



2025/2026 ANNUAL REPORT

Unitarian Universalist Community of Victoria



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Board Executive Report

Shirley Travis (President), Liz Graham (Secretary), Katherine Maas (Vice President), Janine Gliener (Treasurer).

The all-new Executive had a huge learning curve, but connectivity prevailed and with a triple assist of treasurers our first year is completing. We are growing and the community is reconfiguring its interests and goals.

A few In-person meetings were re-introduced for this year.

This same UUCV executive is the Board for the FUCV Foundation and the receipt of a large bequest plus discovery of a rewritten constitution in 2019 has kept foundation folks quite busy defining how to reach and follow the purposes.

May brought the Emergency Protocol workshop, including a fire drill.

A continuing need for review of the marketing and messaging for the new name was identified. The Strategic Initiative Fund was created.

UUCV is the holder of the copyright for the digitized 'Unitarians in Victoria'.

We signed a five year agreement with Saanich Fire Department for emergency assistance and use of Community Property if the need arose.

Hilary Young, who is attending a seminary in Toronto, asked our congregation to sponsor in her work to become a UU minister. She achieved Aspirant status with the UUA in March of 2026.

Council chairs received oversight of the newly reduced number of Revolving Funds. The Board receiving better understanding of benefits of the funds.

For reasons of confidentiality some board and membership documents have changed how to access.

A Rental Assistant was added to our staff contracts.

Grant applications were sent and funds received to supplement the reorganizing of church files into one location on Google Workspace. Thanks to Deb Lilly for her extraordinary grant writing.

A Disclaimer Policy for protection of our CRA status was transferred to the ECAC - Environment and Climate Action Committee.

A positive report from the Zoie Gardner Overseas Fund Committee is expecting to be able to grant another 7-8 years of overseas donations. The chair received signatory authority for ZGOF agreements.

A Directed Donation policy was revisited in order to more consciously control and direct, not just expenses, but income. We want to understand the nature of the funds and the wishes of donors and bequests while protecting the Community.

Our Investment Team is reinvigorated.

A Fraud Prevention presentation was held.

Changes of Council Chairs and Board Members revealed a need for a more systematic orientation for the new members to the Board of Trustees.

Many moving parts and passions, sustained funding, and encouraging contributions of volunteers hours is leading our success in this dynamic Unitarian Universalist Community that we know and love.

Shirley Travis, President

Nominating Committee Report

Committee Chair: Jan Thomson

The following is extracted from our By-laws and are the terms for the Nominating Committee:

ARTICLE VIII – Nominating Committee

Section 1.-- The Committee shall consist of five members elected for two-year terms at the Annual General Meeting plus the past President. No member shall be eligible for more than two consecutive elected terms. Other Board members, outside of the past President may not serve on the Committee.

Section 2. -- At each Annual General Meeting, the Nominating Committee shall present nominees from the membership for the following positions: 1) All Board vacancies 2) Vacancies on the Nominating Committee, and 3) the Financial Review Committee.

Section 3. -- If a vacancy occurs on the Committee, the Board, on recommendation of the Nominating Committee, shall appoint a replacement for the remainder of that year.

ARTICLE IX – Financial Review Committee

Section 1. -- The mandate of the Committee is to review the year-end financial statements of the Church with the Accountant and the Treasurer and to report to the Congregation at the Annual General Meeting on the accuracy and adequacy of the year-end financial statements.

Section 2. -- The Committee shall consist of three members elected at the Annual General Meeting. Members who are serving on the Board or currently involved in the financial management of the Church may not sit on this Committee.

Section 3. -- Vacancies on this Committee may be filled by members selected by the Board.

The names and terms for the **Nominating Committee** (NC) for the 2026/27 year:

With thanks to outgoing committee members Maggie Nixon – who moved to Calgary to be closer to family and Audrey Taylor who has completed 1 year on the committee concurrent with her role as Past President.

