



2024 Annual Report

February 23, 2025

Knox-Metropolitan United Church - Established 1882
2340 Victoria Avenue - Regina, Saskatchewan - Treaty 4 Territory

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Knox-Metropolitan United Church

Traditional Territory

Knox-Metropolitan United Church worships, prays, and works for justice on traditional Nehiyawak (Cree), Anihsināpēk, (Anishinaabe) Dakota, Lakota and Nakoda land and the homeland of the Metis/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.

Staff of Knox-Metropolitan United Church

Minister: Rev. Christa Eidsness

Interim Director of Music: Lee Stubbe

**Administrative Co-ordinator and Building Manager: Erin
Angus**

Financial Administrator: Polly Williams-Olesen

Custodian: David Ursu

Weekend Custodian: Lawrence Bowes

The Life of the Church (Funerals, Weddings and Baptisms)

In Memoriam

Wayne Keyes

Evelyn Gay

Olga Put

Nellie Rathgeber

Ethel Griswold

Darlyn Ritchie

Lloyd Redick

Marriages

Aaron Cross and Anna Taylor

Jordan Haas and Niki Beingessner

Mark Korchinski and Andrea Walker

Julien Fafard and Hanna Beisel

Baptisms

Selena Marie Blight/Salateski

Hunter Blight/Crowe

Jaxon Blight/Crowe

Anastazia Terra Caroline Gourlay

Margot Fairgrieve

Knox-Metropolitan United Church

Annual Congregational Meeting – February 23, 2025

12:00 – 1:30 pm

1. Call to order – Bryan Tudor
2. Opening Prayer – Rev. Christa Eidsness
3. Confirmation of quorum
4. Motion to permit adherents of Knox-Met United Church to vote on all matters
5. Adoption of the agenda
6. Governance proposal
 - a. Transition Team to present proposal
 - b. Motion: to adopt the Governance Structure as presented for a one-year trial period
7. 2025 Budget
 - a. Commission to present the proposed 2025 budget
 - b. Motion: to adopt the proposed budget for 2025
8. Reports: 2023 financial statements and 2024 Annual Report
 - a. Motion: To approve the minutes of the AGM held June 18, 2023
 - b. Motion: To receive the 2023 audited financial statement, the 2024 unaudited financial statements and the 2024 annual report.
- 9 Motion to appoint financial reviewer
- 10 Next Congregational meeting
- 11 Blessing – Christa Eidsness
- 12 Adjournment

Minutes of the Annual General Meeting of Knox-Metropolitan United Church held Sunday, June 18, 2023

Present: Cecilia Rand, David Cawood, Phyllis Perkins, Vicki Nelson, Karen Haggman, Keith Rever, Marianne Rever, Donna Nelson, Mary Fraser, Gary Seib, Evelyn Gay, Liz Calam, David Calam, Debra Burnett, Bev Lundahl, Julia Eckhart, Bob Ivanochko, Liz Ivanochko, Peter Gilmer, Marlene Hall, John Jinks, Tracy Jinks, Cathy Currey, Marlene Wirachowsky, Greg Horsman, Kate Johnson, Bill Johnson, Rod Nenson, Mari-Anne Berriault, Heather Berriault, Jenni Krall, Brian Brunskill, Joan Garden, Jim Garden, Susan McLaren, Carol Schick, Ev Mazurkie, Barbara Shourounis, Carole Bryant, Stewart Graham, Gilda Treleavan-Graham, Jim Balfour, Laura Sundberg, and Cam Fraser.

1. Call to order

Carol Schick called the meeting to order at 12:00 noon.

She introduced Rev. Jim Balfour as our pastoral charge supervisor. Rev. Balfour is the minister at Broadway United Church.

2. Opening prayer

Reverend Balfour said an opening prayer.

3. Opening remarks

Carol Schick expressed her gratitude to everyone for the work that is reflected in the Annual Report. She also thanked Rev. Cameron Fraser and Cheryl Hymus-Fraser.

4. In memoriam

We had a moment of silence in remembrance of the following people who have passed away since our last annual general meeting:

Emma Anderson
Olive Evans
Rorry Dale Fornwald
Ethel Fisher
Ruth Alison Fraser
Evelyn Lenore Jay
Alice Keyes
John LaHaye
Rita Jolly Mayes
Dorothy May Palmer
Verla Redick
Linda Schreiner
Gertrude Kathleen Smith

5. Confirmation of quorum.

Carol Schick announced that quorum for the meeting is 24 full members of the church. A show of hands indicated that at least 30 members were present. Carol Schick therefore declared that meeting was properly constituted.

6. Voting of adherents

Moved/seconded by Elizabeth Calam/Carole Bryant that adherents have the right to participate in the meeting and vote on motions. The motion was carried.

7. Election of officers

Moved/seconded by Julia Eckhart/Carole Bryant that Carol Schick be elected as chair of the congregational meeting and that Barbara Shourounis be elected as secretary. Carried.

8. Agenda

Moved/seconded by Donna Nelson/Marlene Wirachowsky that the agenda be adopted as circulated. Carried.

9. Minutes

Moved/seconded by Bonnie Morton/Dan Coggins that the minutes of the annual general meeting held May 15, 2022 be adopted. Carried.

10. Finances

a. Approval of 2022 reviewed financial statements.

Moved/seconded by Donna Nelson/David Calam that the reviewed financial statements for 2022 be accepted. Carried.

b. Approval of financial statement reviewer for 2023

Moved/seconded by Karen Haggman/Debra Burnett that Dudley and Company be approved as the accounting firm to review the church's 2023 financial statements. Carried.

c. Approval of budget

Moved/seconded by Donna Nelson/Dan Coggins that the operating budget for 2023 be approved. Carried.

Carol Schick noted that we will likely experience new costs with an interim minister. The board will come back to the congregation for approval of these new costs when they are known.

11. Elections

Carol Schick thanked Barbara Shourounis and Donna Nelson for their work on the Nominations Committee.

a. Board of directors

Moved/seconded by Donna Nelson/Peter Gilmer that Barbara Shourounis be elected as chair of the Board.

Carol Schick called for further nominations three times. They were being none, she declared Barbara elected by acclamation.

b. Ministry and Personnel Committee

Moved/seconded by Bonnie Morton/Joan Garden that Paul Clarke and Donna Jones be elected as members of the Ministry and Personnel committee.

Carol Schick called for further nominations three times. There being no further nominations she declared Paul Clarke and Donna Jones elected by acclamation.

c. Delegates to the Living Skies Regional Council.

Moved by Gary Seib/Dan Coggins that Mari-Anne Berriault, Colette Forbes, and Marlene Hall be elected as the church's representatives to the Living Skies Regional Council for 2023.

Carol Schick called three times for further nominations. There being none, she declared them elected by acclamation.

12. 2022 annual reports

Carol Schick referred to the following reports contained in the 2022 annual report:

Minister's report by Cameron Fraser,
Children and Youth Programming report by Jennifer Krall,
Communications Report by Cecilia Rands,
Report from chair of the Board by Carol Schick,
Report from the Board of Trustees by Jim Garden,
Report from the Finance Committee by David Calam,
Report from the Ministry and Personnel Committee,
Report from the Refugee committee by Donna Nelson,
Report from the Administration Ministry,
Report from the Use of Church Committee by Janice Diemert,
Report of the Peace Garden by Bob Ivanochko,
Report from the Ministry of Pastoral Care by Elizabeth Calam,
Report from the Congregational Life Ministry by Ruth Copland,
Report from the Outreach and Social Action Ministry by Greg Horsman,
Report from the Welcoming Ministry by Dan Coggins,
Report from the Regina Bell Ringers by Carol Benesh
Claire Parker Homes Inc. 2022 Annual Report to Congregations by Jenny Burns, Associate Director.

Moved/seconded by Donna Nelson/Dan Coggins that the reports be received as presented. Carried.

13. Children and youth program

Jennifer Krall, Children and Youth Program Coordinator, spoke about her report and her work with the children and youth of the church.

14. Updates from Living Skies Regional Council.

a. Implementation of the decisions from Congregational Review

Rev. Balfour reported that the final Congregational Review Report was received by the Board. The decisions contained in the Report were presented to the congregation on Sunday, June 11, 2023 by Rev. Judy Hare, Pastoral Relations Minister of Prairie to Pine Regional Council.

Rev. Balfour said that we are now in a waiting period during which people who are affected by decisions in the Report may file an appeal. This period ends on July 5. During this waiting period no work can be done to implement the decisions. After July 5, Tracy Murton, Pastor Relation Minister of Living Skies Regional Council will meet with the Board to discuss how to implement the decisions.

b. Transition in Ministry

Rev. Balfour reported that Tracy Murton is looking for someone to be an interim minister or intentional interim minister for the church until we are ready to make a new call. The work is ongoing and extensive.

A transition team will work with the Board and the congregation during the time that we have an interim minister.

Rev. Balfour encouraged members of the congregation to look at the United Church's handbooks on interim ministry available on the UCC's website.

Carol Schick thanked Rev. Balfour for his information and for his support of the Board and the congregation during this time of transition.

15. Adjournment and closing

We repeated the New Creed led by Cameron Fraser.

The meeting adjourned at 12:55 PM.

Minister's Report

*"Beloved, let us love one another, because love is from God;
everyone who loves is born of God and knows God.
Whoever does not love does not know God, for God is love."
(1 John 4:7-8, New Revised Standard Version, Updated Edition)*

In the fall of 2024, when members of Knox-Metropolitan were asked to indicate which scripture verses they thought best represented the life and work of Knox-Met, one of the two verses chosen was 1 John 4:7. This tells me that Knox-Met is a place where it is important for people to feel welcome and part of the community. Creating a community of love is not always easy – in the United Church we extend our boundaries so wide that we may be sitting beside someone who has a radically different way of living and loving than we do, yet we are asked to see each other as beloved children of God and find the common ground between us.

