

Music for the Soul | Space for the Spirit | Conversations that Matter | Companions for the Journey
Annual Report | 2020 | To Bless The Space Between Us

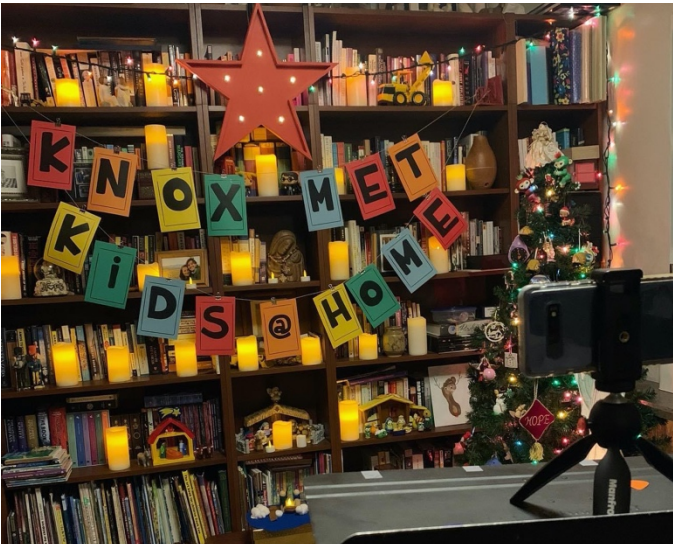
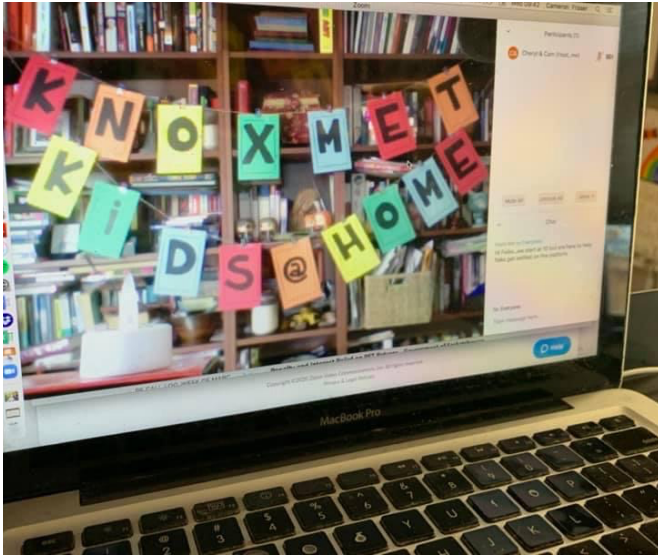


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About Knox-Metropolitan United Church

Traditional Territory

Knox-Metropolitan United Church worships, prays, and works for justice upon traditional Nêhiyawak (Cree), Anihšināpēk, (Anishinaabe) Dakota, Lakota and Nakoda land and the homeland of the Métis/Michif Nation.

Mission Statement

Accepting the challenge of Christ's call to be His disciples we worship together, care for each other, welcome strangers and strive to be His living presences in our community.

Affirming Statement

We are an Affirming Ministry of The United Church of Canada on Treaty 4 territory, located in the heart of downtown Regina, seeking to fully welcome all.

People of every sexual orientation, sex (including intersex), gender (including transgender and gender non-conforming people), gender expression, age, ability, neurodiversity, marital status, family configuration, race, ethnicity, religious belief, and economic condition are welcomed into full participation in every aspect of the life and ministry of Knox-Metropolitan United Church and are affirmed to be a sacred and beautiful expression of God's own image.

We are committed to on-going learning, action, and solidarity as we embody these words within our faith community and work and pray for a more just society and world.

With God's help, so may it be.

Vision of Ministry

1. To explore and respond to the Calls to Action of the Truth and Reconciliation Commission Final Report.
2. To engage young families, children and youth more fully in the life of the church
3. To continue to develop a congregational culture of welcome, hospitality, and support

Open Questions

1. What building design will support our future ministry?
2. How will we minister to those outside our walls in the downtown?
3. How shall we best engage with our financial resources to achieve the goals set out in the Future Plan?

The Life of the Church – 2020

In Memoriam 2020

Patricia Eileen Grassick
Winston Leon Lewis
Myrna Joan Knight
Stephanie Jay
Carol Olmos-McDonald
Muriel Susan Brennecke
Dorothy Kittleson
Valerie Ray Thompson
Eastlyn Seale
Elizabeth Gedo
Anne Helen Swinton

Marriages

Carl Nikolaas Neggers & Lana Jean Daniel

Baptisms

Blake Charlotte Brisbois
Joni Kai Forster

New Members

Gail Wartman
Mark Wartman
Stuart McDonald
Shirley McDonald
Greg Bamford
Christie Fessler
Ken Gurr
Liz Gurr
Janice Koch
Garry Palmer
Kathy Palmer
Sylvie Roy
Rob Wright

Knox-Metropolitan United Church Leadership

Staff of the Church

Cameron Fraser – Minister
Hart Godden – Music Director

Janice Diemert – Administrator
Aaron Balkaran - Custodian
Wanda Schmöckel – Communications

Board of Directors

Mari-Anne Berriault
David Cawood
Paul Clarke
Joan Garden
Donna Nelson - Treasurer
Elizabeth Ivanochko
Carol Schick – Chair
Shelleen Ross – Secretary
Barbara Shourounis - Trustees
Elizabeth Stroeder
Marlene Wirachowsky
Cameron Fraser – Minister

Refugee Committee

Amanuel Abraha
Emily Buena
Dessie Gebreyesus
Bob Ivanochko - Chair
Eliud Melles
Maskel Minni
Donna Nelson - Treasurer
Rod Nenson
Girma Sahlu
Yrgalem Tesfay
Marlene Wirachowsky - Secretary.
Donny Wood

Trustees

Carole Bryant
David Calam
Jim Garden - Chair
Bill Johnson
Bill Perkins
Barbara Shourounis
Alison Stickland
Cameron Fraser – Minister

Affirming Ministry Committee

David Cawood
Aaron Balkaran
Karen Haggman
Gary Seib
Monique Poisson-Fast
Julian Wotherspoon

Committees of the Board

Ministry and Personnel

Christie Fessler
Shelleen Ross
Barabara Shourounis
Al Schriener
Mark Wartman

Being There When the Future Comes

David Calam
Morgan Campbell
Paula Ricci
Cameron Fraser – Minister
Carol Schick – Board Chair

Finance

Debra Burnett
David Calam - Chair
Donna Nelson - Treasurer
Karen Haggman
Phyllis Perkins
Ray Lutz

Delegates to the Living Skies Regional Council

Mari-Anne Berriault
Colette Forbes
Marlene Hall

Ministries of the Congregation

Administration

Greg Bamford
Jim Garden (Co-Chair)
Joan Garden
Stewart Graham (Secretary)
Phyllis Perkins
Keith Rever (Co-Chair)
Peter Ricci

Use of Church Committee

Sub group of Administration

Stewart Graham - Chair
Hart Godden - Music Director/Event Coordinator
Janice Diemart – Office Administrator

Congregational Life

Elizabeth Calam
Iris Carroll
Ruth Copeland – Chair
Susan Etter
Donna Jones
Marianne Rever
Linda Schreiner
Marlene Wirachowsky

Outreach and Social Action

Amanuel Abraha
Harold Alkema
David Cawood
Evelyn Gay
Cesar Gonzalez
Greg Horsman - Chair
Bob Ivanochko
Debbie Mayer
Bill Quick
Joyce Wells
Donnie Wood

Pastoral Care Team

Joan Baliko
Elizabeth Calam
Liz Ivanochko
Kate Johnson
Gloria and Ray Lutz
Sharlene McGowan
Marianne Rever

Word Worship

Elizabeth Calam – Chair
Liz Ivanochko
Kate Johnson
Donna Jones
Ev Mazurkie
Deanna Zak

Children and Youth Programming

Heather Berriault - CGIT
Mari-Anne Berriault – CGIT
Olivia Burlotti
Eilis Gribbon
Cheryl Hymus-Fraser
Lucie Poisson-Fast
Paula Ricci

Proposed Agenda | Annual Congregational Meeting | Knox-Metropolitan United Church
Sunday, February 21, 2021

1. Call to Order
2. Opening Prayer
3. In Memoriam and Minute of Silence
4. Election of chair/secretary of the Annual Congregational Meeting
5. Approval of Agenda
6. Minutes of Annual Congregational Meeting (March 1, 2020)
7. Elections
 - a) Board of Directors
 - b) Ministry and Personnel
 - c) Board of Trustees
 - d) Delegates to the Living Skies Regional Council Annual Meeting – DATE TBD – Online
8. Reports
 - a) Minister
 - b) Chair of the Board
 - c) Financial Report
 - i) Proposed 2021 budget (including internally reviewed 2020 Financials)
 - ii) Accepting the Externally Reviewed Financial Statements for 2019
 - d) Board of Trustees
 - e) Ministry and Personnel Committee (M&P)
 - f) Ministries of the Congregation
 - i) Administration
 - Special COVID Report and Safe Plan to Re-Open the Church
 - Use of Church
 - ii) Pastoral Care
 - iii) WWMA
9. Closing Prayer – A New Creed (see back cover)
10. Adjournment

1. Call to Order

Duly constituted. Quorum obtained.

