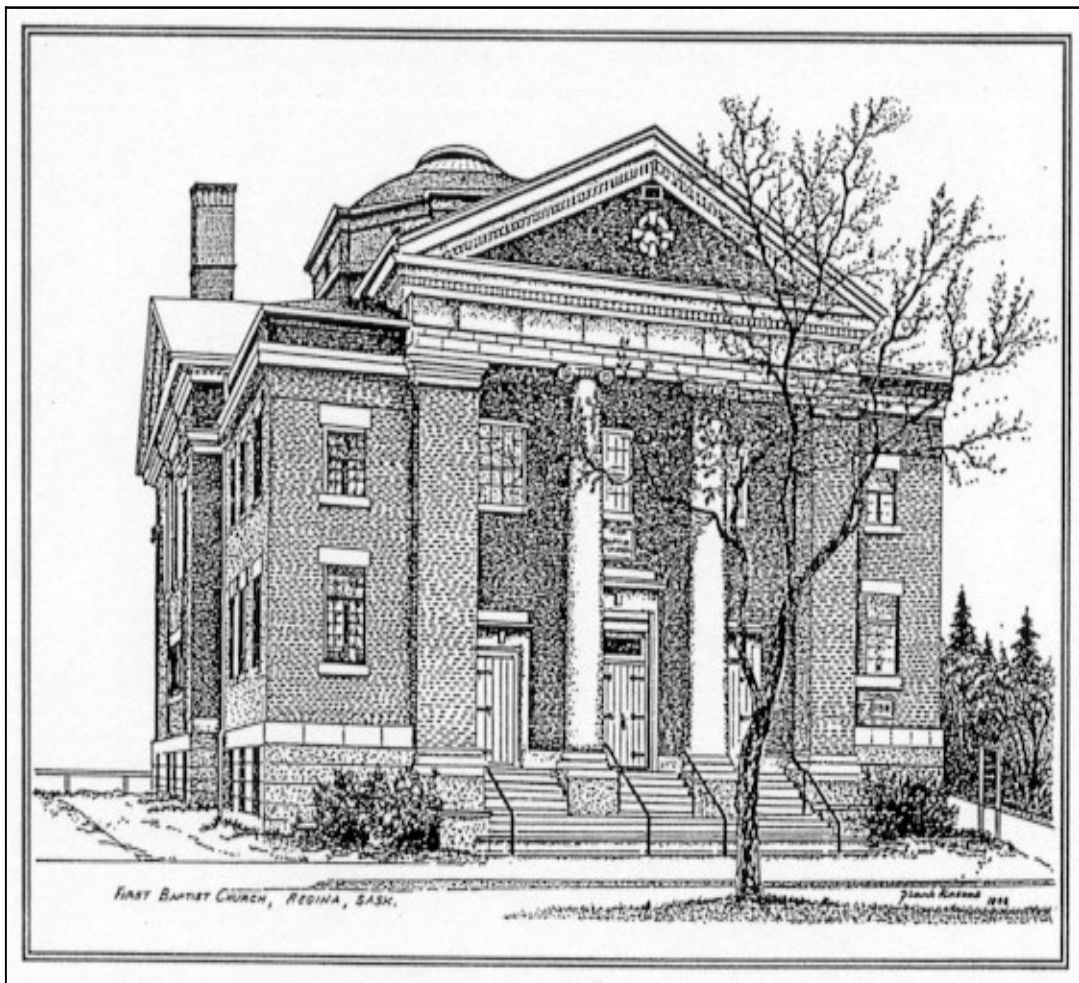


FIRST BAPTIST CHURCH

A Place to Belong

2241 Victoria Avenue
Regina, Saskatchewan
S4P 0S4
(306) 359-1450



Annual Report 2014

Covenant

*A COVENANT OF FELLOWSHIP OF FIRST BAPTIST CHURCH
Regina, Saskatchewan*

*We, members of First Baptist Church, Regina, covenant together
to walk with Christ and each other in fellowship of holy love,
to gather together regularly for united worship,
to look to God daily for grace and guidance,
to search the scriptures for understanding of the Christian way of life,
to serve God and each other in love and humility.*

*We will recognize the worth of each individual within our community,
regardless of age or circumstances, recognizing that we are all precious
in God's sight.*

*We will uphold each other in prayer and will offer kindness, forgiveness
and mercy to each other as Christ has offered to us.*

*We will give cheerfully of our time, talents and finances so that God's
work would prosper in this place.*

*We will recognize Christ's presence in every aspect of our lives and will
seek to honour Him in all that we say and do – at church, in our homes, and
at our places of employment. With the help of the Holy Spirit, we will seek to
follow Christ throughout our lives.*

*“What does the Lord require of you, but to seek justice, to love mercy, and
to walk humbly with your God.” ~ Micah 6:8*

ANNUAL REPORT 2014

FIRST BAPTIST CHURCH ANNUAL MEETING MARCH 22nd, 2015 – 1:00 P.M.

Annabel Robinson – Chair of Diaconate

| | |
|--|----|
| Minutes of the November 2014 Meeting | 1 |
| Report of the Senior Pastor | 4 |
| Report of the Chair of Diaconate | 9 |
| Membership Report..... | 11 |
| Report of the Treasurer | 12 |
| Report of the Music Ministry | 15 |
| Report of the Achievers | 19 |
| Report of the Christian Education Commission | 20 |
| Report of the Worship Arrangements Commission | 22 |
| Report of the Congregational Care Commission | 23 |
| Report of the Personnel Commission | 24 |
| Report of the Property Commission..... | 25 |
| Report of the Missions Commission | 30 |
| Report of the Audio-Video Ministry | 32 |
| Report of the Governance Advisory Commission..... | 34 |
| Report of the DULF Committee | 35 |
| Report of the Auditor and Financial Statements | 36 |

MINUTES, NOVEMBER MEETING

1. Call to Order: Annabel Robinson
2. Devotional and Prayer: Dr. Mark McKim. Basing his devotional on Eph: 4:1-3, he spoke of our need for humility, gentleness, patience, and agape-love.
3. Thank you: Annabel thanked Kathy Brown and her helpers for the lunch and announced that we are looking for someone to organize church meals on an ongoing basis.
4. Appointment of parliamentarian: Kevin Rich.
Moved by William Crook and seconded by George McKenzie.
Carried.
5. Approval of Agenda: moved by Owen Winter, seconded by Eric Zeitler.
Carried.
6. Approval of AGM Minutes: moved by Tracy Sailor and seconded by John Hillmer.
Carried
7. Business Arising from Minutes of AGM: none.
8. Questions for Commission Chairs:

Worship Arrangements: The question was asked, What is included under Worship Arrangements? Answer: appointment and supervision of the following : elevator operators, greeters, ushers, cleaners, flower arrangers, vergers, communion arrangers.

