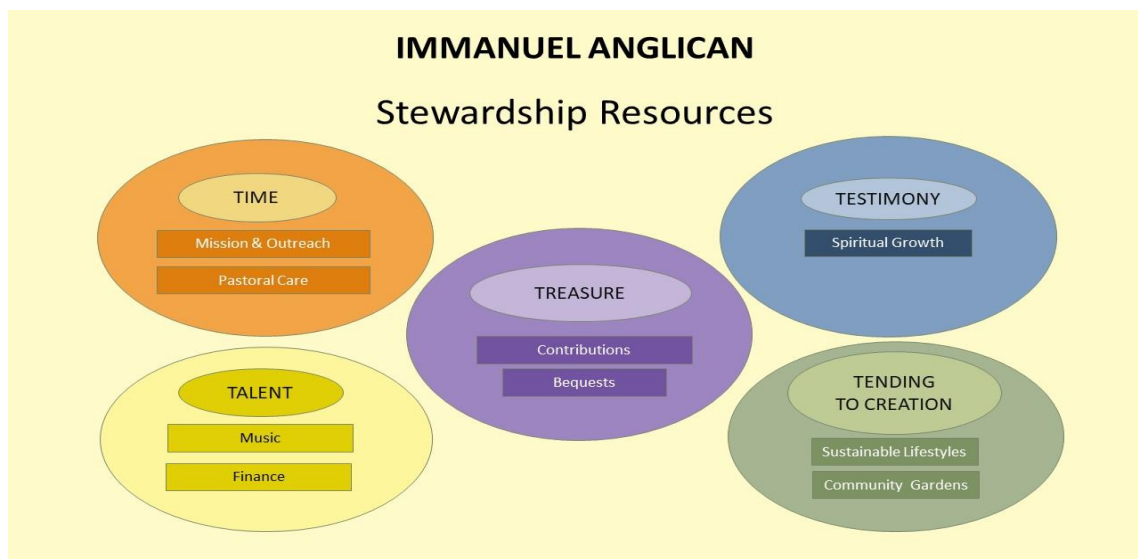
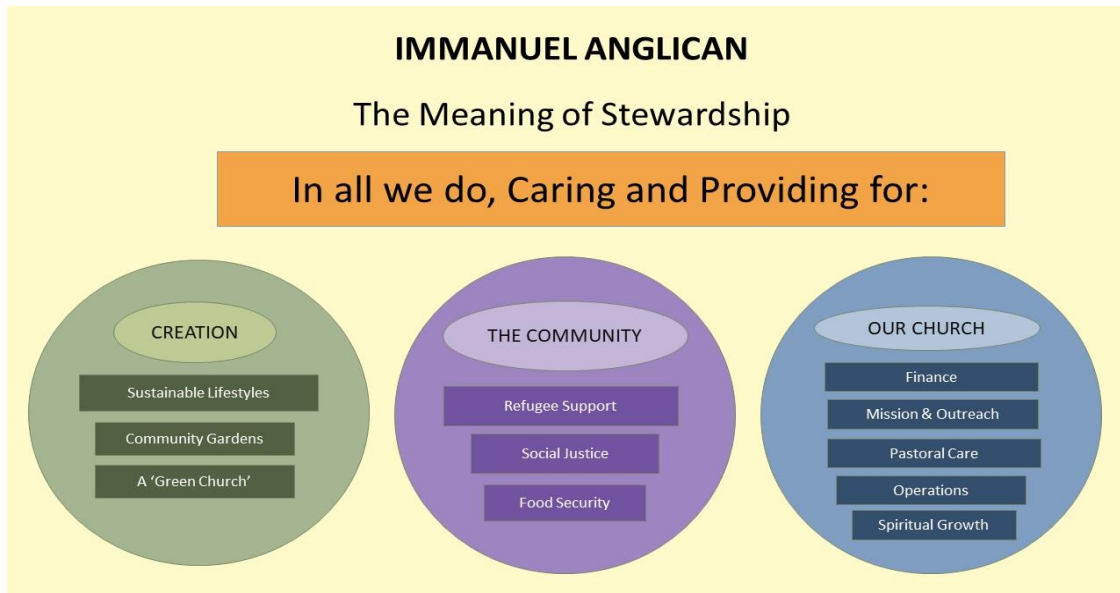
- Go where God leads us;
- Make prayer the foundation of our discernment;
- Look for where God is working in the church and in the community;
- Be willing to experiment and fail in striving to fulfill our vision;
- Recognize and honour our differences and diversity;
- Work respectfully, collaboratively 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.

Congregational Vitality and Stewardship

The purpose of the Congregational Vitality and Stewardship group is to build a healthy, vibrant church with a culture of generosity and gratitude in caring for God's gifts to us. We worked hard in 2020 to envision our future and define strategies to help us get there – this group ensures that those strategies are implemented, and our vision becomes reality.

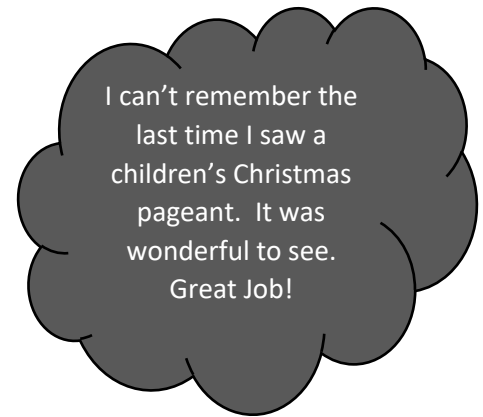
2021 was a development year, and although COVID continued to impact our ability to get things done as quickly as we would have liked, we have made progress, as evidenced by these highlights:

- Vestry approval and buy-in to the Meaning of Stewardship (creation, community, and our church) as well as our Stewardship Resource elements (time, talent, treasure, testimony and tending to creation – “the 5 t’s”).



- You will find Stewardship on our website [Welcome to Immanuel Anglican Church - Regina | Caring for God's Gifts \(immanuelanglicanregina.ca\)](http://www.immanuelanglicanregina.ca) with examples of our work, including Stewards of God's Grace, PWDRF, and refugee support updates.
- Quarterly reporting was implemented to Improve communications with parishioners on how the resources of the church are allocated to achieve our missional vision.
- The Roundup monthly Canada Post mailing to parishioners that are not on e-mail 'keeping them in the loop' on what is happening at Immanuel was implemented. [ROUNDUP on our website](#)
- Continuing work on communications with parishioners on ways of giving one's time and talents and financially to support the community we serve.

