



The Victoria Unitarian

FIRST UNITARIAN CHURCH OF VICTORIA
Growing in Spirit, Living with Compassion, Inspired to Serve

SERVICES IN FEBRUARY

February's Theme



What does it mean to be a people of TRUST?

DATE: Feb 3 2019

TITLE: Trust and Redemption

HOMILIST: Rev. Shana Lynngood

CHOIR: No choir

WA: Shelley Motz

I was asked by last year's service auction sermon recipient to explore the lasting impact of abuse on families and our larger society. This challenging topic may be hard for some among us to explore--please take care of yourself when attending this service. We begin our theme exploration of trust with this particular focus and look at it in light of its spiritual undercurrents. How we handle the aftermath is so important and has so often been overlooked--how can people find redemption? Can they learn to trust again? How are we all impacted by those whose lives have been scarred by abuse? What do trust and redemption look like for us all?

DATE: Feb 10 2019

TITLE: A Fine Line

HOMILIST: Rev. Melora Lynngood

CHOIR: Chalice Choir

WA: Morgan Reid

"That dress looks great on you!" What's the difference between a thoughtful compliment and an unwanted advance? As Unitarian Universalists who strive to respect the inherent dignity of all people, who are striving to be a people of trust, how do we navigate the complex realm of interpersonal communication in this "me too" era.

DATE: Feb 17 2019

TITLE: USC Canada

HOMILIST: Martin Settle

CHOIR: No Choir

WA: Doug McGinnis

Martin Settle of USC Canada will join us to provide an update on the work of USC Canada and its efforts to address global issues pertaining to sustainable agriculture. USC Canada works to make progress on a wide range of challenges, especially where these needs are acute. These issues concern seed diversity, agroecology, small scale farming, and the many impacts of climate change on farming. Martin will discuss the current needs of USC, as well as updated information on recent progress and the efforts made to address the important issues that lie within the USC mandate.

Note: Our ministers get Monday off as well as one weekend per month (as is standard for UU ministers). This is their February weekend off. They are back at work on Tuesday, Feb 19.

Services continued next page

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DATE: Feb 24 2019

TITLE: So Much Trust

HOMILIST: Peter Scales

CHOIR: Chalice Choir

WA: Madelaine Clarke

Peter Scales interviewed 23 experienced clerics from five religions, about their education, calling, postings, and career highs & lows. One of the lessons Peter heard was that sometimes we have to trust that the organization is taking care of us, so that we might be able to function and others can trust that we will do our jobs.

Note: Our ministers get 2 Sundays per year for professional conferences (as is standard for UU ministers). This weekend, Rev. Melora will be at the meeting of the Western region of UUMOC (UU Ministers of Canada) Feb 22-24; (meanwhile, Rev. Shana will be out of town, officiating a wedding for a family friend). They will both be back at work on Tuesday, Feb. 26.

MEET OUR NEW COMMUNICATIONS ASSISTANT, SHANNON OATWAY

I settled in Victoria with my husband in 2012 after a 2-year stint in Sao Paulo, Brazil. Prior to South America, I lived and worked in Calgary for the majority of my working life. After graduation from the Alberta College of Art and Design I began my 20-year career as a photojournalist at the Calgary Herald. My dream job took me on many adventures and led me down paths I would never have imagined. Lucky me! Documentaries became a love of mine, and I was fortunate to travel to the Balkans during the war in 1994 to document the Canadian United Nations involvement and then again a few months later to cover the refugees living along the Adriatic coastline. I also spent some time in Israel and the Occupied Territories in 1998 covering the 50th anniversary of the Independent State of Israel - definite career highlights for me. I left the paper in 2000 to pursue freelance opportunities, which kept me busy for the next 10 years until I left for Brazil.



The transition of my career path from photojournalism to working in communications began 5 ½ years ago after my graduation from the Professional Communications Skills program at Royal Roads University in Victoria, BC. Since then I have been fully engaged in the field of communications, working primarily for a variety of non-profits and thoroughly enjoying my second career. Living here on the island is another dream come true. Rarely a snowflake in sight, I love the perpetual greenery, I don't mind the rain, and no need for a snow shovel!

At FUCV, Shannon's portfolio includes the production and distribution of internal communications (i.e. orders of service), social media development, and database management (membership applications, visitor forms, etc.).

COMMITTEE ON MINISTRY

Talk to us. Do you have a concern about our church that you would like the ministers to know?
 One purpose of the Committee on Ministry (CoM) is centered on developing a strong, healthy relationship
 between the Minister(s) and the Congregation. Members of the CoM are:
 Suellen Guenther, **Chair**; John Hopewell, Mark Danley, Jeri Dause, Andy Lee, Mary-Ellen Nicol.

Themes for 2019 What Does It Mean To Be a People of...	
January	Possibility
February	Trust
March	Journey
April	Wholeness
May	Curiosity
June	Beauty

Deadline for the February Issue is February 12!
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This month we explore the meaning of trust. More and more we are encouraged to distrust and mistrust many aspects of life. The people around us certainly aren't to be trusted. The institutions we used to deem trustworthy seem less helpful (and sometimes even hostile) in a way that undermines our capacity to trust. Lots of ways to not trust what and who we encounter each day. All that and we haven't even touched on the ways we question and mistrust ourselves.

The goal of our exploration this month is not to restore trust (not sure that's possible anyway, and certainly not in a month's time), but rather to reflect and meditate on the role trust plays in our lives and beings. How important is it for us to be able to place our trust in our abilities? In other people? In our community or our government? Clearly, we don't need or want to cultivate a blind trust or naive faith, and there is power in being able to rely on others. As important is our trust in ourselves. Do we believe in our own resilience and strength? Do we see our abilities and creativity, or are we stuck in self-defeating narratives in which we sell ourselves short?

Trust is not easy and is earned. We will have some services that explore the consequences of broken trust and the need to build communication and other tools that help us rebuild and move forward in the aftermath of broken trust. Many of the most profound ways we can be hurt center around the places we have been let down, moments when we leaned in and found nothing caught us. In looking at the power of trust, we have to see how its loss has often left us lost and bereft. Exploring all of this in community is far easier than doing so alone. I look forward to seeing what we uncover together. Here are the questions to prime-the-pump, so to speak from the Soul Matters network which brings us these themes each month.

See you in church,
Rev. Shana

"As always, don't treat these questions like "homework" or try to answer every single one. Instead, make time to meditate and reflect on the list and then pick the one question that speaks to you most. The goal is to figure out which question is "yours."

Which question captures the call of your inner voice? Which one contains "your work"? What is it trying to get you to notice? Where is it trying to lead?