The Nominating Committee (NC) is comprised of the following members:

Martha McDougall – 2nd year of 1st two-year term
Maureen Sherlock – 2nd year of 1st two-year term
Lynn Hunter – 2nd year of 2nd 2 year term
Jan Thomson – 2nd year of 2nd 2 year term

Action: The NC presents for election to the Committee:

Christine Peterson – 2nd year of 1st term (assuming the position vacated by Maggie Nixon)

BOARD OF TRUSTEES – continuing, not up for re-election

EXECUTIVE: *can serve up to 2, two-year terms*

President: Shirley Travis – 2nd year of first term

Vice-President elect: Katherine Maas – 2nd year of 1st term

Secretary elect: Liz Graham – 2nd year of 1st term

Treasurer: Janine Gliener – 2nd year of 1st term

REGULAR TRUSTEES *may serve up to 4 two-year terms*

The Nominating Committee presents the following members for roles on the UUCV Board for the 2026/27 AGM:

Trustees-at-large: - not up for re-election

Peter Hancock – 2026/27 2nd year of 1st term – currently Property Council Chair

Margaret McKelvie – 2026/27 2nd year of 1st term – currently Outreach Council Chair

Action: The Nominating Committee presents the following members for roles as trustees on the UUCV Board for the 2026/27 AGM:

Lesley Duthie *: 1st year of 2 year term **

Jim Hemstock * - 1st year of 2 year term **

Lorraine Lundquist - 1st year of 2 year term

Nikki Martzke - 1st year of 2 year term

See biographies below

** appointed by board early 2026; must now be elected by congregation

On behalf of the Nominating Committee, we wish to express our sincere gratitude to the members who have agreed to serve our community as new or returning trustees. As well, we wish to highlight the contribution of outgoing board members, Barry Wiebe and Lynne Bonner for years of service on the UUCV Board of Trustees. As well, Audrey Taylor has completed her term as Past-President with numerous other years of service on the board.

Finally, ongoing ‘thank you’ to devoted members continuing to assist the Treasurer: Kristina Stevens and Bruce Nicol. And we welcome the contributions of Linda Grimaldi who brings her talents to the *team-approach* of the complex work of managing the finances for our community

BIOGRAPHIES for new and continuing Trustees-elect:

Lesley Duthie: currently Congregational Life Council Chair

I've been involved in our community for 15 years or so. I've done lots of things — many of them background tasks like making coffee, making lots of soup for different events, hosting potlucks for our neighbourhood group, working on the grounds and making treats for Sunday services. My favourite task so far was working on the nature playground with Faye Mogensen. I'm happy to be retired now with more time and I'm looking forward to getting more involved. I really admire the entrepreneurial spirit in the congregation and all the little groups that flourish here. I think it would be a fine thing to support them.

Jim Hemstock: currently Administrative Chair commencing

I grew up in Calgary where I began my Engineering practice. A career highlight was working on the introduction of the LRT system. Urban design and transportation were my main interest but I did detour to oil and gas for twenty-five years. My two girls and I found the Unitarians in Calgary where they enjoyed the youth program. I met my wife, Nancy in 2001 and we soon moved to Victoria which was the average of Calgary and Nancy's home, Seattle. That was particularly convenient as I did a degree at Royal Roads. I was fortunate to spend several years working on transportation (bike lanes and transit) in Saanich and Nanaimo. Nancy was giving seminars on positive aging and did a session at FUCV. We agreed then that we had found our peeps. I have done a lot of management and consulting but have never been on a Board.

Loraine Lundquist:

My husband Glenn and I moved to Victoria in 2019 and I quickly connected to this wonderful UU community. Yeah Pub Night! My first UU experience was in Edmonton in the 1990's and then Vancouver, albeit sporadically, between 2007 and 2019.

I bring both relevant work experience and volunteer experience to the Board at UUCV. My career was primarily in senior management positions in social justice organizations – Family Community Support Services, the Alberta Ministry of Child and Family Services, Calgary Housing Company, Legal Services of BC and Justice Education of BC.

I have served on many boards over the years, including Edmonton Social Planning Council, the Brenda Strafford Society (second stage housing for women with children leaving emergency shelters), the Social Planning and Research Council of BC, the West End Community Centre Association in Vancouver and the Bloom Group (hospice, shelters and supported housing to residents of the Downtown East Side).