- Initiated the Greenwise Gazette – a monthly newsletter filled with great ideas on taking care of the earth and our environment. [Welcome to Immanuel Anglican Church - Regina | Greenwise Gazette \(immanuelanglicanregina.ca\)](http://www.immanuelanglicanregina.ca)
- Set up an account with SARCAN to which parishioners and friends can donate bottles/cans for recycling with the proceeds going to Immanuel's further stewardship of creation efforts. Use Sarcan's Drop and Go feature - **the code is our phone number 3065864420**
- A group of people were tasked with the work to submit a proposal to The Anglican Foundation of Canada for their 'Say Yes to Kids' grant. This resulted in the approval at the end of 2021 of a \$15,000 matching grant to Immanuel for three initiatives for children and youth that include gardening, food security and potentially expanding our base of families and children.
- An introductory workshop on Will Power proved to be successful with the participants recommending further work in this area perhaps as mini-workshops with our members.
- We acknowledged the work of so many through the Ministerial Team Christmas greetings and the Vestry letter expressing appreciation and gratitude to our parishioners for their generosity.



We are learning as we go - keeping in mind the diverse ages of our church family and their different approaches and ability to give of the gifts God has given to them.

Respectfully submitted,

Mae Boa

Mission and Outreach

Our committee met several times from March until June and has met at six-week intervals since September 2021. A key area of our responsibility is to perform a GAP analysis between The Mission Action Plan and activities undertaken by various parish groups looking to avoid duplication of activities and determining what is being missed.

Highlights/ Accomplishments and Challenges

Dealing with our merger as the new parish of Immanuel compounded by the Covid pandemic and required restrictions has presented many challenges to us all. However, we see now that our work has moved ahead in several significant areas of Outreach.

- Refugee Co sponsorship of 80 individuals for family reunification (see Refugee Report for details)
- A very successful Christmas Hamper program under Margi Hollingshead's Leadership (see Christmas Hamper Report for details)
- Development and support of Children's Ministry program e.g. Sunday school, Vacation Bible School, Kid's Quest and Messy Church programs (details are available in Family Children and Youth report)
- Care and support for Qu'Appelle House Seniors in our community
 - Qu'Appelle House Auxiliary members organized a spring and Christmas sale for residents, provided a summer KFC lunch and birthday teas and organized Christmas stockings for each resident as well as providing fellowship when Covid restrictions allowed.
- The Donation of a portion of funds from our Peach Festival, Turkey supper, and all the proceeds from Poinsettia sale, Advent Craft and PWRDF fundraiser to meaningful community outreach projects.

In 2022, we plan to continue work in these areas of growth and look towards partnering with some community agencies such as MUNCH and REACH to help establish our sense of identity and common purposes with community outreach. We also hope to find an individual or group of people willing to take leadership and champion PWRDF projects in our community. When Covid restrictions allow and in person worship resumes we will be reaching out to assist with regular Food Bank donations and are pleased that Nadine Smith and family have agreed to lead this important initiative for Immanuel.

We are gifted with many experienced and talented people in our faith community. Let us combine our resources and hope, care and compassion for each other and our neighbors as we are called to do in our baptism.

Respectfully Submitted,

Bette-Lou Paragg

Refugee Sponsorship

Who are refugees?

Refugees are essentially people who flee their homes because of fear, sometimes due to natural disasters, but typically due to fear that is man-made such as civil unrest, civil war or war between countries.

A large proportion of refugees are *internally displaced persons* who flee their homes in one part of their country to another part. These IDP will typically return to their homes and villages after fighting has subsided, and normalcy has returned.

Another proportion of refugees flee their homes and their country to a neighbouring country. This is because they may live close to the border or because they may feel safer in the neighbouring country than in their own. Most wait out the war or fighting and return to their homes and villages when they are confident peace has been restored and will hold.

Among the refugees who are outside their country, are people unwilling to return to their home country because of a *well-founded fear of persecution for reasons of race, religion, nationality, and membership in a particular social group or political opinion*. Many of these are to be found in refugee camps set up by the UNHCR. Some leave the camps to look for work in the towns, but this can leave them open to extortion by unscrupulous police and employers because of their lack of legal status in host countries.

Some not only leave the refugee camps but make their own way to countries in Western Europe, Canada and the United States. These are the *asylum seekers*, and often have friends and relatives in these countries.

Why is the Church involved with refugees?

The Anglican Church of Canada involvement with refugee sponsorship can be traced back to the Hungarian Revolution of 1956 through ACT, but it was with the Vietnamese Boat people that it made its mark.

This involvement arises from social justice outreach of the Church which finds inspiration in the moving Gospel of St. Matthew 25, which reads in part:

“You have my father’s blessing; come, enter and possess the kingdom that has been ready for you since the world was made. For when I was hungry, you gave me food; when thirsty, you gave me drink; when I was a stranger you took me into your home, when naked you clothed me; when I was ill you came to my help, when in prison you visited me.” Then the righteous will reply, “Lord when was it that we saw you hungry and fed you, or thirsty and gave you drink, a stranger and took you home, or naked and clothed

you? When did we see you ill or in prison and come to visit you?" And the king will answer, I tell you this anything you did for one of my brothers here, however humble, you did for me."

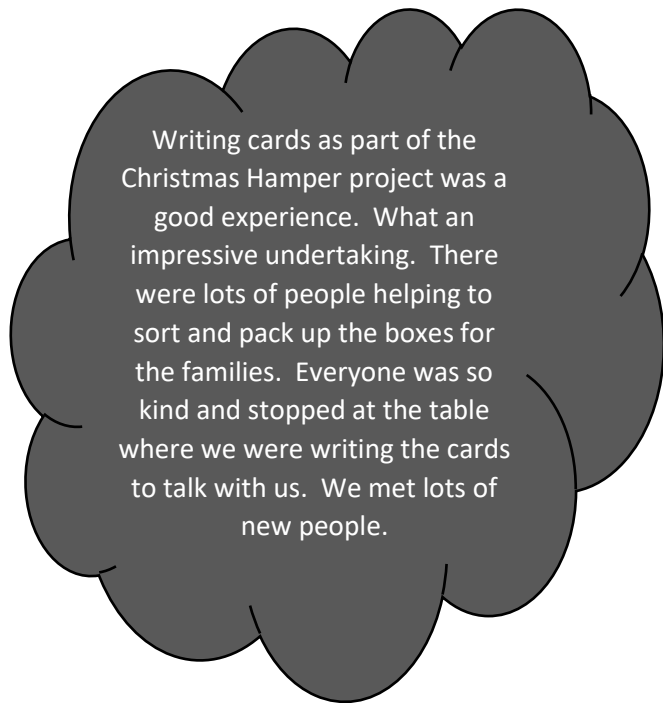
In addition, as we all know from the story of the three wise men or astrologers in Matthew 2, the Lord and his family were themselves refugees who found it prudent to escape to Egypt because of the fear of King Herod and did not return to the land of Israel until his death.

Immanuel Parish

In 2021 Immanuel was the most active Parish in refugee sponsorship in the Diocese of Qu'Appelle. The type of refugee sponsorship we undertake is termed *family-linked sponsorship* because of our limited financial resources and our limited ability to recruit volunteers due our declining and aging congregation. Indeed, most Churches in Canada, especially smaller ones engaged in refugee sponsorship do mainly *family-linked sponsorship*.

