

## **MINISTERS' REPORT**

### **Rev. Melora Lynngood and Rev. Shana Lynngood**

We returned from our four month sabbatical and summer study leave in mid-August 2017 to a very busy slate of programming and planning. Here is a list of the initiatives and tasks we have invested the most time in over the past nine months:

- Rev. Shana worked with the team of Marion Pape, Marion Sollazzo, and Rebecca Mellett on discerning the interests and concerns of the congregation in order to create a Strategic Plan. The board is now working to focus those many possible areas of work into three priorities for focused effort. We have been referring to this as our 20/20 vision. The goal is to work in a focused way on three things for the next several years.
- After much work and discernment over the past year, the congregation voted unanimously to join GVAT (Greater Victoria Acting Together). This coalition of organizations will work together to try to impact social change and justice work in our community. The listening campaign that is part of this effort is just getting under way.
- We have tried some new programmatic things this year. Rev. Melora has led “Walking in Spirit” sessions, which are walks that include a spiritual reflection component. Rev. Melora also experimented with single session “Soul Matters Theme Exploration” workshops; these are based on the Soul Matters model, but don’t require a monthly commitment as did the small group program she ran in previous years. We are preparing to host DeReau Farrar, Music Director of the First Unitarian Church of Portland, in an effort to explore ways to broaden our musical repertoire and learn from another style of music leadership. Rev. Shana led a class on Difficult Conversations (how to have them well) and is planning one on how to cultivate a spiritual center within.

- We assisted in the hiring of two new staff people. Arran Liddel, Director of Spiritual Exploration and Learning for Children and Youth, came onto staff after the resignation of Faye Mogensen in December. Natalie Brake joined the staff in mid-March in a new hybrid role, Communications Assistant. Those two welcomes meant saying goodbye to the staff roles of Faye, Sarah Verstegen, and Karen Potts, though all three remain members of the congregation.
- Lastly, we have begun to explore some programmatic changes that will continue in the midst of the new Strategic Plan in the areas of membership and family ministry. We will be adding two new membership events and are exploring many ways to enliven family ministry.  
As a reminder and for the record, we include below the worship themes we explored this year and the current way we have split our work portfolio.

September	<b>Promise:</b> the practice of covenant making
October	<b>Healing:</b> the practice of holding hurt and seeking wholeness
November	<b>Ancestry:</b> the practice of reflecting upon the places and people from which we come
December	<b>Presence:</b> the practice of being
January	<b>Resistance:</b> the practice of standing up for your values
February	<b>Interdependence:</b> the practice of feeling our connection with the larger whole
March	<b>Risk:</b> the practice of trying something that might not work
April	<b>Transformation:</b> the practice of seeking meaningful growth
May	<b>Embodiment:</b> the practice of physical be-ing

June	<b>Joy:</b> the practice of embracing life
------	--

9

<b>Rev. Melora and Rev. Shana both do:</b>	
Preaching and Worship	
Teaching	
Pastoral Care and Counselling	
Rites of Passage	
<i>We both meet with:</i> Committee on Ministry, Staff, Board (includes Strategic Plan)	
<b>Rev. Melora is primarily responsible for ministry in these areas:</b>	<b>Rev. Shana is primarily responsible for ministry in these areas:</b>
Worship & Worship Associates Program	Music and Choirs
Congregational Life: recognition & awards	Congregational Life: membership, care and concern, depression group, neighbourhood groups, fun and fellowship, coffee, etc.
	Shared Ministry Team (Leadership Development)
Outreach: social responsibility coalition, interfaith leaders of Victoria, GVAT	Outreach: lay chaplaincy, denominational affairs serving as chaplain at UVic, jazz vespers

<p>Soul Matters Program (open sessions in Fall; regular groups Jan-June)</p>	<p>Spiritual Exploration and Learning for Adults (SELA) oversight: including chalice circles, AHA, spirituality, library, etc. Truth, Healing, &amp; Reconciliation</p>
<p>Spiritual Exploration and Learning for Children &amp; Youth (SEL-CY) : including children’s programing, parent circle, intergenerational services</p>	<p>intergenerational services</p>
<p>Property Management Council</p>	<p>Finance</p>
<p>Administration: Chief of Staff (staff meetings, HR, staff compensation, etc.)</p>	<p>Administration: All Admin except HR; includes: church office, computers, communications</p>
<p>Denominational: UU Island Network, mentor one UU minister, attend UUMA, UUMOC, CUC meetings</p>	<p>Denominational: UUA Ministerial Fellowship Committee, mentor one UU minister, attend UUMA, UUMOC, CUC meetings</p>
<p><i>Supervises:</i></p>	<p><i>Supervises:</i></p>
<ul style="list-style-type: none"> <li>• Director of Spiritual Exploration and Learning for Children and Youth (who, in turn, supervises SELCY assistant(s) and Sunday child-minders),</li> <li>• Bookkeeper</li> <li>• Ministerial Intern (2016-17)</li> </ul>	<ul style="list-style-type: none"> <li>• Church Administrator (who, in turn, supervises office staff, custodians, and maintenance technician)</li> <li>• Director of Music (who in turn, supervises Accompanist),</li> <li>• Ministerial Intern (2017-18)</li> </ul>

**PRESIDENT'S REPORT Lorna Anthony**

I write this as I approach the end of my two-year term as your President. It has been an honour.

As I have said many times, I have never ceased to be amazed by the energy, creativity and passion with which our members and friends take on new projects as well as ensuring enduring activities and programs are being upheld. One has only to read through the pages of this annual report to learn about what goes on behind the scenes as well in full view.

Each President has a different approach. Mine has been one of keeping an overview of what was happening and being able to assist where help was warranted. My priority was ensuring that our beloved Ministers, Rev. Melora and Rev. Shana, together with their children, had an uninterrupted six month sabbatical/vacation/study leave. And to have them return to find the roof still on the building. That was accomplished.

I have had the good fortune of being supported by an incredible Board of Directors and two incredible Ministers. Dedicated and caring, they took their roles seriously and came together at Board meetings with good humour and respect for each other. Special thanks to past presidents John Hopewell, Mike Graham, Suellen Guenther and Shirley Travis who always had time if I needed advice or a question answered. Our ministerial intern, Chris Wulff, was a strong source of support to me during the Ministers' sabbatical. Also, deep appreciation goes to our office administrators, Nadia Kozak and recently retired Sarah Verstegen.

Thank you to the members and friends of First Unitarian for entrusting me with this role. With gratitude,  
Lorna Anthony

**MINISTERIAL INTERN COMMITTEE REPORT Shirley Travis, Chair**

- Mid-term evaluation for June 2017 was delayed until our co-ministers returned from sabbatical.
- Evaluation questions in late 2016 were developed by the committee and 12 evaluators (chosen by the committee from the congregation) sent their feedback to Margaret McKelvie following each Sunday service that Chris leads.
- The sabbatical year proved both a challenging and rewarding time for our ministerial intern.
- Contact with Rev Debra Faulk in Calgary maintained ministerial supervision throughout the sabbatical year.
- At mid-point the Self Evaluation Report included Chris's perspective on his work in the following areas: *Leads the Faith into the Future, Serves the Larger Unitarian Universalist Faith, Administration, Social Justice in the Public Square, Spiritual Development for Self and Others, Pastoral Care and Presence, Worship and Rites of Passage.*
- The midpoint cumulative evaluation also revealed the heavy workload that our intern handled during the sabbatical year, the progress that had been made around the LSA, and the reworking of the Learning Serving Agreement (LSA) to reflect changing priorities. There were several conversations about how to manage competing demands in the time he has available for work with our congregation.

- The midterm evaluation was sent to the Ministerial Fellowship Committee c/o Ministerial Credentialing Office of the Unitarian Universalist Association in Boston. Chris had a successful interview in December approving him for UU Ministry subject to a final evaluation by us in June 2018.
- Because of Chris's move to Vancouver, he developed a weekend work schedule with FUCV. He has had to juggle many priorities: his family, obligations to the Pacific North West UUs, congregational needs, supervision and reflection time with the ministers, and keeping the committee informed.
- In consultation with Rev. Shana, Chris's advising Minister, it was agreed that Chris should reduce his planned activities in late 2017 and early 2018 to provide more time for reflection and documentation as he nears the end of his internship. The LSA was updated to reflect this change.  
Committee: Fran Pardee, Margaret McKelvie, Doug McGinnis, Francois Duruisseau  
Advising Minister: Reverend Shana Lynngood

12

## **SHARED MINISTRY REPORT Marion Pape**

The Shared Ministry Committee (SM) members consisted of John Tiffany, Isabelle Grenon, Marion Pape and Chris Wulff (Intern Minister) until September, and Rev. Shana Lynngood (September on).

