



2025-26

ANNUAL REPORT



A learning community inspiring students to lead lives of faithful purpose through the integration of Protestant beliefs, principles, and practices.



WE REMAIN
STEADFAST

Our Vision

To develop godly stewards who glorify Christ
spiritually, intellectually, socially, and
physically.

Our Mission

To assist families by providing a Christ-
centred education that disciples students to
strengthen the family, serve the Church, and
influence the world.

Our Values

Christ-centred | Partnership with Home and
the Church | Unity | Nurturing Environment
Excellence | Vibrant Community

SASKATOON CHRISTIAN SCHOOL



Message from The Chair of the Board of Trustees

It is my privilege to welcome you as we reflect on another year at Saskatoon Society for Christian Education (SSCE). Whether you are a long-standing or new member, your investment in our children's education makes this place more than a building - it's a strong and united community. As we work together, each doing our part, we model for our children the Kingdom of God, preparing them to bring the gospel of Jesus Christ into every area of life, and to work with excellence as to the Lord (Colossians 3:23).

As you read through this Annual Report, I encourage you to reflect on God's enduring faithfulness to our school. Each page is a testament to His guidance, provision, and sustaining grace throughout the past year ('Great is your faithfulness.' Lamentations 3:22-23).

The progress documented here is not the result of individual effort alone, but of a community working together, each member playing a vital role in the life and mission of our school, Saskatoon Christian School (SCS) (1 Corinthians 12:12-13).

This Annual Report summarizes our past progress and provides a clear picture of our direction as we pursue our strategic plan together. At the heart of the plan are four key goals, or Ends, which guide every decision and initiative:

- **Spiritual Development:** Graduating students are maturing in their Christian faith, demonstrating Christ-like character and a deep love for God and others.
- **Intellectual Development:** Graduating students achieve personal academic excellence.
- **Social Development:** Graduating students understand their identity in Christ and their role in the Body of Christ, living this out in society.
- **Physical Development:** Graduating students are physically literate and use their abilities to glorify Christ.

The work we do together is critical. Your participation, through feedback, prayer, and presence, is essential to sharpen and strengthen our community ('As iron sharpens iron, so one person sharpens another.' Proverbs 27:17). I invite each of you to remain engaged and connected. The journey of Christian education is ongoing, and your involvement is vital to our shared success.

Let's continue to diligently impress these values upon our children, integrating faith into every aspect of daily life (Deuteronomy 6:5-7). Thank you for your partnership and for entrusting us with this sacred work.

May God bless you and your families abundantly as we continue this journey together.

In Christ,

TREVOR REID
Chair, SSCE Board of Trustees



Message from The CEO/School Director

The 2025–26 school year was one of intentional foundation-building for Saskatoon Christian School. Throughout the year, we invested in strengthening the systems, relationships, and strategic priorities that support our mission, laying important groundwork for the years ahead.

As a Certified Independent School, we remain committed to providing an exceptional Christ-centred education while responsibly stewarding the resources entrusted to us.

The progress highlighted throughout this report reflects a continued focus on sustainability, collaboration, and purposeful growth as we work to serve students and families with excellence.

We are also grateful for the generosity of our donors and supporters. Your partnership helps make important initiatives possible, from facility improvements through the Renew & Rise campaign to investments in programs that support student learning and faith formation. Every gift contributes to the strength and sustainability of our school community.

Looking ahead to 2026–27, we are excited to build on the foundations established this past year. As several key initiatives move from planning to implementation, we remain committed to advancing our mission and strengthening the school for future generations.

Thank you for your prayers, encouragement, and support. Together, we continue to pursue our shared mission of equipping students to strengthen the family, serve the Church, and influence the world.

DAVID HARRIS
SSCE CEO/SCS School Director

2025 – 26



Governance & Compliance

In 2025-26, the division office continued to strengthen its governance and compliance framework through the development of four new Personnel & Employee Relations Administrative Procedures. Together, these procedures establish clear expectations, promote consistency, and support healthy employee relations across the organization. As a Certified Independent School (CIS), we remain committed to maintaining policies and procedures that reflect both provincial requirements and our Christian mission and vision.

Looking ahead, we will continue to review and refine our administrative framework to ensure it supports effective operations and a positive working environment for all staff.