It will be a pleasure to join the team at UUCV and I look forward to learning lots and assisting with the governance of this community.

Nikki Martzke:

While I am new to Victoria and the Unitarian Universalist Community of Victoria, I have attended Westwood Unitarian Universalist Congregation in Edmonton and the Unitarian Universalist Congregation of Edmonton. I also helped facilitate “Sunday School “ for preschool aged children at UUCE.

Relevant volunteer positions include Keegan’s Housing Cooperative board member, Edmonton 1996-2002, Northern Alberta Cooperative Housing Association board member 1997-2000, Cooperative Housing Federation of Canada Delegate 1997-2002, West Kootenay Women’s Association board member 2007-2009 and Nelson Food Cupboard Society board member 2006-2008 and 2011-2016.

I hope I may be of service to our UU community. Thank you for your consideration.

FINANCIAL REVIEW COMMITTEE

On behalf of the congregation, and the Nominating Committee our thanks are extended to the following members for agreeing to continue to serve on the financial review Committee:

Pat Conroy, chair, and Stephen Lentz.

Our thanks to Bob Rintoul who has served some years on this committee.

Action: The Nominating Committee would like to recommend Al Hoffman as the third member of the Financial Review Committee.

Administration Council: Finance

Council Chair: Barry Wiebe

Finance

The Finance Team will be presenting a comprehensive report to the AGM.

Services Auction

Contact: Jen Young

Our Services Auction remains the premier annual fundraiser for our congregation. As Suellen always insisted: It is as much about building community as raising money. Suellen's Dream Team, some of whom have been on the committee for well over a decade, continue to honour her legacy. The Auction consistently raises over \$20,000 annually to support UUCV programs and operational expenses. Some interesting fun facts about the auction (based on 2025 stats): There were 1060 units (items/seats/guests) available to bid on with 114 bidders involved in the three day auction. We had 43 offerings that involved people gathering together. There were 66 gift cards donated for the auction and 130 tickets sold for the raffle basket. There were 190 homemade, handmade food and gift items including shared skills. Each year, we reach out to our congregation for offerings and they do not disappoint. Each year, we ask them to bid on those offerings and they do not disappoint. The Services Auction continues to bring our community together and raise the funds necessary to keep our collective vision alive.

Canvass (ABC)

Contact: John Hopewell

Annual Budget Campaign

The 2025-26 Annual Budget Campaign kicked off on Sunday, October 5th with Pledge Sunday and a theme of "Give-Grow-Celebrate". There was a celebratory brunch in the sanctuary prepared by Susan Lean and her team and attended by well over 100. On Sundays prior to Pledge Sunday, there were testimonials and an outstanding flash mob dance performance at the start of a service.

The ABC Team is grateful for the generosity of our community who exceeded our goal of \$350,000 by pledging \$391,320 with 206 pledge units.

The ABC team was Linda Grimaldi, David Hoadley, John Hopewell, Jessica Houk, Barry Wiebe and Kathleen Zimmerman.

Legacy Circle

Contact: John Hopewell

The legacy team was not active this year. A number of bequests have been received or are in process. Plans are underway for an information session in the fall. The team would welcome new members interested in ensuring the financial sustainability of our UU community.

Insurance

Insurance coordinator: Bruce Nicol

It continues to be a difficult insurance market. Due to claims in prior years and an aversion to certain insurance risks by underwriters, our insurance premiums increased dramatically, but have levelled off over the past few years. From \$9,830 (2019-2020) to \$13,170 (2020-2021) to

\$16,345 (2021-2022) to \$37,474 (2022-2023) to \$37,778 (2023-2024) to \$38,550 (2024-2025) to \$38,751 (2025-2026) and \$39,766 for the 2026-2027 period. Our coverage runs from February 25, 2026 to February 24, 2027.

There has been similar increases in insurance premiums in other sectors over the past few years (as anyone in an apartment can attest) . The insurance market is global and we are all paying the price for property destruction due to climate change and to inflationary pressures.

