



EMMANUEL EPISCOPAL  
CHURCH, GENEVA

# 2025 Annual General Meeting

11 May 2025

## Reports

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## Deacon's Report

I have always been intrigued by the parable of the sower that Jesus tells His disciples in the Gospel of Matthew (13:3-8). Most of the seed sown is either eaten by the birds, scorched by the sun or choked by weeds. The seed that produces good fruit is distinctly in the minority. If I were to interpret Our Lord literally, then it would appear that we have only one chance in four that the Good News that we strive to share will actually have any positive outcome. That is only 25%: I know of no sport, for instance, where a team with a record of 250 has any chance whatsoever of making the playoffs, let alone win the championship.

Statistics may seem to be one of the few remaining branches that we can hope to cling to in a world where alternate facts and outright lies by our leaders are so prevalent that we can no longer keep track of them all. Yet the Word of God is not about mere numbers: how can we quantify, for instance, the impact of Emmanuel's different ministries and our role in sharing the love of Christ within our congregation, the Geneva community and the wider world?

Over the past year, without taking any time away from my usual liturgical and pastoral duties, I have been intentional about volunteering to work at the bimonthly refugees' brunch and about trying to help newcomers integrate into the congregation. These are both extremely gratifying ministries – so much so, that I feel almost guilty describing them as “work”.

I also have been intentional about reaching out to people on the margins of our Parish, who, for whatever reason, have stopped coming to church regularly. Being away from a congregation can become a vicious circle, where the less present someone is, the more they feel like a stranger when they do show up, which in turn makes them even less inclined to come back to church again regularly. The rewards of this kind of effort are few and far between. Bringing people back into the fold demands great investments of perseverance, time and patience. Much, if not most of the seed sown, seems to fall into the 75 percentile range alluded to above.

Yet what is the mission of the Church? The Prayer Book is quite clear about it in the Catechism (p. 855): “The mission of the Church is to restore all people to unity with God and each other in Christ.”

The Church in general, and those of us in ordained ministry in particular, can easily fall prey to the desire to see immediate, concrete results of our work. God's time is the best time, runs the title of a cantata by Bach. Sometimes that is not the same as our time. We plant seeds and water them, and more often than we know, they do bear fruit, now or later.

*Faithfully,*

*Richard*

*(The Rev. Deacon) Richard Cole*

## Vestry Report

This report summarizes activities of the Emmanuel Episcopal Church Geneva Vestry during the period January to December 2024. The report includes the number of meetings held, identification of Vestry members, and main topics, decisions and actions taken.

### 1. Meetings of the Vestry

During 2024, eleven Vestry meetings took place, one every month except July and August, and with two meetings held in April (before and after the Annual General Meeting on April 28). An Awayday was also held in October 2024.

### 2. Vestry Members in 2024

There are 14 Vestry members. Ten of the 14 were on the Vestry for the entire year:

The Rev. Michael Rusk (Chair)  
Deacon Richard Cole (without voting rights)  
Duncan Campbell  
Rosalind Cutler  
Tigest Desta  
Brad Dewey  
Rob Hamilton (Treasurer)  
Megan Preston Meyer  
Julien Troussier  
Robert White (Secretary)

Four members were on the Vestry from January to April:

Lesley Lawson Botez (term ending in April)  
Nicholas Griffith (departure from Geneva)  
Vicky Maltby (term ending in April)  
Evelyne Römer (term ending in April)

Four new members were added to the Vestry at the AGM:

Adwoa Bentsi-Enchill  
Bonnie Fatio  
Erin Lederrey  
John Vanore

### 3. Main topics, decisions and actions taken by the Vestry in 2024:

January:

- Approval of the 2024 budget for Emmanuel.
- External review of the dynamic portfolio, including also members of the Investments Commission.

February:

- Music Director Search Committee to proceed with advertising of the Music Director position.
- New application to the Convocation for funding of the Refugee Welcome Center to be circulated.

March:

- Installation of the Moser window.
- Statutes of the Foundation approved by ASFIP.
- Considerable effort undertaken in first months of the year in soliciting pledges from congregational members.

April:

- Approval of mandatory electrical work.
- Internship for Silvia Gosnell approved for formation for the diaconate.
- Presentation of Treasurer's Report to AGM, showing a net profit of CHF 62,000 in 2023.
- Appreciation to outgoing Vestry members and election of new members at AGM, as noted above.
- Appointment of Duncan Campbell as Senior Warden, and of Rob Hamilton (Treasurer) and Robert White (Secretary) as Officers of the Vestry.

May:

- Appointment of John Vanore as People's Warden.
- Confirmation of two delegates and two alternates to the Convocation Convention in October.
- Work contracts for Edward Brett (Premises Booking Officer) and Yunise Korir (Hospitality assistant to Emmanuel and to the refugee programs) to be drawn up.

June:

- Electrical works, previously agreed, in progress.
- Warden team established to assist at Sunday services.
- Agreement on subscription to Breeze system arranged by Jeanne Langton, who provided a presentation on the subject.
- Safeguarding presentation by Debbie Groby, and required safeguarding courses mandated for Vestry members.
- Update by Mary Flannery of Search Committee for Music Director, and offer to be made to Romain Mayor (as Director of Music) and to Marcos Gutiérrez (as Assistant Choir Conductor).