SM realized that building close and lasting connections with others in the church is an important way to engage in the church. Recognizing that it might be useful to help guide new members and friends to understand the large variety of activities and programs, we established a buddy program linking new persons with experienced church members. We also set up a monthly table in Lion Hall after service to provide information about the different ways that

people could explore their interest in the church. Our themes chosen each month promoted opportunities for engagement in church activities.

SM discussed ways to work with newly arriving persons to help them feel welcome and supported. Since this is an area related to membership development, there was no need for SM to house tasks that are moving into separate areas such as membership and GVAT.

Rev. Shana, as the staff advisor to SM, offered two congregation-wide meetings to explore what people needed to connect and enrich their ties with the church at various stages in their church relationship with an emphasis on elders and new people to the church considering such questions such as “How do we continue to connect once people are in the door?” and “What are my deepening entry points in connection to the congregation?”

This is ongoing work and hopefully we will continue to engage and connect with one another through such initiatives as the GVAT Listening Campaign underway in April, May and perhaps beyond, as we reach out to determine what issues we have as individuals and for the greater society at large.

13

## **ADMINISTRATION COUNCIL REPORT John Worton, Chair**

### **ANNUAL BUDGET CAMPAIGN (ABC)**

#### **Barbara Boyle**

The Annual Budget Campaign (ABC) Team had its first meeting in the Spring of 2017 with the aim of organizing ourselves in order that major components of the campaign would come under the overview and care of a designated person. It was determined that the campaign would be run similarly to last year with the exception of the Stewardship Visits and the Children's Program on Pledge Sunday. We had our wrap-up meeting on January 15, 2018.

#### **The Campaign**

The campaign this year consisted of the following elements:

- Goal set by Finance committee: \$332,000.
- Theme and logo continue to be “ABC” for this our second year. Weekly themes such as history, value and cost were used to assist the team in staying focused on its publicity elements.
- Testimonials, video shorts and theme music in “ABC Moments” at services.
- Email “Letter to Congregation” outlining our financial situation and our goals for 2018 as well as including information on how to decide how much to pledge.
- Pledge Sunday kicked off a 3-week campaign following Thanksgiving.
- Pledge forms sent out via snail mail (to those not attending the lunch) in order to enable last year's pledge amount to be included. An online pledge form was also set up and proved particularly useful during the follow-up phase of the campaign. Everyone was encouraged to return a pledge form even if the pledged amount was a “zero.”
- Celebration Lunch (“Oktoberfest” theme) on Pledge Sunday with informative program following, including welcome (Board President), video short on pledging, financial summary (Finance Committee), a photo video of church activities and inspirational wrap-up. Pledge forms were handed out to those attending.

congregation.

- Follow-up phone campaign to encourage response from each household in our congregation.
- “Thank yous” in the EWeekly named everyone who returned a pledge form and a direct email  
“thank you” was sent to each person (snail mail to approximately 20) who pledged an amount.

### **Results**

We received 223 (not including 24 “zero” pledges) pledges totaling \$323,924. There were also a number of one-time pledges received totaling \$9,250, thus bringing the overall total of this year's ABC to \$333,174.

The team is pleased to have been of service this year and is grateful to our congregation for supporting this work with a successful campaign. The team would like to thank John Hopewell for his many years of dedicated work on the ABC team as well as his valuable mentorship through this recent campaign.

**ABC Team** Barbara Boyle, John Hopewell, Shirley Travis, Barry Wiebe, Jen Young

14

### **FINANCE COMMITTEE David Hoadley**

The main activities of the Finance Committee since the May 2017 AGM were:

- It met regularly to monitor spending and to compare it to the amount budgeted.
- It prepared the budget for 2018.

- It prepared a three-year budget projection.
- It conducted several meetings and discussions on church finances open to any interested member.

The members of the Finance Committee are David Hoadley (Chair), Jane Wilson, Roberta Clair, Shirley Travis, John Worton and Reverend Shana Lynnwood, ex-officio.

#### **INVESTMENT COMMITTEE Adeleine Morris**

FUCV investment funds are managed by Genus Capital Management in Vancouver. All funds are invested in socially responsible companies. The balance of investment funds on December 31, 2017 was \$300,414.65. More than half of the total is in the Endowment Fund. The total return after fees on the Endowment Fund portion was \$8,948.31. The income earned (interest and dividends) was transferred to the church operating fund. The capital gains portion (\$5050.72) was added to the Endowment Fund balance. A donation of \$100 was made to the Endowment Fund during 2017. The Endowment Fund balance on December 31, 2017 was \$165, 719.22.

The committee is co-chaired by Adeleine Morris and Kristina Stevens. Committee members are Roberta Clair, Pat Conroy, Jim Thomson and Jane Wilson.

#### **LEGACY TEAM Frances Hancock**

Team members are Frances Hancock and John Hopewell (co-chairs), Don Armstrong, and Adeleine Morris. The Legacy Team encourages congregation members and friends to arrange for future bequests to the church and to the FUCV Foundation by providing information on donation alternatives and options. There are currently 54 members of the Legacy Circle. Testimonials are periodically published in the church newsletter and once a bequest is received, the deceased's name is added to the legacy plaque. The Legacy Team greatly appreciates the bequests received in the past year from Donna Greenburg, Joan Ellingham and Bel Paul.

#### **RUTH HUMPHREYS INNOVATION FUND**

This fund is generously supported by Ted Humphreys to honour the life

and memory of his wife, Ruth. The RHIF team invites applications once a year for projects that meet several criteria including new and different methods to existing programs, collaborative approaches to address an issue or opportunity, or an improvement on delivery of current programs and services. More detailed information can be found on the FUCV website under “Innovation Fund.”

We are pleased to announce the recipients of the 2018 Ruth Humphreys Innovation Fund:

- 1) Purchase of a portable tent shelter for public events (\$862) – Applicants: Andy Lee, Nancy Dobbs
- 2) Garden Bench for the north door of church (\$500) – Applicant: Marya Nijland
- 3) One World Music, Four Events: two worship services celebrating a particular genre of music (e.g. ethnic, gospel) and two events celebrating a particular genre but taking the form of a concert or dance, for example (\$2800) – Applicant: Jen Young
- 4) Updated office computer tech tools (\$685) – Applicants: Arran Liddel, Nadia Kozak, Chris Wulff Team Members: Al Hoffman, John Tiffany, Lynne Bonner, Betty Sherwood, Lorna Anthony, Rev. Shana Lynngood

15

## **SPECIAL EVENTS FUNDRAISING Suellen Guenther**

Six Souper Sundays: Book Sale:

Auction Fever: Total:

\$3,295 \$4,191 \$15,688 \$23,174

The Souper Sundays were well attended and brought in \$550 more than last year. The book sale was up \$736 over last year, partly because of a very successful bake sale. Auction Fever 2017 brought in \$1,000 less than 2016. Results for Auction Fever 2018 will be reported in the 2019 Annual Report. There were no re-gifting sales in 2017 and no Ceilidh.

## **HUMAN RESOURCES John Worton**

The members of the Human Resources Team (HR) are John Worton, Jim Thomson and Marg Rose. HR assists in the recruitment and hiring of staff and in the negotiation and documentation of contracts with staff. It also participates in performance evaluations.

Since May 2017, HR has:

- reviewed the performance of the Church Administrator and advised the Board that she had satisfactorily completed her probation period;
- a representative of HR formed part of the hiring team that chose a new Director SEL-CY;
- prepared contracts for the new Director SEL-CY and Communications Assistant.

**MONTHLY NEWSLETTER Jen Young**

newsletter@victoriaunitarian.ca

The *Victoria Unitarian*, our church newsletter, is published monthly and distributed to over 600 people via email and hard copy. Barb Nyland and Jen Young share the editing duties on the newsletter. While there is always a struggle to keep the size of the newsletter down, our congregation is very active and there is a lot of information to share. In the past year the following newsletters were published: for 2017 – June (20 pages), July (19 pages), August (17 pages), September (26 pages), October (16 pages), November (26 pages), December (28 pages); and for 2018 – January (26 pages), February (29 pages), March (28 pages) and April 2018 (42 pages).

**WEBSITE Mike Graham**

victoriaunitarian.ca

Our website averages about 900 visitors a month (more than 10,000 for the year). In an average month, visitors view more than 3,000 pages. Approximately three-quarters of our visitors use Google to access our website. Most of the website's visitors are members or friends who read pages and posts for specific information, but people from more than 70

countries have viewed the site in the last year.

The website currently contains 108 pages produced by different members. The website's home page consists of seven separate posts, usually of upcoming events that are regularly updated.

### **FACEBOOK**

[www.facebook.com/victoriaunitarian](http://www.facebook.com/victoriaunitarian)

Our Facebook pages receives approximately 45 visits per week. It features upcoming Sunday services and other event notifications. We also have a Facebook Group page.

16

### **E-WEEKLY**

[eweekly@victoriaunitarian.ca](mailto:eweekly@victoriaunitarian.ca)

The E-Weekly is delivered every week to members and friends by email and created by a three-member team who use MailChimp to produce and distribute the weekly news. The E-Weekly goes out to approximately 530 email addresses. About 20 separate news items are included in each edition.