Limits of coverage include:

- Buildings and contents replacement cost of \$6.2 million. (Including \$4.2 million for the church buildings and \$1.1million for the farmhouse) An appraisal of the church buildings last year was \$4 million. Coverage includes damage from an earthquake with a 15% deductible (with a \$250,000 limit).
- General liability coverage for sponsored ministries, activities and events on and away from the premises, \$5 million.
- Abuse, molestation and harassment coverage, \$2 million.
- Directors and officers liability coverage, \$2 million.

Deductible limits range from \$2,500 (for non-property coverage) to \$10,000 for most property damage claims on the church buildings (\$25,000 for flood damage) and deductible limits of \$25,000 for the farmhouse.

Investment Team

Team Lead: Roberta Clair

As of January 2026, the Investment Team has been rejuvenated after a 3-year hiatus. We have met in person as a team and also met on Zoom with our portfolio manager at Genus Capital Management where our Endowment Fund and our Memorial Wall Fund are invested. We reviewed our investment policy and the recent performance of those investments.

In preparation for reviewing and updating our investment strategies we are examining those of some other organizations including the Victoria Foundation where our FUCV Foundation capital is invested. Our president Shirley Travis and our Treasurer Janine Gleaner are organizing a small task force to undertake this review of our investment strategies.

We will continue to oversee our community's investments and report to the two Boards, UUCV and FUCV Foundation.

Our Investment Team consists of: Roberta Clair (Leader), Janine Gliener (Treasurer), Audrey Taylor, Jackie Bennett, and Pat Conroy

Administration Council: Human Resources and Communication

Council Chair: Jim Hemstock

Archives and History

Contact: John Stewart

The archives had a fairly quiet 2025. There were a few research inquiries, including providing biographical information for a Sunday service. I also spoke with Shirley Travis regarding disposing of some Sunday service recordings. Near the end of the year the archivist joined the new committee developing an updated congregational history. This project is expected to be more or less ready by next September.

AV Committee

Contact: Jamie Twidale

Implementation of the sound booth and new AV system is largely complete although some enhancements and upgrades are being considered. We believe that the system has contributed to recent success in congregation and rental growth. In 2026 a significant effort will be made on recruiting volunteer operators and developing a AV System strategy.

Human Resources

Members: Audrey Taylor, Martha McDougall, Marion Sollazzo & Rev. Melora Lynngood

The Human Resources (HR) Committee has been actively engaged throughout the year, supporting the administration needs of our Unitarian Universalist Community. With more than 15 staff and contractors now part of the organization, the committee has focused on key responsibilities to ensure smooth operations. Specifically:

- Drafting new job descriptions and revising existing ones to reflect the evolving requirements of the community, ensuring clarity and accuracy in roles and responsibilities.
- Posting vacancies, conducting interviews, and hiring new staff members to fill essential positions. The committee extends special thanks to **John Worton** for his continued support in preparing employment contracts.
- Recommending fair wage rates for staff as part of the annual budget submission process. This involves consulting multiple resources for wage benchmarks as well as cost of living indices. The committee wants to thank **David Hoadley** for his assistance with this year's budget submission.

- Staying current with British Columbia (BC) labour standards to provide fair and safe employment conditions for all staff, ensuring compliance, and promoting a healthy work environment.

Communications

Contacts: Lies Weijs, Karen Furnes and Deb Lilly

Roles/Responsibilities: I layout and edit the monthly newsletter, In the Spirit (ITS) which Erin sends out each month. I would not be able to get the ITS done without the proof-reading work of Deb L. and Karen F. I appreciate that Deb Lilly filled in for me when I was away for two months in the Fall. Erin's work is of course crucial: she does the final work which often involves a fair bit of editing, correcting, polishing, adjusting, styling of the ITS before she sends it out.

Changes: It is hard to believe that Erin has only been with us since Jan. '25. I noted in last year's Board Report that Erin had made some improvements in the ITS that have made the workflow much easier for me: the pattern has continued this year. In June I went in to the office for an excellent and thorough tutorial on many aspects of MailChimp and the ITS. Erin answered my questions and introduced and taught me things that I had not been aware of and/or understood. She has backed that up with excellent documentation (video, emails, links etc). She introduced me to new apps (to help do what MailChimp cannot eg. Squoosh for photo compression) and I am grateful for her friendly, knowledgeable support.