September:

- Breeze update by John Vanore, including its functionalities, presented to the Vestry.

Investments Report update by the Rector, on the portfolios and the interest-bearing account.

- Start of Francophone monthly service, on initiative of Erin Lederrey.

October:

- Completion of electrical work.
- Awayday at Bossey, with agreement on four Strategic Objectives for the Vestry:
  - Growing Emmanuel
  - Securing our Foundation
  - Spiritual Growth and Formation
  - Loving our Neighbor

November:

- Vestry Task Force to be established to review the work of the Commissions.
- Visit of Mark Edington, Bishop of the Convocation of Episcopal Churches in Europe.

December:

- Adoption by the Vestry of the 2025 Emmanuel budget.
- Agreement on proposal to amend the Articles of Organization to standardize the present three-year term for Vestry members and to allow an extra fourth year. A special meeting of parishioners to be convened in January.
- Update on annual stewardship program, with letters written to the congregation.
- Agreement to install new spotlights along the top of the walls in the church, replacing the existing lights.

*Robert G. White*  
*Secretary to the Vestry*

*1 April 2025*

## Music Ministry Report

### Music at Emmanuel in 2024

2024 was a year of reflection and transition for the music ministry of Emmanuel following the departure of Shauna Beesley, our Organist and Choir Director for more than two decades. From January to June 2024, a Search Committee was appointed to explore, define and recruit a new Director of Music. In the interim, guest organists or pianists rotated to accompany our ongoing services.

We are grateful to Aileen Tincello, Diego Innocenzi, Romain Mayor, Raphael Meeyeritz, Hunju Sohn and Alexander Pappas who accompanied us through June. Special thanks to Alan Wittrup, a former member, who returned from the US and provided music throughout the summer when our choir and other musicians were less available.

Deep gratitude for the faithful commitment of the Emmanuel choir who continued to practice regularly on Thursdays and Sundays. From March to June we were blessed by the able direction of Andrew Close. Under Andrew's experienced leadership, we were able to uphold Emmanuel's musical role during our Holy week services, especially Good Friday at St. Germain. Some of our singers were also able to join with Holy Trinity as they hosted the Swiss Archdeaconry Choir Festival in May.

The Search Committee (Mary Flannery, Chair, Holly Smith-Dinbergs, Anne Hornung-Soukup, HunJu Sohn, Richard Cole, and Michael Rusk, Rector) for a new musical director collected input from all of the Emmanuel community to help build an ideal profile. At the end of June, the committee had selected two finalists of the nine candidates who had responded to their appeal. By the end of July, the Vestry hired Romain Mayor and Marcos Gutierrez as Director of Music and Associate Choir Conductor, respectively. They began partially in September 2025, and have been fully in place since the beginning of 2025.

*Debbie Groby*

*Andrew's farewell*



## Music at Emmanuel in 2024, from September to December

September 2024 marks the start of my term as Director of Music at Emmanuel Church, as well as that for our Associate Choir Conductor, Marcos Garcia Gutiérrez. Looking back, it seems to me like yesterday and a long time ago at the same time!

Coming myself from Swiss Reformed Protestantism, I already had some knowledge of the Anglican Communion, having served occasionally as organist in another Anglican parish in Lausanne. Nevertheless, discovering and learning at Emmanuel about its liturgy from week to week was an intense and very enriching experience! By joining Emmanuel Church, I got to know a community with a history and present rich in strong bonds of friendship and deep spirituality. It also has a certain artistic and musical expectation, which is of course very stimulating.

Since September, Marcos Garcia Gutiérrez and I have been getting to know the Emmanuel Choir group, which valiantly serves the liturgy from Sunday to Sunday, with weekly rehearsals on Thursdays. This group benefits from a strong human cohesion as well as a great musical flexibility to adapt each week to a new musical repertoire. From this point of view, I think that other choirs that only give occasional concerts could learn a lot from this way of doing things!

The autumn of 2024 was therefore mainly devoted to preparing for the main events at the end of the year: Feast of All Saints, Nine Lessons and Carols, Christmas, as well as providing organ pieces and choir anthems for the other Sunday Services. Overall, I think I can say that the choir's contribution to these events was a success.

My following task will be to continue discovering the liturgical year up to September 2025. At that stage, I'll have a better overview of what a whole year of choral and instrumental music represents in the service of the liturgy at Emmanuel, so that we can think about what we could do better, be better able to plan ahead for important musical events for the choir, and also if possible find a way to recruit a few more voices to complete our choral group. I'll probably have more to tell on this subject when it comes to taking stock of the year 2025.

In parallel with my work at Emmanuel, I mainly work as a choir and orchestra conductor with musical ensembles that approach sacred and Christian music mainly from a cultural and non-confessional point of view. Personally, I would like to find a way of bringing these two complementary worlds into closer dialogue, an idea that is part of a more general concern about the need for understanding, between the world of churches and the 'civil society', which is moving further and further away from its Christian roots. Personally, I'd be glad if I could make a contribution to this, however modest and local, provided of course that it would be to the benefit of Emmanuel Church's musical activities!

In conclusion, I'd like to thank you all for your warm welcome to the Emmanuel Church family, and I look forward to continuing our activities together!