Carol welcomed all new members that officially became members today.

She thanked Cam and all those that bring this church to life.

2. Opening Prayer- Rev. Cameron Fraser

3. In Memoriam and Minute of Silence

See page 5 of Annual Report 2019.

4. Election of chair/ secretary for the Annual Congregational Meeting.

Nominated: Carol Schick as Chairperson

Marlene Wirachowsky as Secretary

Moved/seconded Donna Jones/ Dan Coggins. Carried.

Proposals to full members to allow adherents to vote at this meeting.

Moved/seconded Mark Wartman/ Cecilia Prokop. Carried

5. Approval of Agenda

Wayne Tunison/ Elizabeth Calam Motion passed to accept agenda as presented.

6. Approval of Minutes Minutes of Annual Congregational Meeting

a) May 5, 2019 – Annual Congregational Meeting

Minutes were amended under section 6iii) Appointment of Financial Reviewer be corrected to reflect the firm MWC Chartered Professional Accountants LLP and NOT NWC Chartered Professional Accountants LLP as stated in the report.

Barbara Shourounis/ Carole Bryant to accept amended minutes. Carried.

b) January 12, 2020 - Being There When the Future Comes & McNair Business Developments

Bob Ivanochko/ Brian Brunskill to accept minutes as presented. Carried.

c) February 9, 2020 – Affirming Ministries

Bruce MacDonald/ Tirkay Lijam that minutes be accepted as presented. Carried.

7. Elections

Carol Bryant Chaired this portion of the meeting as past Chair.

Barbara Shourounis provided the Nomination Report by handout to all in attendance.

a) Board of Directors

i) Barbara Shourounis nominated Carol Schick for another three-year term as Chair. Vicki Nelson seconded the nomination. Carried.

ii) The position of Vice Chair remains vacant.

iii) Board Member: Shelleen Ross presented as candidate for Board. Barb Shourounis/ Cecilia Prokop. Carried.

iv) Treasurer: Donna Nelson nominated. Barbara Shourounis/ David Calam. Carried.

v) Director: Paul Clark's three-year term has expired. Paul has agreed to let his name stand for another three-year term. Barbara Shourounis/ Joan Garden. Carried.

- vi) Director: Mari-Anne Berriault has allowed her name to stand for a one-year term. Barbara Shourounis/ Dan Coggins. Carried.
- b) Ministry and Personnel
 - i) Susan McLaren is resigning after more than thirty years.
 - ii) David Calam is also resigning after many years. He has agreed to Chair the Finance Committee.
 - iii) Christie Fessler has agreed to let her name stand for a 1-year term. Barbara Shourounis/ Donna Nelson. Carried.
 - iv) Mark Wartman has also been nominated by Barbara Shourounis/ Elizabeth Calam. Carried.
- c) Delegates to the Living Skies Regional Council Annual Meeting – May 20-24, 2020, Humboldt, SK
 - i) Colette Forbes; Marianne Berriault and Marlene Hall. Moved by Barbara Shourounis/ Julia Eckart. Carried.

Carol Schick thanked Carole Bryant for chairing this portion of the agenda.

8. Reports

It was noted that we will vote on more than one report at a time.

- a) Minister
 - No questions on the report. Accepted. Elizabeth Calam/ Alison Stickland. Carried.
- b) Chair of the Board
 - No questions on the report. Accepted. Elizabeth Calam/ Alison Stickland. Carried.
- c) Financial Reports
 - i) Proposed 2020 Budget
 - Presented by Debra Burnett. Budgetary notes have been included. Debra Burnett/ Phyllis Perkins. Carried.
 - Debra stated that the reviewed Financial Statements are not yet available for 2019.
- d) Board of Trustees
 - Report on page 28 of Annual Report 2019
 - No questions. Jim Garden/ Carole Bryant moved/ seconded to accept the report as presented. Carried.
- e) Ministry Council
 - i) Administration
 - Use of Church
 - There was discussion around review of fair value of office space for Regina Anti-Poverty Ministry. This was not a motion. Report accepted as presented. Motion presented by Jim Garden/ Carole Bryant.
 - ii) Congregation Life
 - iii) Outreach and Social Action
 - iv) Word, Worship, Music and the Arts
 - v) Children's Programming

There were no questions around the above reports. The Chair asked that we accept all reports as presented. Moved and seconded by Vicki Nelson/ Ethia Brown. Carried.

- f) Committees
 - i) Ministry and Personnel
 - ii) Refugee Committee

Bob Ivanochko/ Greg Horsman motioned and seconded acceptance of Refugee Committee report. Carried.

iii) Finance Committee

iv) Affirming Ministries

9. Other Groups

Fundraising Events. Phyllis Perkins is stepping down from the Bake Table at the Book and Music sale. Flea Market report submitted by Kate Johnson.

Art Craft and Trade Fair report submitted by Phyllis Perkins.

Regina Bell Ringers

Lumsden Beach Camp

Barbara Shourounis/Christie Fessler to accept group reports. Carried.

10. Being There when the Future Comes Update – Cameron Fraser

Cam reminded us that our expenses exceed our revenues. The McNair Report is expected to be complete mid -April 2020.

11. Closing Prayer – A New Creed (The United Church of Canada).

12. Adjournment. Elizabeth Calam.

Attendance

- | | | |
|-----------------------|-------------------------|-------------------------|
| 1. Andebrham Hagos | 23. Verla Reddick | 45. Gary Seib |
| 2. Tirkay Lijam | 24. Julia Eckart | 46. Donnie Wood |
| 3. Carole Bryant | 25. Ethia Brown | 47. Shelleen Ross |
| 4. Cecilia Prokop | 26. Hans Eckart | 48. Vernon McCarthy |
| 5. Julian Wotherspoon | 27. Karen Haggman | 49. Susan McLaren |
| 6. Vicki Nelson | 28. Marlene Paul | 50. Linda Schreiner |
| 7. Donna Nelson | 29. Deanna Zak | 51. Colette Forbes |
| 8. Mary Fraser | 30. Ruth Englund | 52. Carol Benesh |
| 9. Garry Palmer | 31. Olive MacDonald | 53. Norm Brown |
| 10. Dan Coggins | 32. Bruce MacDonald | 54. Greg Horsman |
| 11. Kathy Palmer | 33. Wayne Tunison | 55. Evelyn Gay |
| 12. Janice Koch | 34. Dorothy Kittleson | 56. Al Schreiner |
| 13. Steffi Parker | 35. Alison Stickland | 57. Brian Brunskill |
| 14. Elsie Toupich | 36. Mari-Anne Berriault | 58. Elizabeth Calam |
| 15. Bev Lundahl | 37. Heather Berriault | 59. David Calam |
| 16. Donna Jones | 38. Stuart McDonald | 60. Marlene Wirachowsky |
| 17. Phyllis Perkins | 39. Mark Wartman | 61. Joan Garden |
| 18. Dessie Gebreyesus | 40. Gail Wartman | 62. Jim Garden |
| 19. Liz Ivanochko | 41. Christie Fessler | 63. Carol Schick |
| 20. Bob Ivanochko | 42. Debra Burnett | |
| 21. Ev Mazurkie | 43. Greg Bamford | Cam Fraser |
| 22. Lloyd Redick | 44. Barbara Shourounis | |

Report of the Nominations Committee

Submitted by Nominations Committee: Shelleen Ross, Barbara Shourounis, & Elizabeth Stroeder

Board

Minister	Cameron Fraser	
Chair	Carol Schick	Serving a three year term that expires in 2023
Director/ Vice-Chair	Peter Gilmer	Has agreed to be nominated for election to the Board for a three year term. Will serve as Vice-chair if elected to that position by the Board.
Secretary	Shelleen Ross	Serving a three year term that expires in 2023
Treasurer	Donna Nelson	Serving a three year term that expires in 2023
Directors		
	Paul Clarke	Serving a three year term that expires in 2023
	Liz Ivanochko	Her three year term ends this year. She has agreed to be nominated for re-election to the Board for a further three year term.
	Elizabeth Stroeder	Her three year term ends this year. She has agreed to be nominated for re-election to the Board for a further three year term.
	David Cawood	His term ends in 2022
	Joan Garden	Her term ends in 2022
	Marlene Wirachowsky	Her term ends in 2022
	Mari-Anne Berriault	Has agreed to serve on the Board as representative to Living Skies Regional Council if elected to that position.

