

Lakeview United Church, Regina, Canada

Church Hub Profile May 2025

Lakeview Congregation is a Shared Ecumenical Ministry

Lakeview Congregation is continuing a journey of transformation and renewal with the goal to grow our church --- in spirit if not necessarily in number ---and keep it relevant to all who join us in worship.

In 2021 we entered into a Shared Ecumenical Ministry with a rural congregation at Yellow Grass, Saskatchewan (approximately 85 kms from Regina). called “Yellow Grass United Lutheran Partnership”. In turn this facilitated the joint hiring of Pastor Carla Blakley, a member of the Evangelical Lutheran Church in Canada. Our Ministry was shared between Lakeview and Yellow Grass on a 80/20 basis, which allowed both Congregations to be continue to be viable and valuable in our respective communities.

In September 2024 Pastor Blakley was elected as the Bishop of the Eastern Synod of the ELCiC, and thus her resignation from Lakeview.

We want to continue with this Ministry format, and to that end have agreed with Yellow Grass that we would include that Congregation in any search for a new Minister and include the terms of a Shared Ministry and the engagement of new clergy. This means in practical terms that at least once a month (two where there are five Sundays in a month) our Minister will preach at Yellow Grass. And from time to time to reflect our shared commitment, the Minister will attend Yellow Grass for funerals, weddings and pastoral care. Mileage and meals are reimbursable expenses in accordance with the National standard.

The City of Regina

We exist in a city of approximately 225,000 population, with a large indigenous population but in particular a very large community of New Canadians. The economy is generally healthy, supported by local agriculture, resources, including oil, gas and potash, and an active manufacturing presence in steel and light farm equipment, a steel manufacturing facility and a heavy oil upgrader. We are the home of the RCMP, at Depot Division. And the University of Regina and Saskatchewan Polytechnic.

Our education system consists of Public and Catholic School Divisions (in English and in French) and a number of affiliated private schools supported by religious denominations (including a Huda school for our Muslin population).

Regina boasts Canada's longest continuously operating Symphony Orchestra, a professional football team (the Saskatchewan Roughriders), hospitals, an international airport, and recreational opportunities appropriate to its size. Wascana Park is one of the largest urban parks in North America and the center piece of the Legislative Assembly and government offices.

We also have the MacKenzie Art Gallery, the Conexus Arts Centre, the Globe Theatre, community theatre, the Science Centre, Evraz Place (for our annual exhibition and year-round trade shows and conventions, the RCMP Heritage Museum, the Royal Saskatchewan Natural History Museum and more.

Regina is an excellent home to live and raise a family.

History of the Congregation

Lakeview came into existence with the post Second World War boom in south Regina after 1947. It originally started with a Sunday school in Lakeview Elementary School (across the street) with its first day January 4, 1948. Membership grew exponentially and led to the construction of a Church Hall/Gym in February 1951, and a Sanctuary (as it now stands) in 1955, officially opened on October 10, 1956. Interestingly, Sunday school enrolment exceeded 1000 students, and required four sessions on Sundays to accommodate all. Membership stabilized in the 1960s and has declined since that time (in common with most Churches in the community).

Our last membership tally counted approximately 200 members and adherents who financially support the Congregation. A Sunday Service typically has 60 people in attendance in addition to about 40 viewing our YouTube channel either live or during the following week. For those who like to read their television, our streams have closed captioning. Our Christmas Eve Service was watched on over 130 screens. Live streaming is a project that has required considerable effort, We see it as having great promise in the future. We are currently upgrading our streaming capability to provide better video quality and more reliable live streaming. No one need miss church again!

Lakeview hosts on average several weddings a year, 10 funerals, and a few baptisms. We regularly provide services to individuals who may or may not have a historical connection to Lakeview. In part, we view this as part of our outreach to the larger community. As it happens several new members and visitors have come to us as a result of being exposed to Lakeview on one or more of these special occasions. We know that putting that first foot in the door is a challenge for most, and thus we see any opportunity to let others see how we operate and what we offer, as an opportunity to be embraced.

We have a revitalized choir, a Praise Band and a Music Director. Music is a large part of what we do. It is an important part of how we worship.

We support the Beaver, Cubs and Scouts organizations in the Lakeview area by providing the use of our facilities.