2024 was a challenging year in the life and work of Knox-Metropolitan and there may have been times when God's love for us and our love for each other seemed very far from our community. The year started without a called or appointed minister in place and the introduction of a new governing body for the congregation, appointed by Living Skies Regional Council, called the Commission. Through the first half of 2024 there continued to be dissension about the results of the 2023 Congregational Review; the implementation of several of the decisions of the review led to changes that were not welcome. Hart Godden, long-serving and beloved Music Director at Knox-Met, tendered his resignation effective May 31, 2024 and his departure left many in the congregation grieving this change. Jenni Krall, who led children and youth programming departed at the end of June and left some grieving her departure as well. I arrived to serve as minister at Knox-Met in August 2024 as a result of an appointment by Living Skies Regional Council.

I have two observations based on what I have seen so far. This first is that we are still deeply hurting over the results of the 2023 Congregational Review and the subsequent decisions. While we have experienced a time of relative peace since my arrival, anger, betrayal, and pain are not far below the surface for many people who were close to the process of the review and its decisions. The second observation is that we are a congregation that has been living beyond its means for at least 20 years. While we have a generous reserve fund, the disparity between income and expenses means that we not only have to heal the wounds of the past, we also need to make some very difficult decisions in the near future.

I trust that healing is possible – as a congregation we chose a verse about love to represent our life and work together and I have seen evidence of this love in action in a variety of ways in the six months we have been together.

- Making sandwiches at First Baptists and welcoming guests for lunch is love in action.
- The hats, mitts, and scarves people have been making and donating to hang on the gates when it's cold is love in action.
- I was brought to tears by the love in action on January 8, 2025 when we remembered our baptism and I watched from the front as members of our congregation made sure everyone who wanted to touch and hold the water had a chance to do that.



We already know a bit about loving our neighbours and each other, so I have hope that healing can happen in this place. Discerning our future may be much more difficult – we need to find people to serve in a governance structure and who will help us make a plan that includes how we, as a church, respond to God's call while maintaining a ministry that costs much more than we can afford.

Talking about the future is never an easy conversation, but again, I have hope. The other verse the congregation chose to represent its life and work comes from Micah 6:8

*"What does the Lord require of you
but to do justice and to love kindness
and to walk humbly with your God?"*

Choosing this verse tells me that the Knox-Met community knows we are not alone in this ministry: we are called to put love into action and walk with God. This means we need to listen or where God is calling us and what God is asking us to do, we need to reflect on where we have been, and we need to pray for guidance. We have a lot of work ahead as we work to heal the wounds we have inflicted on one another, as we move forward with a renewed governance structure, and as we plan for our future. I trust and pray that in the coming months as we enter these challenging conversations, we will also remember to see each other as beloved children of God who are called to love and respect one another.

Rev. Christa Eidsness

Annual Report of the Knox-Met Commission 2024

Near the end of 2023 there was an agreement between the Board of Knox-Metropolitan United Church and the Living Skies Regional Council that it would be helpful to have a Commission appointed to take responsibility for the governance of the church. The Council appointed Rev. Mitchell Anderson, Rev. Christa Eidsness and Bryan Tudor to be Commissioners.

- Our first task as Commissioners was to try to understand the situation at Knox-Met, so in January we met with the Transition Team, the former Supervisor, Jim Balfour, and all staff - Hart Godden, Jenni Krall, Arthur Jack and Janice Diemert. We know many members wished to meet with us in person but we were not able to accommodate those wishes. However, we did appreciate receiving numerous emails expressing opinions and suggestions.
- We hired a temporary bookkeeper and made banking arrangements as needed to deal with immediate issues like paying bills, wages and issuing invoices.
- We held a congregational meeting on January 30 to present a status quo budget for the first half of 2024. The congregation felt that there were bigger questions that needed to be answered before the congregation could consider a budget, so directed the commission to do further work. People expressed strong emotions and perspectives on the future direction of the congregation and the commission laments that many came away from this meeting feeling hurt.
- On February 4 we issued a pastoral letter acknowledging the strong and contrary feelings about Knox-Met and trying to dispel some of the misinformation that was circulating in the congregation.
- We tried to deal with the issue of drug paraphernalia, gang tags and human waste being found at the Lorne Street entrance to Knox-Met. We also tried to deal with the conflict between supporting the Soup after Dark (SAD) and Warming Room programs while having concerns about personal safety issues related to the staff and clients of SAD. To respond to the first problem we had extra lighting installed and we reluctantly agreed to have decorative gates installed. To respond to the second problem, we had the building completely re-keyed and now are very careful about who has access to keys. These were not easy matters to deal with since Knox-Met is a downtown church that wants to respond to the needs of people who live downtown, many of whom are hungry and unhoused. On the other hand, we have a responsibility to ensure the safety of our staff and volunteers, and to protect the building.

- In February we received the resignation of the office administrator Janice Diemert, effective March 1, 2024.
- We recruited a new office administrator, actually two people, Erin Angus and Polly Williams-Olesen, sharing the job. We also engaged a new custodian, David Ursu. All of these new people have proved very capable and dedicated, and all are very well-liked and appreciated.
- In April we met again with staff to discuss how to proceed in moving the congregation forward and in implementing the decisions of the 2023 congregational review.
- In June, we engaged Lee Stubbe as interim director of music and were delighted with what he has brought to church worship and how much he has been appreciated by the Knox-Met community of faith.
- In the summer, Christa Eidsness notified us that she was interested in serving as the minister at Knox-Met on a temporary basis. We recommended that to the congregation and on July 7, 2024, members and adherents voted overwhelmingly to appoint her to be their minister from August 15, 2024 to June 30, 2025.
- Christa's place on the Commission has been filled by Linda Gunningham.

With a stable and strong staff team in place, the Commission is hopeful that Knox-Met will have a long-term future despite declining church attendance and reduced financial income. We know there is still much to be done in 2025 and beyond, including:

- Adopting a budget for 2025,
- Hiring a permanent Director of Music,
- Implementing a new governance structure and finding people willing to fill the leadership roles,
- Deciding on a vision for the future of Knox-Met United Church, and
- Discussing and deciding on future ministry needs, developing a Ministry Profile and potentially calling a permanent minister.

Respectfully submitted,

Rev. Mitchell Anderson
Tudor

Linda Gunningham

Bryan

Christian Education Report

For the first half of 2024 Jenni Krall served Knox-Met as the Children and Youth Program person. Jenni's contract was not renewed for the fall.

Sunday School

From January – June Eva Ricci and Alex Graham taught Sunday School to a small, but dedicated group of attendees. They worked through various activities and lessons designed by Jenni.

Through the summer and fall Alex took on the Sunday School responsibilities and has been working through the Grow, Proclaim, Serve One Room Sunday School curriculum produced by the United Methodist Church.

Adult Learning

Under Jenni's guidance, the Knox-Met Lecture Series took place along with a couple of workshops and a Lenten Study Series.

Knox-Met Lecture Series

- January 16: Peter Gilmer - Regina Anti-Poverty Ministry
- January 23: Cecilia Rands – The Upstander Workshop
- February 6: Valerie Zink – Under Occupation
- March 12: Lorna King – Hospital Chaplaincy
- April 16: Blair Stonechild – Understanding Indigenous Spirituality

Workshops:

- (un)Masking Workshop with Nena Hawkes Saturday, March 23

Labyrinth Walks:

- January 25
- Feb 22

Lenten Study

- Thurs Feb, 15, 22, 29, Mar 7

PIE and Conversation Thurs, Mar 14, 2024

As well, Knox-Met hosted a family movie night on Wednesday, January 31 and some date night childcare on Wednesday, February 14.

A highlight of the year was the weekend of April 26-28 when Knox-Met hosted the Living Skies Regional Council Youth and Young Adult Committee (YAYAC) retreat weekend in Regina.

Submitted by Christa Eidsness

MINISTRY OF ADMINISTRATION ANNUAL REPORT 2024

Ministry members: Jim Garden, Joan Garden, Phylis Perkins, Laurie Ullmer (Secretary), Elaine LaHaye. We were pleased to welcome both Laurie and Elaine as two new members this year. Brian Brunskill remains on the committee as a member at large and continues to work behind the scenes providing valuable input on various projects. We sincerely thank all the members of this ministry for the caring dedicated service, especially during the uncertain and challenging times throughout this past year.

Prior Mandate: Overseeing the daily cleaning and maintenance of the entire church building and property, both interior and exterior; planning repairs and renovations, including project management, negotiating and renewal of all maintenance contracts; 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 our dedicated volunteer Gardening Group who keep the grounds surrounding Knox-Metropolitan in beautiful and pristine condition. Also a big thank you to our new staff members, Erin Angus, Polly Williams Olesen, David Ursu and Lawrence Bowes, who have assumed the responsibility for the total care and management of our church and its operations. This is a cohesive group, who work as a supportive team under the leadership of Erin. In her role as Office Coordinator & Building Manager, Erin has essentially and single handedly become the former "Ministry of Administration". Some of her accomplishments to date include: Finally having gates installed at the Lorne Street Entrance, along with the installation of High Intensity Security Lighting on the exterior of the building and insulation upgrades to the Gym, making it much warmer and more user friendly. In her spare time she has extensively cleaned and organized almost every corner of the church, which included her daughter Bryn painting the Minister's office, and also rooms 104 and 105 while Erin painted room 101. Erin also suggested to me, that we have a "Cleaning Bee" which she helped to organize. It was a great success, with ten or more signing up to help, including 1 Bryan Tudor (Commission), and even Polly's mum (office finance), came out to help! We all ate lunch together, which was a great social time and acted as an ice breaker for some of us who hadn't had an opportunity to meet all the new staff members, one of whom was Lee Stubbe, our

interim Music Director. Our thanks to Jim Garden, who kindly provided lunch and to everyone else who came out to help make this group activity a huge success! At the end of the day, the church was looking a whole lot better and I think everyone left feeling a little bit brighter.