Missions Commission: Rob Sentis explained the CBM project entitled "She Matters" and showed a short video on the topic. He reported that FBC has designated \$3000 towards the campaign and mentioned that we support both foreign and home missions.

Property Commission: Annabel gave a vote of thanks to the Chair,

Mavis Olesen and her team, for the outstanding work done within the last year. Special mention: Len Pauls, Marvin Fuller, Hilary Ryan, Dean Gilchrist.

9. Values Document (see Appendix 1)

Dr. McKim briefly reviewed the work done on Part I of the document and mentioned those aspects of it that have already been implemented. The upcoming Part II will address the question: What is God calling us to do? The “Values document” is not written in stone, and there will doubtless be the need to make changes and additions at some stage in the future.

General congregational response:

- Rewording is needed in places to change negative statements to positive.
- Nothing was said in the document about our being more inclusive.

(Response: The church will consider the LGBT question some time in the future. It was mentioned that CBWC is currently studying the matter and will report in 2015.)

- What mechanism is there for members to raise neglected issues?
(Response: Any person may move an amendment at a general meeting or may speak to a leader.)
- How would congregants know of changes made by the deacons?
(Response: they would be brought to the body.)
- We should meet during Learning for Life to work on changes.
- We are looking inward rather than focussing on going forward in our world (Great Commission).
- The document should include biblical references.
- Revisions should be dated.
- What was recently added to the document?
(Answer: The section on Loving God with our Hearts)
- Several people expressed warm appreciation of the process used in preparing the document.

Moved by Dr. McKim moved and seconded by Laureen Snook to adopt the document in principle.

Carried.

10. Proposed 2015 Budget

Derrick Bellows presented the budget for 2015. (Appendix 2 Fiscal Year Operations, Capital Accounts)

Adoption moved by Derrick and seconded by William Crook.

Carried.

11. Other Business:

Rev. Russell-MacLean spoke warm appreciation of the work of the church and requested prayer for our leaders.

12. Adjournment: The meeting was adjourned at 2:30 p.m.

Moved by Norma Holtlander.

SENIOR PASTOR'S REPORT

There is no denying that 2014 was a challenging and at times difficult year for our congregation.

Quite a number of folk in the congregation had health problems, often serious enough that they are no longer able to worship with us regularly. A number of the saints were, to use the Salvation Army phrase, "promoted to glory." Over the last eighteen months, every member of both pastoral and administrative staff has experienced a serious health crisis either of their own or involving a family member, or the death of a family member. The Trustees (i.e. Deacons and Treasurer together) have tried, sometimes in the midst of their own health problems, to steer a calm, straight course, while also responding to various concerns and sometimes, criticism. As a congregation we are wrestling with questions about what God is calling us to do together as a church and what is the best way to go about accomplishing that call.

No one ever promised, however, that following Jesus, as the church, was always going to be easy. Least of all, did Jesus himself ever promise such!

In the midst of the challenges, however, I see important signs of hope.

- At the fall congregational meeting a balanced budget was again presented and approved by the congregation. We ended the year 2014 in the black while also managing, among other things, to complete repair of the northwest cornice, replace the roof of the youth centre and complete needed work on the organ.
- Over the last ten years, the church's long-term debt has been reduced by almost half, and there are plans in place to deal with the remaining bonds.
- It is a great joy for me to remain in touch with many young adults who grew up in, were loved, taught and mentored by this congregation and are now living and working out of province. They are often living out their commitment to Christ in amazing

ways, ranging from creative involvement in local churches to working openly as believers in the film industry to volunteering their expertise in the third world to provide medical care.

- Quietly, without fanfare, and often known to almost no one, Kingdom ministry is being undertaken by many of you in day to day life.
- In response to ideas which came out of the spring Learning for Life class (which discussed the “Values” document), and then a retreat on May 27 and 28 involving pastors, deacons and Treasurer, a commitment was made to a number of “new things,” and I am happy to report that many of these have already been accomplished, while others are in progress:

- Christian Formation

Advance Preparation for Sunday worship is encouraged through including Scripture readings for the following Sunday in each week’s bulletin. For Lent 2015, reflections for each day have been prepared by members of the congregation and made available as a Lenten booklet. (There was an attempt to have a weekly discussion of the Sunday’s sermon, but only one person attended the first three meetings, and this idea has been shelved.)

There has been more congregational leadership on Sunday morning in reading Scripture and prayer.

A “Learning for Life” class will be offered soon on the “mechanisms” of worship leadership (e.g. how to read Scripture well, how to prepare a prayer of confession, prayers of the people), the nature of worship and worship leadership.

Opportunities have been made available for artwork from children on bulletin covers.

Discussion is ongoing on how we might establish a number of small groups in our congregation. The goal of a small

group is to have a number of folk committed to gathering regularly to deepen their relationships with God and one another, to experience God's love through prayer, study of Scripture, mutual care and intimate friendship.

A deacon is now available *every* Sunday, following morning worship, to pray with individuals desiring such. About twice a year a "healing service" now provides an opportunity for those seeking healing to be prayed for and anointed, following morning worship.

- Youth and Young Adults

There have been discussions with other downtown churches, which have similar struggles, and we are planning in-house discussions on this subject. We have a large number of children in our church (on some Sundays children make up 20% of the congregation), which gives us hope for future teen ministry.

- Missions

The end of Missionfest, the result of decisions, first by Westhill Park Baptist and then Argyle Road Baptist to no longer be involved, created a void.