- AP400 - Recruitment and Selection of Staff
- AP410 - Employee Complaints
- AP412 - Appeal Procedure to the School Director
- AP460 - Employee Relations Committee

Human Resources

During the 2025-26 school year, we strengthened our commitment to employee engagement and workplace culture through the establishment of Employee Relations Committees (ERCs) for both teaching and support staff. These committees provide a structured forum for open dialogue between staff and leadership, creating opportunities to share feedback, discuss workplace priorities, and collaboratively address areas of concern. Insights gained through this process have led to the development of an Administrative Procedure that will formalize and support ongoing employee relations efforts.

This year also marked a significant transition as our teaching staff chose to unionize with the Christian Labour Association of Canada (CLAC). As we move through the collective bargaining process, we are committed to maintaining a collaborative relationship with both our teachers and CLAC representatives while continuing to support meaningful employee engagement initiatives for all staff. We recognize that our employees are one of our greatest strengths and remain dedicated to fostering a workplace where staff feel heard, valued, and equipped to thrive as they serve our students and school community.

Admissions

As of September 30, 2025, enrolment reached 353 students, representing our highest level of enrolment since the 2016-17 school year, when the school served 380 K-12 students. Strong interest in Saskatoon Christian School continues to be reflected in our waitlist, providing encouragement as we work toward our long-term enrolment goals.

While demand remains strong, our approach to growth is guided by our commitment to student success. In support of our early literacy initiatives and growing learning support needs, enrolment in several elementary classrooms is being intentionally capped to ensure students receive the attention, intervention, and resources they need during these critical years of development.

As a result, future enrolment growth may be more gradual as we balance demand with our commitment to providing high-quality, Christ-centred learning experiences for every student.

HISTORICAL NUMBERS

Year	Student Total	Growth (+/-)
2025-26	353	2.92%
2024-25	343	14.33%
2023-24	300	12.36%
2022-23	267	3.89%
2021-22	257	-6.20%
2020-21	274	-9.27%
2019-20	302	-1.31%
2018-19	306	-8.11%
2017-18	333	-12.37%

Financial Stewardship

Through God's provision and the faithful support of our families, donors, staff, and broader community, the Society recorded an overall surplus of \$798,166 during the fiscal year. The General Fund generated a surplus of \$889,412, strengthening unrestricted reserves and enhancing the Society's long-term financial sustainability.

The Division continues to make annual contributions to reserves in accordance with the Suncorp Capital Asset Replacement Plan, a long-term roadmap for the renewal and replacement of major building systems and infrastructure. The plan recommends annual reserve contributions of \$200,000 from 2025 through 2029, increasing incrementally in future years as the school's capital replacement needs grow.

In light of these future obligations, the Division remains committed to strengthening the Society's reserves.

While this year's positive financial results have significantly improved our financial position, growing reserves over the next several years will be essential to ensuring that future capital replacement needs can be addressed responsibly without placing undue financial burden on future generations of students and families.

This strong financial outcome positions Saskatoon Christian School to continue investing in educational excellence, facility stewardship, and the long-term advancement of its mission.

RECOMMENDATION

Reserve Fund Contributions Per Year	2025-29 \$200,000
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2030-34	\$225,000
2035-39	\$250,000
2040-44	\$275,000
2045-50	\$300,000



Christ-centred Education
Empowering Minds & Enriching Faith



Families & Faith Communities
United Guidance & Bright Futures



Vibrant Student Experiences
Modern Supports & Lasting Success



Sustainable Schools
Viable Practices & Legacy Growth

SUCCESSION
2030

2025-26
△ YEAR IN

FOCUS

Division Priorities

Throughout the 2025-26 school year, the division invested in several strategic priorities, laying important foundations and building momentum toward the long-term goals identified in our Succession 2030 strategic plan.

Christ-centred Education

Pillar: Protestant Faith

During the 2025-26 school year, foundational work was completed to support the next phase of our K-12 Faith Integration Program. This included the development of a professional learning workshop designed to help staff better understand the program's vision and the role of faith formation within the student experience. The workshop was presented to staff at the beginning of the 2026-27 school year.