### **ANNUAL REPORT ON CHURCH INSURANCE Andy Lee, Insurance Coordinator**

The church renewed its insurance coverage for the period of February 25, 2018 to February 24, 2019, for a cost of \$9,379.00. Limits of major coverage include:

- Buildings and contents replacement cost (not to be confused with market value): \$4,529,429, an increase of approximately 2% over last year. Coverage includes earthquake damage with a 10% deductible.
- General liability coverage for sponsored ministries, activities and events on and away from the premises: \$5,000,000.

- Abuse, molestation and harassment coverage: \$5,000,000.
- Directors and officers liability coverage: \$2,000,000.
- Accident benefits for members, adherents and volunteers; limits depend on the nature of the injury.

FUCV's Abuse Prevention Plan was updated to revise sleepover regulations for SEL-CY, and to revise the section on social media and electronic communications.

The annual audit of the implementation of FUCV's Abuse Prevention Plan for the SEL-CY and Refugee Resettlement programs and the Island UU Network Summer Camp was completed December 14, 2017, and the report was sent to the Board. The Board decided to exempt Lay Chaplains from the requirements of the Plan. Requirements for the Care and Concern Committee, staff, ministers, and board members are under review.

**OFFICE TEAM REPORT Nadia Kozak, Office Administrator**

In late summer we received notice that Sarah Verstegen would be vacating her position of Assistant Administrator in the new year. Shortly after this we also learned that our bookkeeper, Karen Potts, was interested in shifting out of her role. Rev. Shana and Nadia then began the process of evaluating needs and planning for a new hire.

It was agreed that First Unitarian would most benefit from the addition of a staff person with a skill set in communications – specifically, in graphics, marketing and social media / website / database technology. We also agreed that it made sense for book keeping duties to fall under office administration, and for some communications pieces (e.g. production of the order of service) to shift to the new role.

We had some great candidates to choose from, and in our selection process went with the hire who had the most appropriate skills and experience and is a good cultural fit. Natalie Brake has a background in art, design, marketing, web site development and project management. She is working 18 hours a week in her role and getting familiar with

office procedures and the current state of communications at FUCV.

17

Our primary goals over the next year (outside of routine office tasks) are as follows:

- 1) We wish to develop and implement a clear communications strategy for First Unitarian. We are beginning a process of consultation with volunteers, staff and board members to determine which media platforms and vehicles (both traditional and new) best meet specific needs of the congregation. We will be making recommendations for the scope and use of each.
- 2) We are researching cloud-based options for the congregational database that would include making a real-time, digital directory available to members and friends.
- 3) We are working to organize information centrally and clearly in a fashion that is collaborative, accessible and protected. This includes parsing the files on the server with the eventual goal of moving them to the cloud and making relevant documents available through the use of Google Suites for Non-Profits. This will also involve moving email functions to Google (Gmail).

18

**PROPERTY MANAGEMENT COUNCIL REPORT John Tiffany, Chair**  
(June 2013 – June 2018)

Committees in council, names of committee/ team leaders:

- Archives and History (A&H) Team: John Stewart, September 2014-June 2018

- Arts and Aesthetics (A&A) Team: no chair
- Audio Visual (AV) Team: Farrell Boyce, June 2010-June 2018
- Building and Facilities Maintenance (BM) Committee: no chair
- Gardens and Ground (G&G) Committee: Earle Anthony, June 2010- 2018
- Health and Safety (H&S) Team: Peter Hancock, June 2011-June 2018
- Memorial Gardens Advisory Group (MGAG): Caroline Startin, November 2015-2018  
List of goals accomplished, including events:
- Upgrading of Sanctuary area, including re-finishing floor & risers
- Maintained (new) robust funding for maintaining Property needs, including capital outlays
- Fifth annual “Spruce Up the Building” Activity Day was held first week of September
- Removed old Farmhouse carport
- Installed drainage system by main entrance

- Updated rental procedures, including contracts, and hired a rental Coordinator for guest rentals
- Installed fire exit stairs for second floor of school building  
List of ongoing projects:
- Maintain Buildings & Grounds with routine on-going maintenance
- Roof repairs for main buildings, including Sanctuary & School  
List of suggested new goals for next church year:
- Maintain (new) robust funding for maintaining Property needs, including capital outlays
- Try to get new committee leaders for both Building Maintenance & Arts and Aesthetics Committees  
List of people to thank:
- Nadia Kozak, for providing infallible & invaluable assistance
- Bradley Clarke, for work above and beyond in the role of BM Technician

19

### **GARDEN & GROUNDS COMMITTEE Earle Anthony**

Our focus this year was to begin the enhancement of the creek upstream from the ponds and the transformation of the gardens around the Farmhouse into low

maintenance plantings. We relocated our tool and tractor shed from the Farmhouse carport to the space under the Lion Hall balcony.

The gardens were maintained with the assistance of Mike Fibiger-Crossman, Tess Steele, Fran Pardee, Marion Pape, Brad Clarke, and Andy Lee. Bob Thompson, Hugo Sutmoller, John Hvozdzanski and Terry Czyz were the grass cutting crew.

Veggie sales (with the help of Pat Conroy) and the spring plant sale organized by Val Roberts were the main fund-raising activities along with the very successful cider and wine project organized by Mado and Brad Clarke. Several cords of firewood were cut and stacked under the Lion Hall deck for fund-raising during the Summer of 2018.

### **ARCHIVES & HISTORY John Stewart**

It was a fairly quiet year for the archives. John Stewart continues to be the only active member of the archives committee. Small donations, mostly photographs of church members and events, continue to come in on an occasional basis. In February there was a minor flood in the archives when a tub overflowed in the apartment above the church offices. The archivist was away on vacation when this happened but others filled in admirably, cleaning up the water and replacing some of the flooring. There was no ongoing damage to the materials in the archives.

At year end the archivist transferred electronic copies of major church documents to the archives drive on the computer system. These include church council agendas and minutes, annual reports, financial statements, agendas and minutes of the annual meeting and other congregational meetings. Recently there was discussion regarding what to do with sound recordings of church services – permanent retention in the archives, or destroy after one year or so on the church website. The discussion between the sound people, the church council and the archivist is ongoing.

### **MEMORIAL GARDENS ADVISORY GROUP**

- Memorial Gardens Advisory Group (MGAG): Caroline Startin, Chair, November 2015 - 2018
- Incoming secretary: Earle Anthony, November 2016 – 2018
- Members: Don Vipond, Bradley Clark, Jan Thomson, Mike Fibiger-Crossman
- 1) **Report of the Chair**, Caroline Startin: The plaque application process continues mainly through initial enquiries to the church office. The plaque process is mainly done through email.
- 2) **Report of the Treasurer**: The balance of the Memorial Garden Trust Fund as of November 1, 2017, was \$14,922.
- 3) **Memorial Wall Information**: The Memorial Wall information brochure, memorial wall garden map and application forms are available at the church office upon request.
- 4) **Memorial Wall Plaques**:  
2 plaques have been installed: Doreen Wood, and a combined plaque for Jean and Hy Evans  
2 plaques in process: J. McRee (Mac) Elrod, Daphne Dunbar

**Memorial Wall Memorial Garden**: 2 new plastic benches were purchased and put in the garden.

20

**SPIRITUAL DEVELOPMENT COUNCIL REPORT Rebecca Mellett, Chair** (May 2015 – May 2017)

Building on weekly Sunday services led by our dear Ministers Reverends Shana and Melora Lynngood, FUCV runs a number of ongoing programs, initiatives and committees to support the spiritual development of our congregation.

**WORSHIP COMMITTEE Anna Isaacs, Dan Klimke, Co-Chairs (2017 – 2018)** The Worship Committee has been happy to have the Ministers back from sabbatical this year.

This committee is comprised of the following Worship Associates:

- Larry Boldt (final year of 3 year commitment)
- Dan Klimke (final year of 3 year commitment)
- Anna Isaacs (final year of 3 year commitment)
- Oliver Belisle (2nd year of 3 year commitment)
- Doug McGinnis (2nd year of 3 year commitment)
- Madelaine Clarke (1st year of 3 year commitment)
- Shelley Motz (1st year of 3 year commitment)
- Samantha Magnus (1st year of 3 year commitment)

Ushers are coordinated by Marya Nijland and Greeters are coordinated by Mark Danley to welcome congregants and guests. Beautiful flower arrangements continue to adorn the Sanctuary. Coordinated by Suzanne Beauchamp, the team is Mary-Ellen Nicol, Marya Nijland, Ann Swannell, Phyllis Aherne, Betty Sherwood with alternates Liz Graham, Chris Cook and Valerie Howe.