Family-linked Sponsorship

By family linked sponsorship we mean an individual or family in our Parish area who has family members in a refugee situation can approach us to facilitate the sponsorship of their relatives by agreeing to our terms of sponsorship described below. In the past we did sponsorships based on a handshake. In 2019, we adopted the practice of the Archdiocese of Regina to ask families to leave the money for the estimated cost of sponsorship with the Diocese upfront at the time the sponsorship papers are signed. The Executive Director of the Diocese signs on behalf of the Diocese, which is the Sponsorship Agreement Holder (SAH) and Ralph Paragg, the Refugee Coordinator Volunteer for both the Parish and the Diocese and Immanuel signs on behalf of the Parish (Constituent Group or CG). The family member in Regina and area signs as the family Cosponsor. The Diocese disburses the money for financial support in 12 monthly instalments when the individual or family being sponsored arrives in our area. Any accumulated interest is paid out on the last cheque. The first instalment is bigger than the subsequent monthly payouts to assist with start-up costs. We encourage Parishes outside Regina to also sponsor as CGs for their Parish area.



Conditions of sponsorship:

The family co-sponsor shall:

1. provide a letter of criminality check from the Regina City Police or RCMP;
2. provide a copy of the most recent Notice of Assessment from the Canada Revenue Agency;
3. provide settlement assistance including shelter, transportation, applications for SIN card, Saskatchewan Health Card, and Canada Child Benefit as well as language assessment, school enrolment where applicable, job-finding and other related support;

4. arrange for medical and dental appointments and emotional support, if required.
5. take full financial responsibility to support the refugee (s) families and provide the Diocese an upfront payment of the estimated cost of sponsorship for one year. The Diocese in turn will disburse the funds on a monthly basis to the refugee family, when they arrive, and will return the balance to the cosponsor if the refugee family becomes financially self-sufficient before the one-year period expires.

Sponsorship Activities in 2021

Immanuel submitted 27 applications to Immigration, Refugees and Citizenship Canada (IRCC) with family cosponsors for 80 people. The Diocese received \$445,000 from co-sponsors for settlement costs plus \$6,750 in administration fees. IRCC allows SAHs to collect \$250 per application for administration and office costs.

The people being sponsored are primarily from East Africa, countries such as Eritrea, Somalia, Burundi, South Sudan, Ethiopia and a family of four from Iran via Turkey.

The Diocese also facilitated the sponsorship of a family of six, Syrians in Jordan with Our Saviour's Lutheran, and two young men from Afghanistan, currently in Iran with St. Thomas-Vernon (Anglican).

We had 16 arrivals from previous years in 2021, mainly Eritreans via Israel. The arrival figures are down from 2019 because of COVID and its variants.

Respectfully Submitted,
Ralph Paragg
Refugee Coordinator Volunteer

Refugee Sponsorship – Specific Family

In 2021 a small group got together to help raise funds for the Babawi family who are related to the Mousa's (parishioners of Immanuel). Approximately \$13,000.00 were raised, however we learned that they no longer need our assistance as they were approved for immigration to Australia in December. The funds raised have been set aside and in 2022 a decision will be made about the best use of those funds for another family in need.

Christmas Hampers

Our new Immanuel congregation heartily embraced the former St. Luke's Christmas hamper project for the first time in-person. This year we provided for 17 families, a total of 36 adults and 37 children. Ten of the recipient families were referred by the Young Parent Program at Balfour Collegiate, six were from the Sask. Deaf and Hard of Hearing Society, and one was a private referral. In addition to the gifts for the children and the many tangible donations of food, toiletries and knitting, we spent \$2,999 to give each family several large boxes of Christmas love, plus diapers, formula and baby products for those in the Balfour program, and warm mitts, socks and toques for all the adults. Parishioners donated \$2,310 with Living the Mission monies adding the needed \$689.

It seemed that everyone in the parish was involved in some way: knitting; praying; adopting a child for a special gift; bringing in food and toiletry donations; contributing money; packing and delivering the hampers on Dec. 15. Special thanks to Maureen Pardoe for the Christmas tree and "adopt-a-child" ornaments on the bulletin board, to Pat Hall for her good humour and flex with our financial needs, and to the steering committee who put in countless hours behind the scenes: Pat Kohli, Anita Laryea, Donna Miller and Kim Smith. This truly is a community ministry, thanks to the efforts of everyone. As the

coordinator, I appreciate the guidance and support from so many parishioners. Thank you - we truly made Christmas a bit brighter for many. Thanks be to God that we can respond from our abundance.

Respectfully Submitted,
Margi Hollingshead

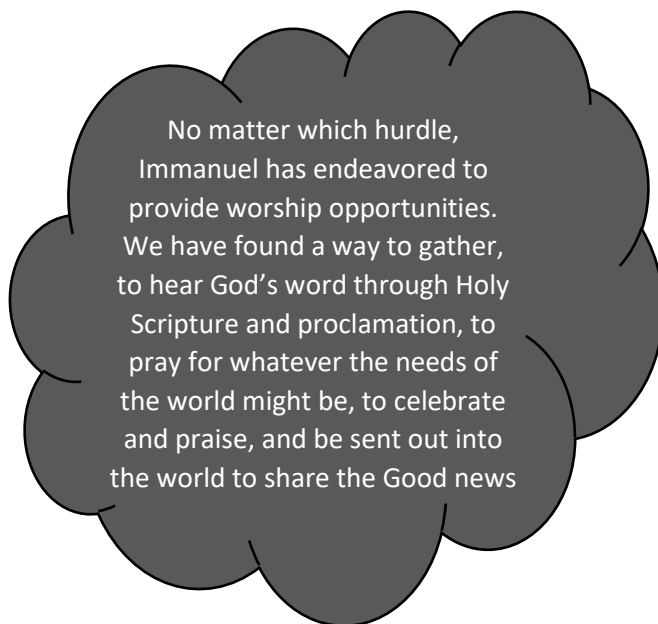
Communications and Technology

The Communications and Technology Committee coordinates and supports the work of the Church in two key areas: (i) general communications, which includes such activities as parish announcements and newsletters, document content development/support, proofreading, phoning and public communications; and (ii) the employment of technology.

Communications – General

The last meeting of the Communications and Engagement Working Group was February 2021. This concluded what was known as the 521 work under the Immanuel Parish Council structure.

As part of the new committee structure for the Immanuel Vestry formed in March 2021, a Communications and Technology Committee was formed.



Communication is a priority for Immanuel and as we move from five smaller parishes to one much larger parish, the past year has demonstrated the need to have different processes in place to ensure communication is coordinated, relevant and timely.

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

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

- Weekly announcements to all Immanuel parishioners
- Key Messages following each Vestry meeting
- Posters for various events
- Supporting approximately 16 Immanuel members who make monthly phone calls to share information for those members who do not have, or use, email
- A monthly "Roundup" Newsletter – that is mailed out through Canada Post to all members who do not have, or use, email. The Newsletter is a summary of information in the weekly announcements

- Communications policy and processes, e.g. posting on the bulletin boards, process for submitting information for the weekly announcements
- Supporting Vestry in the development of an Immanuel logo
- Articles for submission to the *Saskatchewan Anglican*

Communications – Phoning

There are quite a few Immanuel members who do not have email or no longer use email. It is a high priority for the Communications and Technology Committee to make sure these members have access to the same Immanuel information as those who receive information electronically.