There was a widespread desire for better understanding of our larger Baptist family, especially the mission work of Canadian Baptist Ministries (CBM). In response, our bulletin now has, almost every week, a report on the work of CBM, as well as occasional reports from our denomination, Canadian Baptists of Western Canada (CBWC) and the Baptist World Alliance (BWA). In May, 2014, your Missions Commission arranged for CBM missionary Darrel Bustin to speak on a Sunday morning. In 2015 Sam Chaise, the General Secretary of CBM will be preaching on May 24th. First Baptist Church responded in an amazing way to the Ebola crisis in Africa, quickly raising

almost half (!) of the amount which CBM requested from churches across the ENTIRE country! Wow!

- Communication/Governance

Beginning in the autumn of 2014, in order to insure better internal communication, your trustees (i.e. deacons plus treasurer together) put in place a plan to meet, three times a year, with all Commission Chairs. This was in addition to the long standing practice of trustees inviting every commission chair to meet individually with the trustees once every year. In addition, we are planning that pastors, trustees and commission chairs will begin meeting together two or three additional times each year solely for the purpose of prayer.

Although it goes beyond the scope of a report for 2014, I should also mention that your trustees (i.e. deacons and treasurer) are sifting through the transcript of the January 2015 Town Hall meeting to identify major areas of concern/interest and respond actively. Have you noticed some changes have already happened in our Sunday morning worship? There are greater emphases on inviting people to tell their personal stories (“God at Work in our Lives”) and reporting on missions, as well as the introduction of some occasional contemporary hymns and choruses and solos.

As we move into the new year, I would ask each of you to keep two things in mind.

First, *love one another*. We are *all* sinners. Every one of us is imperfect. Every one of us has blind spots, things we aren’t good at doing or seeing. Every one of us undoubtedly does or says things which irritate others in one way or another. Every one of us has moments when we are just plain pig-headed, stubborn and insensitive. None of us has all the gifts or all the truth and sometimes we are going to disagree. We are *still* supposed to love one another, just as Jesus loves us. That is the “great commandment” Jesus gave (John 13:34-35), and if he is our Lord, we will be trying to obey that commandment.

Second, *do not grow weary in well doing*. Being followers of Jesus and being the church can be tiring, at times exasperating. This is nothing new! The apostle Paul wrote to the Galatians: "...let us not grow weary in doing what is right, for we will reap at harvest time, if we do not give up. So then, whenever we have an opportunity, let us work for the good of all, and especially for those of the family of faith." (Galatians 6:9-10) "Doing what is right" refers to all that is involved in living daily life in obedience to Jesus, and to being His people, the church, together. The "harvest," of course, refers to the time when the Kingdom of God finally comes in full. We are to keep on doing what is right and good, even, perhaps especially, when it is difficult or tiresome. My grandmother, a woman of quiet Christian faith, had, so it seemed, countless wise sayings to cover almost every possible situation. In our family we call these sayings "mumisms," and we still quote them. One such "mumism" especially applied to situations where doing the right thing was difficult: "I saw my duty and I done it." (I hasten to add that the error in grammar was conscious and deliberate. My grandmother had been a school teacher and was very insistent on the subject of good grammar.) So, we are called to do the right and good thing, even when it's not easy, not to grow weary in well doing.

Respectfully submitted,

Rev. Dr. Mark G. McKim
Senior Minister

CHAIR OF DIACONATE

2014 was a challenging year for the diaconate. We started the year with only eight (out of ten) members, three of whom resigned, for different reasons, during the course of the year. Of the remaining five, three of us have suffered from serious health issues. We are keenly aware that we need to refresh the diaconate with younger members.

We spent some considerable time refining the document “Building on our Strengths,” better known as the “Values Document,” which we placed before the congregation in the first part of the year as a series of ten Learning for Life classes. These classes were attended by about fifty people, discussions around tables moderated by the deacons, and suggestions were received. A number of people expressed appreciation for this process. Some of the ideas generated have already been implemented, such as the “Deacon on Duty,” whereby each Sunday deacons make themselves available to pray with anyone who wants to come forward at the end of the morning service.

We have struggled with the best way of establishing a board, separate from the diaconate, to be responsible for the financial management of the church. Several models are under consideration. We hope to get input from the congregation and have a proposal ready for the AGM in 2016.

When we switched from a church Board to the diaconate it was intended that the diaconate would undertake the responsibilities formerly held by the Spiritual Life Commission. Some things have been lost in the change, simply because the diaconate has not had the time to give to them. Among these have been the establishment of more small groups, and congregational retreats. At present (February 2015) these items are on our agenda.

In our role as trustees (diaconate plus Treasurer), we have spent time setting priorities for some major repairs to the church building and to the organ, and considering some major improvements to the sound system. The implementation of these repairs is being organized by the

Property Commission, with some of the money, especially for the upkeep of the organ, being provided by special donations.

In November John Nelson organized, with the strong support of the diaconate, a seminar offered by Paul Pearce of CBWC, for people approaching retirement. It was well attended, and follow-up is being planned.

One of the most valuable events of the year was the presentation of two seminars in November by John Pellowe, of the Canadian Council for Christian Charities (CCCC). This was attended by Annabel Robinson and Kayely Rich. We plan for the implementation of what we learned on that occasion to be shared with the new diaconate in 2015.

In January 2015 we held a Town Hall meeting to give every member of the congregation an opportunity to share their thoughts and concerns. About 110 people attended. We invited Ken Bellous (former Executive Minister of Ontario and Quebec) to moderate. Mark Doerksen (Heartland Area Minister) was also in attendance. The meeting was well received. We have already implemented some of the suggestions made. Others are under discussion by staff, diaconate and commissions.

We are pleased to see that DULF is beginning to grow. At their last meeting the deacons approved putting \$5000 from a recent bequest into this fund.

As I shared with the congregation in the morning service recently, none of us is perfect or omniscient. But we believe that together we can hear God's voice, discern His will, and find the strength to live it out in love and humility. Please pray for your new diaconate.