Looking ahead, a dedicated team will support the continued refinement of the K-12 framework through four professional development sessions planned for the 2026-27 school year. Grounded in the character arc of Jesus, the framework seeks to support students throughout their journey of discipleship while strengthening the integration of faith across all grade levels. Work will also focus on refining the Christian “portrait of a graduate” to further align with the Society's vision, mission, and values for Christ-centred education.

Vibrant Student Experiences

Pillar: Modern Facilities & Resources

Through the Renew & Rise campaign, work continued on the Multi-Use Community Spaces Phase 1 project. While unforeseen issues with the existing gym floor delayed the installation of a new Pulastic athletic floor, the gym was restored in time for the start of the school year. The project remains a priority, with installation planned for the summer of 2027.

Families & Faith Communities

Pillar: Integrative Pathways

As part of our Integrative Pathways initiative, we conducted a review of denominational representation across our school community. Among our 193 families and 46 staff members, we identified representation from Pentecostal, Baptist, Alliance, Anabaptist, Mainline Protestant, Free Methodist, Orthodox, and non-denominational Christian traditions. The findings revealed a remarkable level of alignment between the faith communities represented among our families and staff, providing valuable insight as we seek to strengthen church partnerships and support the faith formation of our students.

This work marks an important first step in ensuring that the diverse Christian perspectives within our school community are represented and engaged as we continue developing a shared vision for Christ-centred education.



Message from The School Principal

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.” 1 Peter 4:10

The 2025–26 school year was another year of growth at Saskatoon Christian School. We continued to grow numerically, reaching a peak enrolment of 353 students, but our growth was about much more than numbers. Students and staff continued to learn, try new things, develop their gifts, and consider how we can become increasingly faithful to the school God has called us to be.

Last year’s report identified three priorities for 2025–26: Academic Excellence, Post-secondary Readiness, and Student Life. As I reflect on the year, I am encouraged by the progress made in each area and by the many other ways God has been at work in our school community.

Our students continued to demonstrate that success at SCS extends beyond academic achievement. We saw students serve others, grow as leaders, represent our school with character, participate in athletics and the arts, and deepen relationships with one another and with the broader Christian community.

Growth also brings new challenges and opportunities. As our school becomes larger and more complex, we continue to learn how to strengthen our practices without losing sight of our purpose. Our Vision, Mission, Values and Clarifying Statement remain foundational to that work and continue to provide direction for who we are and who we desire to become.

We are grateful for God’s provision, for the trust of our families, and for the many gifts represented within the SCS community.

MURRAY LONG
SCS School Principal

2025 – 26



Professional Development

Professional learning continued to be an important investment in our staff during 2025–26, with attention given to both instructional excellence and our identity as a Christian school.

Literacy and the Science of Reading remained significant areas of learning. Staff were provided extended professional development in Science of Reading practices, while additional learning around Tiered Intervention strengthened understanding of universal instruction, differentiation, assessment, progress monitoring, behaviour supports and support for diverse learners.

Professional development also included Truth and Reconciliation, cyberbullying and student safety, school procedures, student records, MSS, reporting and communication. Staff continued to have access to ACSI's extensive professional-learning resources throughout the year.

Our February professional-development days included both whole-staff and role-specific learning. Teachers participated in the ACSI Western Canada Teachers Conference, while Educational Assistants and other staff participated in learning appropriate to their roles.

The conference provided another opportunity for our teachers to learn alongside Christian educators while considering biblical worldview, spiritual formation and the distinctive calling of Christian education.

Our Vision, Mission, Values and Clarifying Statement were also revisited through professional development. Alignment with these foundational commitments begins during the hiring process, but it must continue through conversation, reflection and professional growth throughout a staff member's time at SCS.

Academic Excellence

Last year's report identified Academic Excellence as one of our primary areas of focus, with particular attention to early literacy, Science of Reading and increasing opportunities for high school students.

We continued to strengthen literacy instruction through professional development and targeted support for students. Our growing understanding of Science of Reading practices is helping us become increasingly intentional in how we identify and respond to student learning needs.

Our capacity to support diverse learners also continued to develop. This work has contributed to our decision to move into 2026–27 with two resource teachers and 11 Educational Assistants, increasing our ability to provide appropriate support while maintaining strong classroom instruction.