The Phoners Group is made up of about 16 Immanuel members who make phone calls, at least monthly, to about fifty members who do not have email or no longer use email.

Phoners are provided with a script of key information to share when doing the phone calls. The monthly *Roundup* newsletter that is mailed out to this group of members also serves as a script.

The purpose of the monthly calls is to check in on the members, make sure they are receiving the *Roundup* newsletter, ask if they have any questions, and, in some months, highlighting important information, e.g., special directives such as moving to on-line services due to COVID.

The phoners use discretion on how much information to share with the individual, and the depth of the conversation. In cases where it is felt pastoral care may be required, those are passed on to the Pastoral Care Committee chair. The purpose of the phoners calls is strictly as a phone visitor and not pastoral in nature. Phoners also use discretion in determining if a member might need a phone call more than once a month. This is also based on the types of events that are occurring in any given month.

There have been positive comments from those who receive these phone calls, and the phoners enjoy making contact with this group of members.

Technology and Digital Ministry

The technology area includes a wide range of work directed at: developing and maintaining **the Immanuel website**, improving our use of **office technology** especially for parish communications, expanding our use of **social media**, and supporting the growth of **digital ministry**.

Communications – Website

A website has become an essential part of every organization, informing potential visitors about our church, and also providing an information hub for our congregation. The Immanuel website went live in February, 2021 and can be found at www.immanuelanglicanregina.ca.

The home page has a banner where we can put links to interesting content that hopefully will draw people in such as the 'Big Questions about our Faith' series that the Diocese hosted in May-June 2021. Also on the home page are small pictures that act as the link to features found within the site, similar to a magazine cover.

Our calendar and listing of events are very useful to visitors to the site, and usually include links to online events, or to pdf documents that contain more information.

We also have pages set up for most of our ministry and committee work under the heading of Community. We are always looking for more content and striving to keep up with all that is going on at Immanuel. If you see anything that is out of date, or you have an idea for something, please email info@immanuelanglicanregina.ca and let us know. We are always looking for volunteers to help us with the content!

Office Technology

The Administration and Office Committee spear-headed efforts to put into place the required technology for both the office staff and clergy at Massey Road this past year, and work will continue in 2022 on streamlining and improving office communications.

Communications – Social Media

Social Media has become extremely important over the past number of years, helping with engagement of visitors and new members throughout the week. In this time of global pandemic, it is even more important to get going as our ability to meet in person is so constrained.

The Immanuel Growth Strategy outlined creation of a Social Media presence as a priority for us, to help achieve our vision and draw in a more diverse and younger group of people.

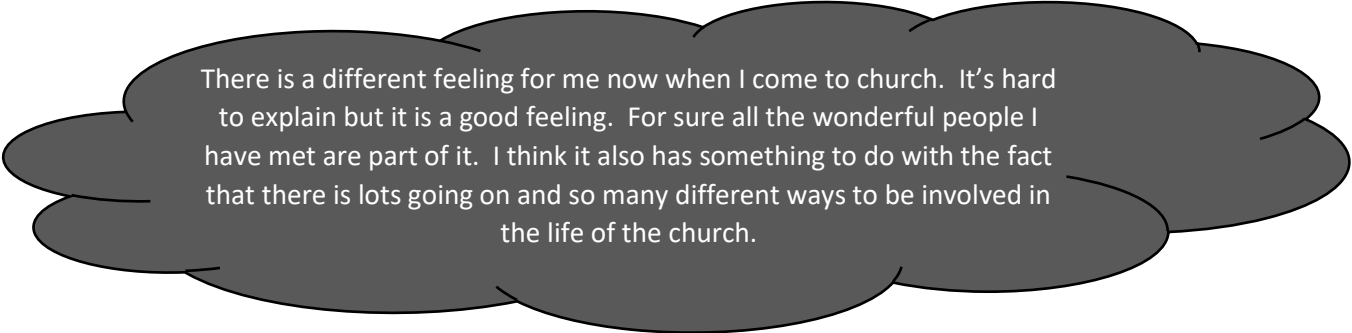
A small group of people began meeting part way through 2021 to move us forward in this direction. A strategy document was created, and some actions identified. We now need to find some talented people to take this on and make it a reality.

Digital Ministry

Digital ministry involves the online broadcast or livestreaming of worship, as well as the management of social media content on sites like Facebook and YouTube and on the parish website. Digital ministry has become a particular focus for Immanuel due to the restrictions on conventional in-person worship imposed by the COVID 19 pandemic, which has strongly reinforced the value of online ‘streaming’ of worship services and other Church events. Much effort and investment has been directed at expanding our capacity for “live-streaming” all regular worship services and providing a meaningful experience for parishioners who use that medium. This has required a substantial amount of time and effort devoted to installing and getting the new live streaming equipment up and running, and then learning how to use it. A huge thanks to Fr. Michael Bruce who has led this work since we started on-line services, in addition to his regular duties, as well as Pastor Zsófi who has assumed much of that work since rejoining the Ministerial Team in November.

In December 2021, as part of the effort to strengthen our online capability, Vestry approved proceeding with an Expression of Interest posting for an On-Line Streaming Technician position. The posting went out in early January 2022. Even when we return to in-person services, on-line worship services will continue, making this dedicated technical expertise critical. We will also continue to search for and identify those members of Immanuel who are willing to commit to learning and leadership of the systems in the Tech Deck (the room at the back of the sanctuary with all the equipment). Several key technology tasks will be undertaken early in 2022, including some accessibility issues in the Hearing Enhancement system and bringing the PowerPoint projector into full operation in the worship space.

Another recent focus of attention is the collection and reporting of analytics for Immanuel YouTube and Facebook, e.g., an overview of the number of users who go onto the sites. This includes the number of views for the on-line worship services. An initial review of the data shows that the number of viewers is steadily increasing. We will continue to use these metrics to monitor the reach and effectiveness of our online streaming service.



There is a different feeling for me now when I come to church. It's hard to explain but it is a good feeling. For sure all the wonderful people I have met are part of it. I think it also has something to do with the fact that there is lots going on and so many different ways to be involved in the life of the church.

Indigenous Ministry

Indigenous Ministry is a new ministry under Immanuel Anglican Church – Regina.

Indigenous Ministry is part of our commitment to build and foster our relationship with our Indigenous brothers and sisters in the community. It is a priority to learn and to create awareness about the history, traditions and culture of Indigenous peoples. We are committed to moving forward in promoting and doing our part the implementation of the Truth and Reconciliation Commissions' *'Calls to Action'*. As we have moved into one parish from five, it created an opportunity and was very timely to make Indigenous Ministry a priority for Immanuel moving forward.