Throughout this somewhat challenging period of transition, the Ministry of Administration has been guided under the authority of the Commission, who have called upon us from time to time, to consult with us in order to assist with various projects, which included among other matters, providing pertinent information in regard to creating the annual budget. We are indebted and will be forever grateful to the members of the Commission for their dedicated commitment, service and support of our staff, including our interim Minister Reverend Christa Eidsness, but most of all, the congregation of Knox-Metropolitan United Church.

Respectfully submitted.

Joan Garden

WWMA 2024 Report for Annual meeting of Knox-Metropolitan United Church.

“Keep Calm and Carry On”.

This unused pre-World War II poster (rediscovered in 2000) often came to mind as the work of the Ministry of Word, Worship, Music and the Arts continued through 2024 and we tried to keep our services “as usual”, following the church calendar and celebrations.

We started the year still having to line up weekly “Pulpit Supply” for Sunday services, and I found that the wonderful team of Ministers and Lay Leaders that I had found to fill the pulpit in 2023 were willing to continue doing so in 2024. We are so grateful to Mathias Ross, Bonnie Morton, Lorne Calvert, Koshy David, Christa Eidsness, Judy Beck, and Bryan Tudor for their leadership (and friendship) during these months.

In late spring, as I had just completed the pulpit supply schedule to the end of October, we had the wonderful news that The Rev. Christa Eidsness was to be appointed Short Term Minister in August, and my schedule was no longer necessary. Keeping calm and carrying on paid off!

Our Ministry met 4 times in 2024, meeting to make plans for each coming quarter of the year: Baptisms (5), Communion services (9), a special service for the naming ceremony of the newest gong given to the Regina Bell Ringers, and of course our services of Holy week and Easter (all led by Christa Eidsness), Pentecost, Thanksgiving, All-Saints', Remembrance Sunday, Advent(4) and Christmas Eve. There were also 2 summer weddings at which Christa presided.

This year we tried a couple of new ideas. Instead of Memorials of loved ones being recognized on Easter Sunday we invited names to be included during our All-Saints Sunday service. On December 19th we held a “Blue Christmas” Service and Memorial for those wanting a quiet time amongst the business of the Christmas preparations. Sadly, it was a very cold evening and only 9 were able to attend. All agreed in was a meaningful and peaceful gathering.

In June we welcomed Lee Stubbe as an Interim Music Director. Between Lee and Christa, we are being introduced to new music, many from “Voices United” and others from “More Voices”, copies of which we have been able to get from churches which recently closed.

Though our numbers attending services have never returned to pre-Covid levels we have maintained an average of about 45 each week. Our Christmas Eve service was attended by 147.

This past summer we were sad when Kate Johnson decided, after many years, to step down from our Ministry.

I wish to thank all those who have helped the work of WWMA in so many ways:

Ministry Members: Ev Mazurkie (minute taker), Liz Ivanochko (reader's list compiler), Debbie Mayer (Communion Preparation).

Christa Eidsness, Lee Stubbe for their support and guidance

Erin Angus for all her "office" assistance,

David Calam, David Ursu and Erin Angus for changing the Banners (now that is a job!)

Our 11 Greeters, and 18 Readers.

David Cawood and Barbara Shourounis for the decorations in the sanctuary and narthex (and other nooks and crannies around the church).

And everyone who helped decorate for the Advent and Christmas seasons.

Thank you all!

If anyone has questions about the work of our Ministry, would like to join us or help in any way please talk with us.

Respectfully submitted,

Elizabeth Calam

Chair of the Ministry of Word, Worship, Music and the Arts.

Outreach Report

Refugees

In 2024 Knox-Met welcomed 9 of the refugee families it has co-sponsorship agreements with. Welcoming those families includes meeting them at the airport, helping them find a place to live, and supporting them financially through the first 12 months of their new life in Canada. Since these are co-sponsorships, many of the families have money saved to help pay for the first year and Knox-Met is responsible to cover any shortfall.

Feeding the Hungry

Members of Knox-Met continue to assist with the First Baptist Saturday lunch program 4 or 5 times a year, as their turn comes up. As well, members are invited to make sandwiches for Carmichael Outreach on weekends.

Through the winter of 2024 Soup After Dark operated in the alley behind Knox-Met and a grant of \$10,000 from 100+ Women Who Care Regina was awarded to help support the work and assist with other outreach projects at Knox-Met.

Submitted by Christa Eidsness

REFUGEES WELCOME HERE

Refugee Sponsorship Report

In 2024 Donna Nelson met many, many refugees at the airport. These are refugees who are sponsored by Knox-Met as the constituency sponsor. Most of these refugees are co-sponsored by family members in Regina who provide much of the financial and settlement support. Knox-Met has a contractual obligation to the IRCC to ensure the refugees' immediate well-being and their longer-term integration into Canadian society. Along with the co-sponsors, Donna continues to provide this day-to-day work of refugee sponsorship and support.

All of the arrivals are very grateful to Knox-Met for the new opportunities that being in Canada provides to them and their families.

The sponsored families and individuals that arrived in the past year include the following people:



April 2024: Souaad and 5 children, her son Wael, his wife and 3 children



June 2024: Saada, her husband and son



August 2024: Kiros and Winta



December 2024: Bereket



January 2025: Tsega and her two daughters



October 2024: Solomon, his wife and daughter



November 2024: Tennewn



November 2024: Amaniel, his wife and 3 children



August 2024: Misgana

In 2024
9 refugee families
arrived...

welcome to
your new home!

THE REGINA BELL RINGERS, INC.
Annual Report for the year 2024

Over the year 2024, the Regina Bell Ringers participated in 72 celebrations and events:

Concert	16
Event	14
Funeral	1
Labryinth	1
Memorial	28
Opening	7
Performances	4
Wedding	1

The Regina Bell Ringers provided event and pre-event openings or handbells with the following organizations throughout the year:

City of Regina	FASD Network	Halcyon Chamber Choir
Halcyon Chamber Choir	Knights of Columbus	Sovereign Great Priory of Canada
Knox-Metropolitan	Monarchists League	
Queen City Brass Band	Regina Multi Faith Forum	First Baptist United Church
Regina Symphony	Shunyata Sound Studio	South Sask Youth Choir

The art gallery between the bells and ringing room was open all year round with art from previous years. There are four art works awaiting appraisal for 2024.

The Apprenticeship Program, under the direction of Candace Sundbo, Azure Benesh and Carol Benesh continued throughout the year, with Wayne Tunison in the wings providing guidance, support and leadership. The repertoire of the Bell Ringers has expanded by 270 pieces. We currently have 5 active apprentices and another 4 youth apprentices.

Tara Semple used bells and gongs at Shunyata Sound studio (Knox and Elphinstone branch) Manitou and St Mary's Anglican

We participated in one major labyrinth events with hand bells with Shunyata Sound Studio, Sovereign Great Priory of Canada and Knox Metropolitan Church.

Leila Hoffmeister continues to provide a professional touch on our Facebook page. Capturing current activities and bringing past events to light.
<https://www.facebook.com/reginabellringers>

Lumsden Beach Camp Mini - Annual Report

2023-2024 *CONNECT. GROW. THRIVE.*

Wow, what a whirlwind this year has been! The old dining hall came down a few days after camp wrapped last summer, and a team of talented professionals led by Fox Tail Carpentry spent the next nine months rebuilding it, while simultaneously, some passionate volunteers spent that time securing funding to complete this dream. So much hard work went into this major capital project and I couldn't be prouder. Thank you to all those who donated their time, money, and talent to help us get over the finish line! And get over it we did! Camp training started on time with a fully functioning kitchen and dining hall and it is a wonderful new space that all campers and staff spent lots of time in this summer. LBC provided eight overnight camps and four weeks of day camps throughout the summer of 2024. All together we provided programming for 579 campers. As we wind down another camping season, I'd like to express a giant thank you to our amazing community that shows up for us time and time again when needs arise. Next summer will mark 120 years of camping out at LBC, and year after year, generation after generation, committed and wonderful folks keep lending a hand and helping us to provide amazing life experiences for young people in our province and I think that's always worth celebrating!

Financial Information:

- In 2023-2024, LBC had a Net Income of \$16,200
- We also paid off the majority of the \$1.3 million Dining Hall build, with one small loan remaining.
- Wesley United Church donated \$372,522.26!
- Many communities of faith have stepped up and donated to camp and the dining hall project. We are so grateful for your support.

For more information about LBC or to review our full Annual Report, please visit:
www.lumsdenbeachcamp.com

Trustee's Report

Date: January 13, 2025

To: The Commisison

From: The Board of Trustees

Re: Budget/Financial Forecast

You have asked the trustees to prepare a budget for 2025. The Trustees are responsible for the money in the following accounts at RBC Dominion Securities:

1. Investment account – the main account consisting of bequests to the church including the proceeds of the sale of land left to the church by Dr. Everden.
2. Margin loan account – money borrowed to finance the purchase of the parking lot in 2022.
3. Knox Church Regina Trust – invested in GICs. The trustees have proposed that the trust be wound up and the money paid to three United Church entities.