## MUSIC TEAM

Members of the Music Committee:

- Peter Hancock (treasurer)
- Maggie Nixon (recorder)
- Penny Boyce (librarian)
- Mariko Matsumoto
- Rev. Shana Lynngood
- Nick Fairbank, Music Director
- Patricia Hoffman (new in April)

**Nick Fairbank, Director of Music Jennifer Young, Chair** (June 2017 to present)

The Music Program currently comprises the following in-house groups with the recruitment of guest musicians on a regular basis:

**Chalice Choir** with a membership of 40+ singers **Men's Choir** with 7+ singers  
**JAMMers** with 14+ singers  
**Farmhouse Ringers** with 10+ members

All choirs welcome new members throughout the year.

21

During the past year, the Music Program completed the following activities:

- Braden Young was hired as Church Collaborative Pianist in September 2017.
- Sandra Fletcher was hired to direct the Farmhouse Ringers for four six-week sessions beginning in September 2017.
- The Music Committee completed guidelines for its structure, responsibilities and limitations.
- The Chalice and Chambers Choirs, in collaboration with Via Choralis, rehearsed and performed Nick Fairbank's *Vesperae Pro Servetus* on three separate occasions. Kristina Stevens coordinated the commissioning and performances of the work.
- The Music Committee secured funding for the JAMMers to hire a director/accompanist. Al Kornelson was selected for the position.
- A legacy to the music program from Donna Greenberg has been accessed to pay for several items: the first three months of the JAMMers accompanist; support for a workshop and service presentation by DeReau Farrar (the Music Director of First Unitarian Church in Portland, Oregon); and to purchase 40 teal hymnals for congregational use. A further 10 teal hymnals were gifted to us by Ministerial Intern Chris Wulff.
- The Chalice Choir hosted the annual Winter Concert on December 8. Attendance was excellent and the concert raised over \$2,100 for the Food Bank.

- The Chalice Choir also supported the Single Parents Resource Centre with a donation of \$622.
- On March 10, the music program hosted a dance with a live band: Water In the Crawlspace. The dance raised over \$1,000 to assist Braden Young in attending the UUMN Conference in Portland, Oregon, in August 2018.
- The Spring Concert was held on April 6 with guest artists Calvin Cairns and Jeremy Walsh. While attendance was lower than expected, the event netted \$300 to contribute to church programs.
- The Chamber Choir was disbanded due to budget restrictions. The Music Program is working to find funding for the choir to reconvene for future performance opportunities.
- The DeReau Farrar Choir Workshop had 33 participants, who also performed at the Sunday service on April 15.

**LIBRARY COMMITTEE Jan Horwood, Chair**

The Chair for the Library Committee was vacant for the first half of the year. Since filling the position, the Library Committee has been focused on building a team and making improvements to the children's collection.

FUCV's entire catalogue, including a tremendous children's collection, was entered into an online catalogue by Arran Liddel in his role as Assistant for Spiritual Exploration and Learning, with the help of several volunteers, in the winter of 2017. In April 2018, the Ruth Humphreys Innovation Fund awarded money to fund us to use TinyCat Library system, which will allow members to review books online and create

accounts where they can see their borrowing history, create holds, renew items, and send overdue notices, as well as check out books. This system will be installed over the next few months. These changes will make it easier for members, parents and SELCY leaders to locate and manage print resources; further publicity and information on how to use the system will help promote use.

22

**SPIRITUAL EXPLORATION & LEARNING – ADULT No Chair** (May 2015 – May 2018) A number of vibrant groups continue to self-organize in the absence of a Chair for Adult Spiritual

Exploration. Ongoing consideration of how to best support and connect the groups listed below so that they maintain their momentum with ways to welcome new participants and renew dynamics while not taking away from personal connections and intimacy of small groups such as Men’s Groups, Women’s Circles. Some new adult spirituality programs from the past year included:

- Monthly **“Walking in Spirit”** with Reverend Melora
- **Adult OWL (Our Whole Lives)** led by Ministerial Intern Chris Wulff
- **Song Circle** led by Ministerial Intern Chris Wulff
- Upcoming May 5th retreat on **“Vulnerability in Relationships”** led by Chris Wulff  
Picking up on a few topics of importance to the congregation, Rev. Shana designed and led the following workshops:

about gaps in our connections. After meeting with people on Care and Concern, the Annual Budget Campaign (ABC) Team, Membership, and Shared Ministry (as well as a few people from the GVAT Team), it was decided that a listening and connecting session was needed. Enriching Our Ties included small group conversations and whole group exploration. We talked about what long time members who are feeling more marginalized and newer member who don't yet feel wholly connected might share in common and need from us to feel more deeply part of the whole.

- **“Difficult Conversations”** also in February: this two-part workshop with 15 participants was designed to give the participants a chance to explore their communication style and reflect on how they might better engage challenging conversations in the future.
- **“Cultivating the Inner Life”** will be held in May: this 3 part adult spiritual development series will explore how to deepen self-knowledge and awareness and spirituality.  
Ongoing Adult Spiritual Development Programs:  
**Spirituality Group:** Led by Clare Vipond and meets on the 1st Sunday evening of every month.  
**Atheists, Humanists and Agnostics Discussion Group (AHA):** Cecil Bannister has assumed the leadership taking over for Roger Sanford and Susan Bowers. AHA has met regularly once a month with steadily growing numbers as the group has become more visible within the congregation. Group dynamics are working well with topics of discussion being proposed and presented by members. As numbers grow, the current format may need to shift to allow for additional meeting times, or a split into two small groups. Some ideas for the coming year include: invite 2 or 3 guest speakers; connect with programs for Spiritual Exploration and Learning to introduce concepts of humanism, atheism and agnosticism; extend selected topics discussed into actions; include the AHA meeting in the service announcement for that day, including the

topic, as a reminder.

23

**Chalice Circles:** Three Chalice Circles have been active and working well as small groups, set up by Helen Hvozdzanski. The Circles follow best practices for small group ministry of 8 to 10 participants. A new Circle will start up in the fall of 2018 (the request for daytime session is challenging due to lack of facilitators).

**Meditation Groups:** Earle Anthony reports that the Buddhist Meditation Group meets every Saturday in the Sunflower Room from 1 to 2 pm. Sessions are led by Lama Tara and consist of teachings, meditation and ritual Buddhist chanting. The Saturday sessions are open to the public as well as church members and those attending usually arrive about twenty minutes early to prepare and get settled. The number in attendance is usually less than ten and the format of the sessions is suitable for both novice and long-time students of Buddhism. During 2017 a one-day retreat was held in the Lion Hall and there were about twenty people in attendance. A new group is getting organized to reactivate the practice of Sunday meditations prior to service from 9:00 to 10:00 a.m., sessions are open and will be led by those with experience and interest.

**Soul Matters:** In previous years, the Soul Matters program was run with a collection of small groups of about 8 people each, which met monthly (September-June; or January-June) to make a deeper exploration of spiritual themes. Groups were given a packet of materials related to the theme at the beginning of every month; participants would choose a question for reflection and a spiritual exercise, and use both for continued reflection and exploration throughout the month. At the end of the month, participants met in their small groups for deep personal sharing and listening to one another's insights and experiences that emerged from their work on the monthly theme. Each group was co-facilitated by individuals who met monthly with Rev. Melora. Some participants found it hard to make the commitment of meeting every month.

This year we experimented with single-session Soul Matters theme exploration workshops, held for 2 hours after worship on Sundays. Rev. Melora created and led sessions on Healing (October), Ancestry (November), Risk (March), and Transformation (April). Rev. Shana's program on making connections, although not based on Soul Matters, served as a theme workshop in the month of Interconnection (February). Workshops have been well-received, ranging from 13 to 19 participants. Some say they prefer the "single session" model, which gives them the ability to participate in something they would otherwise not be able to do.

The different models serve different purposes and needs, each with their own plusses and minuses. The small group model may be relaunched in September 2018.

24

## **SPIRITUAL EXPLORATION & LEARNING – CHILDREN & YOUTH** **Faye Mogensen, Director (2011? to December 2017)**

**Arran Liddel, Director (January 2018 to present)**

### **Leaders & Volunteers**

"One looks back with appreciation to the brilliant teachers, but with gratitude to those who touched our human feelings. The curriculum is so much necessary raw material, but warmth is the vital element for the growing plant and for the soul of the child." Carl Jung

The Children and Youth program has operated without committee support for a few years; the new Director will reactivate the SELCY Committee for advice and support in the spring of 2018. The Parents' Circle is on hiatus, without a facilitator. This informal monthly gathering of parents to discuss and exchange ideas, concerns, joys, laughter and support will hopefully reconvene soon.

The high quality of FUCV children and youth programs is possible due to our dedicated volunteers who support the children and youth in spiritual exploration. We are thankful for the talents of:

SEL-CY Group Leaders 2017-2018

---

Olivier Belisle Kaya Engelstoft Martha McDougall Forrest Smith

Coming of Age Mentors Mary Burcher  
Anna Isaacs

Kimberly Bramadat Anna Isaacs Samantha Magnus Marion Sollazzo

Roberta Clair Katherine Maas

Hannah Meyers

Andrew Niven and family have been wonderfully supportive in creating snacks monthly.