At the high-school level, students continued to access a broad range of in-person courses as well as additional opportunities through Saskatchewan Distance Learning. The goal remains not simply to offer more choices, but to help students find appropriate pathways and experience success within them.

The year concluded with 100% of our Grade 12 students successfully graduating, an accomplishment worth celebrating as we continue to challenge and support students academically.



Graduate Achievements

Our 19 graduates provided an encouraging picture of what we hope to develop at SCS.

Students received numerous academic distinctions and substantial scholarships. Grace King-Matchett received the Highest Academic Award, while students were recognized on the Administrator's List, with High Honours and Honours. Several graduates also received significant external scholarships as they prepared for university, trades, Bible college, athletics and other opportunities.

Just as importantly, we celebrated who our graduates were becoming.

Students received awards recognizing Christian leadership, service, resilience, perseverance, friendship, love for God's Word and godly development of body, mind and spirit. The Spirit of SCS Award recognized qualities including workmanship, spiritual character, integrity, respect, involvement and faithful attendance.

These recognitions reflect an important conviction at SCS: academic excellence matters, but education is about more than marks. We desire graduates who are prepared to use their knowledge, abilities, character and faith wherever God leads them.



"Whatever you do, work at it with all your heart, as working for the Lord, not for men". (Colossians 3:23)

Extracurricular Achievements

Student life continued to provide opportunities for students to discover and develop their gifts.

Our junior girls' volleyball team captured the city championship, continuing the development of a girls' volleyball program that has helped produce the strong senior program we see today.

Students also participated in mission and service opportunities, including serving alongside local teams on reserves. Through these experiences, athletics, field trips and other school events, we continued to see students represent SCS with character and maturity.

The arts provided another opportunity to celebrate student gifts. Our elementary year-end concert highlighted the talents of our younger students, while Heritage Day/Winter Olympics brought elementary students together for a wonderful celebration of culture, learning, community and school spirit.

Parents, alumni, churches and community members helped make many of these opportunities possible. Volunteers supported reading programs, drove and chaperoned field trips, assisted with tournaments, and participated in chapels and SRC events. Youth leaders from local churches continued to speak in our chapels, and Service Chapels allowed students to serve alongside churches and ministries in our community.



School Priorities

Last year's Annual Report committed us publicly to three areas of focus. This year gives us the opportunity to report on that commitment.

Christ-centred Education

Pillar: Academic Excellence

Our commitment was to advance early literacy and Science of Reading while maintaining diverse high-school course opportunities.

Progress was made in both areas. Science of Reading became a substantial component of professional learning, and our support structures for students continued to develop. At the high-school level, in-person and DLC courses continued to provide students with multiple pathways.

The next step is to move from learning about effective literacy practice toward increasingly consistent implementation. A pilot elementary reading program in 2026–27 will help us continue that work.

Christ-centred Education

Pillar: Post-secondary Readiness

Last year we committed to strengthening Student Advisory and guidance for students preparing for life beyond SCS.

Student Advisory continued, with particular attention given to ensuring that students new to SCS find a home with a staff advisor. Our graduating class's diverse next steps—university, Bible college, employment, athletics and other pathways—demonstrate the importance of helping students consider where their gifts and God's leading may take them.

Vibrant Student Experiences

Pillar: Student Life

Our third priority was to strengthen the consistency, accessibility and sustainability of extracurricular opportunities.

The breadth of athletics, arts, service, missions and community events throughout the year demonstrates continued progress. We also invested in the spaces students use, adding two playground swings, additional soccer nets, classroom projectors and working blinds, while beginning work toward improvements to the gym floor.

There remains room to grow. One area of renewed attention for 2026–27 will be our intramural program, providing another avenue for students to participate, belong and use their gifts.

Looking Forward — Faithful Stewards

Growth is a blessing, but growth also brings complexity. Practices that work effectively in a smaller organization do not always serve a larger one equally well. During 2025–26, we continued reviewing and clarifying Administrative Procedures, school expectations, reporting and communication practices.

The goal is not to create systems for the sake of systems. Rather, good systems should allow people to do good work. As SCS grows, we want to become increasingly clear about who we are, consistent in how we work, and effective in serving the students and families God has entrusted to us.