Because we have little decision-making power over money in the main investment account, we have not prepared budgets in past years. We have therefore prepared the attached forecast for the investment account instead of a budget. It reflects the following assumptions:

1. That there will be no payments into the investment account from external sources, such as bequests.
2. That a total of \$405,000 will be paid out of the account:
 - a. To the KMUC operating account to cover the deficit between expenses and income - \$300,000
 - b. To RBC Dominion Securities for management fees - \$43,575
 - c. To RBC Dominion Securities for payments of interest on the margin account - \$61,000
3. That there will be a net increase of 5% or \$240,000 in the balance of the investment account from December 31, 2024 to December 31, 2025 based on the following assumptions:
 - a. Payments out of account are as in paragraph 2 above,
 - b. Dividend payments on securities in the account will stay the same,
 - c. World markets will remain strong in 2025, but not as strong as in 2024.

"Barbara Shourounis

Barbara Shourounis

Board of Trustees Financial Report

Accounts		2024 actual
Investment account balance at December 31		4,792,553
Margin account balance at December 31		900,000
Net investments		3,892,553
Net increase over prior year end		392,894
Percentage net increase over prior year end		10%
Revenues		Actual 2024
	Bequests	0
	Net increase in investment account balance from prior year	392,894
Expenses and payments out		
	Transfers to KMUC operating account	300,000
	Payments of interest on margin account	61,145
	Payments of management fee to RBC Dominion Securities	41,500 est
	Total payments out	

Knox Metropolitan United Church

Balance Sheet

As at December 31, 2024
(unaudited)

	TOTAL
Assets	
Current Assets	
Cash and Cash Equivalent	
1000 BANK	0.00
1050 Petty Cash	100.00
1052 Chequing	52,865.98
1054 Conexus Equity Account	93.90
1056 Savings	1,014.32
Total 1000 BANK	54,074.20
1060 TRUST ASSETS	
Conexus CU	886.40
Gain (Loss) on investment	-148,926.34
Interest Revenue	-63,816.60
Margin - Long	-900,000.00
RBC Cdn 376 800000 investment	2,437,278.86
RBC Cdn 376_8000 cash	64,387.71
RBC Cdn Investments Contra	-50,833.11
RBC US 376 8001 investment	-373,132.91
RBC US 376_8001 cash	1,902,288.28
RBC US Investments contra	419,669.93
Total 1060 TRUST ASSETS	3,287,802.22
1100 Refugee Co-Sponsor Funds	9,613.85
10 Tesfamichael, BR	
Tesfamichael, BR-72/57/24-May	11,322.19
Total 10 Tesfamichael, BR	11,322.19
12 TOKHOLO, Twode Ghebrekirstos	
TOKHOLO, TD112	10,405.59
Total 12 TOKHOLO, Twode Ghebrekirstos	10,405.59
14 Tsegay Robel, M	
TD34/62/77 Tsegay R, 2.5%, Jun	10,393.13
Total 14 Tsegay Robel, M	10,393.13
15 Brihane, TF	
Brihane, TF-TD35/66/81 2.5% Jun	20,786.26
Total 15 Brihane, TF	20,786.26
16 Asfaha, Ainom Mulugeta	
Asfaha, AM - TD07/67/92 3%	20,790.21
Total 16 Asfaha, Ainom Mulugeta	20,790.21
18 Bhabla, HW	
TD32/64/79 Bhabla, HW 2.5%	10,393.13
Total 18 Bhabla, HW	10,393.13

Knox Metropolitan United Church

Balance Sheet

As at December 31, 2024
(unaudited)

	TOTAL
19 Omer, T.H.	
TD33/63/78 Omer, TH 2.5%	14,030.72
Total 19 Omer, T.H.	14,030.72
21 YENUS, Saada Ali	
YENUS SA TD109	10,311.64
Total 21 YENUS, Saada Ali	10,311.64
23 Weldekiel, TD50/91 2.5% Sep	15,134.19
24 Masgina, TD52/90 2.5% Sep 7	7,150.61
26 MAHLI, Souaad Ahmad	-1,225.00
26 MAHLI, Souaad TD 115	-3,779.53
Mahli chequing	304.00
MAHLI, Souaad 114	6,116.00
MAHLI, Souaad TD102	39.60
Total 26 MAHLI, Souaad Ahmad	1,455.07
29 Asafa, LY	12,667.00
Total 1100 Refugee Co-Sponsor Funds	154,453.59
Total Cash and Cash Equivalent	\$3,496,330.01
Accounts Receivable (A/R)	
1200 Accounts Receivable	3,892.00
Total Accounts Receivable (A/R)	\$3,892.00
1320 Prepaid Expenses	367.00
GST Recoverable	5,021.18
Total Current Assets	\$3,505,610.19
Non-current Assets	
Property, plant and equipment	
1820 Furniture & Equipment	
Furn and Equip Original Cost	44,387.00
Furn and Equip, Accum Amortizat	-28,673.04
Total 1820 Furniture & Equipment	15,713.96
1860 Buildings	
Buildings Cost @ 2018	2,921,400.00
Buildings, Accum Amortization	-1,168,560.00
Total 1860 Buildings	1,752,840.00
1971 Smith Street	
Original Cost	1,230,000.00
Total 1971 Smith Street	1,230,000.00
Total Property, plant and equipment	\$2,998,553.96
Total Non Current Assets	\$2,998,553.96
Total Assets	\$6,504,164.15

Knox Metropolitan United Church

Balance Sheet

As at December 31, 2024
(unaudited)

	TOTAL
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable (A/P)	
2100 Accounts Payable	-11,619.76
Total Accounts Payable (A/P)	\$ -11,619.76
2165 Unearned Rent	1,270.00
24000 Payroll Liabilities	192.73
Total Current Liabilities	\$ -10,157.03
Non-current Liabilities Refugee	
Funds in Trust	
Co-Sponsor Funds	180,005.09
Donations/Fundraising	31,138.90
Total Refugee Funds in Trust	211,143.99
Total Non-current Liabilities	\$211,143.99
Total Liabilities	\$200,986.96
Equity	
30000 Opening Balance Equity	288,011.57
3560 Retained Earnings	
Operating Retained Earnings	1,988,925.11
TRUST Retained Earnings-PrevYr	3,200,128.48
Total 3560 Retained Earnings	5,189,053.59
RESTRICTED Funds	
Capital	19,084.77
Memorial	30,946.00
Organ	-702.17
Total RESTRICTED Funds	49,328.60
Retained Earnings	849,261.23
Profit for the year	-72,477.80
Total Equity	\$6,303,177.19
Total Liabilities and Equity	\$6,504,164.15

Knox Metropolitan United Church

Profit and Loss

January - December 2024
(unaudited)

	TOTAL
INCOME	
4000 Charitable Donations	5,484.93
4015 Loose Offerings	3,445.10
4100 Can Helps/United Way/UCC Fdn	125.45
Offerings - Receiptable	8,735.00
4017 PAR Offerings	29,111.80
4020 Offerings	37,721.44
Outreach Programs	250.00
Soup After Dark	17,040.22
Total Outreach Programs	17,290.22
Total 4020 Offerings	55,011.66
Total Offerings - Receiptable	92,858.46
Total 4000 Charitable Donations	101,913.94
4125 Grants	21,820.50
4130 Revenue from Other Sources	588.94
4200 Broadview Subscription	-246.43
4420 Rentals	31,326.90
RAPM	13,000.00
Security	848.31
Total 4420 Rentals	45,175.21
4440 Interest & Investment Income	334.29
Interest Income	367.28
Total 4440 Interest & Investment Income	701.57
4480 TRUSTEE Transfers - Operations	300,000.00
Parking Rent	60,015.70
Services	1,384.00
Uncategorized Income	30.00
Total Income	\$531,383.43
GROSS PROFIT	\$531,383.43
EXPENSES	
6000 Ministries and Programs	2,089.29
6200 Christian Education	
6250 Communications Ministry	2,385.00
6300 Congregational Life	272.34
6400 Outreach & Social Action	4,373.24
Soup After Dark	11,041.33
Total 6400 Outreach & Social Action	15,414.57
6500 Program Planning & Impl	426.17
6550 Travel & Annual Mtg	175.00
6600 Word, Worship, Music, Arts	3,256.45
Donations (Qualified Donees)	13,900.00
Total 6000 Ministries and Programs	37,918.82

Knox Metropolitan United Church

Profit and Loss

January - December 2024
(unaudited)

	TOTAL
7000 Administration Ministry	
7220 Caretaking Supplies	7,274.72
7230 Insurance	19,032.56
7240 Property Taxes	759.55
7250 Repairs & Maintenance	58,390.34
7260 Utilities	14,183.66
7400 Furniture & Office Eqpt	4,470.72
7425 IT Services	3,480.56
7450 Miscellaneous Exp	357.44
7500 Organ/Piano Repair & Maint	1,160.92
Garden & Pest Control	3,079.01
Parking Lot	
Property Tax	28,956.00
Total Parking Lot	28,956.00
Snow Clearing	6,707.68
Total 7000 Administration Ministry	147,853.16
9000 Personnel	
6225 Continuing Education	1,411.97
9100 Salaries	196,155.35
9200 Casual Staff	1,703.00
9210 Caretaker	5,839.96
9230 Musician	75.00
9233 Organ Mtce	359.99
9235 Programming	487.18
9240 Pulpit Supply	8,497.50
9250 Rental Security	1,827.37
Total 9200 Casual Staff	18,790.00
9300 KMUC Portion of CPP/EI	14,769.67
9500 Pensions & Grp Ins	31,126.50
Staff Training	475.00
Transition Consultant	21,397.09
Weddings & Funerals	40.00
Total 9000 Personnel	284,165.58
General	
7050 Professional Fees	9,776.95
7100 Advertising & Communications	210.80
7150 Bank Fees & Other	1,089.42
7300 Business Fees & Licences	547.00
7600 UC Assessments	18,806.00
7700 Printing & Office Supplies	7,380.93
7900 Telephone/Comm.	3,349.11
Total General	41,160.21
Reconciliation Discrepancies	269.07
Total Expenses	\$511,366.84