1. Who has taught you the most about risking trust?
2. What have you trusted since childhood? What have you never lost faith in?
3. How have you changed your mind about trust?

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4. Are you trusting or ignoring your gut right now?
5. What would happen if your trusted life enough to let go?
6. What would happen if you trusted that you are right where you are meant to be? That life is exactly what you need right now?
7. Have you ever been surprised that someone was willing to trust you?
8. When broken trust left you broken-hearted, what voice in your head or word from a friend helped you pick up the pieces?
9. Have you ever felt betrayed by your country?
10. What would it mean to trust people to be who they are rather than what you wish they were?
11. You're worried about how this thing in front of you is going to work out. Might it be possible to trust that you will be fine either way?
12. What have you learned about trusting grief, rather than trying to make it go away?

SHARE THE PLATE

SARAH HARRIS

Thank you for supporting PEERS this month. I have been on the board at PEERS for 4 years now. PEERS describes itself as: an innovative, multi-service grassroots agency that was established by, with, and for sex workers in 1995. Through direct service

delivery and community partnerships, PEERS provides an array of outreach and drop-in harm reduction and support services alongside education and employment training for current and former sex workers.

A few years ago PEERS was a recipient of Share the Plate at my request, as it is this month. I had the unique opportunity to bring the cheque to the executive director, and as a board member, see how the money we raised made life better for people in Victoria. It's pretty amazing, and I was really proud of our church.

PEERS runs on a tight budget. Uncomfortably tight. I can tell you as the current treasurer, every dime goes to programs that have a direct impact on peoples lives. A good part of donations will go to the Night Outreach program. During Night Outreach PEERS staff deliver harm reduction supplies, warm meals, a listening ear, and connections to community resources to street entrenched sex workers. The program is expensive to run, highly trained staff need to work in pairs for safety. Meals are prepared, vehicles need to be maintained. But PEERS, its staff, and the community make it happen night after night, because it's so badly needed, and so important.



On February 17 our Share the Plate recipient is USC Canada, formerly the Unitarian Service Committee. Martin Settle, their co-executive director, will give the service.

In 1945, Dr. Lotta Hitschmanova founded the Unitarian Service Committee to help those suffering the aftermath of World War II, especially children. Her compassion struck a chord with Canadians. Thousands answered her call and gave food, clothing and cash to help those in need, making USC Canada one of the very first international development agencies in Canada.

In the decades since, the world and its needs changed – and USC Canada responded. Today, their award winning core program is [Seeds of Survival](#) (SoS), featured in a National Geographic article in July, 2011. Working in 12 countries around the globe, including Bangladesh, Bolivia, Burkina Faso, Canada, Cuba, Ethiopia, Guatemala, Honduras, Mali, Nepal, Nicaragua and Timor Leste, SoS supports farmers so they can stay on their land and grow more healthy food for their families and communities. Their programming also aims to preserve the environment and enhance biodiversity.

Seeds of Survival was born in the wake of civil war and severe droughts in Ethiopia in the 1980s. Facing starvation, farmers were forced to eat the seeds they had saved for planting. This imperiled the thousands of seed varieties in this centre of origin for world food crops. Ethiopia's diversity of seed genetic resources was in trouble – and so was its long-term food security. Working in collaboration with the Ethiopian Gene bank, USC Canada supported a plan to rescue as many precious stores of farmer seeds as possible, multiply them out and give them back to the farmers. It worked!

Since their early years, the SoS concept and model has evolved to include farmer led seed banking networks, seed breeding programs, training and knowledge exchanges. Similar programs are now in more than 50 countries, many as a direct result of involvement in a SoS training program.

SoS is part of a widespread, farmer-led movement for environmentally sound agriculture. With partners in 11 global south countries, USC Canada supports women, small-scale farmers and young people. In 2013, Seeds of Survival went truly global when USC Canada brought the [SOS approach to Canada](#) to support farming communities here at home. Please give generously.



- Jim Willis

Spiritual Exploration & Learning: What Does It Mean To Be A People of Trust?

When researching and reflecting on our theme for this month I thought a lot about how trust is commonly framed - we either trust a person completely or we don't trust them at all. That feels too clear-cut. When I look at the relationships in my life I realise that for most there are areas of deep trust and other areas... not so much. For example, I have a dear friend I can tell anything to. She will hold my information in confidence, likely offer wise counsel, and be emotionally present. However, she will often be hours late to meet me and from time to time will not show up at all.

Brene Brown's recording on the *Anatomy of Trust* (<https://brenebrown.com/videos/anatomy-trust-video/> - it is worth a listen to expand on what I have pulled out) helped me make sense of different facets of trust. She breaks trust into 7 distinct components that she identified in her research, which she calls 'BRAVING Connection':

- Boundaries:** Having clear boundaries - that I can see you will hold your own boundaries and you will respect mine.
- Reliability:** You do what you say you will - you are clear about your limitations.
- Accountability:** You are willing to own your mistakes, apologise and make amends... And you will allow me to when I make mistakes
- Vault:** You will protect that which I have shared with you
- Integrity:** Brene breaks integrity into three components. You will choose courage over comfort, what is right over what is fun/easy, and you will practice your values, not just profess them.
- Non-Judgement:** Being able to share your messy, difficult parts without judgement. Brene highlights that this is a two-way street - you must be willing to share your own vulnerabilities as well as hold the other's non-judgmentally.
- Generosity:** Assuming the most generous intention/assumption in a situation. Being forthcoming when you have been hurt.

Understanding trust in this more complex way allows us to be more precise about our needs in communications with others. Rather than seeing trust as 'all or nothing' perhaps we can also become more sophisticated in where we choose to place our trust and be clearer about what we are willing to extend to others. After all, who among us are able to do all those things perfectly with all the people in our lives? Not me for sure! I came to understand this with my friend who is always late. I deeply value her friendship and am very glad to have her in my life... and I don't ask her to pick me up from the airport!

Which parts of 'BRAVING connection' do you find easiest? Which do you find most difficult? Are some pieces easier in some parts of your life than in others? Where could you stretch to become a little more trusting this month?

Warmly,

Arran Liddel

Director of Spiritual Exploration and Learning for Children and Youth

We began the year with some thoughtful considerations around the overall plan for 2019 with an emphasis on how we fund our strategic priorities and maintain accountability to the Congregation. Last November and December the board dedicated two board meetings to considering budget priorities and worked closely with the Finance Committee to bring an even smaller deficit to the congregation on January 27, 2019.