*Romain Mayor*

## **African Singing Group**

The African Singing Group (ASG) has been a part of Emmanuel's music ministry for several years now. As in previous years, the group enjoyed many opportunities to share with the Emmanuel community the lively rhythms of a typical worship session from different parts of Africa, notably Ghana, Uganda, Kenya and South Africa. The ASG is ably led by Jane Inkoom with approximately ten regular members (and occasional guest members) in 2024. Sadly, we lost one of our leaders, Sroda Bédarida, who retired and returned to her family home in France. We look forward to continuing to bring an African vibe to the music ministry at Emmanuel.

*Adwoa Bentsi-Enchill*





## Outreach Report

### EMMANUEL CHURCH OUTREACH COMMISSION SUMMARY OF 2024 ACTIVITIES AND PLANS FOR 2025

(final, 24 April 2025)

The Outreach Commission expresses its appreciation to all Emmanuel members whose financial contributions and provision of time and talents have made our Outreach activities possible.

#### OUTREACH BUDGET + TOTAL OUTREACH DONATIONS IN 2024

**= 106,440 CHF**

- **Emmanuel Church budget, Outreach line:** The Vestry designated CHF 14,000 for the 2024 Outreach budget to ensure coverage of Geneva activities, the Jardin de Montbrillant and global support. We also received a generous grant from the Capital Group for the Jardin de Montbrillant.
- **Special events and offerings:** Funds for Outreach were gratefully received through Africa Night, the United Thank Offering, and the Christmas party and Easter egg hunt.

#### OUTREACH ACTIVITIES in 2024 – **A total of CHF 47,444 was disbursed**

(excludes salaries)

**Africa Night: CHF1,711 raised**

**Coordinated by the Africa Group, under the leadership of  
Wilson Were and Samuel Mbele-Mbong**

People from Emmanuel and their friends once again benefited from Africa Night, in an atmosphere of warmth and fellowship. As in the past, the African community of Emmanuel procured and prepared the food, decorated the Grande Salle, and arranged for the music during the evening. The overall aims were not only to share food and music together, but also to support one of the Outreach projects, this year being **Touching Acts NPC in South Africa**. The funds were used to purchase food for children in the boarding home and stipends for staff. Africa Night over the years has become a major event in the Emmanuel calendar, including this year once again!

**United Thank Offering: CHF 761.30 and Euros 129.87 raised**

**Coordinated by Debbie Groby**

The annual United Thank Offering is a ministry to promote thankfulness and mission in the whole Church. UTO focuses on empowering new ministries, either to start up and fund entirely new initiatives or to help take existing ministries in new directions. The current three-year UTO theme is based on Matthew 25:35-36 (“...I was thirsty and

you gave me drink, I was a stranger and you took me in...”), emphasizing areas of ministry serving those whom society has left behind. For 2024, a **Gratitude Calendar** was distributed to the congregation, with a box each day and a theme each month, for projects in various parts of the world. Funds collected will be added to those from all participating parishes of The Episcopal Church.

**Jardin de Montbrillant: CHF 7,233 total cost**  
**Coordinated by Torsten Bartsch**

Jardin de Montbrillant is a haven for people who are in a less fortunate situation than most of us. Here people receive a hot meal free of charge thanks to the organization Carrefour Rue, which is supported by the Geneva social authorities and various NGOs. A team of 8-10 or more Emmanuel volunteers gathers on the second Saturday of each month to prepare and serve a hot meal to over 300 persons. For 2024 a generous grant from the **Capital Group** covered Emmanuel’s participation in the JdM.



**Christmas party and gifts for refugee children, and Easter egg hunt**  
**Coordinated by Christine Aghazarm**

Once again, Emmanuel Church participated, in cooperation with the **Hospice Général**, in two exciting initiatives at the **Rigot and Camille Vidart Centers** near the Place des Nations. At the Easter Egg Hunt at the Rigot Center, some 35 children took part. The Christmas gift drive benefited 75 children from 41 families. Impressive support from parishioners led to nearly all families being covered through direct gift donations, with the remainder purchased through financial contributions. A Christmas party was also arranged by the Hospice on the day of the distribution of the gifts, as well as baked goods provided by Emmanuel.



**Refugee Welcome Center:  
Coordinated by Director, Christine Aghazarm**

The Refugee Welcome Center was started in mid-2022, with support from the Bishop and the Convocation Task Force on Migrants and Refugees. Resources were provided from the Convocation and from the Emmanuel budget. **A summary of activities at the Welcome Center is found as a separate AGM report.**

**Humanitarian and development projects  
Coordinated by Vicky Maltby and Outreach members**

The Outreach Commission supports several Emmanuel projects which Emmanuel has supported over several years: the Bossemtélé Hospital in the Central African Republic, the Leprosy Hospital in Nepal, and Partner Sein, the relief agency of the Old Catholic Church in Switzerland. Emmanuel again sponsored a seminary student at the Université Anglicane Apolo Kivebulaya at Butembo, in the Democratic Republic of Congo, with 2024 being the fourth year of the commitment. For the first time we also supported the Middle East Children’s Initiative and the Palestine Children’s Relief Fund.