A committee, the Indigenous Ministry Planning and Advisory Committee was newly formed and its primary role/purpose is to provide support, guidance and input in the development/establishment of Indigenous Ministry under Immanuel's vision and mission.

The following are activities the team has supported over the past year:

- Supporting and approving the creation of the Ministry
- Developing a vision and mission for the Ministry
- Approving the creation of a committee
- Soliciting and requesting of members to sit on the committee
- Approving the membership of the committee
- Developing and approving a terms of reference for the committee
- Agreement to having monthly meetings as the committee set its priorities for the next two years with the priorities of having at least 4 Indigenous worship services per year and supporting of a series of learning and awareness events
- Developed and recommended a budget for 2022

- There were 4 Indigenous worship services (June, September, December) including a Christmas Eve service at the Living Spirit Centre. In the Indigenous worship services, there have been teachings from Indigenous elders, along with smudging and drumming.

Respectfully Submitted,

Reverend Alexander Campbell

It was nice to see so many people participate in the ZOOM "Doctrine of Discovery" Indigenous Learning and Awareness event. I took away lots of information provided by the guest presenter, Senator Sol Sanderson. It was a good event. We are lucky to have Reverend Alexander Campbell to provide these opportunities for us.



CHURCH OPERATIONS

From the Records (statistics)

Baptisms	3
Marriages	1
Funerals	5

Number of Services

Digital Services Total	158
In Person Sunday Services	45
Compline Digital Services	32
Indigenous	4
Special Services	12

(Included BCP Sunday, Blue Christmas, All Souls, Christmas Eve, All Souls)

Average attendance/views:

9:30 in-person service	21
11:00 in-person service	62
9:30 digital views	66
11:00 digital views	96

Finance Committee

The role of the Finance Committee is to oversee the financial operations of the church and to make financial recommendations to Vestry. This group began as the 521 Finance Working Group, and carried on as the Finance Committee.

Highlights of our work in 2021 include:

- Establishment of the Immanuel bank accounts at Conexus Credit Union.
- Setup of the Pre-Authorized Giving processes at the bank.
- Continued work on obtaining the Charitable organization number from Canada Revenue Agency.
- Finalized 15 financial policies that were approved by Immanuel Vestry.
- Standardized the financial reporting to Vestry.
- Implemented quarterly financial reporting to parishioners.
- Set up of Power Church (will be complete by the end of January).
- Developed the 2022 budget, received approval and forwarded to the Diocesan Office.
- Ensured that legacy parish accounts were reconciled and closed, and the funds moved to Immanuel.
- Reviewed various requests for funds with recommendations to vestry.

Immanuel Anglican Church

Draft Statement of Operations for the Year Ended December 31, 2021

	Actual 2021	Budget 2021	Budget 2022
REVENUE			
Contributions from Parishioners	\$210,341	\$307,100	\$250,000
Revenue from Diocese	\$106,575	-	\$ 16,755
- Canada Emergency Wage Subsidy	\$ 43,962		
- Reimbursement for St. James & St. Matthew	\$ 57,618		
- Reimbursement for Indigenous Services	\$ 1,495		
- Other	\$ 3,500		
Rental Income	\$ 37,600	\$ 48,000	\$ 8,000
Fundraising	\$ 11,105	-	\$ 27,240
Transfers from Designated Funds	\$ 17,789	-	\$ 2,100
Interest	\$ 1,748	\$ 1,000	
Other	\$ 10,895	-	\$ 2,000
TOTAL REVENUE	\$396,053	\$356,100	\$306,095
EXPENDITURES			
Buildings & Grounds	\$150,642	\$135,186	\$ 69,000
- Utilities	\$ 47,316		
- Insurance	\$ 26,571		
- Living Spirit Centre % of shared expenses	\$ 11,716		
- Other	\$ 65,039		
Worship and Christian Education	\$ 14,395	\$ 7,122	\$ 24,000
Office Supplies & Equipment	\$ 13,277	\$ 8,165	\$ 9,500
Employee Salaries and Benefits	\$228,737	\$258,038	\$260,600
- Ministerial Team	\$183,152		\$161,600
- Other Employees	\$ 45,585		\$ 51,000
- Technical Support			\$ 48,000
Fair Share	\$107,591	\$107,589	\$ 92,373
TOTAL EXPENSES	\$514,642	\$516,100	\$455,533
OPERATING LOSS for the YEAR	-\$118,589	-\$160,000	-\$149,378

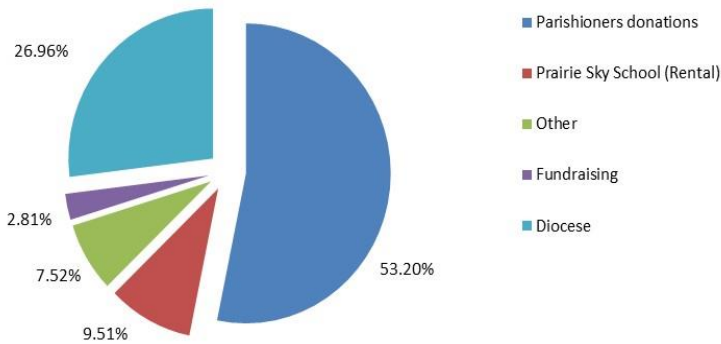
Immanuel Anglican Church

Designated Funds

As of December 31, 2021

Fund	Balance Jan. 1/21 \$	Receipts & Transfers \$	Disbursements & Transfers \$	Transfers to Operations	Balance Dec 31/21 \$
Mission					
Legacy	17,351				17,351
10% from fundraising	5,006	1,234	1,064	200	4,976
Living the Mission	35,192	586		689	35,089
PWRDF	155	1,996		1,090	1,061
Social Justice	3,013	160			3,173
Refugee (general)	20,122	320	5,000		15,442
Refugee Family Sponsorship		13,039			13,039
Food Security	1,473				1,473
Transportation (Taxi Fund)	146				146
Musical Instruments	4,369				4,369
Choir Music	2,294			1,161	1,133
Building Fund	15,693	48		3,730	12,011
Building Restoration	82,520	1,200		5,439	78,281
Altar Guild (Flowers)	574	245		575	244
Youth	2,941				2,941
Lay Continuing Education	846				846
Leighton Bequest	41,709				41,709
Bequests	1,867				1,867
Memorial	108,658	161		111	108,708
Communication	3,464			288	3,176
Priests' Discretionary	517				517
Stewardship	4,158			4158	0
Projects	833	1,045	1,045	348	485
TOTAL DESIGNATED FUNDS	352,901	20,034	7,109	17,789	348,037

**SUMMARY OF IMMANUEL
YEAR TO DATE REVENUES
Jan 01, 2021 to December 31, 2021**

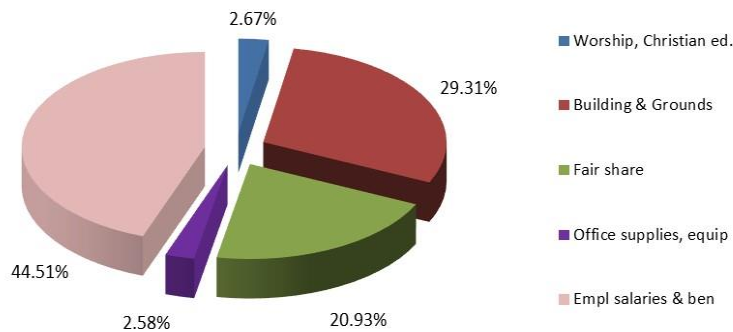


Total revenues of \$396,053 versus a budget of \$356,100.