The Annual Budget Campaign for 2018 has wrapped up its work and is looking for “What worked?” “What didn’t?” and welcomes feedback. The final total pledged for 2019 is \$322,811 and that is 96% of our \$336,000 goal. But, we are still receiving pledges and are very grateful for them. The more we have concrete pledge amounts, the better we can plan for church priorities. I would like to shout out to the ABC Committee who worked tirelessly in 2018 to collect pledges. It is one of the most difficult tasks of the church and often thankless. Please let the ABC Committee led by Barbara Boyle know how much you appreciate their work.

The Board plans to assist ABC with the 2020 pledge by making a better ‘case’ for pledges. We plan to more specifically articulate the concrete goals for the target pledge and are starting that communication earlier in 2019. We plan to put this forward to the Long Range Planning Committee that is currently being formed. We want you, the Congregation, to understand the overall financial health of the church so members and friends know how much to pledge.

The 2019 Budget comes to the Congregation on Sunday, Jan. 27th, 2019. You may even see this article prior to the meeting. Throughout 2018, there was strong representation to increase the Human Resources budget in a number of ways. The board chose to increase salaries by offering a 2.5% Cost of Living Allowance. This helps meet the board goal of bringing all employees up to a Living Wage standard. The Board also agreed to offer cash in lieu of benefits to cover pension payments for the Church’s Office Administrator. You will hear much more about the 2019 Budget when it is presented for Congregational approval at the upcoming General Meeting at 12 Noon in the Sanctuary on Jan. 27, 2019. Packages have been sent out by e-mail and copies are available at the back of the Sanctuary and in the Church office for those not on e-mail.

Report from Location Task Force

The Board received the Work Plan from the Location Task Force. As President, I have been attending Task Force meetings. I am struck by the degree of commitment from the two co-chairs, Liz Graham and John Hopewell, their wise discernment concerning processes to be followed, communications needed, education and engagement as well as the deep thinking in developing the work plan and upcoming survey. They are contributing many hours to do this work and the Board expressed gratitude for their excellent work. Please remember to give them your thanks for their contribution and plan to attend the congregational information session on February 10 following service.

Family Ministry Task Force: As one of the boards’ strategic goals, the Family Ministry Task Force is presenting a Dialogue on Family Ministry for Congregational Leaders on Saturday, January 26, 12:30-4:30 pm. Many of us do not consider ourselves as leaders but really are stepping up to the plate to do the many different tasks which keep our church humming. **Please mark your calendar to attend.**

Marion Pape, President

BOARD MEMBERS

EARLE ANTHONY/LYNN HUNTER

Earle, Lorna and two young daughters joined the Unitarian Church in 1978. The small church was located on Superior Street and the RE classes were held in the basement. During the 1980's Earle was a Board Member and chaired a Ministerial Search Committee.

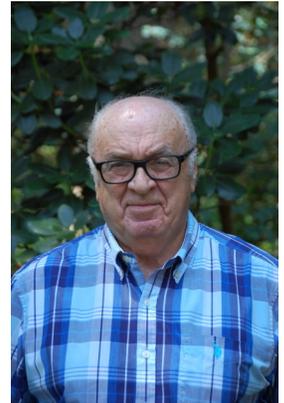
In 1988, the Anthony family moved to Vancouver until the Summer of 1995 when they bought a small farm near Mattick's Farm on the Saanich Peninsula.

Earle and Lorna returned to the Victoria Unitarian Church which had relocated to its current site on West Saanich Road. Earle became Board Chair and oversaw the approval of the new sanctuary project. He then left the Board to assist in the oversight of the construction of the Sanctuary and parking lots in 1998.

During the last twenty years Earle has been Treasurer and a member of numerous church committees and Task Forces

During the last decade, Earle was chair of the Garden and Grounds Committee and oversaw the development of the Veggie Garden. At the end of 2018, he hung up his shovel for good.

He is currently the Church Treasurer (third time) and looks forward to retiring from this task in May 2019 in order to pursue his lifelong dream of becoming a country and western singer.



Lynn Hunter (born 20 January 1947 in Comox, British Columbia) was a member of the House of Commons of Canada from 1988 to 1993. Her background prior to election included graduating with distinction in Political Science and History from the University of Victoria in 1985. She then went on to become the Vancouver Island Coordinator for OXFAM Canada, work which included a fact finding trip to Sudan and Eritrea in 1986 to assess the effects of the war and famine in that region.

Hunter became a New Democratic Party member of Parliament after winning the Saanich—Gulf Islands electoral district in the 1988 federal election. She served on a number of Parliamentary Committees including: the Environment Committee, two separate committees on the Canadian Constitution and was a frequent contributor to the External Affairs Committee.

From 1994 to 2006, she worked as an aquaculture specialist for the David Suzuki Foundation, the Coastal Alliance for Aquaculture Reform (CAAR) and the Pure Salmon Campaign to safeguard wild salmon and to establish sustainable salmon farming.

In 2008, she was elected to Victoria City Council, a post she held until 2011.

She has volunteered extensively with the Multiple Sclerosis Society of Canada. Her daughter was diagnosed with the disease in March, 1999. She was Chair of the South Vancouver Island Chapter of the MS Society, Chair of the BC-Yukon Division and Chair of the National Government Relations Committee and a member of the National Governance Committee until 2009 when her council duties prevented her from continuing.

She also served on the board of RAVEN Trust, a non-profit organization which raises funds in support of First Nations litigation against federal and provincial governments and industry who violate the traditional territories of First Nations.

She is the proud mother of three children, two step-children and four grandchildren. She has been a practising Unitarian for 18 years. She lives in the James Bay neighbourhood of Victoria with her partner, Dr. Don Armstrong. Lynn's next career will be joining a synchronized skydiving team.

Community Dinner - Fiesta Night

Friday February 8 at 6pm

We will be serving tacos with loads of toppings! Vegetarian options will be available. Community Dinner is a multi-generational event and an opportunity to meet new people or catch up with friends over a casual, fun delicious meal. Everyone is welcome! Please bring a salad or dessert to share. To help with clean-up please bring your own plate, cup and cutlery. A rinsing station will be provided.



This month there will be a creativity table set up to create Valentine cards for folks near or far from you. We are also working on a special short entertainment piece - but the newsletter is being published too early to give you details. Come and see what we have planned!

Popcorn Theology: Zootopia (all ages)

Friday, February 8, 7pm in the Lion Hall

Following *Community Dinner* on February 8, we will have a new offering - **Popcorn Theology!** A fun UU program which invites us to take part in some activities, watch a section of a movie and discuss the themes and how they apply to our lives... and eat popcorn!

We will have the play mat and cushions out, feel free to come in your PJs and get cosy.

This month our theme is "What Does It Mean to be a People of Trust?" and we will explore that through the movie **Zootopia**. After watching a key section of the movie we will discuss what the movie shows us about:

- how our words can unintentionally hurt others
- how we can use our words compassionately
- how we can build trust with others through making amends

If you haven't seen the movie before, feel free to watch the full movie in advance, but it is not necessary. All welcome, no need to register.