Scholarship for Seminary Student, DRC	CHF 1,755
Lalgadh Leprosy Hospital, Nepal	2,600
Bossemtélé Hospital, CAR	2,728
Middle East Children’s Initiative (MECI)	2,600
Palestine Children’s Relief Fund (PCRF)	2,600
Partner Sein	500
<b>Total</b>	<b>CHF 12,783</b>

**OUTREACH COMMISSION MISSION STATEMENT:** The Mission Statement, *attached for reference*, contains the Outreach Strategy, Principles for Selection, and recognition of financial and parish support received from Emmanuel Church.

**OUTREACH PLANS FOR 2025**

Emmanuel Outreach activities are continuing in 2025 in the same three areas of activity as in previous years:

- Geneva activity (Jardin de Montbrillant, the Refugee Welcome Center, collaboration with the Rigot Center and Camille Vidart Center, including Christmas and Easter activities, and possible cooperation with Carrefour Rue).
- Global project support (the Lalgadh Hospital, MECI, the International Peace Initiatives in Kenya, a project in Guatemala (to be decided), and Partner Sein.
- Global disaster/emergency response (including a small emergency grant to Dr Kahwa for the DRC).

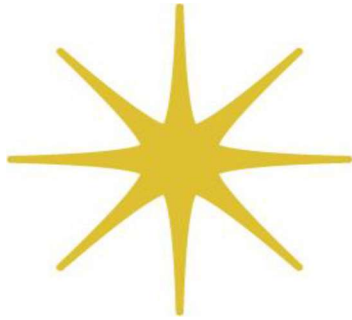
For 2025, funds for Outreach will be provided through the generosity of Emmanuel members, through a generous grant from the Capital Fund for the Jardin de Montbrillant other contributions for development projects, refugees and emergencies, and special fund-raising events and activities.

**WITH DEEP APPRECIATION FROM THE OUTREACH COMMISSION MEMBERS**

Vicky Maltby, Chairperson  
Christine Aghazarm  
Torsten Bartsch  
Tigest Desta  
Adwoa Bentsi-Enchill  
Sam Donkin  
Roxana Dunnette

Silvia Gosnell  
Debbie Groby  
Ju-Young Lee  
Leah Maria Lucas  
Bob White (Secretary)  
Rob Hamilton (Treasurer)  
Rev. Michael Rusk (ex officio)





## EMMANUEL EPISCOPAL CHURCH, GENEVA

### OUTREACH COMMISSION - MISSION STATEMENT

We at Emmanuel Church are part of the gathered people of God committed to continuing the work of Jesus Christ in assisting those in need in our community and in the world. We challenge the unjust forces in our world and are engaged in reaching out to others, responding to human need by loving service.

As Emmanuel Church, we work for positive change in the lives of people affected by disaster, poverty and injustice, in furtherance of the Kingdom of God. We extend our services outside the walls of the church, to try to make a difference to a wider section of the population and community in Geneva and in the world. We respond to human suffering irrespective of race, gender, sexuality, belief, nationality, ethnicity or political persuasion. To do this, members of the Outreach Commission use the abundance which God has given to us: talent, financial resources, personal time and dedicated commitment.

### BIBLICAL REFERENCES

*God has told you what is good – to act justly, love mercy, and walk wisely before your God. (Micah 6:8)*

*For when I was hungry you gave me food; when thirsty you gave me drink; when a stranger you took me into your home; when naked you clothed me; when ill you came to my help; when in prison you visited me. (Matthew 25:35)*

### OUTREACH STRATEGY

The Outreach Commission of Emmanuel Church will achieve a three-pronged approach and balance in the following areas of support: the Geneva community, disaster response and development projects in various parts of the world. We will engage in personal contact with those projects which we support. Geneva community projects include Café Care and Jardin de Montbrillant.

The Commission meets a minimum of four times a year, to review a current financial report and all project activity. It responds to priority requests by the Rector of Emmanuel Church. Members of the parish are encouraged to suggest potential projects.

### PRINCIPLES FOR SELECTION

The approved project:

- is positive and sustainable, with focus on the most vulnerable and disadvantaged
- empowers communities, supporting priorities as identified by the community
- demonstrates, if necessary, a proof of official registration and a system of governance and financial management
- ensures that funds approved are used for the intended purpose
- will provide a report on project impact.

**OUTREACH FINANCIAL AND PARISH SUPPORT**

Outreach is supported by allocations from the Emmanuel Church budget, approved on an annual basis by the Vestry. Funds are augmented through fundraising initiatives within the parish, including Outreach Sunday (every second Sunday of the month), concerts and special events including the United Thank Offering and Africa Night. Members of the parish are informed regularly of our activities through after-church talks, the church bulletin and website, and other means.