Knox Metropolitan United Church

Profit and Loss

January - December 2024
(unaudited)

	TOTAL
OTHER INCOME	
Capital Income	1,850.00
Mission & Service Fund	6,134.62
Organ Fund	562.25
Refugee Income	32,126.00
Co-Sponsor Funds	16,251.00
Donations	2,890.00
Souaad Mahli	1,255.52
Total Donations	4,145.52
Fundraising Souaad Mahli	2,450.00
Total Refugee Income	54,972.52
Total Other Income	\$63,519.39
OTHER EXPENSES	
Capital Expenses	42,397.51
Refugee Co-Sponsor Expenditures	3,434.23
Refugee Fund Expenses	110,182.04
Total Other Expenses	\$156,013.78
PROFIT	\$ -72,477.80

Transition Team Report

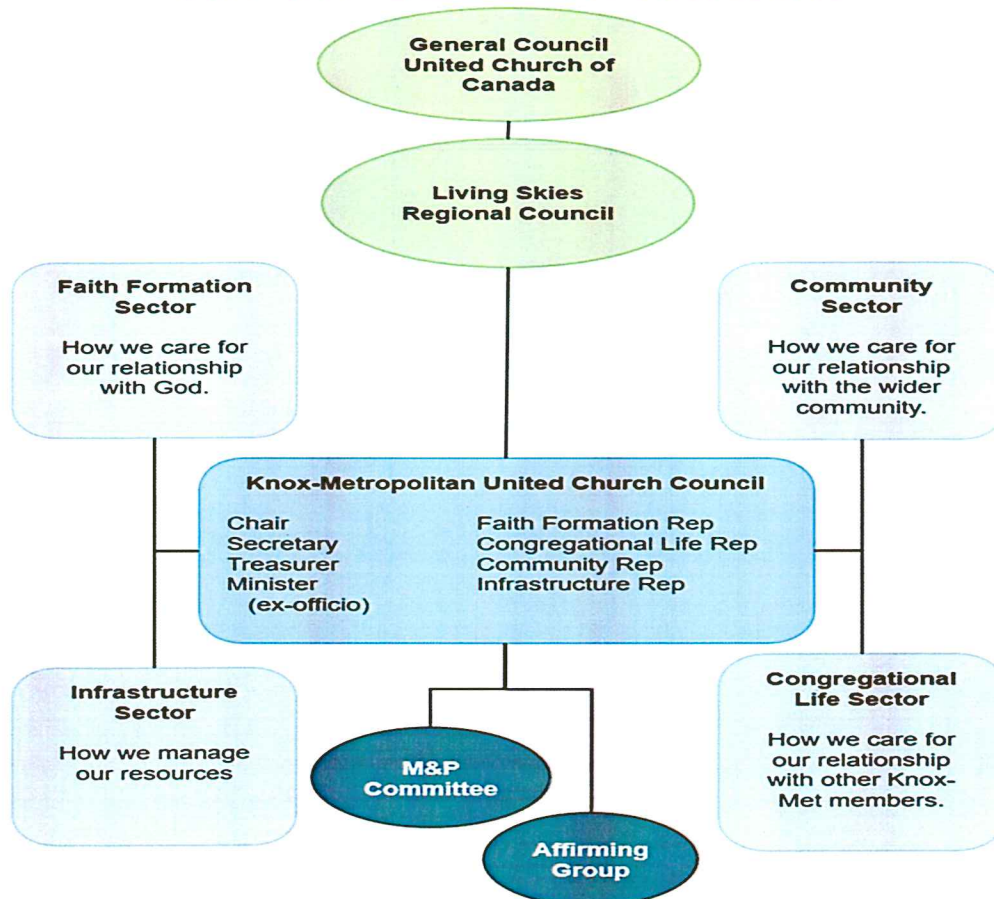
In 2024 the Transition Team continued its work on discerning and developing a renewed governance structure for Knox-Met. Along the way a valuable member of the team, Dan Coggins, stepped away from Knox-Met and, therefore, from the Transition Team. By June the overall structure of Council and Sectors was set, but the detailed work of how the Sectors are organized was still ahead. In September Bonnie Morton stepped away from the team when she accepted a call to ministry at Heritage United Church and Christa Eidsness joined us when she was appointed to Knox-Metropolitan.

The Team met on a bi-weekly basis through the fall to get the details of the structure ready and held a well-received initial consultation with the Congregation in November. At the end of 2024 Phyllis Perkins and David Cawood agreed to join the Transition Team as it moves closer to completing its work by supporting Knox-Metropolitan as together we implement the new structure.

Heartfelt thanks from all Transition Team members go to Rev. Wayne Beamer for his invaluable support and guidance through this time of upheaval and change in the life of Knox-Met.

Following is the proposed governance structure from the Transition Team.

PROPOSED GOVERNANCE STRUCTURE



PROPOSED SECTION 5 REPLACEMENT

[NOTE: the proposed model includes a Church Council and four Sectors; within each Sector are groups that may or may not form to do the work of the Sector. The groups outlined in this document are transitional as the congregation lives into how Knox-Met wants to govern its life and work. Therefore, the groupings as listed may not be permanent but will evolve over the next 12 months and settle into a structure that works for the volunteers in the sectors and the day-to-day operations of Knox-Met.]

THE CHURCH COUNCIL

Responsibilities of the Church Council

1. The Council is the governing body of Knox-Metropolitan United Church, Regina and is the Spiritual Centre of the congregation with full responsibility for all aspects of stewardship.
2. The Council is the legal decision-making authority for Knox-Metropolitan United Church (often referred to as the Governing Body) with the United Church of Canada Manual as the foundational reference. For all issues not covered by this Constitution, refer to the UCC Manual as the final authority.
3. The Council is comprised of the following positions: Chair, Secretary, Treasurer, Community Sector Representative, Faith Formation Sector Representative, Congregational Life Sector Representative, Infrastructure Sector Representative and the Minister (Ex Officio).
4. The Council sets policy and strategic direction that encourages and complements the work of the four sectors of church life:
 - a. Faith Formation – relationship with God;
 - b. Community – relationship to the World;
 - c. Congregational Life – relationships to one another;
 - d. Infrastructure – caring for our resources.
5. Each of the four sectors is committed to the Vision, Mission, and Core Values of Knox-Metropolitan United Church, Regina.
6. The Council develops policies and procedures to ensure effective administration that is mission-driven, fiscally responsible and grounded in Holy Manners.
7. The Council ensures dispute resolution mechanisms are in place and activated when required to maintain effective relationships between and among any combination of staff, leadership or congregant. All dispute resolution mechanisms will be pursuant to the Manual and UCC standards.
8. The Council will meet a minimum of 9 times in the year and will communicate a summary of the discussion topics and key decisions from meetings with the Congregation so that the congregation is informed about current Council business.
9. The majority of persons elected to the Council must be confirmed members of the United Church of Canada and Knox-Metropolitan United Church, Regina.
10. Employees or those employees of agencies providing contract services to the Church may not be elected to the Council. The Council may grant permission for any such employee to be a voting member of a Committee.

11. All members of the Council have voting privileges with the exception of the Ministerial staff and the Chair. In the event of a tie vote, the Chair may vote to break the tie.
12. Members of the Council shall act in accordance with decisions made at official Council meetings.
13. The Chair of Council will collect reports from the Ministry & Personnel Committee and Affirming Ministry Group, ahead of each Council Meeting. The Chair will also collect a report from the Regional Representatives as needed.
14. It is the responsibility of the Council to vet those nominated for roles on the Ministry & Personnel, Finance, Trustees, Sector Representatives and the Regional Representative ensuring they possess the appropriate gifts.
15. At the discretion of the Council, direct communication with a particular Committee may be necessary (ex. for clarification purposes).
16. Convene a Nominating Team each year as needed to fill positions on the Council.
17. Create and update management/oversight structure for staff.

Members of the Council

Elected by the Congregation: Chair
 Treasurer
 Secretary

Nominated by the Sectors for the congregation's approval:
 Faith Formation Sector Rep
 Congregational Life Sector Rep
 Community Sector Rep
 Infrastructure Rep

Ex-Officio: Minister

Council Committee/Representatives elected by the Congregation:

Regional Council Representatives (2)
Ministry and Personnel Committee Members (3-5)

It is Council's responsibility to vet all of the nominations for M&P, Finance, and Trustees

The Church Council has two committees/groups that relate directly to it: the Ministry and Personnel Committee and the Affirming Ministry Group. It is the responsibility of the Chair to check in with the Ministry and Personnel Committee and the Affirming Ministry Group for updates ahead of Council meetings.

Nominations Process

The Council is responsible for naming people to act as a Nominating Team each fall. The work of the Nominating Team is to seek people with the required skills and gifts to suit the work that needs to be done.

Terms

Officers of the Church Council (Chair, Secretary, and Treasurer) are asked to serve for a minimum of 3 years. The Treasurer may be asked to extend their term to six years if they are willing and the Church Council discerns this is a wise choice. The Chair and Secretary may only serve one term and must take at least one year away from the Council before returning to serve on the Council.

Ministry and Personnel Committee

Membership: Church members are asked to serve on the Ministry and Personnel Committee through the annual nominations process and are elected by the congregation at the Annual Meeting. Members are asked to serve for 3 year terms.

The Committee includes no less than 3 and no more than 7 members.

Accountability

Budgets are set as per the process of KMUC Financial Handbook, staff salaries must comply with the United Church of Canada's annual salary schedule. The Ministry and Personnel Committee is accountable to the Church Council and reports through the Council Chair.

Reporting

The committee keeps the Chair of Church Council informed of annual job reviews and evaluations and brings forth any issues or opportunities. The Chair of Church Council communicates these items at the next available Council Meeting and reports back to the Committee.