Challenges: It continues to take me quite a long time to compile the first draft of the ITS and then correct drafts. I see that last year I listed MailChimp software as a challenge – that challenge continues but Erin's guidance has helped enormously.

Wish list: I would like better email software although keep in mind, I don't know if such things exist for free. I see that I had issues with people submitting last minute/late last year and that has improved quite a bit. - Lies Weijs

Outreach Council

Council Chair: Margaret McKelvie

Child Haven International

Committee Chair: Hanny Pannekoek

We had another year of successful fundraising for CHI in 2025. The organizing committee, consisting of 5 UU members and 2 CHI interns, was keen to put the focus on attracting the younger generations to this event. For that reason, we decided to hold an afternoon event instead of the traditional evening dinner.

We contacted the local Claremont Secondary School to ask their humanities program for potential student volunteers. We were delighted to have 4 teenagers from the program give us a hand at the event. Several children also attended with their families. In total we sold 90 tickets. As per usual, the heavy lifting of volunteerism was done by at least 15 UU members. CHI is eternally grateful to each of them.

We decided to go with a bit of Victorian tradition, instead of our usual Indian dinner, and served a homemade “high” tea. This was fun, but a lot of work. Not sure we will replicate that! As is our tradition, Robin Cappuccino, son of the founders Bonnie and Fred Cappuccino, participated, along with Ganesh Kumar, former director of a home in India and now an administrator in Canada, and Avani Pisapati, the digital and technology consultant for CHI. Each gave presentations on the current state of the organization. A silent auction table, a sales table and a “Needs” table were set up, and were well attended.

The Share the Plate in April raised \$666. The fundraising total from the event itself was **just over \$16,000**. This is quite a bit lower than last year’s total (incorrectly reported in last year’s report as \$5000, actually it was approximately \$33,000) due to the fact that a local couple, who has very generously matched donations up to \$9000 in previous years was unable to do it this year. These numbers are inexact, due to the fact that it is impossible to keep track of donations generated as a result of the event and sent in later. As well, it does not include those local donors who choose to donate in monthly instalments.

We would like to underline the importance of these fundraising events across Canada for CHI. A very significant percentage of the operating costs of CHI is generated at the grassroots level by these events. There are approximately 25 across Canada each year. This is down from over 35 in previous years, due to the ‘aging out’ of local committee members. This is the reason we decided to focus on attracting the next generations. The other reason, of course, is to expose youth to the good works of CHI, and have them possibly consider an internship in one of the homes. The Unitarian Universalist Community in Victoria, in designating CHI as an official charity, is clearly the solid foundation that CHI relies on here in Victoria. Given that each Canadian dollar translates into about \$10 of buying power in India, Bangladesh and Nepal, it is clear that the money, and moral support, we are providing goes an incredibly long way to support the over 1300 children, 100 women, and about 350 local child care providers that CHI supports.

We look forward to another successful fundraising event in 2026, and many more to come. At our 2026 event we will serve a lunch, catered by Masala Roots and are offering a varied program with games, short presentation by CHI staff and the usual sales. We are encouraged that 7 students from Claremont Secondary School will be participating this year!

With sincere gratitude to the rest of the planning team: Robin Colyer, Peter Hamilton, Mariko Matsumoto, Dylan Bailey, Jim Jordan, John Worton.

Denominational Affairs

Committee chair: Rebecca Mellett

Denominational affairs shares national UU information and online events with our local community.

Last year, 4 voting representatives from FUCV attended the CUC Annual Meeting in May 2025. Thank you to Jim Hemstock, Mollie Twidale, Kristina Stevens and Rebecca Mellett.

We sent no delegates to the UU America annual congress.
No budget was used in 2025.

Environment and Climate Action Committee (ECAC)

Committee chair: Jim Jordan

ECAC had a successful year and was involved in several activities:

Development of an ECAC Disclaimer and related Terms of Reference to undertake environmental and climate action independent of UUCV under a clear set of rules approved by the UUCV Board to be protective of charitable status..