***Document Approved by the Outreach Commission on December 3, 2018***



## Refugee Welcome Center

**WELCOMING AND WALKING WITH REFUGEES  
REFUGEE WELCOME CENTER  
EMMANUEL EPISCOPAL CHURCH, GENEVA, SWITZERLAND  
ANNUAL REPORT FOR 2024  
(23 December 2024)**

**Name of congregation:** Emmanuel Episcopal Church, Geneva, Switzerland

**Person preparing this application:** Rev. Michael Rusk, Ms. Christine Aghazarm, and Mr. Robert White

**Contact emails:** [rector@emmanuelchurch.ch](mailto:rector@emmanuelchurch.ch), [christine11479@yahoo.com](mailto:christine11479@yahoo.com), and [rbwhite74@wanadoo.fr](mailto:rbwhite74@wanadoo.fr)

**Person responsible:**

- Project Director: Christine Aghazarm, Director, Refugee Welcome Center
- Project Oversight: Rev Michael Rusk, Rector, Emmanuel Church
- Project grant administration: Mr. Robert White, member, Emmanuel Church

**Our congregation is a part of:** The Convocation of Episcopal Churches in Europe

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**Title:** Refugee Welcome Center of Emmanuel Episcopal Church, Geneva, Switzerland

**Amount received from Convocation in 2024: 29,990 Euros and 15,000 Euros**

**Amount of Emmanuel Church support in 2024: 14,000 chf (13,300 Euros)**

**Amount received from others in 2024: 16,700 chf (15,900 Euros)**

**This is for:** a full one-year funding cycle. This is the third grant application made by Emmanuel Church to the Convocation.

**Project start date:** 1 January 2024

**End date:** 31 December 2024

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This Annual Report summarizes the main activities, achievements, and lessons learned of the Refugee Welcome Center of Emmanuel Church Geneva in 2024. This summary is largely taken from the 2024 Application for Grant Support sent in January 2024, and from the four Quarterly Reports sent in the course of the year.

### 1. KEY ACTIVITIES CARRIED OUT IN 2024:

- Continuation of formal **French language** lessons to refugees at the A1 and A2 levels
- Start of complementary **French language conversation classes**
- Conduct of two weeklong English language vacation **summer camps** for refugee children, including lunch
- **Hospitality** through continuation of snacks and light refreshments at an expanded refugee coffee hour on Wednesday afternoons, and start of a bi-monthly brunch
- Start of **French language singing classes** led by a Ukrainian woman active in the Emmanuel choir
- Conduct of an **Easter egg hunt and a Christmas gift** distribution, with parties at both
- Continued involvement in the **Jardin de Montbrillant** through the year
- Introduction of **yoga classes** for refugee women
- Expanded relationship building with the **Hospice Général** for support to refugees from the Rigot Center and the Camille Vidart Center
- Discussion and preparation for **English language classes** for refugees in 2025
- Investigation of **alternative funding** sources to complement resources provided by the Convocation, Emmanuel Church, and others, including projected cooperation with a fundraiser
- Discussion with the Ukrainian Refugee Day Center in Lausanne run by the Scots Kirk, on a possible **registration system** for Emmanuel

- Finalization of **1:1 accompaniment support** for refugees from the Rigot Center
- Development of a website and **expanded communication initiatives** for the Welcome Center
- Conduct of a **Ukrainian Refugee Art Exhibition** and Concert, “l’âme Ukrainienne” (the Ukrainian soul), in June 2024
- Expansion of the **volunteer base**, including Emmanuel parishioners and cooperation with external organizations

## **2. THE MOST IMPORTANT ACHIEVEMENTS OF THE YEAR:**

- **French language and conversation expansion:** The A1 and A2 French language classes continued with the same qualified French language teacher. Numbers of students varied through the year, with a maximum of 12 students for each class organized. Cohesiveness of both classes was stronger this year. Based on requests from the students, French language conversation classes started during the summer period and have continued since then. French proficiency remains an essential pathway for Ukrainian and other refugees living in Geneva.
- **Summer camps:** Again this year two immersion English summer camps took place during the summer school break period. The 29 participants representing 22 households were mainly Ukrainian. The addition of lunch and an end-of-camp “show” were successful additions. Eleven volunteers assisted over the two weeks. The summer camps have been greatly appreciated by the engaged children and their parents.
- **Easter Egg Hunt and Christmas gifts:** These popular activities continued in 2024. The Easter Egg Hunt was held again at the Rigot Center with 35 children from the center taking part. The Christmas gift drive benefited 75 children (41 families) across two refugee residences, Rigot Center and Residence Camille Vidart.
- **Hospice Général cooperation:** This collaboration expanded in 2024, with new association with the Camille Vidart Center housing Ukrainian refugees. Numerous activities benefited from this close relationship, including the Ukrainian art exhibition, the Easter Egg Hunt, the Christmas gift drive, and the newly started brunch. Cooperation with the Hospice Général and its refugee centers has been instrumental to progress achieved by the Refugee Welcome Center.
- **Ukrainian community events:** Several Ukrainian cultural events were organized at Emmanuel in demonstrations of art, music food and culture. These included a Ukrainian fundraising dinner in June (with food prepared by a refugee chef), an art exhibition (with seven Ukrainian artists), a concert and a musical program. Some 19 volunteers helped throughout the weekend. Other initiatives were a Children of Ukraine music, dance and poetry event in November, the Ukrainian Women’s Association- St. Andrew’s Feast in November, and the ManSound concert in December.
- **Volunteer base:** Nearly all of the activities of the Refugee Welcome Center could not have taken place without a strong volunteer base, as noted above (summer camps, Christmas gifts, Ukrainian culture events, hospitality, mentoring). The Jardin de Montbrillant continues to attract large numbers of volunteers monthly. The volunteer base is seen as one of the greatest achievements of the center, bringing the wealth of experience and expertise of parishioners. As those outside of Emmanuel hear about our work, we also gain new and valued volunteers.
- **Hospitality:** The Center continued its much appreciated snacks and light refreshments at coffee hour on Wednesdays. A bi-monthly brunch started on a successful note at the end of 2024. AMIC now organizes English once a week for 30-35 children, with Emmanuel providing the snacks for the children.  
In addition, we were able to offer the assistant more stable employment including legal status in Switzerland, and some financial support to refugees through gift vouchers.