Duties and Responsibilities

Work of the Ministry and Personnel Committee is governed by the Ministry and Personnel Committees: Policy, Procedures, Practices (January 2019) handbook produced by the United Church of Canada.

Responsibilities for the Ministry and Personnel Committee come from *The Manual*:

- be available for consultation and support for matters involving the pastoral charge staff;
- oversee the relationship of the pastoral charge staff to each other and to people in the congregation;
- regularly review the working conditions, responsibilities, and compensation of all pastoral charge staff;
- make any recommendations needed as a result of these reviews to the Church Council;
- revise position descriptions of pastoral charge staff as needed;
- conduct annual performance reviews of the pastoral charge staff;
- ensure pastoral charge staff make use of opportunities or continuing education that they have been given; and
- maintain close contact with the regional council Pastoral Relations Committee or equivalent (*The Manual*, 2023 B.7.8.5);
- Make decisions about compassionate leave (*The Manual* 2023 I.2.3.3).

Policies governing membership on the Ministry and Personnel Committee:

- Ministry personnel called or appointed to a pastoral charge...may not be members of...the Ministry and Personnel Committee (*The Manual*, 2023, B.7.8.4)
- Lay employees of the community of faith may not be members of the M&P Committee.;
- When a ministry personnel is planning a sabbatical leave, the ministry personnel's sabbatical plan must be approved by the M&P Committee and reported to the governing body for information;
- The M&P Committee, as a whole committee, shall not replace the search team in the event of a change in the pastoral relationship or a new position.

"Ministry personnel" is a general term that refers to members of the order of ministry, designated lay ministers, candidates serving under appointment, diaconal supply, and ordained supply.

Lay employees include congregational designated ministers, office administrators and assistants, musicians and choir directors, custodial staff, and camp counsellors.

Both *The Manual* and the *Ministry and Personnel Committees: Policy, Procedures, Practices* can be downloaded from the United Church of Canada website at: [Handbooks and Guidelines | The United Church of Canada](#)

Affirming Ministry Group

Membership: Church members and adherents volunteer to serve. A Convenor is chosen by group members.

Accountability: Budgets and goals are set as per the process of KMUC Financial Handbook. The Affirming Ministry Group is accountable to the Church Council and reports through the Council Chair.

Reporting: The group keeps the Chair of Church Council informed of pertinent events, goals achieved and brings forth any issues or opportunities. The Chair of Church Council communicates these items at the next available Council Meeting and reports back to the Group.

The group provides a written report for inclusion in the Annual Congregational Meeting Report package.

Duties and Responsibilities:

- Ensure membership requirements in Affirm United are maintained
- Provide workshops and educational opportunities related to LGBTQ2S+ issues in the church and community
- Ensure church communications, worship, and programs are truly welcoming of LGBTQ2S+ people

THE SECTORS

Organization of the Sectors

Listed in each sector description are committees that have been part of Knox-Met's structure in the past. How the sectors choose to organize their work is up to the sector members in consultation with the Church Council. It is expected in the first 12 months of implementing the structure each sector will come to an agreement on how to organize its work, whether as a Sector or through committee and/or team.

Unless otherwise stated, each group in the four sectors has the following characteristics:

Membership: Church members and adherents volunteer to serve. A Convenor is chosen by group members.

Accountability: Budgets and goals are set as per the process of KMUC Financial Handbook. The group is accountable to the Church Council and reports through the Sector Representative.

Reporting: The group keeps the Sector Representative informed of pertinent events, goals achieved and brings forth any issues or opportunities. The Sector Representative communicates these items at the next available Council Meeting and reports back to the groups/committees/teams.

The group provides a written report for inclusion in the Annual Congregational Meeting Report package.

In the four sectors as outlined below, you will find a way of organizing the work of each sector that the Transition Team is recommending.

FAITH FORMATION SECTOR

Caring for our relationship with God

This sector encompasses and cares for all aspects of church life that have the nurture of our spiritual life as their primary concern. This includes all aspects of worship, Christian education, preparation for baptism and confirmation, and the administration of all sacraments and rites of passage. Here we care for and nurture our collective and personal relationships with God.

The Faith Formation Sector elects a member from the sector to represent them on the Council as the Congregational Life Sector Representative for a minimum of 2 years and a maximum of 4 years; the name of the person chosen to be the sector representative is included in the Nominations Report at the Annual Meeting.

Worship Group

Duties and Responsibilities:

- Work with the minister and music director to plan regular worship services and special services such as Easter, Good Friday, and Christmas
- Ensure support for audio/visual system operators
- Arrange for greeters, ushers, and scripture readers
- Arrange for the purchase of any worship related materials/decorations/banners such as the Communion elements, baptism candles, flowers, Christ Candle etc.
- Organize and prepare elements for communion services, including an adequate number of individuals to serve.
- Assist in finding pulpit coverage/ supply ministers when short-term supply is required.
- Collaborate with the minister(s) to provide regular training for ushers, greeters, communion servers, and baptism assistants
- Assist the minister(s) with preparations for baptisms and to participate in the Sacraments of Baptism, Confirmation and Re-Affirmation services

Christian Education Group

Duties and Responsibilities

- Recommend the purchase of education curriculum, music licenses, hymn/song books, and other resources that may be used regularly for worship
- Assist with developing programs for CE for all ages and coordinate activities such as:
 - oversee and support the management of programming for children during worship services
 - oversee and support the facilitation of mid-week programs for children and youth
 - To assist and support the minister(s) with confirmation programs and adult inquiry groups re: membership
 - to work with the minister(s) in developing study and reflection groups that engage the Christian story and issues of faith and spirituality
 - To encourage and support 'small groups' within the church (i.e. Book Discussion)
- Oversee the development and use of the KMUC Library -

- Understand the financial needs and limitations of the congregation and copyright requirements for streaming services, curriculum, and bulletins. Based on this understanding, prepare submission for the annual budget in support of the work of the Faith Formation Sector

INFRASTRUCTURE SECTOR

Caring for our resources

This sector cares for the physical and financial resources of the congregation. The work of this sector ensures that the facilities, financial, and human resources used for carrying out the ministry of Knox-Met are well managed to ensure the church community remains viable and functional.

The Infrastructure Sector elects a member from the sector to represent them on the Council as the Infrastructure Sector Representative for a minimum of 2 years and a maximum of 4 years; the name of the person chosen to be the sector representative is included in the Nominations Report at the Annual Meeting.

Since Knox-Met has a building and owns land, this sector must include a Board of Trustees, as per The Manual of the United Church of Canada.

Board of Trustees (required)

Membership: A minimum of at least 3 church members are elected by the congregation to serve a term of no more than 3 years or as reconfirmed by the congregation.

The Minister is an Ex Officio member. If there are vacancies, the Trustees continue to act as long as there are at least 3 members. The Trustees elect a Convenor with approval provided by the Council. A Secretary and Treasurer may also be elected. A majority of Trustees form a quorum. They meet at a minimum quarterly.

Accountability: The Trustees hold the property and bequests in trust for the United Church of Canada and perform duties as outlined in the UCC Manual and Trustees Handbook.

Note: The Trustees must comply with Saskatchewan legislation and as such have limited discretion on how revenue can be used.

Reporting: The Trustees keep the Infrastructure Sector Representative informed of pertinent events, goals achieved and brings forth any issues or opportunities. The Infrastructure Sector Representative communicates these items at the next available Council Meeting and reports back to the Trustees. The Trustees provide a written report, including a comprehensive financial report, for inclusion in the Annual Congregational Meeting Report package.

Duties and Responsibilities:

- hold and oversee the condition of real and personal property belonging to Knox-Metropolitan United Church, Regina.
- follow all lawful directions of the Church Council, Regional Council and General Council.
- ensure Knox-Metropolitan United Church, Regina maintains adequate insurance

- maintain account ledgers and meeting notes
- manage any bequests received by Knox-Metropolitan United Church, Regina
- acquire, sell, mortgage, exchange or lease the real or personal property of Knox-Metropolitan United Church, Regina to effect major renovations only with the prior consent of Regional Council
- replenish membership with the assistance of the Minister and/or Council
- ensure an up-to-date UCC Trustees Handbook is used as a reference and training tool for new members

Finance Group

Membership: Church members are nominated to serve on the Finance Group by the Council Chair or Finance Group Convenor. The Finance Group Convenor can also be the Treasurer if deemed appropriate in the circumstances. Note: Treasurer is not necessarily the bookkeeper.

Accountability: The Finance Group is accountable to the Church Council and reports to the Council through the Infrastructure Representative.

Reporting: The Finance Group provides a written report for inclusion in the Annual Congregational Meeting Report package in addition to the Audit Report prepared by the auditors.