Respectfully submitted,
Annabel Robinson

MEMBERSHIP REPORT

In 2014 the following changes were recorded in our membership:

Decreases

| | |
|-------------|---|
| By Death | 3 |
| By Transfer | 0 |

Increases

| | |
|-----------------------|---|
| By Transfer of Letter | 0 |
| By Experience | 5 |
| By Baptism | 0 |
| Inactive to Active | 0 |
| Net gain | 2 |

Membership at January 31, 2014

| | |
|----------------------|-----|
| Members | 191 |
| Adherents | 354 |
| Inactive Members | 26 |
| Non Resident Members | 23 |

Treasurer's Report - 2013

First Baptist Church is active in a great many ministries and has finances that are more complicated than most churches. In addition to the normal day-to-day expenses (operating expenses) necessary for our church life, we still have significant long-term debt (capital expenses) from the major church building refurbishment in 1991. We had a good financial year in 2014 meeting our operating objectives, reducing the Operating Line of Credit and reducing Bond debt slightly. In addition, for important capital projects were financed from the Building Fund. Detailed financial information follows in the audit but financial highlights are presented below.

Operating Expenses

The six commissions of the church and the Treasurer manage operating expenses. Each has a budget for which they are responsible. The Personnel Commission accounted for about 2/3 of the operating budget in 2014. It is important to remember that salaries paid out of Personnel support ministries identified in the other commissions. Property, Administration and Missions also have significant budgets. Through 2014 the commissions were excellent stewards of their budgets.

Donations were higher in 2014 due to a successful spring campaign to replenish the Bond Redemption Fund and strong donations late in the year. Our operating budget was \$538,222. We raised about \$533,000, spent about \$518,000 and ended the year with a \$15,500 operating surplus. This allowed us to reduce the Operating Line of Credit limit by \$10,000 to \$40,000. We achieved a zero balance on the OLC at year-end for the second year in a row.

Capital Expenses

In 1990 members made a significant decision to refurbish the church building that was 80 years old. About \$1,700,000 was spent to create

the building that we worship in today. The money for this work was raised through borrowing; most of it through bonds sold to church members who were committed to this congregation and the building. Since 2007 our debt is has been internal to bond holders. At year-end outstanding bonds amounted to \$547,900 and we had \$23,400 in the Fund to address future redemptions, leaving us with unfunded bonds of about \$524,500. To reflect market conditions the interest rate on the bonds was maintained at 3.65% and paid at year-end.

In 2014 the Finance and Audit Committee started developing a plan for the maturity of the of the bond issue on December 31, 2017. We developed tools to help bondholders donate bonds to the church on or before the maturity date. We started an engagement with bondholders to help us determine how much of the outstanding bonds would be donated. And, we discussed financing options with CBWC for cash flow and residuals upon the bond issue maturity.

Other Capital Projects

The Property Commission did a number of improvements in 2014 to secure our building. Repairs to the furnace, Youth Center roof, cornice, and organ significantly renewed our assets.

General

We maintain separate accounting for various dedicated activities in the church including the benevolent fund, A/V ministry, and Meet Your Musician.

The facility agreement with Regina Youth for Christ in resulted in market value being paid for rent of the Youth Centre and a large contribution back to their ministry. This contribution decreased in 2014 to reflect the maturity and financial strength of YFC.

Through 2014 Krista Johnstone managed detailed finances for the church as Financial Administrator and I thank her for her hard work and diligence in keeping the books. The Finance and Audit

Committee, Merv Hepting, and Marv Fuller supported me. I also thank the Diaconate, Commissions and staff for their diligence in managing the financial resources entrusted to them. And especially, I thank you as the family of First Baptist who continue to provide the finances for the work of our church.

Respectfully submitted,
Derrick Bellows
Treasurer

MUSIC MINISTRY/ACHIEVERS' MINISTRIES

Rev. John Nelson, Associate Minister

“Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts, sing psalms, hymns, and spiritual songs to God. And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him.” Col. 3: 16

Think FIRST! The Music Ministry of First Baptist Church continues to enhance the body, mind, and soul of both our church family and the community beyond. This gift, this ministry which is one of our church's VALUES, has “created moments of transformation, wonder, and awe” for over 100 years! This inspiring legacy continues to enrich our lives and makes FBC truly A PLACE TO BELONG!

As a church family we have much to be thankful for in terms of our “gifts of music”. We are blessed with an abundance of “gifted” people of all ages and levels of ability from both within our church family and from the community at large, who are ever faithful in sharing their talents. Such faithfulness helps to enhance our worship experiences, and build up the church, the body of Christ to a position of strength and vitality.

THE SANCTUARY CHOIR/JuBELLation/EXALTATION

This past year has been both rewarding and challenging for the SC, J, and E music groups. Yet all groups have been impressively faithful and enthusiastic in their commitment.

The Sanctuary Choir continues to be the longest serving “small group” of FBC, celebrating over 110 years of dedicated ministry and service. Over these years members of this music family have sacrificed sitting with loved ones in the congregation for 40+ weeks of each year due to their sense of “calling” to this ministry and service.

2014 had many memorable music ministry moments for the Sanctuary choir, even in the midst of confronting some unique cultural and community challenges and stresses, such as: a reduced roster of singers due to retirements, medical leaves, work schedules, moves,

travels, and the passing of long-time members of the choir. Thank you choir for your enthusiasm, your faithfulness, and for your worship leadership!

The HANDBELL ministry of FBC celebrates over 29 years of a most unique and creative ministry. Here, too we have witnessed unparalleled dedication, and for this I am most grateful. We welcomed new members into JuBELLation this year and together we shared many laughs and meaningful highlights.

EXALTATION is a seasonal group that comes together to participate in our Christmas Glory, Easter Alleluia, and Festival of Praise ministries with the Sanctuary Choir. This group is comprised of members from both our church family as well as friends from other churches in Regina.

HIS KIDS (seasonal children's choir)

Thank you to Debby and Becky Nelson for their leadership of this lively group of energetic singers. This children's ministry truly touches the hearts of our congregation!

MINISTRIES

Exaltation

His Kids (seasonal)

JuBELLation

Sanctuary Choir

Walsh

Gifts of Music (art, vocalists, instrumentalists, narrators, decorators, etc.)

Creative Co-ordinators

Audio & Video Ministry

Elevator Co-ordinator

LEADERSHIP

Christa Walsh & John Nelson

Debby and Becky Nelson

John Nelson

Mark Anderson/John Nelson/ Christa

Walsh

Doug & Edie Hilts, Debby Nelson

Irene & Vic Sotropa, Hilary Ryan, William Crook

Eva MacMillan

A SPECIAL NOTE of APPRECIATION

The music ministry programme of FBC would not be possible without the gifted and generous people whom we are privileged to have on

the piano and organ. As expressed last year, our appreciation extends beyond their music ministry, but also to their Christian characters, level of commitment, dedication, and encouragement. Many memorable moments of “creative transformation” are enhanced by their inspired worship leadership. Thank you Christa Walsh (piano- 7 years) and Mark Anderson (organ- 24 years) for your exceptional ministry.