Study of Hartland Dump's Thermal Conversion of Biosolids into Biochar initiative, employing the latest non-incineration, fossil fuel free technology available today, processing 10 Tonnes of toxic sludge daily. Conversion of the current biosolids residuals plant by Pyrocal PTY Australian to provide a prototype using Continuous Carbonisation Technology (CCT) – High Heat: 500 degsC/ Low Oxygen with potential operation in 2030. CRD Link: [FAQs | Transforming Biosolids into Biochar | Get Involved CRD](#)

Attended the Farmer2Farmer Conference at Saanich Fairgrounds on Jan 23/26.

Both ECAC and GVAT spoke in favour of the CRD Foodlands Access Service to be located at Bear Hill in a former forestry nursery site. Subsequently approved by the Province of BC and then by the CRD through their Alternative Approval Process (AAP). A 5Yr Farm Pilot Program was established Feb 3/26.

ECAC attended the rally for climate at the Legislature in Oct 1/25, organized by Seniors for Climate. Kudos to our Amalia Schelhorn for helping to organize.

ECAC sent a formal comment letter to the Ministry of Environment and Climate Change Canada's (ECCC) Call for Comments supporting a Cap on Fossil Fuel Production to reduce Atmospheric Emissions under then-Minister Steven Guilbault in Dec/25.

In 2025, the earth's global mean temperature was approximately 1.43–1.44°C above pre-industrial levels, making it the second or third warmest year on record. This compares to 2024, when the global average temperature was approximately 1.55–1.62°C above pre-industrial levels, marking the warmest year on record.

Canada's Climate policies after the election of PM Mark Carney on March 14/25:

- Consumer Carbon Tax on Fossil Fuels dropped March 14/25
- Federal Fuel Excise Tax suspended on April 20/26 (10 cents/litre on regular gas).
- Cap of Fossil Fuels dropped ~Nov/26
- Industrial Carbon Pricing: Carney wants a minimum effective credit price of \$130 per tonne
- Canada-Alberta MOU for a Diluted Bitumen Pipeline to the North Coast: Nov 27, 2025.
- Greenhouse Gases emitted by Tar Sands: ~12% of Canada's Greenhouse Gas emissions
- Carbon Quest Capture and Storage Prototype operated by Pathways Alliance, located at Shell's Scotford Complex NE of Edmonton (Cold Lake), with CO2 pipeline.

- ECAC Plan A: Target Actions to reduce Oil and Gas Production: Letter or Petition to Government of Canada regarding Renewable Energy, Electrification, East-West Electrical Grid Project. Wrote a critique of the Canada-Alberta MOU for a Diluted Bitumen Pipeline to the North Coast. ECAC Plan B: Sue Big Oil (SBO) Proposal by Andrew Gage, Staff Lawyer at West Coast Environmental Law (WCEL).

- Development of an ECAC Group Mail List Server: Erin and Zhu-Liang.
- Development of ECAC T-Shirts for Group: Amalia
- Support for the Rev. Melora's Service Auction Vegan Homily purchased by Evan Guengerich/ David Teitz with a vegan food guide, handouts on recipes, benefits for climate & health plus a survey, as well as vegan bites in Lyon Hall after the service.
- Earth Day Service by Brian Short on April 26. Three tables in Lyon Hall: Dogwood, Seniors for Climate and ECAC with handouts and information on climate change. Well received.

Green Corner Articles:

- A Renewable East-West Electricity Grid for Canada
- Why Petitions Matter, You Still Have a Voice
- Forest Fires in Canada
- LNG in Canada
- Clean Tech in China vs. The Rest of The World
- Climate Tipping Points and Positive Feedback Loops
- Carbon Capture and Storage
- Veganism Could Save Humanity...and the World

GVAT

Committee chair: Marion Pape, Philip Symons

UUCV GVAT Core Team annual report for 2025

Greater Victoria Acting Together (GVAT) is an umbrella organization composed of unions, faith based organizations, student, as well as social and environmental groups of which our UU Community is one. This year, GVAT re-examined its organization with the objective of improving priorities for action.