We support Lumsden Beach Camp, Carmichael Outreach, the Food Bank and others. We have organized a Seniors Planning Ahead series of presentations in the spring and fall of 2024 for 64 seniors from the congregation and community funded by a grant from Heritage Canada. We have a number of special outreach projects during Advent which include Christmas hampers for needy families and support to a couple of community schools.

We regularly provide support for community groups in search of a meeting place. Our gym is high demand by outside groups, particularly Phoenix Baton and Regina Ballroom Dance Club.

Below is a table of recent demographic statistics for the congregation ending in 2023. Note that the figures for 2021 and 2022 are skewed by on-going COVID restrictions and subsequent recovery from the same, respectively

	2021	2022	2023	2024
Members	214	196	188	171
Received by	0	3	0	2
Received by profession of faith	0	0	0	0
Average worship Attendance in	15	55	55	55
On line	60	60	40	50
Weddings	0	9	0	
Funerals	1	41	17	
Baptisms	0	5	2	

In 2023, we officially became an affirming congregation. We host a trans parent's group and Queer Connections YQR for 2SLGBTQ youth. We also hosted a Pride prom in June 2024 and will do so again in 2025 for over 150 high school graduates who wanted a safe space and supportive to celebrate. We have also participated in the Regina Pride parade in June each year for the last few years.

Our Sunday School runs a water station on Queen City Marathon Sunday in September for runners who pass by the Church at the 38 km mark. We are even marked on the event map as an official Station!

We have hosted grief groups over the past several of years to help those grieving the loss of a loved one.

Governance

Lakeview is governed by a Visionary Board consisting of 5-7 members of the Congregation and the Minister. Our structure provides for Teams who operate according to a prescribed mandate and budget. The Board provides the lawful oversight and stewardship for each of these groups but for the most part each Team acts without close supervision. We have very strong leadership in our Teams and thus great confidence in how we manage the "business" of the Church. We see ourselves as "nimble and quick" and not burdened by a cumbersome administration process.

Staff Support

Lakeview, in addition to a full time ministry, is supported by a number of full and part time staff:

1. A full time Building Manager, who is responsible for the physical premises including cleaning, minor repair and the general administration of this asset;
2. A 3/5 time Office Administrator, who is responsible for receiving inquiries about booking the facility, invoicing tenants and user groups, preparing the Power Point used in Sunday worship and Special Services and miscellaneous duties consistent with this role;
3. A part time Music Director, who provides music for worship and special services and occasionally, depending on availability, for funerals, weddings and special events. The Music Director in association with the Minister or Worship Leader selects music for each service. The Music Director leads the adult choir and the Praise Band and accompanies the occasional soloist. He also accompanies himself in well received solo contributions to some of the worship services when other groups or soloists are not available.
4. Three part time Sunday School teachers take turns leading our primary and middle grade Sunday School. Enrollment is around 10 children, of whom maybe half regularly attend plus occasional visitors.

Ministries within Lakeview

We have several Teams of note:

1. Technology and Communication: Communication through our website, a weekly e-newsletter, video technology and email. A link to our website is <https://www.lakeviewchurch.ca/>. And within the website is our live stream link and the current Sunday bulletin. Every Saturday excepting the summer months, we send out an email newsletter to anyone who has signed up to receive it, with news of interest about Lakeview.
2. Operations and Building Use: This is the heart of the business side of what we do. This Team manages the building, oversees the staff (on the guidance of Ministry and Personnel) and cares for maintenance and repairs (inside and out). We have a large number of rental users, both short and long term, and the management of these groups takes considerable time and is important for our fiscal well-being. We have a well informed and well equipped Finance team including the Treasurer who is also a standing member of our Board. The day to day financial matters of the Congregation are managed by this Team.
3. Worship and Music: This is intended to provide the close contact the Minister needs to provide services to the Congregation. It sources the volunteers needed to

assist in the worship service from time to time, and offers feed back to the Minister in the different issues of interest in how we worship together.

4. Ministry and Personnel: This Team follows the guidance of the United Church of Canada and fulfills our statutory and human resource obligations to all who are employed or engaged by the Congregation.