Thank you to all of our “ministers of music” for their much valued and essential musical offerings. The music ministry of FBC is an exemplary voice of Sally Morgenthauer’s comment, “If church is about God’s business - the relentless pursuit and transformation of human beings - then the arts (music ministry programmes) are no longer optional. They are essential.”

HIGHLIGHTS of 2013-2014

1. Good Friday Joint Service

2. Palm Sunday- His Kids

Easter Alleluia

3. Festival of Praise Concert

4. First Concert Series- largest congregation/ audiences in years

a) Christmas Glory- numerous comments received- “inspiring/ uplifting”.

b) VIVACE - community choir directed by John Nelson/Christa Walsh, piano

c) Cantate Children/Youth Choirs- Debby Nelson director/Marlene Hinz, piano

AREAS OF RESPONSIBILITY

2014 marked my 28th year of ministry at FBC. What a privilege for me to serve as one of your pastors! My responsibilities included: co-ordinating/nurturing the music ministry programme....acting as pastoral liaison/co-ordinator of the Achievers’ Luncheon ministry.....acting for a time as interim chair of the property commission....pastoral liaison to both the Congregational Commission/Nominating Committee....representative on the Good Friday Committee.....preaching, performing weddings/funerals,

counseling, visitation, administrative duties that included scheduling/organizing concerts & gifts of music.

COMMUNITY OUTREACH

-Invitations to work with various High School music programmes

-Saskatchewan Festival adjudicator

-guest seminar/workshop/festival clinician and conductor

-24th year as choral director of a 55 mixed voice community based choir

-our church music library (2500+ titles) continues to be shared with other churches and community organizations both in Regina, surrounding communities and provinces. *Special notes of appreciation for this ministry have been shared in annual reports of many of these groups.

As I look to the future, I would like to reprise a section from my annual report of 2008 in light of the challenges and stresses that we have faced in 2014: "I hope our ministries will affirm that there is no room for mediocrity in the life of the child of God. God is deserving of our very best no matter the ministry, for ministry in its essence is relationship.....a relationship with God and with one another. Let us realize that the POWER behind us is GREATER than the CHALLENGES we face ahead.

Our exciting Christian journey continues, and may it be that as followers of Christ we WILL continue to discover and 'create moments of transformation and wonder, leaving us in breathless awe of the power of the Holy Spirit in our midst'."

On behalf of myself and my family, thank you for the privilege of serving amongst you these past 28 years. May God continue to bless us all as we seek His leading for 2015.

ACHIEVERS' LUNCHEON MINISTRY 55+

The ACHIEVERS' LUNCHEON MINISTRY, the second longest existing FBC small group, is 27 years "young". Like the Energizer Bunny, ALM is fully alive and still beating an enthusiastic drum! The mission of this group of people is to "reach out and touch the lives" of others by providing fabulous food, fantastic fellowship, spiritual stimulation, and special speakers & subjects.

ACHIEVERS' is a most exciting ministry of FBC that meets the third Thursday of September - November and January-April. This special group confronts enthusiastically the challenges presented by age, weather and health. Attendance in 2014 at the luncheons varied between 38 and 60+. There were many special moments, one being the shared testimony of Natasha Phillipson that was both heart wrenching, and inspirational as well.

I wish to thank all those who have faithfully volunteered to serve: ALM co-ordinator, ticket/ phoning/ decorating/ publicity committees. Thank you as well to Kevin Rich and Merv Hepting for keeping both the Achievers' and church websites updated.

A heartfelt thanks as well to the Achievers' for the privilege of serving with you. Thank you for your commitment and faithfulness shown for this valued FBC outreach ministry.

IN CONCLUSION

I pray that all of FBC's ministries will provide encouragement to others, and will reflect the "awe" that is reflected in this inspiring quote:

"God, You change all of us! Make us better than we are. Blend our thoughts and phrases fittingly, and remind us who You are. Make us mindful then, Dear Savior, when to You our hymns we sing That we seek to praise You fully and in so doing, fully live."

Respectfully Submitted,

Pastor John Nelson, Jr.

Associate Pastor of Music/Seniors Ministries

CHRISTIAN EDUCATION REPORT

Our children's ministries have grown again in 2014. Nursery enrolment remains strong! We continue to have a strong volunteer team with 35+ volunteers in various aspects of Oasis, Godly play, Nursery and Adult Ministries.

In an effort to offload some work load from Joel, and to develop more leadership, a number of new co-ordinators and programme developers were appointed and engaged more, namely, Lynette Wollbaum, Esther Maeers, and Deirdre Sentis. Their contributions to 2014 effort have been greatly appreciated. Based on their input the role of the Shepherd has been changed with huge positive impact on Sunday morning experience both for the children and volunteers. Much of the Oasis programme materials have been reworked and made stronger and more faith challenging. We are trying to move away from pat answers to more engaging materials that opens up personal reflection and deeper spiritual insight amongst our youth. Joel has been extremely thankful to have more time to devote to Adult Sunday School programs and other goals within the church. Rosemary Ward and Bonnie Austring-Winter continued to help on co-ordination as back-ups, and to serve on the CE commission. Rosemary and Bonnie are both looking to explore different service opportunities outside CE Commission in 2015. As they transfer off CE at the end of this school year, we all should offer them both a big THANK YOU for decades of intense volunteer work in children ministries and on the CE commission.

The TNT study has continued to grow, and purchased videos are proving to be very educational and great conversation starters. Again we have had an amazing Adult Sunday School year with many popular and exciting classes. If you haven't been coming to either of these I can personally say you have been missing out - big time! The Sunday school picnic and Kick-off Sunday again went well.

Church library renewal was fuelled by an amazing 136 new books (new to our library that is) in 2014, up from 114 in 2013, up from 95

new books added in 2012. Some additional book space has been captured (upstairs, by the elevator, etc), so that the number of removed books is only about 80% of the new book numbers. Furthermore, all the old VHS tapes and cassettes were removed from the library freeing up considerable shelf space. Various stored materials, and so on were also removed, freeing up still more area. A number of absolutely brand new children's books were contributed to the library in 2014, and a big thanks to those that donated.