Through January to March, our GVAT Core Team conducted a Listening Campaign where 6-10 people gathered at a table to discuss GVAT's priorities. At a GVAT Discernment Assembly in May, delegates from each organization suggested priorities of which two, Co-op Housing and Local Climate Resilience, were approved for action.

On September 20th UU members from GVAT and other organizations (e.g. UUCV's ECAC) attended multiple events around Victoria to "Draw the Line" on the Global Day for Climate Action. Awareness of the climate crisis was raised!

GVAT's leaders interview Municipal Councillors and Members of the Legislature to improve legislation that has raised concerns in GVAT's Action Research Teams.

In December, as the weather cooled, GVAT learned that Sidney Town Council had failed to support a cold weather shelter for 10-20 unhoused people who are homeless. GVAT members and allies turned out in impressive numbers at a Council meeting and presented their position. This contributed to Council reversing a previous position and efforts were subsequently renewed to find an appropriate shelter. As a result, a warming center was opened shortly afterwards in Sidney.

GVAT members also actively supported the Tuesday 10am-12 noon action led by Elder Carl Olsen at Selektel/Goldstream Park to protect salmon habitat and tree canopy from a proposed Goldstream Barrier Widening Project. Although Government plans have now been "paused", the 'Goldstream Protectors' remain standing at the highway with the aim of developing Indigenous co-management of the park.

Our UU members can be relied on to turnout regularly and we are happy to be considered a key partner in GVAT organizing.

Lay Chaplaincy

Committee chair: Jan Thomson

Our Community is blessed to have three lay chaplains to serve us and our larger community. Oceanna Hall serves the community through her work as Spiritual Care Practitioner at Saanich Peninsula Hospital while Jenny Heston and Barbara Boyle perform services for members of the general public as well as, for members of our Community in the absence of our Co-Ministers.

In 2025, they performed a total of 5 services (3 weddings, 2 memorials).

This year, we have kept in touch, mostly through zoom, email and phone consultations, providing support and information relevant to the practice of lay chaplaincy, as well as quarterly Zoom meetings with the CUC Lay Chaplaincy Group from across the country. Our group contributes much to these national gatherings, in the form of leading discussions and making presentations.

Additionally, we have incorporated Barbara Moore, the lay chaplain from the new Vancouver congregation, UUs of the Salish Sea, and Larry Boldt, a lay chaplain from the First Unitarian Fellowship of Nanaimo in our collegial group as well as Jessica, a recently trained LC candidate also from the Salish Sea congregation.

Despite the low numbers of rites performed there still great enthusiasm in the program for our own UUCV Lay Chaps and everyone is committed to raise our visibility both within our Community and the community at large. How to continue to raise our profile was discussed at the quarterly meeting.

While the number of services we are called upon to perform has not been large, we provide a valuable service as we are available to provide services to our members in the absence of our ministers, and we serve as a Unitarian outreach to the greater community. As well, one third of the fees we generate go the congregation.

Multifaith Victoria

Representative: Mariko Matsumoto

I am a rep for multi faith Victoria, which is not a committee.

The Interfaith liaison network meets monthly on the 3rd Wednesday of the month at the Quaker's Meeting House on Fern St.

All meetings were led by Sheila Flood. There are reps from Muslim, Hindu, Buddhist, Christian, Bahai, Jewish, Seventh Day Adventist, and Unitarian faith communities . Various topics are chosen and we presented our faith group's point of view. We usually had discussions after to get to understand and to get to know various faith groups on the topic. The sessions usually help to widen our horizon on various issues.

There was a gathering hosted by Hindu group in spring followed by light meals at their temple. There was also a large panel discussion session at Saanich Commonwealth Centre in early spring again which is usually an annual event. This was also hosted by a Hindu group from the mainland. (Meal served).

There was also a celebration of peace and lantern at Gorge Park Pavilion which was arranged by many.

It was an important year since we are experiencing many religion-related warfare happening in the world .