### **Children & Youth Programs**

FUCV has 37 children registered in the program (down from 62 last year) and, as of this report, we communicate weekly with 88 families through the SEL-CY email list (down from 142 last year - this is largely due to Faye cleaning up the list before she left). From September 10 – March 31, we had an average of 19 (down from 29) children in attendance each week. Numbers were lower in the fall (average 16) and have increased since programming began in January (average of 21).

Over the past year the programs included:

Wee Care (up to age 4): Staff have remained stable most of the year, however one childminder, Geetanjali Jaswal, who has been with us for over 4 years, left in April to work full-time. We have recently hired a new childminder, Jazmin Scales, who grew up attending Capital UU congregation and has experience working with groups of children.

Nancy Dobbs Rosemary Harrison Mary-Ellen Nicol Jon Taylor

Mike Graham Diana Smith

Kellina Dyer Gita John  
Joan Porter Barbara Wilson

Kent Haden Jon Taylor

---

Childminders Geetanjali Jaswal

Jazmin Scales

Jessie Wright

---

Hosts and Snack

---

25

- OWL (K/1): Jen Rashleigh and Nicole Bichard ran a very successful program with 11 children attending regularly from January through March. Two discussion rounds with parents were a good way to engage family perspectives in the program.
- Questors (gr. 2-5): In the spring we “field-tested” the new CUC elementary Truth, Reconciliation and Healing reflection guide, led by Forrest Smith and Gita John. The innovative program included involving an Elder in a Sunday service, talking circles, and exploration of Aboriginal history, culture and values. Feedback to the CUC curriculum writers indicated that the program was a bit too advanced for this age group.
- Coming of Age (gr. 6-8): In addition to regular weekly meetings, they have had two sleepovers, performed a skit on the life of Emily Stowe at an intergenerational service in the fall, and enacted the “Huron Carol” at the December intergenerational service. They also led a service on “The Hero’s Journey” in early April.
- yU\*Uth (gr. 9-12): In spring we ran a successful Mindfulness for Youth program, which culminated in a half-day retreat that included a walking meditation on the labyrinth.

- Four rounds of a delightful pre-service music circle for children were led by Nancy Dobbs.

### **Program Development**

In addition to Sunday programs and child minding, the Director of Spiritual Exploration and Learning and/or the team have been involved in planning and supporting the following worship services, special events, and ongoing administrative tasks:

- Collaborated with Reverends on Intergenerational Services in October and December.
- Supported the Coming of Age youth to lead a service in April.
- Collaborated with ministerial intern Chris Wulff on the annual June Intergenerational Transitions Service.
- Planned/lead several “Stories for All Ages” in the Sanctuary.
- Organized child minding during year-round services, teacher training, membership programming, congregational meetings and special events.
- Worked with Andy Lee and John Worton to improve some of our administrative practices related to Abuse Prevention.

### **Ongoing Projects & Goals for Next Year**

- Continue to offer quality Spiritual Exploration and Learning programs for Children and Youth, including consideration of strategic priorities of intergenerational/family, diversity and social action in

intergenerational/family, diversity and social action in SELCY.

- Participate in church-wide multi-generational initiatives and explore opportunities for multi- generational connections.
- Endeavour to grow attendance in the Children and Youth program.
- Recruit new group leaders.
- Hire a new Program Assistant as Arran moved into the D-SELCY role.
- Continue to explore new approaches to curricula, with theme ministry in mind and by reaching out to other churches to hear about their approaches.
- Continue to explore more ways of communicating and reaching out online.

26

**CONGREGATIONAL LIFE COUNCIL REPORT Nancy Dobbs, Chair**

**CARE & CONCERN COMMITTEE Barbara Boyle, Stephanie Ippen,  
Mary-Ellen Nicol, Maggie Nixon**

The Care & Concern Team has continued to meet monthly over the past year, for liaisons to share information regarding concerns in their neighbourhood groups as well as to communicate this information directly with one of our ministers (presently Rev. Shana). The team put out a total of 36 cards this year for the congregation

birthday, get well, thinking of you and sympathy. Numerous visits were made to members/friends in hospital and care homes.

At Christmas time, the team continued its tradition of visiting members/friends who are no longer able to get to church, bringing them a poinsettia and handmade card (18 deliveries in all) as a token of our congregation's caring and support. Also, the team added a new tradition of sending a card to those in the congregation who had struggled with a particular health issue and/or loss at some point in time during the past year (35 cards in all created, hand-written and mailed out).

This committed and dynamic team invites anyone interested in this caring ministry to contact us to explore how one might become more actively involved in this area of congregational life!

### **DEPRESSION & ANXIETY SUPPORT CIRCLE John (Tiff) Tiffany**

This is a peer support group for individuals who struggle with depression, anxiety and bipolar disorder. They meet the first and third Saturdays of the month from 10:30 a.m. to 12 noon in the Church Library. The group covenant outlines the steps taken to provide a safe and sacred space.

### **MEMBERSHIP COMMITTEE Martha McDougall**

Astrid Firley-Eaton, Glenys Thompson, Karla Thomson and Gloria Turner

The Membership Committee works to welcome all people to our beloved community. Every Sunday we welcome newcomers and visitors to the church by answering questions about Unitarian Universalism in general and FUCV in particular, as well as outlining the process to become a member or friend of FUCV. This year the committee hosted three Orientation and two Considering Membership sessions. The committee supported two New Member Recognition Ceremonies during the Sunday services where new members were welcomed to FUCV.

This year our church welcomed 17 new members and 4 new friends. We lost 4 members through death, and 3 resigned or moved away.

Reverend Melora supported the committee in the first part of the year and Reverend Shana took over for the remainder. My sincere thanks and appreciation to the committee who supported the membership process this year.

Thank you to all committee members (Astrid Firley-Eaton, Bert MacBain, Glenys Thompson, Gloria Turner and Karla Thomson) for their support this year in welcoming new members and friends to FUCV.

27

### **NEIGHBOURHOOD GROUPS Suellen Guenther Neighbourhood**

**Conveners: Cadboro Bay:** Valerie Roberts; **Esquimalt:** Pat McMahon until Aug., then Maureen Sherlock; **Fairfield:** Lynn Beak; **Far Out:** Phyllis Aherne; **Gordon Head:** Mary Cramer; **Grand Central:** Marya Nijland; **James Bay:** Lynn Hunter; **Nearby:** Nancy Dobbs; **Oak Bay:** Jan Li & John Tiffany; **Royal Oak East:** Hanny Pannekoek & Hugo Sutmoller; **Royal Oak West:** Fran and Peter Hancock until Feb., then Martha McDougall; **Western:** Susan Lean.

The 12 Neighbourhood Groups provided treats for the after-church social time all year. Each of the groups provided treats for a month. Each Neighbourhood Group met socially during the year, gathering every month, bi-monthly, quarterly, or occasionally. Some groups also met for coffee or lunch regularly or occasionally at a coffee shop or cafe in their area. The convenor of each group reached out to welcome newcomers to their neighbourhood and organized the treat roster, Souper Sundays, and social gatherings.

Neighbourhood Groups also stood ready to provide receptions for memorial services for members of their groups. Each Neighbourhood Group has a Care & Concern contact who reaches out to their members in times of need, provides a card to be signed after church, or advises their group when someone needs meals or other assistance. The Neighbourhood Groups worked in teams of two to host six very popular Souper Sundays that generated \$3,295 in donations to the church.

### **GREETERS Susan Lean & John Dalgety January 2018, Mark Danley**

Our enthusiastic team of Greeters welcome all who come to the doors of our Church on Sunday mornings.

## **SUNDAY COFFEE COORDINATORS Hanny Pannekoek & Hugo Sutmoller**

For seven or eight years, Hugo and Hanny and their roster of coffee makers have ensured there is always a warm cup of coffee or tea waiting for us after our Sunday service. Hanny's task is "set-up and etiquette," making sure the tables look nice and that service is provided with a smile. Extra hands for the roster are always welcome. An occasional concern is groups needing the Lion Hall either during regular coffee time or immediately afterward. Hanny asks that groups check with her or Hugo when the space is needed. Hanny writes: "I must say that serving coffee and tea is rewarding because many people very much appreciate it."

## **FUN & FELLOWSHIP – COMMUNITY DINNERS Martha McDougall**

Organizers: Susan Lean, John Dalgety, Leslie O'Hagan, Phyllis Aherne, Mary Cramer, Pat Conroy, Isabelle Grenon and Martha McDougall

The Community Dinner is a once-a-month dinner gathering in the Sanctuary on the second Friday of the month from September to June. This is a multi-generational event which allows folks to meet up and enjoy conversation over a delicious meal. Dinner such as spaghetti, baked potatoes or tacos is supplied. There is always a vegetarian option. Guests are welcome to bring a dessert or salad to share.