## **3. LESSONS LEARNED FROM THE YEAR’S WORK:**

- **The need for a Memorandum of Understanding/Code of Conduct:** Difficulties with the United for U partnership (first Quarterly Report) and the Ukrainian Women’s Choir (third Quarterly Report) have



reinforced the need for a signed MoU or Code of Conduct, with all parties aware and agreeing to expectations and responsibilities.

- **Paid staff for key functions:** As indispensable as volunteers are, there will always be a need for paid staff, without whom the Refugee Welcome Center cannot operate effectively. These include the Director, the French language and conversation teachers, and an assistant. This reality may also apply in the future as English language classes are foreseen.
- **Layering of activities:** We have learned from experience that when center activities are layered and happen in the same location or the same day, it is easier to make connections across activity areas and therefore increase participation. An example is on a Wednesday, when multiple activities now take place (refugee chef brunch, French language classes, snacks and refreshments, English for children through AMIC).
- **Partner predictability:** It is important to have a “fallback position” in case of unforeseen circumstances. This happened last summer when our partner withdrew at the last minute and the Director had to assume responsibility for the summer camps.
- **Resource mobilization:** The Refugee Welcome Center has been truly blessed by the resources obtained from the Convocation, the Capital Group, Emmanuel Church, and others. To continue and expand its activities, it will be necessary to solicit funding from other sources. Conversations are underway with a fundraiser to assist us in 2025 and beyond.
- **Refugee participation:** In spite of various efforts and initiatives undertaken by the Director, refugee involvement at the center has been largely Ukrainian. We need to reflect on this to see how other refugee groups might be attracted (e.g., from the Hospice Gèneral, the Jardin de Montbrillant, and a CareFair-type activity (first quarterly report), without duplicating the activities of others.

#### **4. PLANS FOR 2025:**

The Application to the Convocation for funding in 2025 has a listing of our detailed plans. Initial funding from the Convocation is proposed for French and English language education, continued hospitality, fundraising, salaries and financial assistance for the Director and others, room rental at Emmanuel, and a possible registration system.

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**As approved by:**

- **Rev. Michael Rusk, Rector and Project Oversight**
- **Ms. Christine Aghazarm, Project Director**
- **Mr. Robert White, Project Grant Administrator**

*Photos are from activities of the Refugee Welcome Center.*



**5. FULL FINANCIAL REPORT FOR 2024:**

<b>Budget Item</b>	<b>Description</b> (quantity of units, price of units)	<b>Emmanuel Support</b>	<b>CRGP Support</b>	<b>CRGP Extra designate d Funds</b>	<b>Other support</b>	<b>Total (in EUR)</b>
Director's salary	1167/month (including social charges)	2'000 chf	10'000 chf	2'000 chf		14'000 chf <b>14'703 EUR</b>
Room rental:	317h/25chf	1'825 chf	6'100 chf			7'925 chf <b>8'295 EUR</b>
French classes (A1/A2) Jan-Dec	61 classes (90 min)/150 chf	3'900 chf	5'250 chf			9'150 chf <b>9'571 EUR</b>
French conversation classes July	3 classes (1 hr)/75chf			225 chf		225 chf <b>236 EUR</b>
French conversation classes Oct-Dec	27 classes (1hr)/80 chf (including sick cover for A1/A2)		385 chf	1'775 chf		2'160 chf <b>2'307 EUR</b>
RWC assistance	88.7hr/28chf	1'512 chf	972 chf			2'464 chf <b>2'606 EUR</b>
Extra Ukrainian Assistance	350 gift voucher/month (Oct-Dec)		50 chf	1'000 chf		1'050 chf <b>1'121 EUR</b>
Yoga	13 classes/100 each	300 chf	1'000 chf			1'300 chf <b>1'354 EUR</b>
Support to refugee chef and food assistants	Vouchers for refugee chef Africa Night (150), Thanksgiving (200), 3x brunch (240)+ 2 refugee assistants Thanksgiving (150)		190 chf		550chf	740 chf <b>790 EUR</b>
Ukrainian art exhibit (June 2024)	Equipment, food, film		450 chf	3'330.55 chf		3'780.55 chf <b>3'954 EUR</b>
Hospitality	Food for coffee, hour, brunches, other events (Jan- Dec)		959.40 chf			959.40 chf <b>1'015 EUR</b>
Equipment/supplie s	Jan- Dec costs		136.05 chf	297 chf		433.05 chf <b>450 EUR</b>
Summer Camps (2 weeks July/August)	Food & Supplies				1862.47 chf	1'962.47 chf <b>1'957 EUR</b>
	Assistance	670 chf			150chf	820 chf <b>861 EUR</b>