Duties and Responsibilities:

- prepare annual Budget in consultation with other Sector Representatives and Ministry and Personnel Convenor and staff administrator; obtain Council approval prior to submission for inclusion in the Annual Congregational Meeting package
- Ensure that independently reviewed financial statements are prepared for presentation to the congregation
- review monthly financial reports prepared by the church financial administrator; report regularly to the Council and identify areas of concern or benefit; provide (at least) quarterly financial results to the congregation
- have knowledge of and adhere to “best accounting practices”; keeping abreast of changes to government rules and regulations and/or UCC reporting requirements relevant to the church’s financial obligations
- Support the Council for financial stewardship matters/campaigns
- emergency expenditures (e.g. roof or furnace repair) may be authorized by the Council Chair on the advice of the Finance Convenor, and the Council will be advised and concurrence given as soon as is practicable
- Treasurer acts as the main contact for banking institutions

Property Group

Duties and Responsibilities:

Rentals

- annually review rental rates, propose revisions and obtain approval for any changes; maintain up-to-date rental rate chart (one time usage)
- maintain schedule of renters to avoid date conflicts

- prepare and issue annual contracts with long-term renters, ensuring they provide necessary insurance documentation
- look for opportunities to rent church space within the community

Maintenance & Repairs

- maintain an up-to-date inventory of property and equipment
- at least annually (if not more often), inspect property and prepare list of items in need of repair; consult with Council Treasurer to determine which repairs may be undertaken; obtain quotes (minimum of 3 wherever possible) for those items and provide to Council Treasurer who will obtain Leadership Team approval
- for minor repairs (ex. painting), effect repair and/or organize church members and adherents to volunteer• notify Council Chair and Treasurer immediately in the event of emergency repairs; select contractor, obtain quote(s), co-ordinate repair; report resolution to Council Chair and Treasurer

Cleaning

- ensure all publicly accessible areas of the church are clean
- maintain supply inventory, restock as required after submitting purchase requests for approval
- be knowledgeable of proper chemical handling and post necessary instructions/warnings

CONGREGATIONAL LIFE SECTOR

Caring for our relationships within the congregation

This sector leads, supports, encourages, and facilitates activities that enhance congregational life. It provides hospitality on behalf of the congregation to both our own members and others. It organizes and arranges for pastoral care for those in need of comfort and support after experiencing a challenging life event. Congregational Life facilitates internal and external communication channels such as the newsletter, social media, and website to ensure awareness and connection.

The Congregational Life Sector elects a member from their Groups and Teams to represent them on the Council as the Congregational Life Sector Representative for a minimum of 2 years and a maximum of 4 years; the name of the person chosen to be the sector representative is included in the Nominations Report at the Annual Meeting.

Pastoral Care and Membership Group

Duties & Responsibilities:

- in a timely manner, advise the Minister, church office administrator and Pastoral Care Convenor of any changes to membership and/or membership status including but not limited to address changes to keep the church rolls (membership) up-to-date
- maintain a list of lay visitors and arrange for their training
- arrange for visitation to or regular communication with people in the congregation who are bereaved, ill, elderly, or are not able to come to church
- maintain an up-to-date procedural manual pertaining to regular activities of this group (used as an introductory tool for new group members)

Congregational Life Group

Duties & Responsibilities:

- organize potluck suppers and other congregational events
- consult with other groups/committees/teams to co-sponsor events
- maintain an up-to-date list of Group members
- keep informed of new people in the community and develop programs for welcoming them
- maintain an up-to-date procedural manual pertaining to regular activities of this group (used as an introductory tool for new group members)

Communication Group

Duties & Responsibilities:

- assemble, edit and arrange distribution of the church newsletter
- oversight of the church website and social media accounts
- maintain a list of potential print and electronic media vehicles suitable for church event advertising
- maintain an up-to-date procedural manual pertaining to regular activities of this group (used as an introductory tool for new members)

COMMUNITY SECTOR

Caring for our relationships with the wider community

This sector is the congregation's connection with the communities and initiatives outside of the congregation that connect with Knox-Met's vision and mission. This sector leads, supports, encourages and facilitates activities that engage in community partnerships, service work, social action or advocacy.

The Community Sector elects a member from their Committees and Teams to represent them on the Council as the Congregational Life Sector Representative for a minimum of 2 years and a maximum of 4 years; the name of the person chosen to be the sector representative is included in the Nominations Report at the Annual Meeting.

Outreach Group

Duties and Responsibilities:

- Foster cooperation between KMUC and other social justice and advocacy agencies
- Develop advocacy resources in conjunction with Council initiatives
- Ensure "Minute for Mission" segments are used regularly during Sunday services, submitted to church newsletters, and shared in other ways that are appropriate and effective
- Oversee refugee applications and monitor the expenditures from the refugee accounts
- Seek out, initiate and publicize areas of community service in which individual members, or groups of members from our congregation, may consider becoming involved.
- Foster/encourage individual involvement in long- and short-term mission work,

- Foster cooperation in areas of outreach, social action, and advocacy between KMUC and other local communities of faith.

STAFF

The staff of Knox Met are defined as those who are employed formally by Knox Met to perform a defined function. There are two categories; Ministry staff and non-ministry staff. All staff are contracted to the Council as the Governing Body. The Manual mandates a Ministry and Personnel Committee to officially stand in as the “Employer”.

All staff are subject to workplace legislation as per the Federal and Provincial governments. That includes all the usual matters that relate to conditions of employment.

Ministry staff are governed additionally by codes of conduct and other norms issued by General Council that relate to their Religious Calling. Ministry staff are often accountable in two different ways simultaneously. One accountability stream relates to the integrity and efficacy of their spiritual leadership; their standing as members of the Regional Council; and obligations to General Council. The other concerns aspects of employment that they have in common with all other staff. For any conflict in the two regimes The UCC Manual shall be relied upon and subsequent to it Regional Council shall arbitrate if required.

Council will create for itself a management/ accountability structure with the assistance of the resources of the National Church that will afford it effective oversight, efficient management tools and real-time insight into the workings of the staff compliment through a single point of contact.

	2023		2024		2025 Budget	Notes
Loose	\$	3,200.95	\$	3,445.10	\$ 3,200.00	
Canada Helps, etc.	\$	2,429.00	\$	125.45	\$ 120.00	
PAR	\$	56,629.96	\$	29,111.80	\$ 30,000.00	
Offerings (e-transfer, Sunday)	\$	54,660.81	\$	37,271.44	\$ 36,000.00	
Outreach	\$	4,939.85	\$	17,290.22	\$ 5,000.00	
Mission and Service	\$	11,675.04	\$	6,134.62	\$ 5,000.00	
Refugee	\$	19,190.00	\$	54,972.52	\$ -	Refugee income comes from cosponsors, often families of the refugees of themselves
Bequests	\$	32,613.21	\$	-	\$ -	
Other (memorial, organ, capital etc.)	\$	226.00	\$	2,412.25	\$ -	
Subtotal - Giving	\$	185,564.82	\$	150,763.40	\$ 79,320.00	
Parking Rental	\$	64,897.25	\$	60,015.70	\$ 60,000.00	
Building Rental	\$	29,035.25	\$	27,814.90	\$ 30,000.00	
RAPM	\$	13,000.00	\$	13,000.00	\$ 13,000.00	
Security recovery	\$	84.00	\$	38.31	\$ 120.00	
Weddings	\$	2,325.00	\$	-	\$ 2,400.00	
Subtotal - Rent	\$	109,341.50	\$	100,868.91	\$ 105,520.00	
Interest and investment income	\$	592.68	\$	600.00	\$ 600.00	
Investment income - trustees	\$	466,220.93	\$	392,894.00	\$ 427,769.37	9% return, based on what the United Church Foundation earns
Subtotal - Investment	\$	466,813.61	\$	393,494.00	\$ 428,369.37	
Capital income	\$	2,835.00	\$	-	\$ -	
Refugee Cosponsor Funds	\$	15,839.00	\$	-	\$ -	Consolidated into "refugee" in 2024
Refugee Fundraising	\$	3,534.25	\$	-	\$ -	
Grant	\$	-	\$	21,820.00	\$ -	
Other	\$	-	\$	2,097.92	\$ -	
Subtotal - Other	\$	22,208.25	\$	23,917.92	\$ -	
Total Revenue	\$	783,928.18	\$	669,044.23	\$ 613,209.37	
Core staff salaries	\$	207,516.37	\$	196,155.35	\$ 207,030.00	Minister, office administrator, weekday caretaker, weekend caretaker, music director
Casual Staff	\$	30,975.03	\$	40,187.09	\$ 17,510.00	Sunday School, other
Other employment costs	\$	26,149.65	\$	47,823.14	\$ 58,710.00	CPP/EI, pension+benefits, continuing education, etc.
Subtotal - Staff	\$	264,641.05	\$	284,165.58	\$ 283,250.00	
Utilities	\$	32,274.00	\$	14,183.66	\$ 36,000.00	
Snow Clearing	\$	2,259.66	\$	6,707.00	\$ 6,000.00	
Capital expenses	\$	-	\$	42,397.51	\$ 36,000.00	
Repairs and Maintenance	\$	22,644.40	\$	58,390.00	\$ 48,000.00	