The object of Community Dinners is not to be a fund raiser but instead a way for folks to connect and engage. Donations are used to cover expenses and the remainder goes to general revenue. Community Dinners have never lost money. The numbers of folks attending has varied from a high of 45 to a low of 20. The number has declined over the past two years and the organizers would love to see it rise again.

The Community Dinner crew offered a "Breakfast Before Church" in March serving pancakes, sausages, eggs and fruit. This event was very well attended and there are plans to offer this again in the coming church year.

## **PUB NIGHT John Hopewell**

Pub Night is a monthly social gathering of members and friends of First Unitarian and Capital congregations. Usually between six and twenty people participate in an hour or so of conversation on diverse topics. This gathering is usually held on the first Monday of the month at 7:30 p.m. at the Canoe Brew Pub on the upper harbour.

## **BOOK GROUP Nanw Cariad**

The book group consists of 6 people (3 of whom are FUCV members), but has room for a total of nine. We meet in each other's homes on the 2nd and 4th Tuesday of the month at 1:00 p.m. The host offers tea and goodies. We read the books we are reading at home and choose excerpts to read aloud. This usually starts discussions and good conversation.

## **RECOGNITION & AWARDS Elaine Dakin & Betty Sherwood**

We recognized those who volunteer in the church by holding a Volunteer Appreciation Tea. Our application for monies from the Innovation Fund (March 2016) was accepted. We held this event Saturday November 18th 2017. We used Thriftys for the sandwiches, tarts and squares. Flowers were arranged by Suzanne Beauchamp. Hanny and Hugo looked after the coffee and tea. Lorna opened it with a speech, Melora spoke about the value of volunteers to the church, then the Council chairs lit a candle and spoke about the committees and the others in their council and asked them to stand to receive our applause. It was well attended by 80 or more people and much appreciated.

## **VERA**

Each year, the University of Victoria Institute on Aging and Lifelong Health, formerly the Centre on Aging, celebrates local seniors with an award called the VERA, the Valued Elder Recognition Award. This year they are partnering with the Eldercare Foundation to offer the award to all qualified nominees. This award honours older volunteers who have generously given 10 or more years of exceptional volunteer time to their community. All nominees will be honoured at an event at UVic in celebration of the United Nations International Day of Older Persons (IDOP). The award recipients are presented with a

framed certificate. Local media often do a story on the VERA recipients, which may include a mention of the recipient's volunteer organization(s).

Ted Humphreys received this award in 2017 and was nominated by Don Vipond. Christine Johnston, nominated by Galina Coffey- Lewis, is nominated for 2018.

29

## **OUTREACH COUNCIL REPORT Susan Layng, Chair**

### **DENOMINATIONAL AFFAIRS COALITION**

#### **Christine Johnston, Chair**

**Canadian Unitarian Council** did not have a full conference and most of our delegates attended the business meeting online. Edith Jasechko attended in person, while Lorna Anthony, Marion Pape, Shirley Travis, Jane Wilson and John Worton checked in in Victoria. No major decisions were made. This year's representatives include Christine Johnston, Kristina Stevens, Forrest Smith and David Smith, Rebecca Mellett and Marion Pape.

**UUA General Assembly; the International Council of Unitarians and Universalists; and the International Association for Religious Freedom:** no one attended any events run by these organizations, but we continue to remain connected.

**UU UNO:** liaison continues to be Jim Hemstock. Jim helped organize the Sunday service wherein we specifically acknowledge our UN affiliation. Our church continues to have Blue Ribbon status.

**Unitarian Universalist Island Network:** Martha McDougall remained our key representative with Rev. Melora and Chris Wulff offering leadership. Pat Kinrade and Christine Johnston also served on the committee but were pulling back on Involvement. A retreat was cancelled but camp was a big success.

**UUIIN Summer Camp** was held 18 – 20 August 2017 at Shawnigan Lake Easter Seals Camp. The theme for the weekend was “Let the Beauty We Love be What we do ~ Rumi.” All fellowships and congregations from the Island

were represented, however Salt Spring Island was not. A total of 45 people attended the camp and the weather was beautiful during the weekend, making the time outside spectacular.

The adult programs included:

“Soul Nourishing Singing “with Cathy Baker and Dick Jackson who introduced fun, soul-nourishing singing to blend voices in community and gently stretch musical boundaries.

“Mindfulness, the Creative Life and Yoga” with Margo McLoughlin and Margaret Huff, explored how the practice of mindfulness supports the flowering of a creative life.

The youth program was facilitated by Sam Magnus and the theme was “Prayers for Peace.” This became the main topic of conversation as they hiked up Mt. Baldy. The potential for world conflict and what UU youth can do was the main talking point.

The children and wee ones were all together with four supporting adults and the highlights were crafts, jumping on the trampoline, being out in nature and swimming in Shawnigan Lake.

Amanda Tarling was the camp chaplain and lead a theme-based Ingathering based on the beauty of the BC wilderness and native plants. Each person was presented with a wooden round hand-painted with a native plant such as sorrel, chicory, vanilla leaf, aster and phlox. The Sunday service revisited the natural beauty of BC, bird songs and our place in the wide community. The closing focused on the discoveries of the weekend and blessings looking forward to Camp 2018.

30

## **VICTORIA MULTI-FAITH SOCIETY**

Christine Johnston continued to represent the Unitarians on this increasingly active planning board. A few Unitarians attended each of the very varied events. Rev. Shana represented us on two of the panels. Christine Johnston is finishing a 3-year stint and seeks a replacement.

## **REFUGEE STEERING COMMITTEE**

Committee members were Roberta Clair, Suellen Guenther, Susan Layng, Andy Lee, Colin Nelson (Capital Congregation), John Worton, led by Kristina Stevens and Christine Johnston. Suellen retired in Dec. The committee and support team continued to wait for the Syrian family of 6 delayed in Turkey while offering support to a bright single young BVOR refugee from Iran while she adjusted (with up and downs) to life in Canada. BVOR meant that she was not totally “privately sponsored” by us but had some government financial support. She did well academically at Camosun College and managed to find part-time work, mostly in waitressing or selling, but these were not totally successful. We had rented and furnished an upper duplex in an ideal spot for the family but had to let it go in August. We placed the Iranian refugee there to hold it while we waited in hope for the family. We were lucky when a friend of Suellen offered to rent to her in August at a very modest sum and act as a supportive landlady.

This past February, the Committee learned that the Syrian refugee family of six we were sponsoring had been rejected by Citizenship and Immigration Canada at the Embassy of Canada in Ankara, Turkey. Another family – related by marriage who were being sponsored by UVIC Continuing Education – were also refused. Although the letter stipulated that the families did not meet the requirements to emigrate to Canada, based on information available to us about the reasons for this refusal, the Committee decided to launch an appeal process. The Board approved our wish to support and bear witness (as described by Rev. Shana in a previous sermon) and therefore we have obtained the services of Mr. Marshall Garrick, an immigration lawyer out of Toronto.

We are now endeavoring to raise money for the appeal and to date approximately 70% of the legal costs have been donated (independently of money originally raised by the congregation). At this time \$4000 has been raised with an additional \$500 in post-dated cheques. We still require \$1765 more to fulfill our commitment.

The Hamado family, who are blood relatives of the family being sponsored by UVIC, has independently raised the legal fees for their relations and UVIC is assisting us with monetary assistance as well. Therefore, at this time we are

seeking additional donations from the wider team of refugee supporters. The most recent information from Mr. Garrick states that the two applications for leave and judicial review have been issued at Federal Court and served on the Department of Justice. File numbers have been assigned to the cases. Now the difficult work of preparing the affidavits and memoranda of law begins. Mr. Garrick will be reviewing the evidence and then be in touch with both applicants with a list of questions in order to proceed with the appeal.

### **LAY CHAPLAINCY COMMITTEE Liz Graham, Chair**

Current lay chaplains are Kjerstin Mackie and Anne Vaasjo; back-up lay chaplain Oceanna Hall maintains her lay chaplain credentials. Supporting them are co-chairs Liz Graham (retired LC) and Barbara Boyle. Thanks to Pat Kinrade and Chris Cook who served this committee for several years and have retired.

Ceremonies: Last year the two active lay chaplains together performed a total of 10 weddings, 1 memorial service and 1 house blessing. This continues the downward trend in number of services which is noted across the country. As such, we believe this should be considered the “new normal.”

31

Outreach activities carried out were:

- In May 2017, Kjerstin Mackie gave a talk at Ross Bay Villa about Unitarian History. The family for whom the villa was built were Unitarians from London, UK.
- In November 2017 the lay chaplains presented the Sunday service focusing on ritual. Added to this service was a ritual of rededication of our congregation’s peace pole
- In July 2017 the lay chaplains manned the church’s booth at the Pride Festival. Most people we spoke to wanted information on the church in general rather than on

ceremonies. We would appreciate another committee taking this on with our support.