As we look deeper into 2015, we are hoping to add some new members to CE commission; launch some sort of challenging teen engagement items; strengthen faith in the home initiatives; try something like messy church; engage more church adherents to move from spectators to participants; hopefully get a "church" camp event going again; some college & career events; and launch another faith & culture event. As usual, the limiting factor is volunteers, if any of these sound interesting talk to Joel or Collin.

Personally, 2014 was a challenging year for me with death of my father. My father was sick from May onwards, and I spent considerable time in Brandon throughout the summer, and then almost full time through the fall months of October, November, and December. I would like to thank Joel and others that stepped up to plan adult classes for 2015, and kept CE commission functioning in my absence. Although we didn't accomplish as much as we had hoped in 2014, it was in many ways a strong building year. I look forward to various exciting possibilities that 2015 offer us and thank the congregation for another year of strong support and fellowship.

Collin Carbno
Chair of CE Commission

WORSHIP ARRANGEMENTS COMMISSION

The members of the Worship Arrangements Commission coordinate many volunteers who serve the congregation during our worship services on Sunday mornings and for special events. The members of the Commission are: Pat Bester (coordinator of the Balcony Ushers and Greeters), William Crook (Main Floor Ushers, Elevator Operators), Jean Hillmer (Main Floor Communion Servers and Prayers, Communion Preparation (ably assisted by the Rev. John Hillmer)) and Tracy Sailor (Baptism helper and gown launderer). I coordinate Sound Room, AudioVideo Ministry and Taxi Service. Rev. Mark McKim is Pastoral Liaison and Martha Pauls is Diaconate Liaison. Although not a Commission member, Shirley Wolfe acts as Flower Coordinator. We are grateful to Pearl Bretz for coordinating greeters. We have no coordinator for Main Floor Greeters or the Balcony Communion servers; the ushers presently asked people in the balcony to help as they arrive in the morning.

Our Taxi Ministry is used less as parishioners use the bus or have other means to get to church. We hope that those making use of this ministry will donate some funds back to the Taxi Ministry to help us stay within budget.

I would like to take this opportunity to thank Eva MacMillan for her many years of volunteering on Sundays and other occasions. She is a "behind the scenes" person who has served faithfully for decades, and is now cutting back to allow younger people to have a chance to serve. You have been an inspiration, Eva! I am pleased to report that in the last year, we've had more volunteers joining us to help with the elevator. The sound techs have gone above and beyond the call of duty as they have filled in for Murray Wolfe as he battles cancer.

Thanks go out to all the volunteers who cheerfully serve each Sunday. There is still room for YOU! You will find that the blessings far outweigh the time commitment! Please contact any member of the Commission to find your "Place to Belong".

Respectfully submitted, Hilary Ryan, chair

CONGREGATIONAL CARE COMMISSION

Commission Committee

Kathy Brown (Chair), Irene Sotropa, Judy Grimsrud

If you would be interested in helping with any of our teams like Visitation, Time for Friends, Prayer Chain, or in Hospitality (in the kitchen), we would be thrilled to have you! We are in need of some new team leaders too. I feel I have been Commission Chair for long enough now, so would be thrilled if someone else would take on this role. We also require a new team leader for Hospitality, the Prayer Chain, and the Visitation team. Those who are interested in becoming involved can speak to me or Erin in the church office.

Thanks to all you who have served on the teams of the Congregational Care Commission this year. Special thanks to Pearl Bretz - Prayer Chain, and Irene Sotropa - Time for Friends, and Eva McMillan - Visitation for their leadership, commitment and dedication to their teams.

Respectfully submitted,
Kathy Brown

PERSONNEL COMMISSION REPORT

The Personnel Commission has been pleased to serve the First Baptist Church Regina body throughout 2014. Members of the commission include Norma Bailey-Holtlander, Dr. Reid Robinson, Rev. Dr. Mark McKim (pastoral liaison) and Rev. Kayely Rich (chair). Heather Holtlander was our diaconate liaison until the beginning of December.

We saw no changes in staffing this year. Rev. Dr. Mark McKim, Rev. John Nelson and Rev. Joel Russell-MacLean have continued to serve faithfully as our pastors. We thank them for their countless hours of work and the care they have provided for so many, even as they have been personally exhausted and worn down at times. We also wish to express our appreciation to Erin Angus and Krista Johnstone for their administrative support and to George McKenzie for his custodial work.

As a commission, we have met to discuss staffing budgets, future planning, job descriptions and ways we can support our staff team. In our work, we aim to steward our human resources in a manner that honours the church body and the direction God is leading First Baptist Church Regina. We are always open to your thoughts, questions and concerns.

Respectfully submitted,
Rev. Kayely Rich, Chair

PROPERTY COMMISSION REPORT- 2013

How We Function.

- We do meetings by email to which members respond and then it is revised, compiled, and reconfirmed for any reports etc. in order to reflect all the members' input.
- We use a task method. Various folks have taken on one or more with 'work bee' support as needed:
 - Len is our assessment person and has taken on the cornices as well as applying for a Heritage Foundation grant (due mid March).
 - Len and Marv have taken on the ventilation system with Laureen as (active) back up due to her work for the past many years .
 - Marv cared for the carpets and quietly fixed a number of things around the church (i.e. sturdier platforms in the dome area etc.)
 - Glenn looked into Fire and Safety recommendations, did other electrical work and assisted in many ways.
 - Owen will assess the amount of snow on the roof this year, have it removed if necessary and we will then determine how best to fix the sound room fixtures/ceiling in times of heavy snow. Note: This is an 'iffy' situation because we wonder if this year we will have enough snow to cause an issue and if fixing it will still cause issues in a heavy snow year. We ponder how to fix it for both eventualities.
 - William suggested a solution for the men's toilet smell and we have had no report that any smell is reoccurring yet??!! He also checks prices for parts etc.
 - Finally, we lean on the Men's Group. (i.e. we hope to address the cement work all around the side door this summer and hope the Men's Group do this assisted by us).
 - In addition to this list there are many little jobs that members, staff and others do (i.e. hook in toilet for the disabled).