Parishioner contributions account for just over half of total revenue.

Revenue from the Diocese is for reimbursement for operational costs for legacy parishes and money for the Canada Emergency Wage Subsidy.

**SUMMARY OF IMMANUEL YEAR TO DATE EXPENSES
Jan 01, 2021 to December 31, 2021**

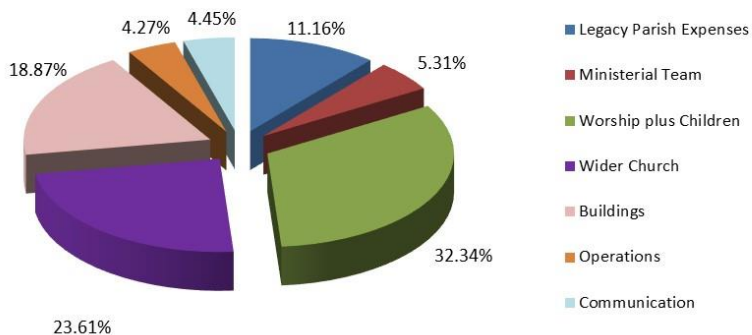


Total expenditures are \$514,642 versus a budget of \$516,100.

The largest expenditure category is for salaries and benefits which includes the Ministerial Team plus other employee salaries.

Buildings and grounds account for just under 30%.

**SUMMARY OF IMMANUEL EXPENSES YEAR TO DATE BY
PROGRAM - Jan 01,2021 to December 31, 2021**



This chart takes the expenditures and recategorizes them into our program areas to provide a some understanding of the costs of the programs.


This chart shows that worship and children’s programs is the highest program area; our involvement in the wider church is the second highest amount which reflects our mission and vision goals.

Summary:

- Immanuel incurred a loss of \$118,588 versus a budgeted loss of \$160,000.
- Total revenues were \$396,053 versus a budget of \$356,100.
- Total expenditures were \$514,642 versus a budget of \$516,100.
- The most significant reason for the better than budget results was the \$106,575 received from the Diocese.

Revenues:

- The major sources of revenue for Immanuel were \$210,341 from parishioner contributions; \$106,575 from the Diocese; rental income of \$37,600; fundraising from the peach sale (\$9,580) and the fall supper (\$1,525) for a total of \$11,105; eligible expenditures of \$17,789 from designated funds (see Statement of Designated Funds); other and interest for \$12,643.
- Parishioner contributions were 67% of the budgeted amount reflecting the challenges of merging five parishes into one with restricted in-person services.
- Neither operating costs for legacy churches nor reimbursement from the Diocese has been included as it is expected that the costs will be recovered and thus no impact on the bottom line.
- Diocesan revenue was comprised of the federal Canada Emergency Wage Subsidy (\$43,962); reimbursement for operating costs for the legacy parishes of St. James and St. Matthew (57,618); reimbursement for Indigenous Service costs (\$1,495) and other.
- Rental income was \$37,600, mainly for the school rental of the hall at Argyle Road. During preparation of the budget, it was thought that the rectory on Winnipeg Street could be rented, but that did not turn out to be feasible.
- Two fundraising events were held this year: peach sale in August (netting \$9,580 for operations) and the fall supper in November (raising \$1,525 for operations). 10% of net proceeds from both of these events were allocated to the 10% donation account (see Statement of Designated Funds).
- The five parishes had established funds which could be used for specific purposes. The expenditures are recorded in the appropriate expenditure classification and the amount offset by a transfer from the appropriate designated fund. In 2021 there were total eligible expenditures of \$17,789 for flowers (Altar Guild), music copyright licenses (Choir Music), building repairs (Building and Building Restoration) and PWRDF. (see Statement of Designated Funds).
- Other is mainly comprised of reimbursement of payroll expense.



It is so nice to hear the pitter patter of children's feet and see their excitement and enthusiasm as they come from Sunday School into the service at communion time.

Expenditures:

- There are five broad categories of expenditures: buildings and grounds; worship and Christian education; office supplies and equipment; employee salaries and benefits; and fair share.
- Building and ground expenditures were \$150,642 and includes operational costs for all five parishes. Utilities (power, gas, water) amounted to \$47,316 or 31% of total building costs.

Insurance costs for the five utilities was \$26,571 or 18%. Immanuel pays a portion of shared expenses for its satellite site at the Living Spirit Centre. In 2021 the cost was \$11,716 or 8%. Other costs include janitorial, grounds maintenance (lawn care and snow clearing), moving items from the other facilities to Massey Road, annual fire inspections and repairs and maintenance, both minor and major for the parishes.

- Worship & Children's programming costs were \$14,395. Costs include livestreaming costs, music copyright licences, flowers, liturgical supplies, musicians, Indigenous service costs and Children's programming costs.
- Office costs were \$13,277. Phone costs (which include internet costs and the security system at Massey Road) were \$5,374 or 40% of the costs. Other costs include paper supplies including packing boxes for archival records and altar guild; photocopying including leasing costs; purchase of ZOOM account and postage.
- Employee compensation costs of \$228,737 are comprised of Ministerial Team and other employee expenses. Ministerial team costs were \$183,152. Bishop Hardwick requested that the stipendiary clergy on staff be retained from January 2021 to June 2022 to facilitate the merging of the five parishes. Other employee compensation of \$45,585 include the office manager, musician costs and some janitorial and lawn care costs.
- The fair share amount for 2021 was \$107,591, as determined by the Diocese.

Envelope Secretary

Envelopes for 2021 were ordered in October, 2020 as soon as the Immanuel name was known. At that time, estimates from the 5 parishes were gathered, and a total of 200 sets of envelopes were ordered. When we received the actual list of names for envelopes, only 145 were needed. These were labeled and a group of parishioners helped to deliver them to people as there were no in-person activities at the time.

For 2022, 160 sets were ordered and these were labeled and ready for pickup in early December. Those that were not picked up will be delivered in January or early February by a group of volunteers.

At the end of 2021 there were 39 people signed up for Pre-Authorized Giving. There are a small number of parishioners who use e-transfer for their donations as well. Information about how to sign up for Pre-authorized Giving or how to do an e-transfer can be directed to Jenny Williams. The email address is envelope_secretary@immanuelanglicanregina.ca.

Due to an unavoidable delay in setting Power Church up for entry of donations, a synopsis of the tax receipts and average giving amounts is not yet available.