The Board of Trustees is entitled to designate one of its members to be its representative on the Board. The Board of Trustees is not designating anyone for 2021.

Living Skies Regional Council

KMUC is entitled to elect three people as its representatives to the Annual General Meeting of Living Skies Regional Council in 2021.

The following people have agreed to accept a nomination for election as KMUC's representatives to the 2021 Annual General Meeting of Living Skies Regional Council:

- Colette Forbes
- Mari-Anne Berriault – she has also agreed to be nominated for election to the Board in this role
- Marlene Hall

Ministry and Personnel Committee

Current members are:

- Mark Wartman – Chair
- Barbara Shourounis - Secretary
- Shelleen Ross
- Christie Fessler

Al Schreiner resigned from the committee in 2020.

Vern McCarthy has agreed to accept a nomination for election to the M&P Committee.

Finance Committee

Current members are:

- a. Donna Nelson - Treasurer
- b. Debra Burnett, Karen Haggman and Ray Lutz – elected by the congregation
- c. Phyllis Perkins – designated by the Administration Ministry
- d. David Calam - designated by the Board of Trustees. Chair of the committee

Ray Lutz is retiring from the Committee.

Bill Johnson has agreed to accept a nomination for election to the Finance Committee.

Board of Trustees

Members of the Board of Trustees are appointed by the congregation for life.

The current members of the Board of Trustees are:

- Jim Garden - Chair
- Alison Stickland – Treasurer
- Barbara Shourounis – Secretary
- Bill Johnson
- David Calam
- Carole Bryant
- Bill Perkins - inactive

George Grassick has agreed to accept a nomination for appointment to the Board of Trustees

February 4, 2021

Submitted by Nominations Committee

Shelleen Ross
Barbara Shourounis
Elizabeth Stroeder

Minister's Report | To Bless the Space Between Us

Submitted by Cameron Fraser | Minister | Knox-Metropolitan United Church

Dear friends of Knox-Metropolitan United Church;

I am trying really hard to begin this report with using the word 'unprecedented' and I'm also pledging to avoid the word 'pivot' from here on in...we'll see how well I do!

Early in the pandemic the title of one of my favourite books of blessings began resonating – from John O'Donahue (who you may have heard me refer to once or twice)...

To Bless the Space Between Us

2020 was an eventful year for the community of Knox-Metropolitan United Church even before the Board met on March 15 to make the difficult but necessary decision to cease all in-person activity and close the church building to all but the most limited staff activity.

January (remember January?) saw us grappling with challenging issues of Restorative Justice which drew us into conversation circles, to listen and hold one another's input with compassion. That month also saw the congregation accept a recommendation from the Board to begin a piece of work with McNair Business Developments on a Feasibility Study related to our *Being There When The Future Comes* future planning project (a project that would take unexpected turns come mid-March).

At the end of January and into the beginning of February, we held our final meetings about becoming an Affirming Ministry before voting to do so on February 9. Those final meetings called us into deep conversations, listening and wrestling with who we felt called to be and how we felt called to articulate this to the world. These meetings, including that on the 9th were not without their challenges, and while we celebrated a clear outcome in the affirmative, the journey towards the vote left many things for the community to unpack and work through together. We began to do so, once again gathering in circles, but this process is one of many things that COVID-19 derailed.

I write this letter a few days before the 14th when we will officially be declared an Affirming Ministry as part of our Sunday morning service – which is a truly exciting moment I look forward to sharing with you all.

And then the page on our calendars flipped and March arrived, and with it changes unlike what many of us have experienced before. Having watched the coronavirus spread through Europe, and especially places like Italy there was a great concern about what might occur here in those first weeks.

Volunteers began immediately calling folks within the congregation who lived alone or were otherwise vulnerable to check in. Our regular worshipping patterns changed immediately and by March 22 (just one week after the last 'normal' service in the Sanctuary) we had begun a pattern of Knox-Met Kids @ Home in the morning and Vespers services in the evening. Wednesday mornings, the little ones of the congregation gathered to see each other on Zoom, to sing, hear stories and share their Apples, Onions, and Spicy Carrots (apologies to onion lovers) and in the evening others gathered to share prayers and engage in spiritual practices.

We'd initially hoped that It would all be done by Easter (a funny thought as we prepare for a second Easter of online worship) and joked that we'd not meant to give us this much for Lent.

Yet new opportunities arose, as former KMUC folks from the West Coast, the North and Ontario tuned in, and new people local to Regina and elsewhere became engaged in the life of the church despite having never stepped into the building physically. Weekly coffee gatherings on Zoom began both on Sundays (as our Traditional Service returned to it's regular 10:30am timeslot) and Thursdays, Board, Ministry and Committee Meetings as well as Thursday evening Theology groups, and webinars on Anti-Racism, (held in response to calls from Black Clergy and leaders within the Unite Church to work in predominantly white congregations) attended by folks around the province!

In a much lower-tech innovation, deliveries of groceries and grocery cards ensured that many within the community of KMUC who rely on services no longer available to them had nourishing food and knew the care of community.

As spring turned into summer and the province of Saskatchewan began to engage in a process of re-opening, Knox-Met did the same, I was privileged to work with the rest of the staff and the Re-Opening Committee (Elizabeth Calam, Joan Garden, Jim Garden, and Liz Ivanochko) who in addition to following the often-changing public health standards fmet weekly usually with many emails in between. Joan lays out the work of this group in great detail later in this report so I will simply express my thanks and ask others to do the same to this group!

This work allowed worship to become a hybrid with both in-person and online attendance throughout October and into November until rising cases and calls from medical professionals to support their work with increased caution saw us return to online only.

Amidst all of this the work of imagining the future continued, as the Being There When The Future Comes worked with McNair Business Development INC. to see the completion of the Feasibility Study and it's presentation to the Board, Administration, the Trustees and Finance Committee. There is much to consider in this document as we wonder what KMUC will look like in the future and whether lessons of this past year will help us know what is the right, next, faith-filled step.

One of my favourite moments in the year at KMUC (and I am not alone in this) is singing Silent Night by candlelight on Christmas Eve (I like it so much I generally do it 3 times on one night). It was strange to do so this year more than a week before the 24th, with only 6 people present in the Sanctuary wearing masks while filming – but there was still a beauty there.

That which is born of the Spirit comes with creativity and tenacity, within challenging moments when we have the humility to look for her persistent nudging. May we continue to be open to the song that she sings in and through each one of us...and may we continue to ***Bless the Space Between Us.***



Cameron Fraser | Minister | Knox-Metropolitan United Church

Chair of the Board | Called to be The Church

Submitted by Carol Schick | Chair of the Board

It is an understatement to say this was an unusual year, and in spite of all that has happened following the spread of COVID-19, there have been many occasions for rejoicing.

We started with three important meetings.

A significant decision was made at a congregational meeting of February 9, 2020, when KMUC voted in favour of becoming an Affirming Ministry and join Affirm United/S'affirmer Ensemble. The official recognition of this milestone has been delayed until the celebration held on February 14, 2021.

The church continues to grow, aided by the receipt of 12 people into membership at the church service of Sunday, March 1, just before our Annual Congregation Meeting.

The third significant meeting was held on Sunday, March 15, 2020 when the Board met after church to make its first decision to discontinue in-person worship. For the next six months—with thanks to the planning of Cam Fraser and Hart Godden—worship services would be held on-line.