5. Dinner Group: This is a group that plans Church functions from time to time, such as our Annual Fall Supper, Spring Dinner, St. Patrick's Day Supper and so on. It is committed to providing opportunities for our Church and extended community to gather together from time to time in fellowship over food and conversation. It has access to our fully equipped and modern kitchen which includes a restaurant quality gas range, commercial dishwasher, warming oven and refrigeration. We can serve as many meals as we have plates and cutlery for at any given time. (As it happens, we use real dishes, and have a large collection of china gifted to us over the years—— that also comes into play in funerals and other reception type functions).

Lakeview Moving Forward

Our current attention is centered on developing creative, innovative approaches to worship and music that supports our spiritual growth and development. We have embraced new technology, including the use of audio video resources in our Sunday Services, the development of streaming video of our services. We also have a small but vibrant Sunday School. We have a general feeling that the Congregation is heading in the right direction. We feel optimistic and we want to share that optimism with others.

The Congregation agreed many years ago (in a Congregational Meeting) to welcome all who wished to worship with us. We regularly baptise, marry and provide spiritual support to all who are Christians and who seek to join with us in a supportive environment. This was formalized in 2023 when Lakeview officially became an affirming congregation. Whether as members of the Congregation or as members of the community who think that what we have to offer is important, no one is turned away.

We have a good website as noted above. It includes a link to our streaming services. We can be watched live or post service by an archive of recordings by searching on You Tube: Lakeview Church Regina Canada.

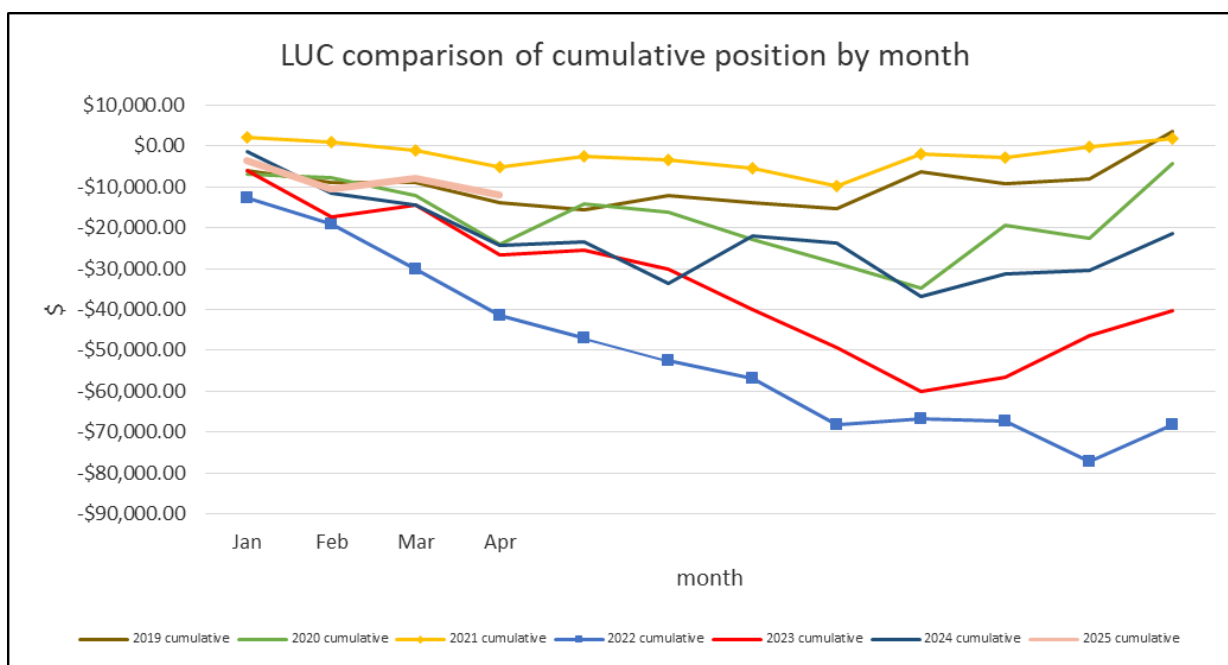
We consist of the committed and the curious.

We want those people in our community who are seeking a spiritual place to land, to be able to find us and to engage with us. We want to continue to serve those who are long time and new members and adherents who need us.