Respectfully submitted,

Jennifer (Jenny) Williams

Buildings and Grounds

Facilities Working Group

The following decisions have been made in determining Immanuel's main worship site:

- Designation of 142 Massey Road as our interim location and Living Spirit Centre as a satellite operation.
- Approval for the sale of Empress Street, Winnipeg Street, and Argyle Road locations.

In 2021, to complete our mandate, the Working Group undertook the following:

- Signed the Exclusive Commercial Listing Agreement with Avison Young as our agent to list and sell three legacy parish properties—St James the Apostle, St Matthew, and St Luke.
- Approval of the criteria for the selection of satellite ministry sites, both for secondary worship and for mission outreach and growth.
- Building Logistics Task Group established to advise and coordinate the disposition of fixtures and furnishings for the five legacy church properties of Immanuel.
- The Empress Street property was placed on the market for sale April 29, 2021, with a bid process.
- The sale of the Empress Street (St James) property to the Redeemed Christian Church of God King’s Court Parish was completed, with closing and possession July 30th, 2021.
- Net proceeds from the sale of the Empress Street property were \$716,630.20. Following allocations of 5% to the Diocesan Administration Fund and 10% to the Indigenous Ministry Fund, \$595,417.60 has been placed in Immanuel’s Trust Fund with the Diocese.
- The Winnipeg Street property (St Matthew) was placed on the market for sale September 23 with a close date of October 25, 2021, using a bid process.
- To provide more stability for our ministries as we plan and grow, the Immanuel Vestry approved 142 Massey Road as the Primary Main Worship Site for a two-year period with a review scheduled in October of 2023.
- The Argyle Road (St Luke) property was placed on the market for sale October 13th, with a close date of November 4th, 2021, using a bid process.
- The sale of the Argyle Road (St Luke’s) church and hall property to the Jesus is Lord Church Canada West was completed, with closing and possession February 4, 2022.
- Net proceeds from the sale of the Argyle Road property were \$1,951,436. Following allocations of 5% to the Diocesan Administration Fund and 10% to the Indigenous Ministry Fund, \$1,658,721 has been placed in Immanuel’s Trust Fund with the Diocese.
- Immanuel Vestry approved a motion that the option to purchase property and build a new facility as our main worship site would not be pursued. The cost to purchase property and build new is estimated at \$9.5 million. It was estimated the proceeds of sales of the former legacy church properties would net approximately \$4.5 million.
- The Winnipeg Street property is still in the “for sale” process. A short-term (two days a week) rental of the church building by a faith group has been arranged.
- The Working Group appreciates the support of our Committees, Vestry, Avison Young, the Diocese, and the lawyers for the Diocese in completion of their work.
- The Facilities Working Group has essentially completed their mandate, however, will meet as needed and directed by Vestry.

Respectfully submitted,

Mae Boa, Chair

Logistics

The Immanuel Parish Logistics Committee was established in March, 2021 with the mandate to (among other duties):

- Deal with the Inventories from the 5 Legacy Parishes.
- Determine what items to keep, store or dispose of, and provide proper identification and storage of Archival material.
- The group liaises with the Facilities Committee and brings recommendations to the Vestry.

Since March, our group has dealt with matters such as:

- Arranging the transport of items from Legacy Parishes to Immanuel Church, Massey Road location.
- Sorting through Archival material and working with the Diocese on how that office is able to assist with the final accommodation of such items.
- Purchasing a Sea Can Storage Unit (Approximate cost \$4,300 and located in the Immanuel Church parking lot, next to the storage shed). This unit can be used on a permanent or temporary basis (we can resell it if necessary) to provide safe storage for items.
- Purchasing six 5-shelf shelving units and assembling them in the Sea Can (Approximate cost \$1,100).
- Disposal of rubbish resulting from the removal of items from all 5 Legacy Parishes. One project resulted in the engagement of a disposal company to safely dispose of items in the Immanuel Church crawl space in anticipation of work being done to repair some structural piles and the installation of a vapour barrier in the crawl space (Approximate cost for disposal \$900).
- Some older wooden tables were disassembled and disposed of. Vinyl tables were sorted and stacked in the Immanuel Church Hall.
- Many hours have been devoted to sorting hymn and prayer books from the five Legacy Parishes. The books in the best condition, and those that have been dedicated to someone, have been placed in the pews at Immanuel Church. Until decisions are made about the rest of the books, they will be stored in the sea can.

I would like to thank all the members of the Logistics Committee for all of their time and expertise donated towards the betterment of our Parish.

Respectfully Submitted,

Kurtis Krug
Chair – Logistics Committee

Buildings and Grounds

This Committee advises and makes recommendations to Vestry with respect to the church buildings and grounds of Immanuel properties (i.e., Massey Road and the remaining legacy properties). It is responsible for monitoring the routine maintenance and up-keep of the buildings, physical plant, and grounds.

The Committee shall undertake their duties and responsibilities by:

- Forming small teams for specific capital or maintenance projects.
- Contracting for regular maintenance and seasonal work.
- Consulting with utilities and security service providers and onsite contractors.
- Liaising with the Buildings and Grounds Committee of the Living Spirit Centre.
- Reporting to the Facilities Working Group, the Wardens and/or Vestry, with advice on any matters of maintenance and major capital expenditure that requires attention and provide follow-up as needed.

The following are examples of the projects undertaken by Building and Grounds in the past year:

- Upgraded and changed (All Saints to “Immanuel”) the name on our ground mount front yard signage as well as the wall mount lettering and other exterior signage as needed at Massey Road as our primary worship site.
- Moved the Winnipeg Street portable sign to Massey Road and changed previous wording.

- Replaced the deteriorated wooden planks on the east ridge line of the church roof. This was architectural in nature and did not form part of the structural building enclosure.
- Managed security in the form of revising entrance locks and privacy locks for clergy offices.
- Worked with the Media Room contractors to upgrade our digital ministry and live-streaming capacity.
- Contracted for ongoing interior and exterior maintenance requirements including painting of sections of the stripping in the parking lot, lawn care and snow clearing.
- Contracted with JCK Engineering for structural and mechanical engineering services such as improvements to the church structural piles, installation of sump pumps and placement of a vapour barrier on the earth crawl space to maintain consistency in the soil's moisture content.
- Reports on the upgrading of the Living Spirit Centre signage to include "Immanuel" and the 2022 Property and Maintenance budget are before their Council for approval.
- Worked closely with the Facilities Working Group and the Logistics Task Group on building security and safety and storage matters.

Respectfully Submitted,

Mae Boa

Living Spirit Centre Council

During 2021, the Council's Executive Members were Jason Wandy (Chair – Bread of Life), Bonnie Yake (Vice Chair – Eastside), Pat Hall (Immanuel), and Brent Rostad (Secretary – Bread of Life). The remaining members of Council were:

Bread of Life

Jerry Borkowski
Pastor Stewart Miller

Eastside

Donna Lindskog
Rev. Russell Mitchell-Walker

Immanuel

Diane Gingras
Betty-Lou Paragg
Rev. Susan Page

Council held five regular meetings during the year (January, March, May, September, and November), along with two special meetings (July and August) to specifically consider changes to COVID-19 protocols for the facility. Executive Council also held a 2022 budget meeting in December.

