



2024-25

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 2024–25 school year has been a season of renewal and progress for our learning community. With growing enrolment, strengthened government support, and important steps toward a smooth leadership transition, we are entering a new chapter filled with promise. Together, we have created momentum that will carry us forward with confidence and purpose.

Our role as a Certified Independent School (CIS) continues to strengthen. As you will see in this progress report, we have taken intentional steps that affirm our leadership in this category.

These advancements reflect our dedication to delivering a Christ-centred education that is both sustainable and competitive, and they position us well for the years ahead.

None of this would be possible without the generosity of our donors. Christ-centred education is a shared responsibility, and your support is a powerful expression of partnership. Through your gifts, we have launched the Renew & Rise campaign, planned major facility upgrades, and begun rebuilding reserves that were stretched during COVID. Your generosity is building a future where our mission continues to flourish.

Looking ahead to 2025–26, I am filled with gratitude and excitement. We stand on a strong foundation as we ready ourselves to deepen our faith integration, strengthen our community, and build on the progress of this past year.

Thank you for walking with us on this journey. Your prayers, support, and trust inspire us daily. Together, we will continue to pursue excellence in education, guided by Christ and driven by a shared calling to nurture the next generation.

DAVID HARRIS
SSCE CEO/SCS School Director

2024 – 25



Governance & Compliance

In 2024–25, our division office published 46 new administrative procedures, many of which were drafted and mandated by the Ministry of Education. As a Certified Independent School (CIS), we work closely with the government to ensure our policies align with provincial standards. These procedures have helped establish a stronger framework and structure for our operations. In addition to adopting Ministry-issued APs, we also developed AP403 - Professional Conduct: Maintaining Our Christian Values to reflect our school's mission.

All APs are available on the Division Administration page of our website. From a compliance perspective, our office will continue to integrate provincial directives while drafting policies that reflect the unique qualities of our educational program and local school community.



AP403 - Professional Conduct: Maintaining Our Christian Values

AP152 - Student and Parent Complaints and Grievances

Human Resources

In 2024–25, we employed 49 staff members across part-time and full-time roles. Last year also marked the finalization of the Provincial Collective Bargaining Agreement between the Saskatchewan Teachers' Federation, the Boards of Education, and the Government of Saskatchewan, retroactive to September 1, 2023. As a CIS, we are required to pay at least 90% of the provincial salary grid; to remain competitive, we pay 95%.

Once we received confirmation of the agreement from the government, we swiftly implemented the new compensation rates and issued retroactive pay. Our response demonstrated not only our commitment to our teaching staff, but also our determination to remain competitive within the CIS category.

GRID INCREASE	4%	2023 – 24
	3%	2024 – 25
	2%	2025 – 26

Admissions

Over the past two years, streamlined admissions and close collaboration with the school office have led to steady growth across our K-12 student body. While our elementary classrooms are nearing capacity, our high school offers significant room for expansion, with a long-term goal of returning to our pre-2017 enrolment of 380 K-12 students. Encouragingly, interest in our high school program continues to rise, with fewer students seeking alternatives. Over the next five years, we will prioritize high school recruitment and retention to sustain strong interest in our program as students transition from middle years to high school.

HISTORICAL NUMBERS

Year	Student Total	Growth (+/-)
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%
2016-17	380	-4.28%
2015-16	397	

Financial Stewardship

The 2024–25 school year marked a strong year of financial performance. A 4% tuition increase, 14.33% growth in enrolment, strategic reductions in teaching contracts, an increase in government funding from 75% to 80% per FTE student, and paying off the remaining mortgage, all contributed to a surplus of over \$700,000 in revenue. This surplus was further strengthened by donations, from 232 unique donors, reflecting the generosity of our community and a united investment in our mission for Christ-centred education.

- 2024–25
- DONATION
- SNAPSHOT

Category	Contributions	Raised
General Fund	96	\$81,699
Financial Assistance	62	\$28,190
Missions Fund	180	\$34,850
Renew & Rise	11	\$32,300
Other programs	2	\$5,746

Capital Reserve Plan

A financial surplus comes at a critical time, as we are now preparing for significant capital upgrades. Last year we were given a 25-year Capital Asset Replacement Plan that anticipates approximately \$800,000 in upgrades over the next five years, as some of our assets reach the end of their lifespan. In response to these priorities, we launched *Renew & Rise*, a multi-year fundraising campaign designed to support facility and programming upgrades through strategic planning and donor partnership.