How it's going

- The Property Commission is going very well. We were under budget (see below***) thanks to the free labour of all on this commission and the watchfulness of Krista, Erin and George to whom we are most grateful. Thank you so much to all involved for putting FBC first so many times in your lives.
- John Nelson acts as a liaison and often does those jobs (i.e. vacuum cleaner repair) requiring quick turn around. He also clarifies and communicates with staff. Thank you so much.
- All people on this commission are busy with many other volunteer ministries outside FBC so we need to be careful as we take on tasks.
- The following timeline shows we will not be too busy in 2015.
 - January – half of vent work (done late December, paid for in 2015 budget).
 - March - roof and decision about what is best to do so for all depths of snow.
 - March 15- Heritage Foundation Grant due (scaffolding estimate in progress)
 - March 14- meeting with FBC leadership - all PC members invited
 - May- address sound room repair (note: media report may effect this)
 - * June- elevator maintenance,
 - June- August- cement work back door, cornice work if Grant received.
 - September- member/congregation visual/actual 'walk through' and budget for 2016 development by members/Krista
 - Oct. Nov. Dec. – extra cleaning/repair if budget allows, and regular elevator maintenance.

* twice per year furnaces at FBC/YC and Fire and Safety checks and maintenance occur.

Prayer

- Thankfulness for hard work of all consultants (Len, Owen, Al Basky) and such talented PC members (Marv, Dean, Glenn, William), staff (Erin, George, Krista), Men’s Group and our Pastoral Liaison (John Nelson).
- That by the Grace of God, as needed, other willing/talented folks will offer to help in bees, emergencies and over the long term.
- Thankfulness that Y/C does so much of their own property work.
- That by the Grace of God, FBC property remains sturdy and maintained, as a witness in our city.
- For all Commissions in the various ways they accomplish their work and for support, Love and mutual collaboration among us all in the congregation for decisions reflecting God’s will for His Kingdom through a vital FBC witness.

2015 Expenditures as per Budget as Approved Nov. 23, 2014. See notes below.

| Proposed 2015 Property Budget | | | | |
|--------------------------------------|--|--------------------|--------------------|--------------------|
| Acct.# | Description (15 budget lines) | 2014 Budget | 2014 totals | 2015 Budget |
| 5510 | Caretaking & Upkeep - (bathroom/kitchen/cleaning supplies, touch up paint, tiles, etc. Erin/George track and use this line). | 5,000.00 | 6,495.95 | 6,000.00 |
| 5515 | Caretaking & Upkeep - YC (Youth Centre) | 500.00 | - | 500.00 |
| 5520 | Repairs & Refurbishing (half, (\$4000 of \$8000 estimate), of needed vent work is now done. Other expenses | 2,500.00 | 2,962.62 | 5,500.00 |

| | | | | |
|------|---|-----------|-----------|-----------|
| | will be elevator maintenance, fixing vacuum cleaner, some cornice expenses, cement supplies for side door men's group work, for sound room ceiling/cabinet repair) thus \$1500 remains. | | | |
| 5521 | Repairs & Maintenance - Major (more than \$10k as approved by Diaconate). | - | - | - |
| 5523 | Furnace Service - maintenance (hoping for a smaller bill as per pattern over the years) | 2,500.00 | 3,694.11 | 3,000.00 |
| 5524 | Furnace Service - YC | 500 | 745.83 | 1,000.00 |
| 5530 | Utilities - Water & Sewer (Krista tracks as per bills) | 1,800.00 | 1,671.46 | 1,800.00 |
| 5531 | Utilities - Natural Gas (Krista tracks as per bills) | 16,000.00 | 15,251.05 | 14,000.00 |
| 5532 | Utilities - Electricity (Krista tracks as per bills) | 12,000.00 | 9,648.04 | 11,000.00 |
| 5535 | Utilities - Water & Sewer - YC | | - | |
| 5536 | Utilities - Natural Gas - YC | | - | |
| 5537 | Utilities - Electricity - YC | | - | |
| 5539 | Repairs & Refurbishing - YC | 500.00 | - | 500.00 |
| 5550 | Fire Protection & Security (as per agreement) | 1,200.00 | 1,103.24 | 1,200.00 |
| 5551 | Fire Protection & Security - YC | 500.00 | - | - |
| | Property Total | 43,000.00 | 41,572.30 | 44,500.00 |

Notes:

- # 5521 is for Property Commission items between \$5000-\$10,000.
- Since \$10,000 items are first approved via estimate by the Diaconate from the Building Fund. These will likely be reported by them.
- Most of the above budget lines are simply for paying bills we receive (5523, 5550 needed twice a year and 5530, 5531, 5532

monthly) and 5510 as needed through bills submitted after purchase.

- YC (#5535, 5536, 5537, 5539, 5551) have not incurred any cost for FBC except for the furnace maintenance that was a bit over in 2014 (5524). \$500 each is kept in 5551 and 5539 as a back up for YC/FBC bottom lines when overages occur in other budget lines. 2014 it was used to cover more YC/FBC regular furnace costs than budgeted

Respectfully Submitted by,
Mavis Olesen, Chair

MISSIONS COMMISSION REPORT

The Mission Commission serves to facilitate and encourage ministry outside of our church and to make the congregation more aware of missions.

Canadian Baptist Ministries (CBM) is the primary means by which we participate in ministry in other countries. In early May, we received a visit from Darrell Bustin, CBM field staff serving in Rwanda, assisting with leadership development in the church. Darrell preached and spoke at a luncheon following the service.

We also had the pleasure of a visit with Jihad Haddad in November, a Lebanese pastor touring western Canada with CFGB. Jihad sharing his inspiring report of how his church has been responding to the Syrian refugee crisis - our 2013 mission project.

In the fall, we raised awareness and financial support toward two CBM projects. The first project was helping Zion Grove Baptist Church in Brewerville, Liberia, who were organizing themselves to help fight Ebola in their city. They contacted CBM with a detailed plan that would cost \$10,000, and CBM agreed to support them. FBC Regina responded by raising \$4,500 of the total amount needed nationally. Due to their hard work and courage and your generosity, this one church reached over 6,000 people through 8 churches, 2 mosques, and 2 social organization, as well as groups of seniors in four regions. In each case, they provided preventative education and supplies as well as some basic groceries where it was needed. They were able to provide medical authorities with information based all these interactions. This project help Zion Grove build relationships with their community and the Mosques.