True, but a LOT of rain....

Need something to cheer you up?



Help is on the way!

CATCH AUCTION FEVER

APRIL 26

Finally something to look forward to!

"The New Year is happily bringing a number of 'starts' for Khaled, Raweah, Mohammad and Wasan.

Exercise is popular with everyone - Claire helped them acquire a 2019 Family Fitness Pass to the Crystal Pool for the 2019 year. And despite a few flu symptoms, Mohammad is back in school and the children have been enjoying their bikes (Wasan is learning to ride and hers is pink!). Mariko will be booking flu vaccinations and a general medical check-up for the kids.



Khaled plans to start driving lessons in addition to his 4-hour ESL classes Monday to Friday at Camosun College. Raweah will continue with ESL at home through Katherine, Claire and Shelagh and may choose to attend daytime classes at the Inter-Cultural Association if daycare becomes available. Wasan will be starting Kindergarten in September.

Khaled has also been keen to find work. Through Stephen's contracting business he has made contact with a house owner doing a major renovation and expects to work on call. Fortunately Khaled fits into Andy's work boots! He'll bus to the work site after class."

Our Neighbourhood Groups



All members, friends and newcomers to the church are invited to be part of the Neighbourhood Group where they live. Groups meet with different frequency for social activities, organizing one Souper Sunday per year and making goodies for Sunday coffee one month per year. The Care & Concern contact for each N.G. keeps tabs on members who may need extra assistance. If you don't know which group you are in, please phone the church office. The NG conveners are:

- ✦ Oak Bay: Convener Mary Burcher 778-977-5394
- ✦ James Bay: Convener Lynn Hunter 250-220-2240
- ✦ Gordon Head: Convener Mary Cramer 250-477-1615
- ✦ Western: Convener Susan Lean 250 478-5261
- ✦ Nearby: Convener Nancy Dobbs 250-652-5438
- ✦ Cadboro Bay: Convener Val Roberts 250-477-7192
- ✦ Royal Oak West: Convener Martha McDougall 250-477-1541
- ✦ Royal Oak East: Convener Hanny Pannekoek & Hugo Suttmoller 385-2299
- ✦ Grand Central: Convener Jane Wilson 250-598-4348
- ✦ Fairfield: Convener Lynn Beak 250-598-3584
- ✦ Far Out (Sidney/North Saanich): Convener Phyllis Aherne 250-655-7149
- ✦ Esquimalt: Convener Maureen Sherlock 250-384-6492



Beauty as a Fire Suppressant

Global warming contributed to the wildfire devastation last summer. It may even have contributed to the severe weather that toppled a tree on my home during the gusts of December 20th. I want to share with you two ideas about forest fires and global warming.



I think that beauty can slow the fires. My safe place is on my back in an aspen forest with my eyes peering upward through golden leaves. That is my cathedral. So when I read that last year, 12,812 hectares of B.C. forest was sprayed with the herbicide glyphosate to kill my cathedral I was appalled. The rationale is that fewer aspens will result in more commercially valuable conifer species like pine and Douglas fir. What about habitat for the moose which browse on leafy trees. Our bureaucrats followed orders without thought that aspen trees have wet nutrient rich leaves, are moist, and inhibit the spread of fire. Monoculture forests are neither natural nor healthy; think about the rapid spread of wildfires and the epidemic of pine beetles in monoculture pine forests. However, the guidelines for spraying our forests remains in effect for 2019.

Now, concerning global warming, what is the best defence? We all know the crisis, the IPCC reports, 'stop the increase of global average temperature to below 2 degrees C'. The science is proven that humans are accelerating the increase by the consumption of fossil fuels. Therefore, the international focus for remedies has been almost exclusively on the reduction of fossil fuel usage. The energy companies lobby like the tobacco giants of the past with money and fake studies. My hope is that the renewable energy sector will quickly replace them. Meanwhile, let's start a massive re-planting of forests. Why? Recent scientific research confirms that forests and other "natural climate solutions" are absolutely essential in mitigating climate change, thanks to their carbon sequestering and storage capabilities. In fact, natural climate solutions can help us achieve 37 percent of our climate target, even though they currently receive only 2.5 percent of public climate financing.

In conclusion, if B.C. were to stop killing our deciduous forests, we could reinvest the money saved from fire suppression and spraying in a massive replanting of our forests; preserve habitat for ungulates, reduce property damage, save lives, and could contribute to the campaign to hold global warming to under TWO degrees C.



Victoria Seedy Saturday

Why not visit Victoria's premier seed exchange and garden show

Date: Saturday, February 16, 2019

Time: 10:00 AM to 4:00 PM

Location: Victoria Conference Centre, 720 Douglas Street

Admission: \$8 (under 16 free)

Shop for locally grown, organic seed from over a dozen of the islands' finest seed producers. You'll also find an abundance of other delightful and delectable things to grow from tubers, corms, bulbs, whips, and starts, all sold by knowledgeable local growers.

You'll also find things that will help you grow: tools, soil amendments, and buckets of new ideas. Bring your gardening problems and mystery plants to the Master Gardeners for wise advice. Talk to the vendors, because the people selling those plants and seeds are the people who grew them: they're an excellent source of advice about growing your new acquisitions in our climate.

And don't forget the talks: they're many people's favourite part. They run a full speakers' program all day, with all talks included in the cost of admission (including a talk by Martin Settle of USC Canada).

The ever-popular seed exchange is Seedy Saturday's heart. Trade extra saved seeds from your garden for something you've never tried before. For more information see: <http://jamesbaymarket.com/>



**Sunday March 3
from 11:45am to 1pm**

Find out more about our many Church Committees and Teams - and maybe think about joining one that matches your interest. It's a great way to find out more about what makes our Church tick and to make new friends. A 'Volunteer Job Fair' for Church Committees/Teams will be held on Sunday March 3, 2019, after the church service (i.e., during coffee hour) in the Sanctuary, from 11:45 AM to 1 PM.

Hope to see you there.



Enjoy jazz with a splash of spiritual inspiration.

February 10th, Sunday, 7-8 PM

Gord & Olivier Clements Quartet

Theme: "Passages"

Gord Clements – Saxophone & Bass Clarinet; Olivier Clements -
Trumpet & Flugelhorn; Bruce Meikle – Bass; Evan Fryer - Piano.