We have experienced a few difficult years financially post COVID but have had the resources to cover any annual shortfalls and we have worked hard to develop new income

streams that have moved us closer to a balanced budget. We have the time and the energy and the opportunity to do good things. We seek thoughtful and continuing leadership to make things happen for Lakeview.

Financial Status



The above graph depicts the cumulative net position of our Operations Fund to April 30, 2025 (heavy pink line) compared to previous six years. The net position at the end of April 2025 was -\$12K which is better than all the previous six years except 2021.

We plan to grow our Community Hub of professionals working out of our building and supplying services to the community and congregation. We have converted and upgraded four previous classrooms into offices and are working hard to secure new community partners to join two current community partners. This will result in more rental income going forward and should allow us to have balanced budgets and a better income stream in the summer months. We came closer to achieving a balanced budget in 2024.

The following table records the financial picture over the last several years together with the budget for 2025. The years 2020 and 2021 were both significantly impacted by COVID. The financial reviewer chose to include the New Horizons for Seniors grant (\$25,000) as part of our operations in 2023 and 2024 but this wasn't our money but was simply held for outreach projects to seniors. Also in 2024, we continued to pay our building manager and we paid another person to do the regular cleaning. The Saskatchewan Workers Compensation Board paid us 90% of our Building Manager's salary while he was on disability leave for much of the year. The reviewer also chose to show charges (~\$10,000) against our renovations fund as a transfer of funds to operations. These were funds raised in fund raising campaigns in previous years for the express purpose of needed renovations. Finally, the reviewer showed a \$15,000 non-realized gain in investment as income in 2024. Thus both the income and expenses for 2024 were misleading and our internal accounting showed a deficit of ~\$20K which is a truer picture of our cash flow for the year. The budget for salaries in 2025 reflects the fact that we won't have a minister in place for most of the year.

Financial Summary	2020	2021	2022	2023	2024	2025 Budget			
<i>Envelope</i>	120	123	146	142	149	151,000			
<i>M&S</i>	8,1					5,500			
<i>Building</i>	80,	62,	74,			127,300			
<i>Fundraisi</i>	1 56		7,5		9,4	9,500			
<i>Other</i>	47 8			53,		8,000			
Total	258	242	253	299	365	301,300			
<i>Staff</i>	168	131	196	204	218	165085			
<i>M&S</i>	8,1	5,9	6,3			5,500			
<i>Outreach,</i>		670	5,1			3,050			
<i>Office/</i>	18,	18,	17,		16,	21,011			
<i>Property</i>	49,	63,	76,	75,		86,470			
<i>Other</i>					15,	30,471			
T o t a l	262	230	310	342	370	311,587			
Net	-3,	11,	-56	-43	-4,	-10,287			

key	CEWS	New Horizons grant	Between ministers -pulpit supply	New Horizons Grant & WCB wage replacement
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Profile of the New Minister

We are an enthusiastic congregation looking to move ahead with new and exciting projects in the coming years.

Our new minister will be a strong worship and transformative leader who will work with us to fulfill our dream of becoming a successful, growing church.

LUC is in the midst of continuous church transformation and renewal with the goal of growing our congregation. We think we have something that others need to find. Part of our task is how do we accomplish this?

A new minister is required who shares our vision and possesses the necessary skills that will help to achieve our vision. Transforming and renewing our church is not simply an event but an ongoing spiritual journey that requires:

- (a) a minister who possesses, the strength and conviction to provide transformational leadership,
- (b) the openness and creativity to try new things and challenge conventional thinking,
- (c) the intuition and common sense to know when to ask for advice and/or to let go
- (d) The wisdom and sensitivity to know when tradition means something.

The order of congregational priorities will undoubtedly change as a result of our changing circumstances. Understanding this, the specific order of priority or allocation of specific time to each responsibility is necessarily general. We do think that what follows reasonably reflects our needs and expectations.