Throughout the months to follow, significant questions of whether and how to re-open the church for in-person worship were always present. In June, the Board approved the creation of a Safe Re-Open Plan for KMUC to prepare for in-person worship when the situation surrounding COVID-19 and Public Health orders would permit. A very dedicated team of volunteers considered all requirements with respect to social distancing, population numbers, special equipment, traffic flow, how to register participants and all other aspects necessary to implement the Provincial Health Guidelines and recommendations from Living Skies Regional Council.

In addition, much good information was gained from a questionnaire conducted by the church to discern how the congregation would feel about coming together again. But perhaps the most valuable information came from the personal phone calls Board members made to members of the congregation.

As one Board member reported in response to calls to the congregation:

I have learned that we have an amazing faith community. People are diverse, resilient, committed, and deeply concerned about Knox-Met United. I understand more fully that I am embedded in a larger faith community and my welfare is ultimately and inextricably linked to the emotional, psychological and spiritual health and well-being of others.

It was a tricky balancing act. Safety and protection are important but so is an in-person worship experience that many people longed for. Finally, when the time seemed right, Board Members agreed that the church would resume in-person worship beginning October 4, 2020 with adherence to all protocols and pending Saskatchewan Health Authority Guidelines. We remained open for seven in-person services.

Outcome of Being Closed

During the past year, there was a loss of income from cancellation of fundraising activities, rental income and Sunday offerings. At the same time, many people found ways to make significant contributions to the bottom line, for which we are especially grateful. We are most fortunate as a church that Donna Nelson was approved

as Treasurer at the 2020 AGM. Thanks to her knowledge and initiative, KMUC has been able to access over \$90,000 in COVID subsidies and other grants available to organizations such as ours.

Even though the church space has been closed to in-person activities, church events continued to take place, especially meetings via Zoom. KMUC hosted an anti-racist webinar attended by over 100 people and held episodes of Theology on Thursdays. Along with regular Sunday morning services, the congregation was treated to Knox Kids @ Home plus a mid-week compline service. Two weekly chat groups are on-going. Digital access has enabled regular attendance by people far and wide including some in Regina who have never been inside our church.

According to FaceBook numbers, there have been hundreds of views of our Sunday services and several more hundreds over the Christmas season.

Next Steps

The McNair Feasibility Study, commissioned by the congregation, was received in 2020. The Board sent it for discussion with members of the Trustees, Finance Committee, and Administration Ministry. A Zoom presentation to the congregation with a representative of McNair Business Development will take place in 2021.

In these highlights of KMUC, I wish to recognize the significant efforts of the congregation that have helped us to stay together as a community in these most of trying circumstances. Through phone calls, contributions of time and talents, expressions of concern and numerous on-going ways beyond what is mentioned here, we have held up each other's arms against the maladies going on around us.

We are most assuredly not alone. Thanks be to God.

A handwritten signature in black ink that reads "Carol Schick". The signature is written in a cursive, flowing style.

Carol Schick | Chair of the Board | Knox-Metropolitan United Church

Board of Trustees

Submitted by Alison Stickland

The Board of Trustees for KMUC are Carole Bryant, David Calam , Jim Garden – Chair, Bill Johnson, Bill Perkins (inactive), Barbara Shourounis – Secretary, Alison Stickland--Treasurer, Cameron Fraser – Minister

Role of the Trustees:

Trustees for Knox-Metropolitan United Church hold church property (i.e. land, building, investments, furnishings, equipment) in trust for the use and benefit of the Knox-Metropolitan congregation as part of the United Church of Canada. Responsibilities include: monitoring and proposing amendments to the church's investment policy; overseeing the professional management of the investment portfolio; ensuring that procedures are in place for maintenance and repair of church property; and ensuring that the church has adequate property and liability insurance coverage.

Trust funds may only be accessed when approved by the congregation (through the annual budget, or a duly constituted congregational meeting), or by resolution of the KMUC Board.

Evolution of the Investment Portfolio:

- In 2002 the church received a remarkable gift from Dr. Gerry Evenden of 154 acres of farmland on the eastern outskirts of the city with an appraised value of \$385,000
- Nine years later, in 2011, the property was sold for \$4,000,000.
- In October, 2012 An Investment Policy approved by the church Board provided for the establishment of a Trust Fund to be professionally managed with oversight and policy development by Trustees.
- On January 9, 2013 all existing trust funds and the proceeds from the sale of the Evenden property (\$4,165,599) were invested in a portfolio that is professionally managed by RBC Dominion Securities.
- Trust funds are currently held in the Conexus Credit Union or in the RBC Investment Portfolio.
- All bequests and any funds or securities designated for the trust are transferred to the Trust Account for management by the Trustees.

The Need for Financial Viability:

While 2020 has been a year like no other, the staff, the Board, the ministries, the congregation the United Church of Canada and many community partners have stepped up to the challenges created by the Pandemic. With remarkable creativity, faith, steadfastness and resilience, the church and its peoples have introduced new programming, developed new ways of communicating and meeting the needs of the congregation and communities we serve. We can look forward to emerging from this Pandemic much strengthened by our individual and collective experiences, knowing that we will adapt to whatever the future will bring and that we are not alone.

In whatever form we emerge from these unprecedented times we will undoubtedly continue to grapple with the costs of maintaining and operating our church building. Even during this time of church closure due to the Pandemic, expenses were greater than our income. Even though we were blessed with volunteer, and in-kind services, generous contributions from members, the proceeds of several estates, and many gifts and grants, we continue with the unsustainable practice of drawing on Trust Funds to cover operational shortfalls. New opportunities and challenges will continue to test our ingenuity, faith, strength and resources in 2021.

The congregation, the ministries, and our community partners are encouraged to recognize the need for financial viability and to continue participating in the life of the church and making contributions in whatever ways they can.

Activities in 2020

- Meetings were held with the RBC Investment Portfolio Manager in January and again in October, 2020 to discuss performance, future projections, strategic directions, compliance with and relevance of our current Investment Policy guidelines. It is the consensus of Trustees that RBC continues to manage our investments with professionalism, competence, and adherence to the guidelines. Randy Semenchuk and his staff have made extraordinary efforts to maintain open communications and provide relevant information to Trustees as requested.
- Arrangements were made for the re-appointment of Barbara Shourounis to represent the Trustees on the KMUC Board, and for the re-appointment of David Calam to serve as our representative on the Finance Committee. David also continues to serve as Chair of the Finance Committee.
- Trustees participated in meetings of KMUC Board members, Administration, the Finance Committee and others to review and comment on the final report and recommendations of the McNair Business Development feasibility study. A report was provided to the Board from the Trustees regarding views of the study and proposed next steps involving communicating the report and its recommendations to the congregation.
- At the 2019 Annual Meeting, the congregation approved an allocation of up to \$185,000 from the KMUC portfolio to cover the anticipated budgetary shortfall. However, due to significant shifts in revenues and expenditures associated with the closure of the church and the receipt of proceeds from several estates, several grants and the continuing generosity of members of the congregation, the budgetary shortfall was covered through the KMUC Trust Funds held in our bank account and no withdrawals were made from the trust funds held in the RBC Portfolio

SUMMARY OF KMUC TRUST FUNDS (BANK)

TRANSACTION	CREDIT	DEBIT	BALANCE
Balance – Dec. 31, 2019			\$ 74,035
Credit Union Share			5
DEPOSITS			
Bequests	\$ 143,199		143,199
WITHDRAWALS			
Pmt to McNair (approved by Cong 1/12/20)		\$ 14,700	14,700
Pmt to KMUC (Request from Board to cover elevator and other anticipated expenses)		80,000	80,000
Balance (plus share)– Dec. 31, 2020	\$ 143,199	\$ 94,700	\$ 122,539

Note:

With sincere gratitude we remember the many contributions to the life of the church and acknowledge the receipt of generous bequests from the following:

Ralph Smith - \$40,362 (Total \$221,530)

Charles Leslie Carmichael - \$90,000

Ruth (Alison) Fraser - \$5,000

Garth Solar – \$2,836

SUMMARY OF KMUC TRUST FUNDS (RBC PORTFOLIO)