First Unitarian Church Victoria

By donation and greatly appreciated

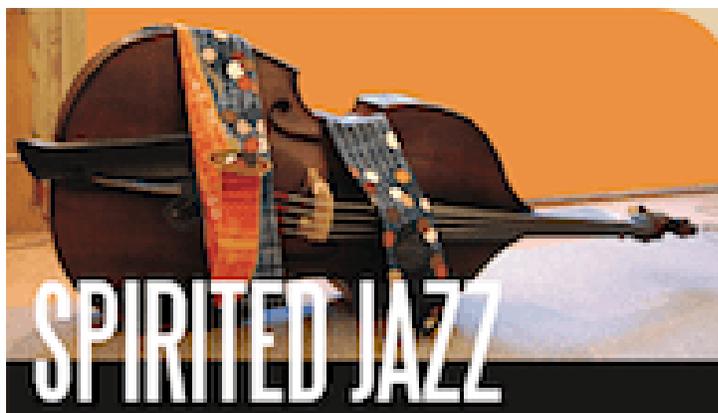
Those who have been appreciating the short trip on a country road to a beautiful setting with top jazz musicians, completed with the musings of Reverend Shana, will be sure not to miss this vespers. Winter Vespers of 2019 continues with the Gord & Olivier Clements Quartet, featuring both Gord Clements, active

classical and jazz performer on saxophone & bass clarinet, and his son Olivier, international touring musician and recording artist, on trumpet and flugelhorn. The horns will be backed by Evan Fryer on piano, and Bruce Meikle on bass.

After over 30 years on the scene in Victoria, Gord Clements has established himself as one of Victoria's most prolific multi-instrumentalists and sought after educators. With five jazz albums, an orchestral recording of original bass clarinet pieces, and induction into Victoria's Music Hall of Fame in 2009, Clements' unique career has made his classes and workshops inspirational to students of all ages and levels.

Regarded as one of Victoria's best music educators, Gord Clements has worked as a teacher, clinician, ensemble coach and conductor for over 40 years. Clements has taught at the University of Victoria, was Head of jazz Studies at the Victoria Conservatory of Music for 27 years, and was Artistic Director and Founder of the VCM Summer Jazz Workshop. He currently is Senior School Director of Concert and Jazz Bands at St. Michaels University School.

Enjoy jazz with a splash of spiritual inspiration in venues with exquisite sound and setting. These hour-long evening services are a unique blend of jazz and spirituality. Each service brings together live music from popular local jazz musicians, a brief meaningful message, and a little of the history of the music performed.



Artist Statement

Having survived an idyllic childhood along the shores of the St. Lawrence River in Lachine, Quebec, I draw on my memories of childhood for my images. My paintings depict the joy in simple daily life, strong, hardworking women and villages. There is a quality of harmony and security and a childhood memory of the good in life. I try to capture a simplicity of spirit that sometimes evokes powerful feelings of nostalgia in the viewer. I do not work from photos but draw on my imagination to create an idealized and whimsical world.

My work is notable for its vibrant colour and its story telling quality. It is illustrative, whimsical and captures moments in time. Viewers often ask themselves what has just happened or what is about to happen? Most of the work has a joyful quality and is full of movement. My characters work, chatter, dance and sometimes fly. I like to hope others can feel some of the joy I feel in creating these images.

Laurel Hibbert
laurelhibbert.com
3103 Agira Rd Duncan B.C. V9L3Y3
Laurelhibbert@hotmail.com



HEALING OUR WORLD -2019

Where will we be going? What will we be doing?

A new year, new opportunities to make a difference in the lives of people somewhere, near or far, who need some help, the kind of help we can provide.

Over the past 13 years, the annual HOW projects of our faith community have touched for the better the lives of people around the world, at locations in India, in some of the nations in Africa, in Jamaica, and in our neighborhoods.

But nothing will be done by HOW until you come forward with an idea. This is a project which always arises from caring hearts in the congregation. Some of you have heard of people in need in places near and far. Let's talk about that, see if there's a fit. Please call us (250-652-5491) or write donandclare@shaw.ca



We need get at this now. Deadline is next month. In anticipation, Don and Clare Vipond

LOCATION LOCATION LOCATION

Location Task Force Update

Take an hour to learn what the Location Task Force is up to and share your thoughts.

At Noon on Sunday, February 10th the Location Task Force will be holding a one-hour information session to provide an update on our progress, launch a congregational survey, and provide an opportunity for you to offer feedback.

Questions or concerns? Contact our Co-Chairs, Liz Graham (hello.liz.graham@gmail.com) and John Hopewell (hopewell@telus.net) or any team member, Steve Sharlow, Shirley Travis, assisted by Rebecca Mellett and Marion Pape.

What are we working on? In January the Task Force Workplan was presented to the Board. We continued to finalise the congregational survey and fine-tune our communications plan. We will provide monthly updates to the Board and in addition to updates in this Newsletter and the Eweekly, as we progress, we will post completed documents to the Church website and include some content on the Notice Board in the Lion Hall. Check out our web page at <https://victoriaunitarian.ca/members/information-for-members/task-force-on-location/>

Continued on next page...

LOCATION LOCATION LOCATION

Why the Unitarian Church of Victoria relocated to West Saanich Road

In the early 1990s the 300 member Unitarian Church of Victoria was located in a historic brick building with a small garden and no on-site parking, at 106 Superior Street near Fisherman's Wharf. There was a sanctuary with seating capacity of 100, a large lounge area, a kitchen, and upstairs a boardroom and office space. The basement had a large open area and a couple of classrooms where children's religious education classes were held. There was little daylight and some dampness and the building was believed to be seismically unsafe. For adults, there were two services each Sunday which led to complaints that some members went weeks without seeing each other.

Various solutions were explored. Adjoining property was on the market from time to time which might allow expansion. Structural change such as removal of a bearing wall to combine the lounge and sanctuary was looked at. These options were ruled out because the building was non-conforming and structural changes or expansion to adjoining lots would also require the church to conform with zoning and parking requirements which was likely not feasible.

A property search committee was established in January 1990 to find an affordable suitable building or development site. The committee was initially chaired by Faye Sturrock who had connections with some developers. The initial plan was a phased approach with Phase 1 the purchase of land (about 1.5 - 2 acres to meet zoning requirements) estimated at about \$300,000 and Phase 2, construction of a building (\$550,000 – \$750,000). Meetings were held with social housing organizations to consider joint proposals, but a consultant advised such a project would be very complex because of the need for multi-level government approvals.

In July 1993 City of Victoria advised that disposal of city property would be priced around \$1 million per acre. Options considered over the years included:

- ◆ Old Baptist church just north of Quadra and Pandora (now condos)
- ◆ 7th Day Adventist at Pandora and Vancouver
- ◆ Former St. Mark's Anglican on Boleskine
- ◆ A large residential site at Pat Bay Highway and Sayward Rd.
- ◆ A proposal to share space in a new development with Montessori school in Selkirk
- ◆ A condo development with ground floor community space similar to Fairfield New Horizons
- ◆ Christmas Hill

None of these proposals was viable for various reasons.