<b>Budget Item</b>	<b>Description</b> (quantity of units, price of units)	<b>Emmanuel Support</b>	<b>CRGP Support</b>	<b>CRGP Extra designate d Funds</b>	<b>Other support</b>	<b>Total (in EUR)</b>
Easter egg hunt April 2024	Chocolates and craft supplies (in addition to in kind contributions)	108 chf				108 chf <b>113 EUR</b>
Christmas gift drive December 2024	Christmas gift purchases, supplies and food (in addition to in kind contributions)	1'252 chf				1'252 chf <b>1'337 EUR</b>
Jardin de Montbrillant	Food: monthly soup kitchen				7'400 chf	7'400 chf <b>7'770 EUR</b>
<b>TOTAL</b>		11'567 chf <b>12'146 EUR</b>	25'492 chf <b>26'768 EUR</b>	8'628 chf <b>9'059 EUR</b>	9'962 chf <b>10'461 EUR</b>	55'650 chf <b>58'434 EUR</b>

### **Notes on the 2024 financial report**

2024 represented a year of growth for the Refugee Welcome Center project. As the project grew, we adapted funds as necessary to respond to the project's needs while still respecting our initial project proposal. As with any relatively new project there were moments of growth as well as slow down and reflection. Our quarterly reports have reflected these flows and explained any changes and shortfalls as needed. Furthermore, the addition of the extra designated funds allowed us to envision a wider range of offerings.

In closing 2024, we have funds which we both reallocated and others which we would like to request be carried over into 2025. In terms of reallocation, we had some unspent money in hospitality, equipment/supplies, French lessons (due to absence of the teacher on a few occasions), and the Jobs Clinic (see below), which we reallocated to room rental for a total of 1,600 chf. This reallocation helped us with room rental costs which we had underbudgeted for considering the growth of the project in 2024.

In addition, carry over funds will allow us to have a healthy cushion for which to start our activities in 2025. In 2024, receipt of funds at the start of the second quarter meant a certain level of spending hesitation to start. Our 2025 grant application clearly outlines which activities the carry-over funds would be earmarked for. More specifically, these funds, totaling 8,863 chf, would be used for the fundraiser, English classes for children and a re-envisioning of our French class offering to include excursions.

The only budget line item which we did not spend as originally anticipated was the Jobs Clinic. After discussions with potential beneficiaries and project partners we learned that this is not an area where we could provide added value. Therefore, these were reallocated toward room rental.

Finally, the FX effect is important to mention. Our project has the financial disadvantage of taking place in a high-cost location with a strong currency. The foreign exchange rate with the strength of the Swiss

franc (chf) against the Euro means that when we created our budget at the start of the year in chf we needed to consider the strength of the Swiss franc against the Euro using not only an average exchange rate estimate but the strength of the Swiss franc at the time of submission. When we reported quarterly, though we spend in Swiss francs, we also reported the amounts in Euro. Therefore, it may have appeared we spent more in Euro each quarter than budgeted for as the Swiss franc continued to strengthen throughout 2024, but this is the exchange rate effect. Similarly, our end-of-year reporting shows this same effect.



## **Inreach Report**

As Debbie Groby has written in her excellent text for the Emmanuel website, our Parish strives to be a community that functions as an extended family. We take seriously Christ Jesus' commandment to love one another as He loved us. The Inreach Commission seeks to play its part in achieving this objective by providing our congregation with support in a wide variety of ways: prayer, bringing Holy Communion to those unable to attend church, a ministry of presence and listening, visits, phone calls, cards and notes, delivery of the Altar flowers and even meals upon request.

At Emmanuel, we are blessed to be able to count on a whole network of individuals who have indicated their willingness to be involved with Inreach in ways great and small. Like so many other people who carry out ministries in our church, our Inreach team is truly a group of unsung heroes who go about their good work quietly and anonymously, in total respect of a confidentiality without which there can be no meaningful pastoral care. The restricted WhatsApp prayer chain that we have set up this year has proven particularly effective in conveying parishioners' most intimate prayer concerns to the clergy. A new electronic form for the Parish prayer list, intended for a wider audience, has been drawn up by Jeanne Langdon and is accessible via a link in the Epistle.

It is no exaggeration to say that in a certain sense, every single Parishioner is a member of Inreach. By that, I mean that we count on you to pass on to me or Michael or Debbie any needs or issues in the congregation of which we may not be aware. Indeed, Inreach is only as good as the information and the suggestions that it receives from all of you.

Emmanuel is extremely blessed to count a number of very longtime core members, and it is only natural that they require more and more support as the years and decades roll on. An important part of our mission is to honor these members by returning to them some of the love and service that they have selflessly given our church for so long.

*Faithfully,*

*Richard*

*(The Rev. Deacon) Richard Cole*

*Emmanuel Episcopal Church, Geneva*

## **Children’s Ministry – Sunday School**

Emmanuel’s Sunday School, including the crèche, welcomed 10 registered children aged 3 to 10 during 2024. All the children currently learn together in a single mixed-age class. It is always heartwarming to see the younger, crèche-age children join us for singing – our future Sunday School pupils! Their smiles and enthusiasm are a delight to everyone. At the same time, preparing lessons that cater to such a wide age range is a challenge.