That work continues in 2026–27.



Board of Trustees

We are grateful for the leadership and dedication of our current trustees who serve Saskatoon Society for Christian Education (SSCE).

We extend heartfelt gratitude to our outgoing trustees for their sacrificial service and leadership: **Ken Berg** (Membership Engagement Team), and **Amanda Munshaw** (Board Development Team).

As we move forward together, the Board of Trustees remains grateful for your continued support, prayer, and partnership in the mission of our society. We invite you to reach out any time and encourage you to get involved in continuing to make our learning community a place that brings glory to God and educates our children well in Christ-centred education.

2025 - 26 TRUSTEES

Committees Served On

Sara Buckingham, Vice Chair	Policy Review Team
Joshua Frost	Membership Engagement Team, Succession Vision Committee
Tamara Hominuke	Board Development Team, Succession Vision Committee
Haven Roy	Board Development Team

UP FOR RE-ELECTION

Committees Served On

Trevor Reid, Chair	Audit Review, Succession Vision Committee
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Policy Governance in Action

Saskatoon Christian School (SCS) is governed by a policy governance board. This type of board leadership model focuses on setting direction and accountability rather than managing day-to-day operations. In this model, the board governs by creating clear policies that define: the school's mission and goals, what results are expected (called "Ends"), what boundaries or limitations must be respected ("Executive Limitations") and how the principal (Murray Long) and director (David Harris) are held accountable.

This approach allows the board to focus on the big picture - mission, values, vision, and accountability - while allowing school leadership the freedom to manage daily operations effectively.



Visit the **Board of Trustees** page
saskatoonchristianschool.ca

Membership Engagement

We extend our sincere thanks to all who participated in the Ends Surveys distributed to our membership throughout the past school year. These surveys are a vital tool for the Board to gather meaningful feedback on how SCS is progressing towards its goals (Ends) in four key domains: Spiritual, Intellectual, Social, and Physical.

The feedback received during the 2025-26 school year indicates that SCS, under the leadership of Principal Murray Long, is currently in compliance with the Ends as defined by our governance model.

We will be distributing the Ends Surveys again this year, and we invite you to participate once more. Your voice helps shape the future of SCS, and together, we can continue striving toward our shared vision of excellence in Christian education.



IMPORTANT

Are you receiving our emails?

Contact us at trustees@saskatoonchristianschool.ca

Get Involved

We invite you to prayerfully consider joining us in growing and shaping the future of our learning community. Opportunities include:

Board of Trustees - Our Board is composed of up to nine trustees and we are seeking new trustees to join the board team. Skills or expertise areas we are currently looking to fill include education, law, politics, public policy and policy governance.

Membership Engagement Team (MET) - Interested in helping build engagement and community? Want to gather feedback from members about their values and opinions on important topics and outcomes? Come join the MET!

Board Development Team (BDT) - Don't have time to commit to joining the Board of Trustees? Join the BDT and support trustee recruitment and help shape the board of trustees!

Succession Vision Committee - A new ad-hoc team focused on future growth, leadership transition (we are seeking a new Director as David Harris looks towards retirement), and school expansion.

Let us know if you are interested!

Contact us at trustees@saskatoonchristianschool.ca



SEE
YOU THERE!

Annual General Meeting
Thursday, October 22, 2025
6:30 pm Meet & Greet
7:00 pm Meeting
Saskatoon Christian School, MPR

AGENDA

1. Opening & Welcome
2. Introduction of Board Trustees—Mr. Trevor Reid, Chair
3. Approval of Minutes of Annual General Meeting 2025
4. Receive the Audited Financial Statement & Appointment of Auditor
5. Proposed Bylaw Amendments (if any)
6. Introduction of Trustee Candidates—Mr. Trevor Reid, Chair
7. Approval of Scrutineers/ Ballot Voting of Candidates
8. SCS Principal's Update – Mr. Murray Long
9. CEO/School Director's Update – Mr. David Harris
10. Gym Floor Update
11. Board Update/ Committee Updates/ Results of Vote
12. Ballots & Proxies to be destroyed
13. Questions & Comments from the Floor
14. Closing Prayer & Adjournment

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