The campaign officially launched in June with a focus on multi-use spaces, beginning with Phase 1: replacing the gym floor and adding additional lines in the multi-purpose room. These Phase 1 upgrades are expected to be completed by the start of the 2026–27 school year.

RECOMMENDATION

Reserve Fund	2025–29
Contributions	\$200,000
Per Year	

SUCCESSION
2030



Christ-centred Education
Empowering Minds & Enriching Faith



Families & Faith Communities
United Guidance & Bright Futures

2025-26 FOCUS

Division Priorities

As we enter the 2025–26 school year, the division will be advancing several key areas of focus that reflect both the heart of the Society’s mission and the strategic direction of Succession 2030.

Christ-centred Education

Pillar: Protestant Faith

We are renewing our focus on the Faith Integration Program; a framework that weaves moral character and Christ-like values throughout the K-12 learning experience. Beginning in November, a dedicated staff committee will guide the next phase of its development.

Vibrant Student Experiences

Pillar: Modern Facilities & Resources

Through the launch of the *Renew & Rise* capital campaign, we plan to continue with necessary facility upgrades in phases. Our goal is to create flexible, faith-focused spaces that nurture academic excellence and community connections.

Families & Faith Communities

Pillar: Integrative Pathways

We are committed to strengthening relationships with local churches that reflect the diversity of our student body. Through this collaboration, we aim to establish a shared vision for educating and supporting today’s youth under a united Christ-centred educational mission.

Sustainable Schools

Pillar: Advancement and Operations

Sustainability is at the heart of our vision for the future. Through advancement, we will be reviewing our approach to fundraising, assessing ways to ensure lasting philanthropic support for our mission. Through operations, we will continue to enhance efficient, flexible systems that sustain our school and support plans for future growth.



Vibrant Student Experiences
Modern Supports & Lasting Success



Sustainable Schools
Viable Practices & Legacy Growth



Message from The School Principal

“Unless the Lord builds the house, the builders labor in vain.” — Psalm 127:1

As I reflect on the 2024-25 school year, my heart is full of gratitude for the ways God has been at work in our school community. Together, we have witnessed His faithfulness in our staff, students, and families, and we rejoice in the growth and joy that fills our halls.

Our students continue to flourish in multiple dimensions of life. Graduates are stepping into post-secondary education, trades, missions, and service opportunities.

Scholarships and awards reflect both their diligence and God’s faithfulness. Yet, as you know, our mission goes beyond academics. Recognition in prayer, leadership, service, Scripture study, and fine arts reminds us that Christlike character is at the heart of our school’s work.

Listening to our students also shapes our path forward. Surveys reveal that students feel known, supported, and spiritually nurtured, while also inviting us to continue developing leadership and engagement opportunities. These insights inspire ongoing refinement of our programs, ensuring each student is both challenged and encouraged in faith and learning.

As we celebrate these blessings, I am reminded of Colossians 1:9: “We continually ask God to fill you with the knowledge of His will through all the wisdom and understanding that the Spirit gives.” Your partnership in this mission through prayer, encouragement, and engagement strengthens our students to grow spiritually, academically, socially, and physically.

Thank you for your trust, support, and commitment. Together, we are raising disciples of Jesus Christ who are equipped for every good work.

MURRAY LONG
SCS School Principal

2024 - 25



Professional Development

In 2024–25, our staff engaged in a wide range of professional development focused on instructional excellence and spiritual formation. We began with sessions on school policies, student cumulative files, and our annual theme and verse, followed by a reaffirmation of our Mission, Values, and Clarifying Statement. Teachers explored the Top 20 Principles from Psychology for PreK–12 Teaching and Learning, strategic plan implementation, and effective report card feedback. At the ACSI SK Teachers Convention, staff attended sessions on technology's impact on brain development, learning strategies, and student engagement.

Spring workshops addressed perseverance, motivation, and CAT4 testing, culminating in a session on the effects of digital media on youth. These experiences reflect our commitment to shaping educators who teach with wisdom, discernment, and a vision for eternity.