In September 1993 a 6 acre residential property was found at 355 Atkins Road, Colwood. A conditional full price offer of \$480,000 was made and accepted. Future construction costs were estimated to be about \$1 million.

In November 1993, 5575 West Saanich Road, with existing usable structures, was identified and a conditional offer of \$800,000 was accepted. At a congregational meeting on December 5th 1993 the congregation rejected the offer on 355 Atkins Road and agreed to the offer on 5575 West Saanich Road.

-John Hopewell

Honoured Volunteer-What Does that Mean?

You are new to the church and you saw that Phyllis Aherne was recognized as an Honoured Volunteer in a January Service. And you read that Margot Lods will be given that designation this month. They light the chalice one Sunday, but many individuals light the chalice with no indication why they are chosen to do this. You also volunteer in the church community; what is the reason that some people are honoured?

To explain: Every year, five Council Chairs on the Board of Trustees and the President are invited to name a person that they are aware has given much of their time to the church.

The following criteria are suggested in order to promote consistency in selection of persons for nomination as Honoured Volunteer : Any designated Member or Friend who has not previously been recognized as an Honoured Volunteer is eligible for nomination, with the exception of current Board members. Such recommendations shall take into account the views of the committees within the respective Council. The nominations should be made with reference to such factors as service on committees, task forces and the Board, support for the First Unitarian Church of Victoria and Unitarian principles, volunteer work, contribution and/or leadership within the Church community and the community at large.

A short biographical sketch is submitted with a photo to The Victoria Unitarian newsletter.

The nominees will be invited to light the chalice at the recognition service.

A list of all those who have been honoured over the years can be seen on our Website

When you read the article in the newsletter, we hope that you will enjoy getting to know a little about what these volunteers do and why the church is important to them.

Betty Sherwood and Elaine Dakin—co-chairs of the Recognition and Awards Committee

Honoured Volunteer — MARGOT LODS

The Recognition and Awards Committee asks the Councils of the Board, and the President, to nominate volunteers who have made significant contributions to the life of the church. This month the Outreach Council has nominated Margot Lods.

My first experience with Unitarianism was on a Sunday in July, 2002. It was like a breath of fresh air, theologically speaking. Very soon, I was co-opted by Elizabeth McGugan to organize the workshops for Cascadia Conference which was a co-operative effort by Unitarians in BC, Washington, and Oregon, held at the Empress Hotel. Soon after that, I became a member of FUCV, and was asked to serve on the Board. All this meant a rather steep but fascinating learning curve of what Unitarianism was all about. My background and interest in education led me to volunteer as chair of the Religious Education Committee (now called Spiritual Exploration and Learning for Adults). At that time, an important part of the committee's work was encouraging members of the congregation to lead sessions or workshops to share their knowledge and expertise with the congregation.



Continued on next page...

Continued from previous page...Honoured Volunteer Margot Lods

My compassion for people who were suffering and my own personal feelings drew me to support the movement that today is called Medical Assistance in Dying; together with Galina Coffey-Lewis, Hugo Sutmoller and the support of many congregants, we initiated the Choices in Dying Victoria Team (CIDV). To this day, I remain passionate about educating people about this cause and other choices we must make about end-of-life decisions, understanding dying as the end-part of living rather than the opposite of life.

CIDV found its place in our congregational life as part of the Social Responsibility Coalition. In attending the SRC meetings, I was inspired by the dedication of its members who opened to me a greater understanding of our second principle: "justice, equity, and compassion in human relations." So now, I lead the Share the Plate Team. We have been able to implement Leslie Gillet's vision of a wider congregational involvement in selecting the charities and organizing the appeal, thanks to your generosity of time, effort and money.

I am grateful to belong to a caring community like FUCV with its theological freedom and the opportunity to volunteer my service. Being of service to others is not just altruistic; it also provides a sense of purpose for life.

Christine Johnston says: Margot is an amazing person whose many activities belie her 90 years. She is an inspiration. The range of areas in which she has volunteered is diverse - committees such as the Committee on Ministry, Share the Plate (selecting the charities), the Social Responsibility Coalition, AHA and the one probably closest to her heart, Choices in Dying - which is associated with Dying with Dignity. Over the past few years she has organized workshops related to this, such as making a will, explaining planning for an Advance Care Directive, Representative Agreement, etc, which was very helpful to many of us. Add in activities such as ushering, leading walks and giving talks not only here on Sundays. but at our sister congregation Capital.

Margot is very patient and warm so you are not hesitant to ask for her help; and very thorough and conscientious so you know everything has been well thought out and organized. She was a teacher as well as a Dean of Women and so you know issues have been well researched. Her approach to an all-round life is inspiring: she leads a life not only of volunteering, but includes exotic travel, enjoyment of nature, exercise, bridge, reading, etc., a life led to the full. She well deserves appreciation.

Galina Coffey-Lewis says: I feel honoured to be a friend of Margot Lods. We met at the Retired Teachers Association of Ontario group that meets in British Columbia, and specifically in Victoria area. Margot has served in several capacities in that organization, and is always the person who keeps track of the registrations for the various events. She is very organized and efficient and does this voluntary job very well.

My relationship with Margot deepened about six or seven years ago when we started working closely together for the right for a person to die with dignity. Margot and I, along with Hugo Sutmoller and a few others, organized the first public rally in Canada to demonstrate and demand the right for Dying with Dignity. These rallies later were held across Canada. An interesting thing happened regarding this first event. Unfortunately I was called away to California on a private matter and thus Margot was left alone to handle most of the details about the first rally. She handled everything beautifully and although the weather was rainy and not very co-operative, Margot talked eloquently with the media and, she herself I think, was amazed at the wonderful response of the public to that event as well as her organizing such an event at her age.

Margot is a master with words including cross word puzzles which she does daily and she knows a lot about the New Testament. One of the most enjoyable talks I have ever heard on a portion of Paul's journey in the New Testament was from Margot. It is hard to keep up with Margot as she travels often and has gone to so many interesting places in the world. She is very intelligent about many topics and is always a joy to talk with when we have our tea time or lunch dates.



What is One Planet Saanich?

Last spring the District of Saanich became one of five cities in the world to be chosen to participate in the One Planet Cities Project, the brainchild of British registered charity, Bioregional. Saanich has invited local businesses, schools, resident groups – including FUCV – to join the initiative at no cost.

What's the objective?