- In February 2018 we participated in the Prospect Lake Community Hall's Wedding Swap and Shop and had a number of interesting conversations but no firm bookings.
- In April 2018, the lay chaplains are hosting a mini-workshop to discuss options for wedding ceremonies and, with Isabelle Grenon's participation, tips for making a marriage last. We titled this workshop "Getting Married? Making it Yours and Making it Last."  
The Work of the Committee: The committee meets quarterly to discuss the work of the lay chaplains and how we can support them. Committee members participate in outreach activities. As a former lay chaplain, Liz acts as a resource to the lay chaplains in the professional aspects of their jobs. Kjerstin Mackie will retire from the role of lay chaplain in 2020, with Anne Vaasjo and Oceanna completing their 6-year terms the following year. Expressions of interest from congregation members wishing to consider the role of lay chaplain are welcome.  
Conclusion: The lay chaplains of our congregation continue to provide life-affirming services to the general population and we receive very positive comments after each of them. The community we serve tends to be Unitarian-minded people who find it important to have the kind of ceremonies only we can provide. That this worthwhile outreach for our denomination is sliding in the number of services performed is concerning and we are working to reverse this trend.

### **GVAT - GREATER VICTORIA ACTING TOGETHER**

On the evening of June 13th, board members met at the home of Lynn Hunter to be introduced to the concept of GVAT. Peggy Wilmot, from St. John the Divine, and Flossie Baker, the only paid staff person representing GVAT, gave a comprehensive summary of the principles and ideologies of this powerful organization. GVAT represents a

commitment to the community of Victoria wherein members listen, learn, articulate, dialogue, organize and act to advance social, environmental and economic justice. A small core group consisting of Marion Pape, Sonya Ignatieff and Philip Symons had previously been involved in the early stages of this group. On September 29th and 30th, Susan Layng participated in an extensive 10 1/2 hour workshop to explore the traditions and values of our diverse organizations and to learn the basics of relational meetings. Rev. Melora was also on board in the early core group meetings held in November & December and on January 14th she gave an inspirational sermon on the value and benefit of our congregation becoming members of GVAT. At the congregational meeting the following week, January 21st, the congregation unanimously voted in favour of becoming a member of GVAT with annual dues of \$700. The Share the Plate for the January initiative was to raise funds for our membership. This was accomplished. Since that time, Susan Layng took over the liaison position representing First Unitarian and now attends monthly meetings as part of the GVAT Core Team. There were subsequently two more training opportunities on February 24th and April 6th which drew several more participants from our congregation.

32

GVAT hosted a civic dialogue on the Opioid Crisis on March 12th at the Shambhala Meditation Centre. This was an excellent presentation featuring the testimonials of several representatives who are deeply concerned by this crisis in our community. Members from the Cool Aid Society, Our Place, first responders, and a member of the Indigenous community spoke about the trauma and suffering of this devastating epidemic. As well, Judy Darcy, the NDP's Minister for Addictions and Mental Health, spoke eloquently about the cost to human suffering and the cost to the health care system. We feel we have an excellent advocate with her expertise.

Our Listening Campaign here at FUCV started on April 8th with two groups being held that day immediately following the service. The Listening Campaign is a tool that will provide an opportunity for members to grow in skills and confidence and to champion our church's emerging role in

constructing a new kind of public relationship with other organizations. Other group sessions as well as one-on-one sessions are being offered throughout April. The core committee really want to reach out to as many of our congregants as possible and engage them in these stimulating and thought-provoking conversations.

Finally, as liaison of the GVAT team at First Unitarian, Susan Layng will be attending the IAF Northwest Spring 2018 Regional Leadership Training from April 22nd to 27th at Canby, Oregon.

33

## **OUTREACH COUNCIL REPORT - SRC**

Leslie Gillett, Chair to Christmas, with volunteers rotating since then

The SRC coordinates our congregation's social and environmental justice outreach. Our teams cover a rainbow of causes from diversity issues to climate change work to choices in dying. We help raise awareness of emergent issues and give congregants a way to donate to researched organizations.

The SRC liaises with many other interfaith groups such as Kairos, Faith in Action, and a new spiritual and secular networking group, Greater Victoria Acting Together.

The SRC welcomes new members, new ideas, and new and continuing issues. For more information, contact any SRC member you know or for general questions, please feel free to ask any of the members. Here are some highlights of work done in 2017 –18.

## **REFUGEES Christine Johnston and Kristina Stevens, Co-chairs**

The church sponsored a single Iranian female for 12 months under the BVOR programme and is continuing to offer her support and guidance when requested. We are continuing to advocate for a refugee family of six who are waiting to come to Canada. They were initially rejected but an appeal is under way. Two of us also serve on Victorians Advocating for Refugees, which works with the wider Canadian and Toronto group to encourage the federal

government to offer more and speedier help to refugees waiting years for a response.

**EHTEL MAY TRUST FUND Bert MacBain, Clare Vipond & Lynn Hunter, Trustees**

**LIFELINE LIST PROJECT Clare Vipond and Don Vipond, Co-Chairs  
Karen Furnes, Fran Pardee and Margaret McKelvie, Assessors**

Both the Ethel May Trust Fund and the Lifeline List Project have the same mandate: to help local individuals or families who have verified urgent needs. Contacts come through calls to the church office or from an array of local service organizations with whom our projects have built a trusting co-operative relationship over the years.

In 2017 Lifeline assisted 16 adults and four children with dollar help totaling \$5,531.

The Ethel May Trust assisted eight adults and nine children with dollar help totaling \$3,481.

Lifeline and Ethel May joined together in helping a further 10 adults and seven children with dollar assistance from Ethel May totaling \$6,611 and Lifeline help totaling \$3,242. For the year, total spending by Lifeline came to \$8,773 and Ethel May came to \$10,092.

We thank the 65 sponsors of the Lifeline List (who commit to contributing up to \$200 once a year) and the remarkable generosity of Ted Humphreys, without whom there would be no Ethel May Trust.

What we offer here are the numbers. What we cannot measure, what remains a mystery, is how this help from compassionate strangers in our church community lifted those in need to new heights and served as the wind beneath their wings.

34

**MIDDLE EAST & REFUGEE TEAM Christine Johnston, Co- Chair**

This past year, the Middle East team promoted several petitions and protests in the community which drew attention to the racism, apartheid and general injustice of activities in Palestine and Israel. The American UUs for Peace and Justice have also been a great inspiration and send us material. They had a pro-Palestinian resolution passed earlier at a UUA General Assembly and also sponsor tours for young adults and take stances to support Palestinians.

### **ZOIE GARDNER OVERSEAS TRUST FUND June Fukushima, Chair**

This team supports the education of girls in Sierra Leone; the building of schools in Burma/Myanmar and Child Haven International in South Asia. They received \$30,000 each this past year. All groups that receive funds are registered Canadian charities. The FUCV receives 5% of disbursements. The team has also organized some Inspirational speaker's series.

### **CHILD HAVEN Christine Johnston, Chair**

This team, which is affiliated with Child Haven International (CHI) support groups in greater Victoria, held two events in April, an annual fund-raising dinner and a queer dance, and provided education about CHI activities. In addition, there is an annual collection; \$2200 was collected this year from a Sunday Share the Plate. The dinner raised around another \$9,000.

### **SANDY MERRIMAN SHELTER MEALS Mary-Ellen Nichol**

Sandy Merriman offers shelter and social assistance to 25 marginalized women per day. The shelter was started in 1995 and is run by the Greater Victoria Cool Aide Society. It provides food, laundry services, hot showers, hygiene supplies and clothing, along with emotional support and referral services. In addition to providing these basic needs, the shelter offers some recreational activities, art exploration and speakers. The shelter also provides a daily meal drop-in program (800 meals per month) for those on social assistance who may be able to pay rent but can't afford to eat. We provide the shelter with three nutritious meals per month that feed up to 25 people each.

### **CHOICES IN DYING VICTORIA (CIDV) Margot Lods, Chair**

This past year, CIDV held two workshops on Advance Care Planning. A total of 48 people attended and close to 40 completed their plans. Victoria is lucky to have Medical Assistance in Dying available to all who qualify, and later in 2018, we again will have to work toward a fairer federal law.

**SRC TEAM ON DEMOCRACY, GOVERNANCE & INTERNATIONAL AFFAIRS Philip Symons & Sonya Ignatieff** The SRC Team on Democracy, Governance and International Affairs promotes and supports electoral reform. We promote and support GVAT (Greater Victoria Acting Together), an organization that brings civic and union groups together to address major social/environmental priorities in the Greater Victoria region. We also raise awareness and support of nuclear disarmament by our federal government.