School Staff

The 2024–25 school year brought several new faces to our team, each adding fresh gifts and energy to our community. We were pleased to welcome Arianne Bragg to our elementary teaching staff and to celebrate Stephanie Funk's return to Grade 8, following her maternity leave.

We had a growing team of educational assistants this past year - Ethan Larson, Mike Rogers, and Kara Ditchburn - bringing enthusiasm and care to the classrooms, supporting students with dedication and compassion. We also welcomed Wayne Van Dyck as building custodian and Tracy Fish as school receptionist, both stepping into important roles that kept our school running smoothly each day.

2024-25 also saw the launch of a Grade 2/3 split class, co-taught by Danae Andrie and Chelsea Callaway, further strengthening our early literacy initiatives. Small primary class sizes and the continued implementation of the Science of Reading approach ensure a strong literacy foundation for our youngest students.

We also celebrated Naomi Brecht, our elementary fine arts teacher, who completed her Masters of Education, in curriculum studies, from the University of Alberta while teaching full-time. Naomi has been a teacher at Saskatoon Christian School for 16 years!



Academic Excellence

As we reflect on this past year, we give thanks to the Lord for His faithfulness in guiding our students. Their accomplishments in academics, character, and service are evidence of God's work in their lives, the dedication of our staff, and the support of our families. Let us continue to pray that each student "may be filled with the knowledge of His will in all spiritual wisdom and understanding" (Colossians 1:9), and that their future steps will be marked by wisdom, courage, and faith.

HIGH SCHOOL HONOURS

Honour Roll	80-89%	18 students
High Honours	90-94%	18 students
Admin's List	95-100%	18 students

Highest Academic Average

Camryn Nienhuis (Gr. 9), Keira Deobald (Gr. 10),
Grace King-Matchett (Gr. 11)

Graduate Achievements

Our graduating class is stepping into a wide variety of callings and opportunities after high school. Their plans reflect God's diverse leading:

University & Degree Programs - Many graduates are pursuing higher education at the University of Saskatchewan, University of Alberta, and University of Calgary, in fields such as business, engineering, biomedical sciences, kinesiology, sociology, and law.

Trades & Polytechnic Programs - Several students are entering apprenticeship and technical training, including plumbing, autobody, medical radiologic technology, and electrical work through Saskatchewan Polytechnic.

Bible Colleges & Christian Training - Some graduates are beginning their journey at Briercrest, Eston, or Millar College of the Bible, while one student is pursuing YWAM in New Zealand.

Other Plans - Some graduates are taking gap years for work and travel, while others are dedicating intentional time to family, athletics, and community.

This class reflects a balance of future leaders in health care, trades, business, engineering, law, and ministry, a testimony to God's provision of unique callings.

Our senior students received numerous recognitions for academic excellence, including:

Entrance Scholarships - Multiple awards of \$3,000 and \$1,000 to the University of Saskatchewan, as well as a fully-funded scholarship.

Major Awards - Faculty of Arts Opportunities Award (\$5,000), U of Alberta Fly Home Award (\$1,500), Power to Change "Next Steps Award" (\$500).

STEM Recognition - A Schulich Leader Scholarship nominee in the field of science, technology, engineering, and math.

Saskatchewan Youth Apprenticeship - Several students completed the program, with one earning the \$1,000 Industry Scholarship.

Extracurricular Achievements

Our student life at SCS is vibrant and full of achievement. This past year, our senior athletic teams captured 2A provincial and city titles in multiple sports. Our arts community shone through a well-attended senior production, *The Rules of Comedy – A Musical Extravaganza*, and an inspiring elementary talent show, *SCS Showcase*. Worship teams, the Iron Kingdom Club, outdoor clubs, and travel clubs remained active year-round, offering students a wide range of opportunities to explore their passions.

Chapel times continued to bridge faith into action, with students participating in hands-on service projects from middle years through high school. And we can't forget the joyful highlight of the year for our elementary students - the bike rodeo - the perfect way to get students prepared for the summer ahead!



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

2025-26 FOCUS

School Priorities

As we enter the 2025–26 school year, the school will be advancing several key areas of focus.

Christ-centred Education

Pillar: Academic Excellence

Elementary | We are advancing our Early Literacy Initiative through the continuation of a Grade 2/3 split and the reassignment of teacher, Arianne Bragg, to support the Science of Reading approach in the primary grades. Targeted professional development this fall and throughout the year will equip staff to fully integrate this framework into classroom practice.