The goal for a One Planet City is to plan a pathway to a happy, healthy future within the natural limits of the planet. The above graphic lists the principles of the One Planet Living Framework which is rooted in the science of ecological and carbon footprints.

What's involved?

Participating organizations use these principles to develop their sustainability action plans, with support and guidance from a trained integrator.

Why should our church join this initiative?

While our congregation already excels in many of the One Planet Living principles, this is an opportunity for our church to become a climate leader among faith communities. It would also help our church do its part in fighting climate change, which emerged as an issue of high concern among the congregation in the Greater Victoria Acting Together (GVAT) listening campaign.

One Planet Living in Saanich:

*A pathway to a healthy future
within the natural limits of the planet*



Guest Speaker Cora Hallsworth

Learn the background, current status, and future plans of One Planet Saanich and how FUCV can join this exciting initiative.

Cora is a Consultant with One Earth and is Co-Lead of One Planet Saanich.

When: February 17, 2019, 12:00 PM
Where: Church Sanctuary

Sandwiches available for purchase



Bioregional



one earth

The Lifeline List Project and the Ethel May Trust - 2018

Here's a brief report which deals in numbers but also keeps a secret.

During 2018, the Lifeline List Project and the Ethel May Trust collaborated in helping 17 families with urgent needs. That's about one family every three weeks. The families included eight children. The dollar value of that assistance was \$16,756. In every case, there was a face-to-face meeting undertaken by one of our four experienced assessors, all women, a confidential assessment of the families' income and needs made, followed by a recommendation from the assessor.

Sponsors of the Lifeline List Project (there are 65 of them) contributed \$5,430 of the help given last year. The Ethel May Trust, established by Ted Humphreys, contributed \$11,326. Help given is not in cash. Essential bills, rent, damage deposits and such are paid directly to those owed the money. Food vouchers are a common form of assistance to families.

A detailed record is kept of every case. These confidential files are available to the ministers and members of the church council. Margaret McKelvie and Don Vipond are the co-administrators of the Lifeline List Project. The active trustees determining spending from the Ethel May Trust are Lynn Hunter, Clare Vipond and Bert MacBain.

About the secret. When a family is in in great need, to be helped financially brings great relief. But it brings something else beyond measuring. It tells the family that total strangers care about them, that they are precious and they matter. How do you measure the wind beneath their wings? - Don Vipond

INNOVATION GRANTS



Ideas for our Church Community?

Do you have an idea for doing things differently in our church community: a new program or service or a new way of doing an existing program?

In memory of his wife, Ruth, Ted Humphreys has generously funded the Ruth Humphreys Innovations Fund. Once a year the fund trustees call for proposals that provide opportunities and new ideas that would add value to our congregational life.

Applications will be received for time-limited grants to projects of up to \$10,000 per year that:

Apply new and different methods to existing programs,

Scale up successful and innovative programs and services,

Experiment with new ideas

Offer collaborative approaches to address an issue or opportunity,

Improve the delivery of current programs and services.

Some examples of past grants – VI summer camp activities; bench outside north door; Truth & Reconciliation artist-in-residence and sponsorship of play, “Home”; volunteer tea; Ministerial Intern; portable tent for community displays.

Further information and funding application forms are available from the church website under “Innovations Fund” and from the church office. **DEADLINE is Sunday, March 31, 2019.**

You can contact any of the trustees with your questions or email innovationsfund@victoriaunitarian.ca.

Al Hoffman, John Tiffany, Betty Sherwood, Lynne Bonner, Lorna Anthony, Rev. Shana (ex officio)

We look forward to hearing from you!

Pathway to Membership - Are you new to our church?

Have you just discovered our church or are you a Unitarian from elsewhere?

Would you like to know more?

We know it can be daunting to get to know people when everyone seems to already know everyone. And we know it can be hard to get to know us in the coffee hour. So, if you **would** like to get to know us better, we hope the steps below will help.

STEP ONE: Drop by the Visitors' Table near the front of the sanctuary. Ask questions. Fill out a Visitor Welcome form where you can indicate if you would like to receive the monthly newsletter, weekly electronic mini-newsletter, be connected to your Neighbourhood Group, or have your own name tag.

STEP TWO: Newcomer Orientation Sunday 10 March from 12:00 – 1:00 in the Church Common Room

This is a gathering for all newcomers, whether you have just walked through the door or been coming for several months and want to know more about us, whether you eventually become a member, or choose to be a friend of the church. The Orientation provides basic information about our congregation and ways to make connections.

STEP THREE: Considering Membership, Sunday 17 March from 12:15 – 2:00 in the Fireside Willow Tree Room

This session will help you determine whether you would like to officially become a member of our church. Whether you join right away, not yet, or not at all, the session will be informative and enjoyable, as we will be talking about things that matter in a small group setting with warm and interesting people.

All events will be held on Sundays, after the church service. A light lunch will be available and child minding is provided on request.

To sign up for any or all of these sessions, or if you have questions, please contact Reverend Shana at rev.shana@victoriaunitarian.ca or call or text 250-891-6331.

STEP FOUR: Application for Membership. Fill out the application found in the membership packet. Submit the application and a financial pledge or contribution to the office. Your name will be read into the membership records at the next board meeting. Voting privileges commence 60 days after and you will be recognized at the next New Member Ceremony.

**The next Welcome Ceremony will be on Sunday 16 June 2019
as part of the Sunday Service.**

**We are so glad you have found us and we are looking
forward to getting to know you.**

Reconciliation and Relationship: A Dialogue

Chelsea Horton & Michelle Brown

Those interested in continuing to reflect on Truth and Reconciliation are invited to consider joining a small group conversation this Winter/Spring. After our experiences with Dr. Brokenleg and Maureen Gruben, many of you have been wondering about how to keep the conversation going. Here is a dialogue to deepen our understanding of current relationships between indigenous and settler peoples in Canada with two experienced and knowledgeable facilitators.



They plan to use a dialogic approach to establish the current understanding of participants—and to build common understanding over a period of several sessions.

The dialogues will be held February 26, March 12 and 26, and April 9th. You can sign up for an afternoon session held at the church in the Farmhouse Common Room from 2pm to 3:30pm, or an evening session from 7 to 8:30pm in Michelle's home in Fairfield. Each group will be no more than 10 participants. Contact Anna Isaacs at isaacs.anna@gmail.com or 250-472-0117 to register or with any questions.

Dr. Chelsea Horton is a settler Canadian historian who researches and teaches in indigenous history.

Michelle Brown is a Cree poet, performer, and homilist. She is a former CSRS Community Fellow and a retired treaty negotiator.



SONG CIRCLE – EVERYONE WELCOME

Nancy Dobbs and Jewel Spooner

In the Sanctuary: 2:30pm-4pm. On Fridays, February 22 and March 22.