We continue working to put in place proportional representation in BC after two former unsuccessful tries and are working to meet CRA's new rules regarding political activities. We encourage democratic decision-making within the church and worked with other SRC and church members to encourage our church to join GVAT, which was accomplished unanimously in February 2018. The GVAT Core Group is undertaking the next step through organizing a "listening campaign" in preparation for sharing our priorities with the other entities that comprise GVAT. We are aiming that GVAT will comprise 25 committed organizations within the year.

35

**ENVIRONMENTAL ACTION TEAM (EAT) Judy Gaylord & Louise Cole, Co-Chairs**

The Environmental Action Team (EAT) sponsored 2 SRC Actions of the Month in the last year. In November we asked people to support the right to a clean environment by sending postcards to federal politicians via the David Suzuki Foundation. Over 120 postcards were signed. The spring action, in conjunction with Earth Month, will have focused on the plastic pollution in our oceans and some individual steps we can take to reduce it. EAT also hosted a workshop on energy savings via the use of heat pumps which was well received by those

attending. We continue to contribute Green Corner articles to the newsletter on a variety of topics.

36

## **STRATEGIC PLANNING REPORT**

The board at the annual board retreat undertook a 3-5 year strategic planning process in the fall of 2016. Board members participated in a SWOT analysis that produced three Strategic Goals for further focus:

1. Growing in Spirit Through High Quality Programs and Support
2. Enhancing Long Term Sustainability of the First Unitarian Church of Victoria
3. Service Through Compassionate Action

A Core Coordinating Team consists of Marion Sollazzo, Marion Pape, Rebecca Mellett and Chris Wulff (until Sept. 2017) and Rev. Shana Lynngood (Sept. 2017-present).

Four 2 1/2 hour sessions, facilitated by Marion Sollazzo and Chris Wulff, were presented following Sunday service throughout 2017 for congregational feedback. They were: “Programs,” Apr. 30; “Sustainability,” May 28; and “Service through Compassionate Action,” June 25. On September 24th we presented big picture data and discussed how this data could affect the strategic plan.

A Strategic Priorities graphic was developed with 5 recurring themes for action:

### **Strategic Priorities**

**Growing in Spirit through High Quality Program & Support**

#### **Adult Programs**

- *To improve the diversity, relevance and physical accessibility of spiritual development programs*
- *To evaluate need for an Adult Programmer*

#### **Worship**

*To increase the diversity of worship formats and locations*

## **Music Program**

- *To evaluate what the congregation wants needs from a music program*
- *To Increase diversity of music, participation and fun in the current music program*

## **Family Ministry**

*To identify programs and approaches required to attract and retain young families*

## **Youth/Young Adults**

*To identify the programs and approaches required to attract and retain youth/young adults*

## **Enhancing Long-term Sustainability of the First Unitarian Church of Victoria**

### **Membership**

*To develop and implement a plan to attract and retain new members*

*To increase diversity of membership*

*To develop a communication strategy for the church integrating all methods available for internal and external communication.*

### **Budget**

*To develop a process for the development of the annual budget to address fixed costs, targets for endowments and guidelines for allocations to team, committees and projects*

*To increase the diversity of our revenue*

### **Building and Site**

*To develop a report evaluating the options and consequences of;*

- 1) keeping the building*
- 2) selling building and renting space in*

*better location(s),*

- 3) selling the building and purchasing*

*different space in better location, perhaps with another group/faith.*

### **Service through Compassionate Action**

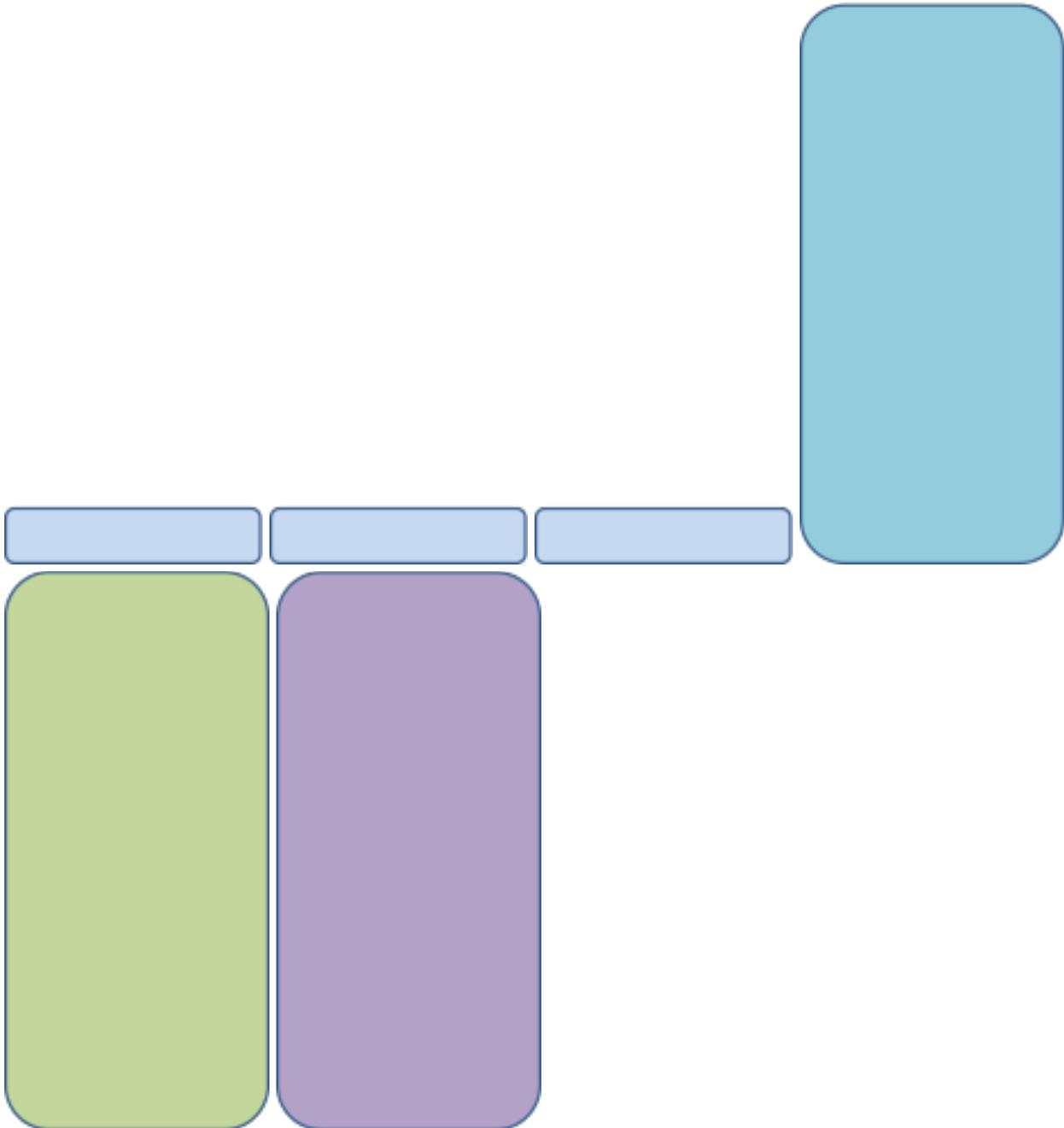
### **Social Action/Social Justice**

- *To develop local networks for Social Action/Social Justice Work*
- *To commit to action on truth and reconciliation*
- *To develop a process to choose congregational focus for intergenerational social action efforts*

- *To learn the new skills required for social action/justice work in today's society*

**Compassion Communication**

*To develop communication skills to help us have tough conversations while maintaining caring relationships*



To gather even further input, a congregation-wide survey on priorities for action was developed on Survey Monkey and distributed electronically to congregation members and friends.

A PPT presentation confirming priority areas was made to the Congregational Meeting in January 2018.

In Feb, 2018, the board identified three Strategic Actions that would be given specific attention. These are:

A: Identify programs and approaches required to attract and retain young families. B: Develop and implement a plan to attract and retain new members. C: Develop a report evaluating the options and consequences of:

1. Keeping the building;
2. Selling the building and renting space in better location(s);
3. Selling the building and purchasing different space in better location, perhaps with another

group/faith.

A complete list of possible Actions for Change for each of the Recurring Themes for Action were presented at the April Board meeting for comment.

The Board agreed to strike a Location Task Force to research the topic and then develop an options paper to present to the Congregation.

Future plans to complete the strategic plan:

1. Develop measures of success for each Intended outcome and identify the lead group for possible implementation of each outcome.
2. Write the final Strategic Plan: An outline for the strategic plan document has been developed and the Core Team will begin writing the draft strategic plan in May with a potential due date of September 2018.

Thanks to the many congregation members who contributed ideas. To review comments from the four workshops see <http://victoriaunitarian.ca/where-will-we-be-in-2020/>

Submitted by Marion Pape, Marion Sollazzo, Rebecca Mellett and Rev. Shana  
Lynngood

38