	US FUND in CAD	CAD FUND	BALANCE
PORTFOLIO VALUE (DEC 31, 2019)	\$ 1,712,582	\$ 2,370,311	\$4,082,893
INVESTMENT RETURN			
Interest	\$ 306	3,434	\$ 3,740
Dividends	26,554	25,244	51,798
Other and Managed Fund Distributions	0	48,161	48,161
Change in Market Value	378,187	9,951	388,138
Total Investment Return	\$ 405,047	\$ 86,790	\$ 491,837
TRANSFERS AND COSTS			
Portfolio Rebalancing Transfers	58,612	95,278	36,666
Gift of Security from Anonymous Donor		5,649	5,649
Withholding Tax	1,260		1,260
PORTFOLIO VALUE (DEC. 31, 2020)	\$2,174,981	\$2,367,472	\$4,542,453

Notes:

- The church received a gift of a security valued at \$5,649 from an anonymous donor. The donor requested that the security be deposited with the KMUC Trust Fund Investment Portfolio to support the future wellbeing of the church. Our gratitude is fully extended to this visionary contributor.
- Management Fees of \$36,422.03 were paid to RBC in 2020

Rates of Return over 8 years:

2013	2014	2015	2016	2017	2018	2019	2020	8 yr Avg	
9.44%	6.69%	-0.82%	8.00%	7.41%	-0.89%	14.35%	11.20%	6.92%	

Finance Committee

Submitted by David Calam – Chair

The Finance Committee is Debra Burnett, David Calam (Chair), Donna Nelson (Treasurer), Karen Haggman, Phyllis Perkins, and Ray Lutz. In addition, Carol Schick attends meetings in her role as Chair of the Board. The Committee met eleven times in 2020.

Finance Committee is a committee of the Board providing support and advice with respect to financial matters. The Committee’s main assignments may be summarised as preparing and monitoring the annual budget, ensuring finances are reviewed annually, planning for year-round stewardship and fundraising initiatives and long-range financial planning and forecasting.

In 2020, Knox-Metropolitan’s changing financial situation due to the Covid pandemic was an ongoing concern. The 2020 Financial Statements show the impact of the pandemic restrictions.

During 2020, the Committee supported our Treasurer’s role, a large part of which was to become familiar with and improve financial record keeping, reporting and compliance. Knox-Metropolitan now has a policy and process for payment of part time staff and self-employed persons. The policy ensures compliance with Canada Revenue Agency and other government requirements.

Annual budget preparation is a major task. We are fortunate to have a group, Debra Burnett, Karen Hagman and Donna Nelson, who provide their experience and knowledge to this task.

Finance Committee is working to develop a full understanding of Knox-Metropolitan’s financial processes and practices and is documenting these in a “Financial Handbook”. It is intended that the Handbook will be helpful by adding a level of transparency and consistency to our church’s financial processes.

David Calam

Proposed 2021 Budget

2021 Draft Budget	2019 Actuals	2020 Budget	2020 Actuals	2021 Budget	
REVENUES:					
Envelope/PAR Offerings	\$ 200,420	\$ 170,000	\$ 151,386	\$ 150,000	2.
Loose Offerings	\$ 2,505	\$ 10,000	\$ 813	\$ 1,000	
Canada Helps/United Way	\$ -	\$ 20,000	\$ 5,253	\$ 1,000	
COVID Subsidy			\$ 83,138	\$ -	
Grants	\$ 5,663	\$ 16,000	\$ 16,354	\$ 12,500	3.
Fundraising	\$ 25,749	\$ 25,000	\$ 723	\$ 7,000	
Other Revenue Sources	\$ 2,462	\$ 2,500	\$ 3,931	\$ 2,500	
Rentals/Weddings	\$ 59,100	\$ 65,000	\$ 32,141	\$ 37,600	4.
GST Rebate	\$ -	\$ -	\$ -	\$ -	
Total Revenues	\$ 295,899	\$ 308,500	\$ 293,739	\$ 211,600	
EXPENDITURES:					
Personnel:					
Salaries					
- Minister	\$ 63,341	\$ 64,027	\$ 64,027	\$ 65,436	5.
- Music Director	\$ 55,995	\$ 57,059	\$ 57,059	\$ 58,314	
- Administrator	\$ 36,540	\$ 37,234	\$ 37,234	\$ 39,785	
- Custodians	\$ 39,384	\$ 75,464	\$ 46,818	\$ 53,065	
- Children & Youth	\$ -	\$ 9,383	\$ -	\$ 5,533	6.
- Communications	\$ 6,614	\$ 7,038	\$ 4,500	\$ 6,786	
Total Salaries	\$ 219,650	\$ 250,206	\$ 209,638	\$ 228,919	
Pension & Grp Ins	\$ 29,131	\$ 36,700	\$ 30,853	\$ 34,371	
KMUC Portion CPP & EI	\$ 12,186	\$ 16,825	\$ 12,481	\$ 12,395	
Casual Staff					
- Caretaker		\$ 9,000	\$ 1,568	\$ 5,000	
- Christian Ed		\$ 2,600	\$ 1,340	\$ 2,600	
- Musician		\$ 3,000	\$ 2,800	\$ 3,000	
- Organ Mtce			\$900 to Organ Fur	\$ -	
- Programming		\$ 2,400	\$ 195	\$ 1,400	
- Pulpit Supply		\$ 900	\$ 1,080	\$ 1,080	
- Rentals		\$ 3,600	\$ 510	\$ 2,000	
- Other			\$ 149	\$ 420	7.
Total Casual Staff	\$ 15,487	\$ 21,500	\$ 7,642	\$ 15,500	8.
Sub Total	\$ 276,454	\$ 325,230	\$ 260,614	\$ 291,185	
Car Allowance	\$ -	\$ -	\$ -	\$ -	
Telephone Allowance			\$ - *		
Learning Resources & Books	\$ 2,187	\$ -			
Workers' Compensation	\$ 638	\$ 1,000	\$ 215	\$ 900	
Total Personnel Expenditures	\$ 279,279	\$ 326,230	\$ 260,829	\$ 292,085	
Ministries & Programs:					
Benevolence/Good Samaritan	\$ 289	\$ 300	\$ 99	\$ 300	
Christian Education	\$ 5,968	\$ 3,500	\$ 1,517	\$ 3,000	
Congregational Life	\$ 2,978	\$ 2,500	\$ 1,426	\$ 2,500	
Continuing Education		\$ 2,300	\$ 2,178	\$ 2,300	
Donations (Qualified Donees)	\$ 1,133	\$ 900	\$ 13,825	\$ 13,900	9.
Outreach & Social Action	\$ 1,970	\$ 2,250	\$ 1,280	\$ 1,850	
Planning/Implementation - Programs	\$ 11,868	\$ 10,000	\$ 2,336	\$ 6,000	
Travel/Meetings/Fundraising	\$ 496	\$ 1,800	\$ -	\$ 200	10.
Word, Worship, Music & Arts	\$ 4,301	\$ 8,500	\$ 2,936	\$ 4,500	
Total Ministries & Prgrms Expenditu	\$ 29,003	\$ 32,050	\$ 25,597	\$ 34,550	
Administration:					
Caretaking Supplies	\$ 7,512	\$ 8,000	\$ 5,960	\$ 8,000	
Insurance	\$ 14,312	\$ 12,200	\$ 15,999	\$ 16,000	
Organ/Piano Repair & Mtce	\$ 965	\$ 2,650	\$ 1,617	\$ 2,000	
United Church Assessment	\$ 14,214	\$ 8,900	\$ 8,852	\$ 41,145	11.
Repairs & Maintenance	\$ 36,994	\$ 41,000	\$ 13,404	\$ 40,000	
Furniture/Office Equipment	\$ -	\$ 2,670	\$ 2,000	\$ 1,000	
Telephone	\$ 5,066	\$ 6,000	\$ 5,834	\$ 6,000	