The second project was our participation in the "She Matters" campaign. Rob Sentis made an excellent presentation at the November meeting. We donated \$3,000 towards CBM's goals CBM aims to raise awareness and support for equal access to education for girls around the world. More specifically: literacy programs in India; school fees and support for children orphaned by HIV and AIDS in

Rwanda; Jireh, an educational centre for working children in Bolivia; and other CBM programmes which seek to equip, empower and enrich the lives of some of the world's most marginalized children.

Locally, our church also offers prayer and financial support to a number of organizations. Inter-Varsity Christian Fellowship's staff Kyle MacLean and Fran Purvis both received financial support for their very fine and inspiring work. Rev. Dr. Mark McKim has taken part in some IVCF activities, IVCF has use of our facility as it needs it, and FBC members have donated baked goods for special events. Stan Klassen also received support for his work among foreign students at the university. Katepwa Lake Camp received direct financial support, had campers sponsored by our church, had volunteers on their work days, and has an office at our church subsidized by FBC. We said goodbye to Walter Wilford as ED and welcomed Jimmy Schimmel. Jimmy has brought his enthusiasm and energy into the work of the camp's continued renewal. Youth for Christ also receives a monthly donation through this commission. Rev. Dr. Mark McKim serves on the YFC board.

The Mission Commission is looking forward to serving you in the current year by continuing to connect our local church to God's work in our city, and around the world through CBM. We are currently exploring further options for our church to serve our own city in partnership with existing ministries.

Thank you to commission members Wayne Wyatt, Len Pauls, Adija Pusi, Rob Sentis, and Jennifer Bisson for making this an exciting time to be part of this commission. We thank Jim Olesen for sharing his wisdom and voice of experience as he stepped down this fall from the commission. Thank you to Esther Wiens, our deacon liaison, who rarely misses our near monthly meetings, and helpfully and actively participates in the discussions and the hands-on work when it arises!

Acting chair and pastoral staff liaison,

Pastor Joel Russell-MacLean

AUDIO-VIDEO MINISTRY

The AV Ministry is a self-supporting ministry that works under the direction of the Worship Arrangements Commission to provide audio and video tapes of the morning service to shut-ins, as well as making special tapes of concerts and events taking place in the Sanctuary. We record the service audio digitally onto a computer so that the sermon can be put on the church website.

We continue to make CDs and DVDs of concerts, but demand for these recordings is declining. We made 9 DVDs and 6 CDs of concerts and services. Very few people request video or audio tapes these days.

We give complimentary DVDs to Baptismal candidates, families of those who have funerals in the church, and occasional weddings.

Three people regularly worship with us via video or audio tape (Javonne Miller, Donalyn Price and Susan Quinn).

A sound system study group has formed to try to determine how to best improve the sanctuary sound. We continue to be grateful to Craig Martin and his colleagues at B Sharp Music for setting up the systems we need, trouble shooting them, and giving us a chance to rent or try out equipment before purchasing large items. We will be experimenting with adding new speakers in the spring of 2015. We face the need to replace our 11 year old sound board and think that a digital board will serve us well. Electronic equipment of the types we use has a 5 - 10 year expected life span. Some of our equipment dates back to the 1991 renovations and could fail at any time! We anticipate that to get all the equipment we need, we'll have to spend at least \$13,000. The AV Ministry will be able to provide at least \$2,000, the Worship Commission may also provide \$2,000 and we hope other Commissions could find a bit of money in their budgets to help support the project. We will prioritise our needs and only purchase

what we have funds for. This project will doubtless continue over several years.

We have some new earbuds for the hard of hearing head sets. If people are interested in purchasing their own earbuds from us, we will be happy to label them for you or let you take them home and bring them back each Sunday.

The AV Ministry is indebted to the faithful Sound Room volunteers who run the video camera and recording devices during the morning services and concerts. We continue to depend on Kevin Rich, Marvin Fuller, Steven Carbno, Murray Wolfe, Matt Field and Patrick Palmer. We really could use another tech or two, as with more equipment being added each year, it gets increasingly difficult to look after a service or concert "single handed". If anyone is interested in trying out working in the sound room on a Sunday morning, please let Hilary Ryan or John Nelson know, or just come up to the room and ask the tech to let you sit in. We provide on the job training!

We continually praise God for the volunteers who visit the shut-ins and deliver their tapes to them every week. This service couldn't run without the caring people who help out. Thank-you all!

Anyone interested in participating in this ministry, working in the Sound Room or receiving tapes on a regular basis can call the church office and leave a message for Hilary Ryan.

Respectfully submitted,
Hilary Ryan

GOVERNANCE ADVISORY COMMISSION

The Governance Advisory Committee advises the Board and the Church on matters relating to good governance, liability and risk, legal matters, insurance, compliance, and other matters that may be assigned through direction of the Church. This has also included clarifying Terms of Reference for commissions and committees, and developing policies and procedures in various areas. This past year we have dealt with questions and inquiries regarding insurance, bylaws, and governance changes.

The Terms of Reference, Roles of Church Officers, and Policies and Procedures are maintained in the Church Office. These are available for reference by members of the Church.

Members of the committee for 2014 included Eric Zeitler, Reid Robinson and Kevin Rich. We would like to express our appreciation to the Diaconate, church staff, and pastors for their continued support and assistance.

Respectfully Submitted by
Kevin Rich, chair

DULF COMMITTEE

To the congregation of First Baptist Church Regina,

Thank you for your vision and commitment in unanimously endorsing the plan to eliminate the debt and enable grass-roots missions through the DULF initiative starting in 2013.

The DoubleUp Legacy Fund is presently in a dormant position. We have lost our vision and ability to deliver on our mandates:

- a) to develop a heart for missions, outreach and healing of a broken world
- b) to eliminate the FBC debt
- c) inspire, encourage and enable people to become involved, to donate into a pool of matching incentive funds, and to plan projects for meeting our goals.

In particular we are only able to accept donations of more than \$1,000, we can no longer engage in fund-raising activities, we are no longer involved in promoting, encouraging or receiving donations (no donations have been received since June 2013).

In Your Service,
Merv Hepting, Chair