Join us for songs of peace and joy...familiar, new, folk, world songs, light hearted, chants.
Jewel will also lead an (optional participation) sacred dance.

FUCV Strategic Priority: Family Ministry

A significant aspect of Family ministry is multigenerational ministry, including multigenerational faith development. Why is it so important? The [UUA shares](#):

We need multigenerational faith communities for so many reasons, but our culture conspires to keep the generations apart and isolate them from each other:

We are more age-segregated as a society now than perhaps ever before.

Younger generations of adults are more transient and mobile than previous generations.

Older generations have moved out of the neighborhoods and into retirement communities or age 55+ neighborhoods, nursing homes, and assisted living facilities, often not in the same town or province/territory as their children or families, while children are further segregated in schools.

In many of our congregations, the adults go into the sanctuary on Sunday morning, the children go into our Religious Education programs or the basement, and the youth come at an entirely different time or on a different day.

We need these multigenerational connections! The separation in our culture causes us to miss the insights, history, and perspectives of each generation. When contact with multiple generations decreases or is non-existent, we become less in touch with one another's physical, emotional, social, and spiritual needs. And in turn we are diminished by the separation.

The [Rev. Dr. Rebecca Parker](#), discusses multigenerational ministry as being a “concentration of ‘paradise’ in which the multiplicity and diversity of life thrives in interaction.” She adds that she wants us to see “how revolutionary this understanding of sacred community is and how strongly it functions as a counterculture to the dominant culture we are in.”

Creating intentional multigenerational communities means doing things differently. It means getting out of our comfort zones and making community with people with different perspectives on the world and needs and wants within it. It means thinking creatively and constantly asking, are we considering the needs of *all* of our people? How can we include a wider span of ages in *meaningful* ways?

It is not an easy path. As the Rev. Dr. Rebecca Parker says, it is countercultural. There are no IKEA diagrams to follow. We have to create new ways to do church. We will make mistakes and begin again and in doing so change ourselves, our community and our culture.



February Birthdays

- 1 Jean Mihell, Koba ter Neuzen
- 4 Nanw Cariad, Anne Swannell
- 7 Laura Anderson, Sandra McMullen
- 8 Jerrelyn Dause, Marcy Calberry,
Katrín van der Leeden
- 9 John Stewart, Maggie Nixon
- 10 Forest Sterling
- 12 Phyllis Gardiner, Anna Isaacs,
Dan Klimke
- 13 Ben and Teo Smith
- 14 Mary Theal
- 15 Morgan McCallum
- 16 Kellina Dyer, Jon Taylor,
Robin Sacker-van Gessel
- 17 Larry Boldt
- 19 Shana Lynngood
- 20 Ted Humphreys, Penelope Hagan
- 21 Leslie Gillett, Mary-Ellen Nicol,
Ryan Adam, Cyrus Belisle
- 22 Sheila Drew, Ruth Ralston
- 26 Sandra Haywood
- 27 Thane Waldie
- 28 Jean Wallace

Members and Friends Changes

Gayle Elson - New Friend

Patricia Hofstrand — new email
hofstrandp@gmail.com



ACCOMMODATION NEEDED

Local artists Vic and Barb Weaver-Bosson are being evicted from their home studio. After 38 years running their Fairfield art studio as a home-based business, they are seeking a new live-work location. They are able to pay up to \$1200 per month, including utilities, for a forever home that is wheelchair accessible.

Contact Kathy Vinton for more info.

250 882-8650

Board Members on Duty

February 3 - Lynn Hunter

February 10 - Lorna Anthony

February 17 - Susan Layng

February 24 - Steve Sharlow

First Unitarian Church of Victoria

5575 West Saanich Road • Victoria BC • V9E 2G1 • 250-744-2665

churchoffice@victoriaunitarian.ca • www.victoriaunitarian.ca

Office hours: Monday thru Thursday 11 - 4; Sunday 9 - 1; closed statutory holidays on weekends

Ministers

Reverend Melora Lynngood
Cell phone: 250-891-6330
rev.melora@victoriaunitarian.ca

Reverend Shana Lynngood
Cell phone: 250-891-6331
rev.shana@victoriaunitarian.ca

The ministers' day off is Monday.

Minister Emerita

Reverend Jane Bramadat

250-652-1272

Lay Chaplains

laychaplains@victoriaunitarian.ca

Oceanna Hall 250-886-1077

Kjerstin Mackie 250-598-5975

Anne Vaasjo 250-385-1603

Director of Spiritual Exploration and Learning for Children and Youth

Arran Liddel 250-744-2695
arran@victoriaunitarian.ca

Arran is in the office Tue, Wed, Thu and Sun

Director of Music

Nick Fairbank
music@victoriaunitarian.ca

Church Administrator

Nadia Kozak
churchoffice@victoriaunitarian.ca

Communications Assistant

Shannon Oatway
communications@victoriaunitarian.ca

Officers

President	Marion Pape
Past President	Lorna Anthony
Vice President	Steve Sharlow
Treasurer	Earle Anthony
Secretary	Kathleen Zimmerman

Board Members

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Trustee	Nancy Dobbs
Trustee	Lynn Hunter
Trustee	Rebecca Mellett
Trustee	Susan Layng
Trustee	John Tiffany
Trustee	Mike Graham

Do you have a friend in need ... of a ceremony?
A wedding, child dedication or memorial?

Tell them about FUCV's

Lay Chaplains

It's what we do!

Email: laychaplains@victoriaunitarian.ca



We Care!

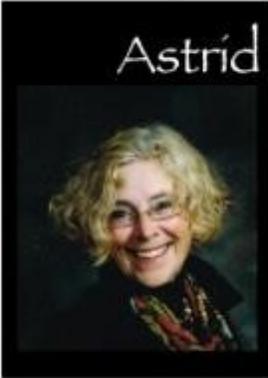
Care and Concern Committee

for hospital and home visits, or just to talk...

Barbara Boyle at 250-381-0264

Val Roberts at 250-477-7192

Ads appearing in this issue are not necessarily endorsed by the church.



Astrid Firley-Eaton
Design

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Phone: 250-370-1204
Email: samvic@shaw.ca



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The First Unitarian Church of Victoria
5575 West Saanich Road
Victoria, BC V9E 2G1

Phone: 250-744-2665

E-mail: churchoffice@victoriaunitarian.ca

www.victoriaunitarian.ca

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For those without e-mail, copy may be left at the church
office. All copy is subject to editing.

Staff Barbara Nyland and Jen Young (editors);
Doreen Burgess and Myra Rippon (proof-readers);
Nadia Kozak and Natalie Brake (production,
distribution and paid advertisements).