As everyone knows all too well, the COVID-19 pandemic continued to have a significant impact on the users of LSC throughout 2021. Council continued to monitor the pandemic and considered changes to public health orders for places of worship. Each of our congregations took the necessary steps to adhere to public health orders for places of worship, with the transition back to in-person worship occurring throughout the year (Bread of Life – June; Eastside – September).

The facility remained closed to external rental groups until June, at which point Council approved conditions allowing rental groups to use the basement for events. In September, Council further reduced restrictions on rentals by making the sanctuaries available to renters. In November, the government issued a new public health order that no longer provided places of worship with full exemptions from the province's proof of vaccination or negative test requirements. In response, Council implemented a requirement for organizations or individuals renting the facility for non-worship activities to verify proof of vaccination or negative test results (within 72 hours) for all event participants.

In mid-2021, some Council members began participating on the LSC Shared Partnership Committee, along with other congregational members. The Committee began to consider the vision for the partners' shared

use of LSC, including reviewing the Guiding Principles document and Joint Ownership Agreement. The Committee will continue its work in 2022.

LSC continued to rent office space to Arcola Wellness Centre and Munch Catering. Throughout the pandemic, our tenants have continued to be reliable and supportive of LSC. Council appreciates the relationships we have built with our tenants and we are thankful to have them as partners in serving our community.

Council would not be able to function without our volunteers and staff—we would like to specifically thank the following individuals for their work and dedication during the year:

- Property and Maintenance Committee—the committee was very busy during the year, including repairs to the parking lot, installation of a fire monitoring system, and further work on the AV system.
- LSC custodian, John Ashley
- Anita Tessier and Jim Fallows (finance volunteers from Eastside)
- LSC’s Office Staff — Cheryl Conly (Bread of Life) and Becca Dziaduck (Eastside). Both Cheryl and Becca were critical to managing the re-opening of the facility to external renters. Council greatly appreciates their ability to adapt to changes throughout the pandemic and their efforts to help implement changes in how LSC interacts with our external renters.

Jason Wandy, Chair LSCC

Living Spirit Centre Partnership

Working with Bread of Life Lutheran and Eastside United representatives, this group is responsible for reviewing the Living Spirit Centre (LSC) legal agreement and Convent as Immanuel replaces St. Philip in the partnership with Bread of Life Lutheran and Eastside United at the LSC location on Doan Drive. Three Immanuel representatives are on this committee.

Accomplishments/Challenges

- Group met four times in 2021.
- Established Guiding Principles for group.
- Provided history of partner relationship and how partners could work together in future.
- Discussed/shared Vision Mission and Growth strategy for Immanuel.
- All partners shared hopes and dreams of partnership.
- Covenant reviewed and determined that little revision required.
- Partnership Agreement requires numerous revisions and a sub-committee was established to review the agreement and come back with recommendations for discussion with the group.
- Sub-committee has not finalized review of Partnership Agreement. Ask is that this be completed by next meeting which is scheduled for February 2, 2022.

Governance

Governance refers to the rules that apply to the administration, operations, and authority of the Church. A general framework for governance is established under the Canons and Regulations of the Diocese of Qu’Appelle, determining such matters as the role and membership of Parish Vestry, Church positions such as Wardens, and their responsibilities, as well as the guidelines for membership and the conduct of the Annual General Meeting. The Church also complies with various secular laws that govern the operation of voluntary associations.

Within the framework set by the Canons, individual parishes decide on certain details of their governance, including the precise size and composition of their Vestry, appointments and elections to lay positions such as Wardens and Treasurer, the election of Synod delegates and the Parish Search Committee, and the overall management of Church finances.

Similar to arrangements made in 2020, the Immanuel Vestry asked a small working group consisting of Don Byrnes, Laura French, Rev. Winna Martin, Bryan Sigurdson, Richard Simpson, and Jenny Williams, to review and confirm the governance rules for Immanuel for 2022. The working group reported to Vestry in December 2021 and made several recommendations about the size of Vestry, the recruitment of Vestry members, and the election of wardens, which were subsequently accepted by Vestry and put in place for the 2022 AGM. One of the key innovations adopted in the new governance rules was the creation of a Deputy Warden position, who would serve on Vestry and shadow the two elected Wardens for the upcoming year.

Respectfully Submitted,

Richard Simpson

Office and Administration

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

2021 was Immanuel's first year in existence, and as such there was much set-up work to be accomplished. Although there is still much to be done, the following summarizes the results achieved in 2021

- Office hours were set and revised as needed for health concerns and staffing.
- A group of volunteers have been identified who are able to fill in at the office when the office manager is not there.
- A Parish directory, electronic contact list, and parish roll are now in place.
- Standard formatting and processes with regard to weekly information bulletins as well as other electronic information sent to parishioners.
- Office equipment including software was reviewed and appropriate changes made. We are almost in a place where the Office Manager's computer is only used by the office manager or someone filling in for them.
- Office 365 was purchased and installed which means we now pay an annual fee for updates and the software is always current.
- An account was opened with Supreme Office products who deliver supplies for us.
- Office space was assessed and transformed to fit with Immanuel's needs.
- The WIFI was expanded to reach the second floor, and modified to allow access to the printer.
- Processes were put in place for Canada Post mailouts monthly to our parishioners who do not use email.
- The AED Defibrillator was inspected and serviced. Training will be provided after the pandemic due to constraints from the training organization.
- Consulted with the Finance Committee to finalize the policy on Facility Usage.
- An electronic calendar has been set up however access to view it has not yet been arranged.

Respectfully Submitted,

Jennifer (Jenny) Williams

Human Resources

After meeting twice a month throughout 2020, the last meeting of the Human Resources Working Group was held in March 2021. This concluded what was known as the 521 work under the Immanuel Parish Council structure. In March 2021, as part of the new committee structure for Immanuel, an Ad Hoc Human Resources Team was formed to complete specific tasks as assigned, e.g., Expressions of Interest notices.

Much of the human resource work occurred from January to March 2021 in order to align with the new Vestry, including:

- Developed or assisted in developing role/position descriptions for new Immanuel roles/positions;
- Developed Expression of Interest postings for positions;
- Assisted Vestry and other Immanuel leadership in the posting process;
- Research on various human resource areas, e.g., legislative requirements;
- Developed and/or assisted in development of human resource-related policies, processes, and procedures

The human resource work of the Ad Hoc Team has been invaluable and greatly appreciated by the Vestry and Wardens.

As there has been very few actions required by the team, the plan going forward is to refer any necessary work to the appropriate existing committee for action.

Compensation

The Compensation Committee meets monthly to review compensation matters relating to the clergy and staff of Immanuel. In concert with the Wardens, the Committee is responsible for making recommendations to Vestry on compensation issues, including salaries, honoraria, expense policies and conditions of work. Since the formation of Immanuel has required a renewal of many employment contracts, the Committee has addressed a large number of compensation issues in the past year.