Property Taxes	\$ 29,168.37	\$ 29,715.55	\$ 32,000.00	
Parking lot operating expenses	\$ 2,527.88	\$ -	\$ 3,000.00	
Caretaking supplies	\$ 6,397.18	\$ 7,209.62	\$ 7,200.00	
Garden and pest control	\$ 1,770.60	\$ 3,079.01	\$ 3,000.00	
Lorne Street Upkeep	\$ 6,605.50	\$ -	-	Included in Capital Expenses
Insurance	\$ 21,081.23	\$ 19,032.56	\$ 24,000.00	
Organ Repair	\$ 39,175.62	\$ 1,160.92	\$ 6,000.00	
Subtotal - Building	\$ 163,904.44	\$ 181,875.83	\$ 201,200.00	
Advertising	\$ 154.67	\$ 210.80	\$ 200.00	
Bank fees	\$ 855.86	\$ 1,089.42	\$ 1,200.00	
Business fees and licenses	\$ 281.00	\$ 547.00	\$ 600.00	
Printing and Office	\$ 6,857.63	\$ 7,380.93	\$ 7,200.00	
Professional Fees	\$ 7,740.75	\$ 9,776.95	\$ 10,000.00	
Office Equipment	\$ -	\$ 4,470.72	\$ -	
IT Services	\$ -	\$ 3,480.56	\$ 3,600.00	
Telephone+Communications	\$ 5,566.63	\$ 3,273.42	\$ 3,600.00	
Assessment	\$ 21,743.00	\$ 18,806.00	\$ 18,000.00	
Investment Management Costs	\$ 32,613.21	\$ 41,500.00	\$ 38,023.94	Estimate in 2024. 0.8% of endowment funds
Subtotal - Operations	\$ 75,812.75	\$ 90,535.80	\$ 82,423.94	
Benevolent Fund	\$ 475.00	\$ -	\$ 300.00	
Christian Education	\$ 2,221.70	\$ 2,089.29	\$ 2,400.00	
Communications Ministry	\$ 1,524.40	\$ 2,385.00	\$ 2,400.00	
Congregational Life	\$ 1,798.23	\$ 272.34	\$ 1,800.00	
Donations	\$ 14,900.00	\$ 13,900.00	\$ 13,900.00	
Outreach	\$ 5,420.32	\$ 4,373.24	\$ 3,000.00	
Soup after Dark	\$ 2,001.66	\$ 11,041.33	\$ -	
Program planning	\$ 1,765.13	\$ 426.17	\$ 1,200.00	
Annual meeting	\$ 501.74	\$ 175.00	\$ 500.00	
Worship	\$ 2,653.58	\$ 3,256.45	\$ 4,000.00	
Refugee expenses	\$ 38,271.80	\$ 113,616.27	\$ 87,202.00	Fulfilling commitments already made, funds already received
Mission and Service	\$ 11,675.04	\$ 6,134.62	\$ 5,000.00	
Subtotal - Programs	\$ 83,208.60	\$ 157,689.71	\$ 121,702.00	
Subtotal - Interest	\$ 82,125.18	\$ 60,000.00	\$ 60,000.00	Interest on margin loan to acquire parking lot
Total Expenses	\$ 669,692.02	\$ 774,246.92	\$ 748,575.94	
Surplus/Loss before amortization	\$ 114,236.16	\$ (105,202.69)	\$ (135,366.57)	
Amortization	\$ 121,294.66	\$ 121,294.66	\$ 121,294.66	
Net surplus/loss	\$ (7,058.50)	\$ (226,497.35)	\$ (256,661.23)	

KNOX-METROPOLITAN UNITED CHURCH
Statement of Financial Position
December 31, 2023

	General Fund	Trust	Restricted Fund (Schedule 4)	2023	2022
ASSETS					
CURRENT					
Cash	\$ 83,588	\$ 886	-	\$ 84,474	\$ 3,364
Accounts receivable (Note 5)	4,157	-	-	4,157	25,163
Goods and services tax recoverable	1,725	-	-	1,725	1,352
Prepaid expenses	367	-	-	367	-
Due from (to) other funds	(56,897)	-	56,897	-	-
	32,940	886	56,897	90,723	29,879
PROPERTY, PLANT AND EQUIPMENT (Note 6)	2,998,554	-	-	2,998,554	3,119,849
LONG TERM INVESTMENTS (Note 7)	-	3,499,660	-	3,499,660	3,199,242
ASSETS HELD IN TRUST (Note 3)	211,144	-	-	211,144	212,978
	\$ 3,242,638	\$ 3,500,546	\$ 56,897	\$ 6,800,081	\$ 6,561,948

The accompanying notes form an integral part of these financial statements

KNOX-METROPOLITAN UNITED CHURCH
Statement of Financial Position
December 31, 2023

	General Fund	Trust	Restricted Fund (Schedule 4)	2023	2022
LIABILITIES AND NET ASSETS					
CURRENT					
Accounts payable	\$ 4,811	\$ -	\$ -	\$ 4,811	\$ 5,538
Deferred income	1,270	-	-	1,270	9,447
Wages payable	371	-	-	371	447
	<u>6,452</u>	<u>-</u>	<u>-</u>	<u>6,452</u>	<u>15,432</u>
LONG TERM DEBT	-	-	-	-	60,000
AMOUNTS HELD IN TRUST (Note 3)	<u>211,144</u>	<u>-</u>	<u>-</u>	<u>211,144</u>	<u>212,978</u>
	217,596	-	-	217,596	288,410
	<u>3,025,042</u>	<u>3,500,546</u>	<u>56,897</u>	<u>6,582,485</u>	<u>6,273,538</u>
NET ASSETS	<u>\$ 3,242,638</u>	<u>\$ 3,500,546</u>	<u>\$ 56,897</u>	<u>\$ 6,800,081</u>	<u>\$ 6,561,948</u>

APPROVED BY THE DIRECTORS

Director

Director

The accompanying notes form an integral part of these financial statements

KNOX-METROPOLITAN UNITED CHURCH
Statement of Revenues and Expenditures
Year Ended December 31, 2023

	General Fund	Trust Fund	Restricted Fund (Schedule 4)	2023	2022
REVENUES					
Rental income	\$ 48,006	\$ -	\$ -	\$ 48,006	\$ 58,266
Bequests	-	32,613	-	32,613	24,003
Offering and Donations	121,826	-	14,736	136,562	164,289
Interest income	593	63,568	-	64,161	72,964
Fundraising	-	-	-	-	66
Grants	15,641	-	-	15,641	16,230
Parking income	64,898	-	-	64,898	25,095
Gain (loss) on sale of investments	-	148,926	-	148,926	199,954
Unrealized gain (loss) on investments	-	561,967	-	561,967	(868,290)
	250,964	807,074	14,736	1,072,774	(307,423)
EXPENSES					
Amortization	121,295	-	-	121,295	121,295
Management fees	-	39,474	-	39,474	41,267
Parking lot expenses	113,072	-	-	113,072	54,213
General and Administrative (Schedule 2)	142,561	-	37,847	180,408	176,271
Payroll (Schedule 3)	264,641	-	-	264,641	280,740
Ministries and Programs (Schedule 1)	33,262	-	11,675	44,937	34,365
	674,831	39,474	49,522	763,827	708,151
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	\$ (423,867)	\$ 767,600	\$ (34,786)	\$ 308,947	\$ (1,015,574)

The accompanying notes form an integral part of these financial statements

KNOX-METROPOLITAN UNITED CHURCH

Statement of Changes in Net Assets

Year Ended December 31, 2023

	General Fund	Trust	Restricted Fund	2023	2022 Total
NET ASSETS - BEGINNING OF YEAR					
Excess of revenues over expenses	\$ 2,981,727	\$ 3,200,128	\$ 91,683	\$ 6,273,538	\$ 7,289,112
Trust transfer	(423,867)	767,600	(34,786)	308,947	(1,015,574)
	467,182	(467,182)	-	-	-
NET ASSETS - END OF YEAR	\$ 3,025,042	\$ 3,500,546	\$ 56,897	\$ 6,582,485	\$ 6,273,538

The accompanying notes form an integral part of these financial statements

KNOX-METROPOLITAN UNITED CHURCH

Statement of Cash Flows

Year Ended December 31, 2023

	2023	2022
OPERATING ACTIVITIES		
Cash receipts from customers	\$ 374,710	\$ 349,179
Cash paid to suppliers and employees	(643,703)	(585,817)
Goods and services tax	(373)	(500)
Cash flow used by operating activities	(269,366)	(237,138)
INVESTING ACTIVITIES		
Purchase of property, plant and equipment	-	(1,230,000)
Change in marketable securities	410,476	1,254,223
Cash flow from investing activities	410,476	24,223
FINANCING ACTIVITY		
Repayment of long term debt	(60,000)	-
INCREASE (DECREASE) IN CASH FLOW	81,110	(212,915)
Cash - beginning of year	3,364	216,279
CASH - END OF YEAR	\$ 84,474	\$ 3,364
CASH CONSISTS OF:		
Cash - General fund	\$ 83,588	\$ 2,478
Cash - Trust	886	886
	\$ 84,474	\$ 3,364

The accompanying notes form an integral part of these financial statements

KNOX-METROPOLITAN UNITED CHURCH

**Ministries and Programs
(Schedule 1)**

Year Ended December 31, 2023

	2023	2022
EXPENSES		
Benevolence	\$ 475	\$ 689
Christian education	2,222	1,576
Congregational life	1,798	871
Donations	14,900	13,900
Outreach & social action	5,420	2,243
Program planning & implementation	1,765	326
Word, worship, music and arts	2,654	1,860
Mission & Service Remittance	11,675	12,900
Outreach & social action	2,002	-
Travel & annual meeting	502	-
Communications ministry	1,524	-
	<u>\$ 44,937</u>	<u>\$ 34,365</u>

**General and Administrative
(Schedule 2)**

Year Ended December 31, 2023

	2023	2022
EXPENSES		
Advertising and communications	\$ 155	\$ 424
Bank fees & other charges	856	896
Business fees & licenses	281	673
Caretaking supplies	6,397	4,700
Gardening & pest control	1,771	1,535
Insurance	21,081	25,475
Piano/organ repairs and maintenance	1,329	1,426
Regional/Presbytery assessments	21,743	22,499
Printing & office supplies	6,858	4,935
Professional fees	11,541	2,925
Property taxes	748	737
Repairs & maintenance	22,644	17,125
Restricted fund expenses	37,847	54,564
Snow clearing	2,260	1,292
Telephone	5,567	5,021
Utilities	32,724	32,044
Graffiti removal	6,606	-
	<u>\$ 180,408</u>	<u>\$ 176,271</u>

The accompanying notes form an integral part of these financial statements

KNOX-METROPOLITAN UNITED CHURCH

**Payroll
(Schedule 3)**

Year Ended December 31, 2023

	2023	2022
EXPENSES		
Casual staff	\$ 39,004	\$ 10,538
Employee benefits	26,700	30,418
Employer portion of CPP/EI	14,863	14,240
Learning resources and books	1,701	2,221
Salaries	181,255	223,223
WCB	1,118	100
	\$ 264,641	\$ 280,740

The accompanying notes form an integral part of these financial statements