2021 Draft Budget	2019 Actuals	2020 Budget	2020 Actuals	2021 Budget	1.
Utilities	\$ 25,139	\$ 30,000	\$ 24,612	\$ 25,000	
Total Administration Expenditures	\$ 104,202	\$ 111,420	\$ 78,278	\$ 139,145	
General Office Expenses:					
Advertising & Communications	\$ 4,355	\$ 5,000	\$ 3,182	\$ 2,500	12.
Bank Fees & Other Charges	\$ 647	\$ 900	\$ 787	\$ 900	
Donations	\$ 3,059				
IT Services	\$ -	\$ 1,000		\$ 300	
Miscellaneous Expenses	\$ 1,821	\$ -			
Printing & Office Supplies	\$ 10,343	\$ 10,500	\$ 5,645	\$ 7,000	
Professional Fees - Accounting	\$ 3,425	\$ 5,000	\$ 232	\$ 5,000	
Property Taxes - Lane Costs	\$ 752	\$ 1,200	\$ 752	\$ 800	
Rental & Weddings	\$ 3,438	\$ -	\$ -	\$ -	
Business Fees and Licenses	\$ 180	\$ 200	\$ 692	\$ 320	
Total Office Expenditures	\$ 28,020	\$ 23,800	\$ 11,291	\$ 16,820	
Total Expenditures	\$ 440,504	\$ 493,500	\$ 375,994	\$ 482,600	
Total Revenues	\$ 295,899	\$ 308,500	\$ 293,739	\$ 211,600	
Less: Total Expenditures	\$ 440,504	\$ 493,500	\$ 375,994	\$ 482,600	
Expenditures exceed Revenues	\$ (144,605)	\$ (185,000)	\$ (82,256)	\$ (271,000)	13.
Amortization	\$ (121,295)				
Expenditures exceed Revenues	\$ (265,900)	\$ (185,000)	\$ (82,256)	\$ (271,000)	
Other Income & Expenditures					
Revenues					
- Transfer from Trust Funds	\$ 183,150	\$ 215,800	\$ 84,700		
- Heritage Grant for Windows				\$ 8,000	
- Windows Recaulking			\$ 8,000	\$ 10,000	
- Streaming Fundraising				\$ 7,000	
- Streaming from Memorial Fund				\$ 13,000	
Total Other Revenue	\$ 183,150	\$ 215,800	\$ 92,700	\$ 38,000	
Expenses					
- Future Planning Study	\$ -	\$ 30,800	\$ 28,700		
- Restricted Fund Expenses	\$ 44,604				
- Elevator			\$ 65,100		
- Recaulking Gothic Windows				\$ 18,000	
- Streaming Hrdwre and Sftwre				\$ 20,000	
Total Other Expenses	\$ 44,604	\$ 30,800	\$ 93,800	\$ 38,000	
TOTAL Other Inc & Exp	\$ 138,546	\$ 185,000	\$ (1,100)	\$ -	
GRAND TOTAL	\$ (127,354)	\$ 0	\$ (83,356)	\$ (271,000)	

1. Assumes first half of year restricted to online and second half normal operations resume
2. Based on 2020 expected actual
3. Anticipated grant from SSCF - Murray/Forbes Foundation
4. Added RAPM in 2020 actuals at \$13,000 per year
5. Assumes existing staffing levels and 2.2% increase applied to all positions
6. Assumes Children & Youth worker @ 10 hrs/week for 6 months
7. Vacation and Holiday Pay for Casual
8. Actual 2019 Casual Staff payments were \$28,335 but posted to other accounts
9. RAPM rent offset & LBC donations starting in 2020
10. 2021 Regional meeting will be virtual
11. Increase due to Unrealized Gains of \$550,358 & Bequests of \$209,511
12. Leaderpost advertising ceased in October 2020
13. 2021 deficit higher due to lower fundraising, rental and offering income and increase in UC Assessment.

Ministry and Personnel Committee (M&P)

Submitted by Mark Wartman

The M&P Committee is currently composed of the following members: Mark Wartman – Chair, Barbara Shourounis, Shelleen Ross and Christie Fessler. Mark and Christie were elected as members at the AGM in 2020.

We would like to express our gratitude to the former members of the M&P Committee, Susan McLaren, David Calam and Al Schreiner who all retired from the committee in 2020 after many years of dedicated service. Thank you to Susan, David and Al for your thoughtful commitment and dedication to building a healthy church.

The Ministry and Personnel Committee acts under the provisions of The Manual of the United Church of Canada. The committee functions around two main roles:

- The consultative and supportive role and the healthy relationships role. The M&P Committee provides resources and support for the staff and the community of faith with respect to any issue affecting staff of our church, including ministry personnel and lay employees. The Committee works to build positive and trusting relationships between staff and members and adherents of the community of faith.

In early 2020, the Committee conducted staff reviews and hosted a lunch for staff. Over the past year the Committee has met at least every second month, more often when necessary. Most of our meetings over the past year have been conducted as online Zoom meetings. Throughout the year Committee members have engaged in regular staff check-ins and dealt with emerging issues.

Consulting with regional and national staff of the United Church, the Committee developed *A Policy for Responding to Concerns, Complaints or Conflicts*. The Policy sets out the process for bringing forward and dealing with a complaint by person about a staff member of Knox-Metropolitan United Church. The Policy was adopted by the Board at a recent meeting. It is our hope and our prayer that this document and the processes outlined therein will be of significant help as we work together to build a stronger, healthier and more harmonious community committed to Christ's service.

Thank you to the wonderful staff of Knox-Metropolitan for all you have done during this difficult and extraordinary year to provide ministry within our community of faith and beyond. We are truly grateful! Thanks also to the many volunteers who help strengthen and support the work of our staff and the mission of our church.

Ministries of the Congregation

Administration

Submitted by Jim Garden (Chair) and Stewart Graham (Secretary)

The Ministry of Administration is Jim Garden and Keith Rever (Co-Chairs), Stewart Graham (Secretary), Joan Garden and Phyllis Perkins. We were pleased to welcome Greg Bamford as a new member to the Ministry this year and thank him for his valuable input, suggestions and contributions. Brian Brunskill, while no longer a sitting member, fortunately continues to “work behind the scene” to provide very valuable input in the various ongoing projects that take place around Knox-Met, which is greatly appreciated. Peter Ricci decided to step down as a member earlier this year. We sincerely thank him for his service.

Mandate: Overseeing the daily care, cleaning and maintenance of the entire church building, both interior and exterior; planning and arranging for renovations and repairs; the purchasing and maintenance of all office and janitorial equipment, as well as office and cleaning supplies; overseeing rental and use of Church facilities and establishing policies as required; hiring and managing the Church’s office and caretaking staff.

Special Thanks to the following people: **Stewart Graham**, for his ongoing work as Chair of “Use of Church” and for his oversight in this role in dealing with church renters during both our shut down, as a result of Covid 19, and our ongoing re-opening plans. We also thank Stewart for his role as dedicated Secretary of Administration and for acting as our designated committee member for the review and editing of the McNair Report, as well as preparation of the letter notifying the Congregation of the report. **Brian Brunskill**, for his extensive work identifying the problem with the Gothic Stained Glass Windows, initiating the major work plan to repair them and also assisting Rev. Cam Fraser in applying for Heritage grants. **Bob Ivanochko and the Grounds Committee**, who worked tirelessly throughout a very hot and dry summer re-developing and expanding the Peace Garden, despite the restrictions of Covid19. **Phyllis Perkins**, for serving as the representative for Administration on the Finance Committee. **Joan Garden**, for her continued work overseeing all contract maintenance agreements and negotiating the best possible price for both the elevator and the waste management and recycling contracts, all of which came up for renewal this year. Also, for overseeing the purchase and installation of a new cylinder for the elevator, from contract negotiation to installation (cost \$65,100.). Finally, for being the “Go To” person on hand to troubleshoot when problems arose throughout the summer, of which there were many and include the following; water in the elevator shaft; broken sprinkler system; replacement of dead sod; investigated the removal of graffiti from the historic stone work (on-going); investigated the possibility of installing iron gates at Lorne Street entrance (on going).

This year Covid-19 had a significant negative impact on Knox-Met and a few of our related undertakings are outlined in the special Covid Report, (attached).

In closing, I would like to thank all members of Administration for their support and assistance throughout the year and in particular, **Keith Rever**, who continued to participate despite being in great discomfort leading up to his surgery for a hip replacement. Finally, this Ministry would be remiss if we did not thank Rev. Cam Frazer for his constant willingness to be involved in all aspects of the administrative and business work of our church.

SPECIAL COVID-19 REPORT 2020.

Submitted by Joan Garden (Ministry of Administration)

On Sunday March 15th of 2020 a special meeting of “The Board” was held immediately following the Church Service, where a decision was made to close the building due to the high risk of spreading the virus amongst group gatherings.

All renters were given notice and no one was allowed to enter the building except for the staff. We have been fortunate to have been able to retain all permanent staff positions to date. This is mainly due to available government wage subsidies for employers.