The following are considered to be the priorities at LUC

1. Worship and Music (50%)
2. Leading transformation and renewal (15%)
3. Pastoral Care (25%)
4. Christian Development (10%)

As with any dynamic church, the specific needs will vary on a daily, weekly or monthly basis. The minister must have the flexibility to adapt his/her/their routine/ work schedule in order to accommodate the needs of the Congregation

Worship and Music

Worship has always been very important in the Lakeview Pastoral Charge, with a strong history focusing on the sermon and the music. As part of the transformation/renewal process however, the new minister will be supported in creating a worship experience that will captivate, engage and challenge the congregation. This may include the use of novel and, at times, unconventional approaches in delivering God's message. Using a wider variety of music genres with similar innovation and creativity will also be strongly supported by the congregation. To support the minister, our worship and music team is being renewed. The team would include those with music, technology and worship skills to assist the minister in the creation, coordination and delivery of fresh, novel worship and music experiences at LUC.

Leadership in Church Transformation and Renewal

The Board and congregation is fully committed to the goal of transforming and renewing LUC. This collective leadership is a necessary ingredient for success. However, as is the case with almost any major change initiative, strong individual leadership is required. Our hope is that the new minister will become the voice, the face and indeed, the inspiration of transformation and renewal at LUC.

Pastoral Care

The main focus for ministry personnel will be weddings, funeral, emergency pastoral care and recruiting and training lay pastoral care visitors. This workload can vary significantly. There are a number of factors that influence this workload. The aging congregation affects the frequency of emergency pastoral care and funerals. Also, due to the large seating capacity and relative beauty of the church, it is popular for funerals and occasionally for weddings. One objective to lighten the workload of the minister in this area is to increase the use of lay pastoral care visitors for hospital, personal care home and senior's residence visits. This will require the minister to assist in providing training and development to strengthen our pastoral care volunteers.

Christian Development

LUC has a small but energetic, dynamic group who provide the focus for faith and spiritual development for children aged 4 to 12. It is also our desire to grow the spiritual and faith development for LUC's adults, particularly in the areas of prayer and understanding and living the Gospel in today's context. We have an adult study group which is currently led by a lay member of the congregation but traditionally has been led by the minister. Having the minister provide faith building, education and programming for this group and the congregation will be important.

Other Activities

The Congregation welcomes the minister to all Committees in accordance with the United Church Manual. Understanding the potential for considerable draw on the Minister's time, the Minister will act as a resource to the various Board committees/teams if called upon but will not be required to attend committee meetings. The Minister will attend the regular and special Visionary Board Meetings. The Minister will attend the Regional Council and/or Saskatchewan ELCiC Synod meetings (if a member of the ELCiC). A variety of work is usually undertaken by the Minister as part of the pastoral charge's relationship with the wider church.

In addition to the previously mentioned attributes the following skills are also required:

- (a) Be eligible for call or appointment within the United Church of Canada or the ELCiC
- (b) Be a spiritual guide and mentor to individuals and the congregation as a whole with their movement to a deepening spiritual faith
- (c) Have good oral and written communication skills
- (d) Be a good listener
- (e) Have good computer/technical skills and the ability to take advantage of video technology

Terms Profile

This is a shared full time ministry position between Lakeview United Church (80%) Yellow Grass United Lutheran Partnership (20%).

Salary:

The compensation will meet or exceed the minimum guidelines for United Church and ELCiC ministry as determined by a grid of qualification and experience.

Travel Allowance:

\$0.55 per kilometer for submitted travel expenses (as amended from time to time by the UCC).

Telephone:

Basic cellphone and personal telephone and work related long distance costs are paid.

Continuing Education Leave:

Three weeks per year is available in consultation with Ministry and Personnel.

Continuing Education and Learning Resources Allowance:

Up to \$1,689 is paid for full time ministry personnel adjusted annually

Moving Costs:

These expenses will be paid in accordance with United Church policy.

Vacation:

One month paid annual vacation. The Congregation shares services with one other UCC congregation during July and August with the ministers alternating months in successive years. The preference of the Board is that the Minister take holidays during the summer months, aware of the shared Ministry arrangements. This is not inflexible.

All ministry persons are employed on the basis of functions to be performed, and office hours and actual hours of work per week are flexible. Extra hours worked in the month may be taken as time-in-lieu with the approval of Ministry and Personnel. Ministers are entitled to two regular days of rest in each seven-day period. All other terms and conditions shall be in accordance with the United Church Manual.

Prepared by the Visionary Board of Lakeview Congregation