High School | We continue to prioritize the diversity of academic offerings in our high school. In addition to the 39 in-person courses available to students in Grades 10–12, the integration of the Saskatchewan Distance Learning Centre (DLC) now provides access to a wider range of online elective options through a hybrid model. Our objective this year is to ensure students experience success in this new learning format, supported by a designated educational assistant who helps them stay on track and effectively integrates online coursework into their in-class schedule.

Christ-centred Education

Pillar: Post-secondary Readiness

This year, we are introducing a dedicated guidance counsellor position to strengthen our advisory program and enhance our students' post-secondary readiness. Our high school teacher, Amy Carlson, is now providing support to students throughout both semesters. Her guidance work includes assisting students as they explore future pathways, navigate entrance requirements, and apply for scholarships, ensuring students are well-prepared for life beyond high school.

Vibrant Student Experiences

Pillar: Student Life

Extracurricular life is an essential part of our school community, enriching both academic learning and student wellbeing. As our school continues to grow, our focus this year is to ensure consistency, accessibility, and efficiency in our extracurricular programs. Strengthening and sustaining these opportunities remains a priority, ensuring all students can benefit from reliable and engaging experiences beyond the classroom.



SUCCESSION
2030



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: **Regan Espeseth** (former Chair, Audit Review Committee, Board Development Team), and **Sandra Dick** (Membership Engagement 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

Trevor Reid, Chair	Audit Review, Succession Vision Committee
Ken Berg	Membership Engagement Team
Joshua Frost	Membership Engagement Team, Succession Vision Committee
Tamara Hominuke	Board Development Team, Succession Vision Committee
Amanda Munshaw	Board Development Team
Haven Roy	Board Development Team

UP FOR RE-ELECTION

Committees Served On

Sara Buckingham, Vice Chair	Policy Review Team
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Year in Review: 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.

This year, the board has grown in its understanding and application of this governance model, supported by two consultants. We've reviewed all Ends and Executive Limitations and continue monthly assessments of leadership compliance.

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 2024–25 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.

Notably, the spiritual domain emerged as a priority area for continued focus and growth.

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 board@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 board@saskatoonchristianschool.ca



SEE
YOU THERE!

Annual General Meeting Thursday, October 23, 2025 - 7:00 pm Saskatoon Christian School, MPR

Tentative Agenda

1. Opening & Welcome
2. Introduction of Board Trustees—Mr. Trevor Reid, Chair
3. Approval of Minutes of Annual General Meeting 2024
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. Board Update/ Committee Updates/ Results of Vote
11. Ballots & Proxies to be destroyed
12. Questions & Comments from the Floor
13. Closing Prayer & Adjournment

Proposed motions:

- Approve the 2024 AGM Minutes
- Approve the Audited Financials
- Approve Heagy LLP, Chartered Accountants as the auditors of the corporation
- Approve the panel of scrutineers
- Accept proxy votes for board elections
- Destroy the ballots and proxy forms from the AGM

Candidate Bio

Sara Buckingham

I am mom to three girls at SCS. Our girls are in grades 11, 8 and 3 and we have been part of the SCS community since our oldest started kindergarten. We appreciate having Biblical values reinforced at school and the friendships our girls have made. I have been married to my husband, Murray, for 18 years. I am a nurse and I help run the cardiac rehab program in Saskatoon where we assist patients to recover after a heart event. I trusted the Lord Jesus as my Saviour as a child and throughout life's challenges I am thankful to God for his faithfulness. My husband and I are active in our local church serving the community, teaching Sunday School and previously in camp ministry.

I have served on the SSCE board for the past three years and am thankful for the opportunity to serve the SCS community in this way. I have been asked, and I am willing to serve another term. Throughout my last term I had the opportunity to learn and grow. The qualities that I believe make a great board member are vision for the future and excellence, strong faith, communication skills including listening and engagement with members, preparation and engagement at board meetings and being a team player. I help to bring organization, policy governance leading and vision for excellence. As a policy governance board, we set vision for SCS and expect the key leaders to execute the Ends (goals) of the SSCE within the limitations laid out. I see serving on the SSCE board as a priority and am thankful for the opportunity to serve God and you, the SCS community.