We thank **Donna Nelson (Treasurer)**, who has been kept very busy throughout the year, keeping on top of what is available and applying for whatever subsidies we qualify for as a church. Carlos Olmos was employed on a six-month contract term which ended in June and was not renewed. It was an amicable agreement as his wife, Carol, was very ill and he needed to be at home with his family.

Had Knox-Met not qualified for government funding, it is doubtful that retention of all lay staff positions would have been sustainable, at least, in a full time capacity.

While the building was in lockdown, I took the opportunity and arranged to have the carpets cleaned throughout the building. After that, our janitor, Aaron, was asked to strip and wax the floors. So, coupled with all the extra cleaning and sanitizing required (re: guidelines) he was kept busy. Also, Hart and he took the opportunity to catch up on extra projects, one of which was clearing the stage in the Gym.

In early June, The Finance Committee requested that Administration carry out an assessment to identify the “Needs of The Building” during lockdown. Joan Garden volunteered to carry out this project. By speaking with Janice, Hart and Aaron, first individually and then as a group, it was identified that, **someone** needed to be in the building at all times during the day. However, it was not required that **all three** be in the building **All** of the time!

One major problem that was brought to our attention was the impact the lockdown was having on the exterior of the building. The problems identified were not necessarily issues we hadn’t dealt with before. However, they had returned on a much larger scale with more frequency.

Graffiti users were back, spraying their hidden codes liberally all over the stone work at the main entrance. Also, the alcoves were being used as a public washroom. As previously mentioned, we are used to washing away urine, but now we were also dealing with human feces, which our staff had to clean up on a regular basis.

Various homeless people continue to take up residence on the front steps at the Lorne Street entrance and while this is more often a nuisance, the situation was exacerbated when the whole downtown was under lockdown. There was no access to public washrooms anywhere! Stores were closed as well as most office buildings, including the Regina Public Library, which apparently was greatly missed, for more reasons than one.

This was also the summer and these types of issues are always compounded because of warmer weather when more transients pass through the city. None the less, we have not had to deal with anything quite like this on a regular basis.

It turns out that even though the usual hustle and bustle inside the building had fallen quiet and still, it was a far cry from the increased activity and work load that was going on directly outside! This, as well as other pertinent information was compiled in a four page report and submitted to David Calam, (Chair of the Finance Committee).

The other major project that this Ministry played a part in was the plan to re-open the building and resume in-person worship. Information from a report, which I submitted to Administration earlier in the year follows.

Updated Report on Safe Re-Open Plan for Our Church

Submitted September 15, 2020 by Joan Garden

It was a very busy summer for the group of volunteers who agreed to be a part of this process. **They include Rev. Cam Fraser, Elizabeth Calam, Liz Ivanochko, Jim Garden and myself, Joan Garden.** Cam has led the group throughout this time and kept us informed of all the Government of Saskatchewan guidelines and also the United Church of Canada guidelines for worship. The members of staff have also been included in some of our meetings. We have met on numerous occasions throughout the summer and accomplished a lot. However, there is still much to do as we move closer to a safe re-opening date for In-Person Worship and also allow access to the building once again, for private renters. Our next meeting will involve dealing with the latter and reviewing the individual renters plans and safety protocols, which they are required to submit for approval before a contract can be signed. The following is a list of some of the tasks that have been carried out over the past few months:

- a) The Hymn Books have been disinfected and packed away;
- b) The donation / contact envelopes and pencils have been removed from the pews;
- c) Safe Distance Measuring for seating in the Sanctuary has been marked out as per the guidelines. Lavender coloured painter's tape was mounted on the backs of the pews to indicate where one is to sit in the pew;
- d) All the pews have been washed with soap and water;
- e) Sanitizing equipment and Sanitizing Gel was sourced, purchased and installed; and
- f) Covid-19 Signage is in the process of being either ordered or made. Cam is working on this project, as he intends to produce some of the signs himself. Others will be ordered, such as the adhesive ones for the floor area. Print West and Western Litho Printers are the companies we have spoken with. Also, I understand Cam has used Staples.

A test "Walk Through" was held on September 10th which essentially put our strategic plan for a safe re-opening for worship into operation. The Board members were invited to attend as the congregants. Each was required to register on-line, prior to attending. Five volunteers were involved in total including two ushers, one greeter / registrant, who was required to check that all information was in place for tracking purposes. Sanitizing Gel was available on the table. One volunteer was located at the bottom of the stairs to spray each person's hands with sanitizer prior to directing them to proceed up to the Narthex. One more volunteer was stationed at the top of the stairs in the Narthex to oversee the bulletin table and also offer more sanitizer. The test run seemed to go quite smoothly but our next meeting will reveal what we need to change or improve. The Board also meets this week and they will offer their feedback and hopefully approve **The Plan to Re-Open.**

The total cost for **Safe Re-Opening Supplies** amounted to approximately \$1500.00.

Use of the Church Committee

Submitted by Stewart Graham, Chair, on behalf of Janice Diemert and Hart Godden.

Use of Church Committee operates as part of the Ministry of Administration.

During the past year, due to Covid-19, the church earned only \$18,660.70 rental and wedding income, plus \$480.00 for security. The security costs associated with this income were \$510.00 resulting in net income of \$18,630.70 for the year. In the future Administration and Caretaking Staff costs applicable to this category will be factored into the calculation.

The Covid situation has not yet been resolved but ongoing contact is being maintained with all renters to re-establish our relationship with as many as possible as soon as we are able to reopen our space for rentals.

Our church is a wonderful venue that satisfies the rental requirements for a wide variety of tenants who find our location well situated and very accommodating.

Each year we provide to the Regina Anti-Poverty Ministry (RAPM), without charge, office space, heat, light, maintenance, cleaning services, and parking, to a value of \$13,000.00.

Janice Diemert and Hart Godden provide excellent support for our rental program and capably handle the various rentals in a most satisfactory manner.

Pastoral Care

Submitted by Elizabeth Calam

Pastoral Care is: Joan Baliko, Elizabeth Calam, Liz Ivanochko, Kate Johnson, Gloria and Ray Lutz, Sharlene McGowan, and Marianne Rever.

Due to the Saskatchewan Public Health restrictions this past year we were unable to make hospital or home visits to members of our congregation. So in the early days of the “shut-down” phone calls were made to all on our Household Congregational list to check that all was well with them, offering any help that might be needed and asking if they would appreciate regular calls. Some said “yes”, others said all was well and they would call if they needed us, and, for various reasons, others could not be contacted.

During the following months 13 “callers” each made calls to list of about 8 people. Our thanks to those who have made these call. Thank you all!

In 2020 we were unable to deliver Christmas trees to our “shut-ins”. But as we were all now technically “shut-in” Congregational Life and Pastoral Care decided that a Christmas card should be sent to everyone! My thanks to Iris Carroll who helped prepare the cards.

If anyone could help with the phone team, please call the office and we will be glad welcome you. The more phoners we have the fewer calls we each make.

Word Worship Music and The Arts

Submitted by Elizabeth Calam (assisted with this report by Deanna Zak)

WWMA is Elizabeth Calam, Liz Ivanochko, Kate Johnson, Donna Jones, Ev Mazurkie, and Deanna Zak.

In December 2019, the World Health Organization had been monitoring a health crisis and on March 12, 2020, a pandemic was declared. It resulted in lockdowns and restrictions which effected our homes, communities, country and the world. Knox-Met was no exception to these lockdowns as all gatherings, funerals/weddings, meetings, and worship services were suspended due to the lockdowns and restrictions implemented by Saskatchewan Public Health. The last meeting of WWMA was held on March 11, 2020 @ 2 pm at the church. WWMA did not meet until 10 months later, which was held on Zoom (on-line) on January 20 @ 1 pm. A special Thank you to Cam Fraser (minister) and Hart Godden (Director of Music) for their leadership, hard work and perseverance to continue worship (on-line or in-person) through these unprecedented times.

2020 Review:

Services and Activities

March 15 - last service in the sanctuary with the full congregation (Lent 3).

March 22 - on-line services began (Lent 4).

- 7 pm - Sunday Vesper Services were streamed on-line using Cam’s phone; not only did it fall into the Lent theme but was focusing on the pandemic and the ‘space between us’.
- 7 pm- Wednesday Meditations from Cam’s front porch or the sanctuary balcony were streamed online.
- 10:30am - Sunday morning Kid’s Service – streamed on-line from Cam’s house.
- Holy Week

- Maundy Thursday - 7 pm on-line service; communion shared but people provided their own elements in their own home.
- Good Friday – 7pm online service.
- Easter Sunday – 10:30 am; online service.