The Sunday School team consists of one administrator/teacher, one additional teacher, and one helper – Agnes Kalinga Maye, Yunise Korir, and Mary Nafeje, respectively. We are truly grateful for their dedication. However, average attendance has declined slightly from 6 to 4 children. With the arrival of several newborns in our parish in 2024 and the age range, we need to reflect on whether our current facilities will adequately meet the needs of our youngest members. Ideally, we hope to have a space specifically dedicated for Sunday School.

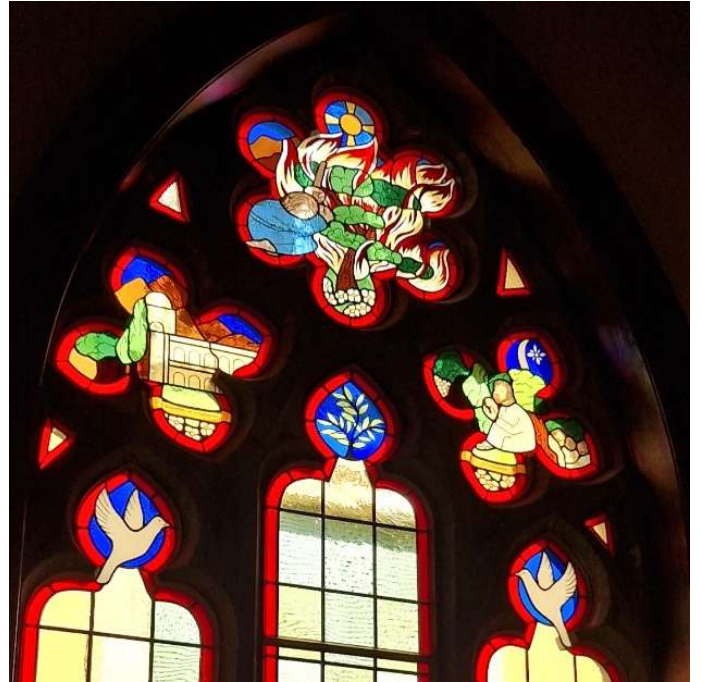
We continue to use the Roots on the Web curriculum, which is also used by Holy Trinity. It makes collaboration during our joint services, such as Candlemas, seamless.

Despite some fluctuations in attendance, we are encouraged by higher numbers on some Sundays and remain hopeful about future growth.

*Agnes Kalinga Maye*

## Buildings and Grounds Report

In 2024 there were two major projects to the buildings: the first was the installation of the Moser Window in the Petite Salle. This took place in February 2024. Our thanks go to Jerry Moser's family, to friends, and parishioners, who gave generously to cover the cost of this beautiful window. The second major project was that of upgrading and renewing many of the electrics following a mandatory ten-year inspection. The required work was extensive but necessary, costing approximately CHF22K. Our thanks go to Bill Bouldin as architect for overseeing this work. In addition to these two major projects, there was some renewal of furniture that was successfully carried out: the credence tables in church were restored and a new children's cross provided.



For 2025 the Buildings and Grounds Commission requested that the Vestry budget CHF100'000 for capital building projects. This was granted. The work that has taken place in the first four months of 2025 has been as follows: the cleaning and repointing of the West Wall of the Church – this was required after it was discovered that water damage was occurring on the interior west wall. The façade that has been restored looks splendid with the stonework now in top-rate condition. The other major project, just completed, has been the installation of new lighting in the church. This has been warmly welcomed and has proved to be quite transformative.

The Reimagining Sacred Space Commission will now begin to explore what further improvements can be made to the worship space. Consideration is also being given to upgrading the library floor, layout, and lighting.

The buildings are used every day of the week particularly with the development of the Refugee Welcome Project. 600 people use the buildings in the course of a normal week with this figure increasing significantly for concerts and library books sales.

Our thanks go as always to Bill Bouldin as architect for overseeing all aspects of the building's fabric and to Evelyne Romer for her tireless work liaising with the cleaners; constantly tidying and re-stocking supplies; and singlehandedly making the grounds a beautiful witness to the glory of God.

*Michael Rusk*

## The Library in English

This has been a year of consolidation especially the refining of our new computer program which allows members to consult the catalogue, reserve and renew books online. It seems to be a big plus with both old and new members.

Our booksales have been very successful, especially in signing up new members which have included many family memberships. It will be important to follow up with them on continuing their memberships. Increasing our membership is our primary goal. To that end our outreach activities this past year have concentrated on expanding our presence on social media in order to reach a larger audience, especially younger adults.

Community service is another one of our goals. We now have a student from All Special Kids working every Wednesday morning (in term-time) in the Library. We have also welcomed teachers and young children from English language nursery schools in small groups to spend time in the Library reading from our extensive collection. We hope that will bring in not only the children as members, but also their parents. In conjunction with the Church we continue to welcome Ukrainian refugees as members. For some time now we have hired for help with setting up our booksales a group from *L'Orangerie*, a small gesture but one we wish to maintain.

Our team of volunteers works tirelessly to make sure the many tasks involved in running the Library are done well. We are very grateful to them as well as to our Administrator and our Librarian for all the extra work they continue to put in above and beyond their stated responsibilities.

*Paula Huguenin*

*Chairman, The Library Committee*