Note – both our Palm Sunday, and Good Friday evening Services were picked up and shared by the United Church of Canada Social Media accounts resulting in a 1,100 and 1,400 views respectively.

On Easter Sunday a special afternoon concert was provided by the Regina Bell Ringers on the Darke Memorial Chimes. Shortly thereafter the bells began being rung on a regular basis including special Sunday evening concerts throughout the season of Advent!

April to September - 10:30 am Sunday morning services continued to be streamed on-line. From June to September, farm garden flowers were donated by Leslie Hall (Lark Farm) for the on-line services. After the service, Elizabeth Calam and Deanna divided the flowers into small bouquets and delivered them to shut-ins and other congregation members; 42 bouquets were delivered and well received.

October 4 to November 8 - in-person services resumed following the restrictions and guidelines issued by Saskatchewan Public Health; our on-line services continued to stream while the in-person services were happening; the Re-Open Knox-Met committee did a tremendous amount of work to ready the sanctuary and volunteers for in-person services following guidelines issued by the Saskatchewan Public Health. Choir members (in smaller groups of 5 to 10 people, wearing masks and physically distanced in the choir loft) volunteered to lead the singing. An average of 35 people attended the Sunday in-person services which included the volunteers (who ushered, carried out the required medical questionnaire, and monitored the entrance, seating, and leaving the sanctuary), the reader, musicians and Cam. These services were suspended again in mid-November due to further Public Health restrictions with on-line services continuing to reach our community.

After the first in-person/online hybrid service a special dedication of the Knox-Met Peace Garden was held on a beautiful October afternoon.

One baptism was held during 2020 following public health guidelines and took place in the afternoon after the service had taken place in order to manage numbers.

December 21, Monday - The Longest Night of the Year - A Service of Grief and Thanksgiving, Remembrance and Peace, remembering loved ones lost over the years with music by Hart Godden (organ) and Aaron Balkaran (tenor soloist).

Christmas Eve services - pre-recorded with rented equipment.

- 5 pm – **Follow Yonder Star** - Kid's Pageant which aired at 9 pm because of technical difficulties.
- 7 pm – **Gather Around the Manger** - based on the 'usual' 10:30pm format (minus communion) with music by Hart Godden (organ) and vocal duet (Jessica and Victoria Stroeder), candles, readings by Monique Poisson-Fast and Bill Johnson.
- 10 pm – **Mary Treasured These Things in Her Heart** – a quiet meditative service with readings and music; Readers: Cecilia Prokop, Vicki Nelson, Morgan Campbell, and Julian Wotherspoon; message by Cam; music by Hart Godden (organ), Cameron Lowe (cello) and Tara Semple (flute and singing bowls).

Zoom Coffee Time is being held after the morning service with a guest speaker each week; organized by Dan Coggins; has good conversations and attendance; currently continuing after the on-line service.

On-Line Bible Studies and Thursday night series discussing the “Song of Faith”.

Decorations: Lenten decorations were in place when the pandemic hit. For the remainder of the spring Hart became the ‘decorator apprentice’ as Deanna, to keep safe and able to visit her mother, did not come into the building while others were there. With the Re-opening of Knox-Met and the modified in-person services resuming, Deanna stepped back from doing the decorating in the sanctuary for a break after 8 years of the weekly responsibility. Thank you to Liz and David Calam have been doing the weekly church decorating since October and have done a fantastic job especially through Thanksgiving and the Christmas season. Our thanks also to the Ricci family for their assistance decorating the front of the sanctuary for Christmas.

Our Ministry thanks all those who have worked so hard to keep our members safe throughout this time. We all look forward to “returning to normal”, whenever that may be.

Refugee Committee

Submitted by Bob Ivanochko

The Refugee Committee is Amanuel Abraha; Emily Buena; Dessie Gebreyesus; Minni Maskel; Eliud Meles; Donna Nelson; Rod Nenson; Girma Sahlu; Yergalem Tesfay (Tessie); Marlene Wirachowsky, Secretary; and Donny Woods.

The Refugee Committee started the year in an optimistic outlook. Aynalam Mitiku Gebre arrived on Feb 27 and settled in comfortably with her cousin. WE agreed to co sponsor 10 of the many requests we received covering 17 people as we had received a major portion of the required funding the Board approved the requests. The committee also had a list of additional requests we hoped to accept, some put the funding in trust with Knox-Met.

As we were working on these requests, COVID 19 struck. Policies and procedures changed at the government level and at the National Office of the United Church. It also affected our collecting of documents and information for completing the forms. For a while we had small working groups with 3 or 4 people but almost stopped working by late fall except for emergencies.

We had a couple of emergencies. We received a call that a young man supposed to be in Regina was stranded in Moose Jaw. Luckily, we were able to accommodate him remaining in Moose Jaw with financial and personal support. He is now working and studying there. Another problem was our expectation to have a young man arrive from Israel on March 17 but international travel was shut down three days before.

Ande came to Canada a few years ago as a refugee but did not declare that he had a wife and 5 children which normally eliminates the possibility of reuniting the family. The Canadian government has opened a 2 year window to solve some of these cases. Ande is expected to cover the settlement costs and ongoing living expenses for the family until the youngest child reaches adulthood. Since Ande is handicapped we have been helping get pro bono legal advice about reunifying the family on compassionate grounds.

There are different ways to sponsor refugees. At present we are a Constuent Group with the National United Church status as a Sponsorship Agreement Holder (SAH). They have a quota of sponsorships and a backlog.

We decided to try another method called Community Sponsorship (CS). Community organizations including churches can use the CS system and work directly the Canadian Immigration system. We hope it will speed up the process and increase the number of requests we can make. There are some restrictions about the type of documents the refugee has and some additional paperwork is required. We forwarded one application which was rejected because the type of refugee status is not accepted through this process but might be accepted under the SAH process.

Thanks to the contributors to the Refugee Fund and to Outreach for their financial support. Thanks to the committee members for their interest and support. Special thanks to Donna and Dessie and Tessie and Marlene. Thanks also to Pablo Echavarria for his assistance with computer applications.

THE REGINA BELL RINGERS, INC.

Over the course of the year 2020, the Regina Bell Ringers participated in the following celebrations and events:

- Weddings – 1
- Memorials – approximately 37
- Handbells - 1 o World Religion Day - 3rd Sunday in January
- Darke Memorial Chimes –(93) o Regular events – (89)
 - Dark Memorial Chimes Concerts- 85
 - Christmas Evening - 1
 - Good Friday Tolling – 0 (tolling done before 6 DMC concerts)
 - Fetal Alcohol Syndrome Day (Sep 9) – 1
 - Rotary Carol Festival – 0 nights
 - International day of Peace – 1
 - New Year’s Eve - 1 o Special Events – (0) o Pre-event openings – (4)
 - Organic Duo – 1
 - Symphony
 - Philharmonic
 - Halcyon – 1
 - Cecilian Concert Series - 1
 - Per Sonatori – 1
 - Brassband

The art gallery between the bells and ringing room was open all year round with art from previous years, however no visitors are recorded. Eleven (11) works were donated in 2019 representing four artists.

The Apprenticeship Program, under the direction of Wayne Tunison and Carol Benesh continued throughout the year. The repertoire of the Bell Ringers has expanded by approximately 1275 pieces.

In this time of pandemic, the bell ringers have been called to provide support for grieving, social change, and traditional celebrations. Our art by its nature is socially distanced and our members have completely embraced the new protocols. With the traditional gathering for funerals discouraged, the bells have served the community by providing an alternative to embrace the spirituality of Victoria Park as a place of personal reflection and grief.

A New Creed (The United Church of Canada)

We are not alone,
we live in God's world.

We believe in God:
who has created and is creating,
who has come in Jesus,
the Word made flesh,
to reconcile and make new,
who works in us and others
by the Spirit.

We trust in God.

We are called to be the Church:
to celebrate God's presence,
to live with respect in Creation,
to love and serve others,
to seek justice and resist evil,
to proclaim Jesus, crucified and risen,
our judge and our hope.

In life, in death, in life beyond death,
God is with us.
We are not alone.

Thanks be to God.