We need to gain knowledge and understanding of Faith to overcome the violence in the world.

One Planet Saanich

Committee chair: Zhu-Liang Sim

Our community is still involved with One Planet Saanich, however there were no significant initiatives this year.

Refugee Committee

Committee Chair: Kristina Stevens

The Refugee Committee continued its refugee sponsorship work with Right to Learn Afghanistan, as well as with the Canadian Unitarian Council during 2025. We were involved with three refugee families during the year.

Rahmani Family

The Rahmani family of four, from Afghanistan but staying in Pakistan while waiting for approval to come to Canada, experienced police harassment and had to pay bribes. When the time estimate for processing Afghani refugee submissions was increased to 22 months, they gave up and returned their family home in a rural area of Afghanistan. Unfortunately the Canadian government can no longer consider them refugees, so we can't sponsor them to come here. We wish them well!

Kakar Family

As a result, Right to Learn Afghanistan has introduced us to another Afghani refugee family to sponsor. RTL Afghanistan is currently preparing a Canadian Refugee application for the Kakar family of three. The wife is a lawyer, the husband worked in Agriculture with the US coalition forces, and their daughter is almost two years old. We submitted an application in November for Ahmad Belal Kakar, his wife Maryam Isaqzai and little Nora to come to Canada. They are waiting in a rural part of Pakistan, and we are hopeful that they will stay safe until the Canadian government processes their application.

Albarghash Family

The Albarghash family are sponsored by UUCV but are being funded by extended family members already in Victoria. They arrived in Victoria in June 2025. Carol Smith found a suitable rental apartment for them starting in July, a nice but modest and affordable two-bedroom place close to their family here. The five-year-old daughter (Layan) enjoyed attending kindergarten at George Jay Elementary starting in September and both parents have been attending English classes at Camosun College. Moayad, the father, has been doing food deliveries by electric bicycle to support the family until he has enough English to get his driver's license.

Share the Plate

Committee Co-Chairs: Lynn McKay and Susan Layng

- Congregational sponsors recommend a monthly charity; the collection is divided between the charity and UUCV from September to June.
- In 2025 charities represented four main themes: housing, social justice, conservation efforts and Indigenous support.
- The introduction of TIP TAP machines has significantly increased donations.
- In 2026, Board Guidelines for STP were updated to better represent actual practice.

DATE - 2025	CHARITY	DONATION AMOUNT
January	GVAT	1403.00
February	Gender Generation	949.24
March	Victoria Hospice	1175.57
April	Regenerative Agriculture	1190.58
May	Native Friendship Centre	1615.50
June	ICA Youth Leadership Pr.	1712.25
July	NO COLLECTION	--
August	NO COLLECTION	--
September	Pet Therapy Training	1616.29
October	Nanaimo Shelter	1846.32
November 2 nd Special Sun.	SEEDChange	659.50
November	GV Social Gathering Place	1053.12
December	SOLID	2102.45
2026		
January	GVAT	1525.07
February	Extreme Outreach	1246.11

Zoie Gardner Overseas Fund

Committee chair: Lynn Beak

In 2025, with the addition in 2024 of \$3.7 million from the Hackler estate, the Zoie Gardner Overseas Fund (ZGOF) committee increased the number of organizations it supports and

increased the level of support to the currently funded organizations. It is anticipated that there will be further expansion in 2026.

Projects Funded by ZGOF in 2025

Organization	Country	Approved Project
Canadian Harambee Education Society	Kenya/Tanzania	Secondary school (15 Kenyan girls, 15 Tanzanian girls)
Child Haven International	India/Nepal/Bangladesh	Education of girls and young women
Crossroads International	Uganda	Training on sexual violence, child labour, rights (24 primary schools)
Education Without Borders	South Africa	Gender-based violence workshops: grades 7/8 in seven schools
Her International	Nepal	School fees, supplies, supports (100 girls)
Inter Pares	Bangladesh	Workshops, drama on reproductive health, rights; girls' football
Kids International Development Society	Cambodia	Grade 7 to post-secondary education (18 girls)
Multination Missions	Guatemala	Middle school scholarships (7 Mayan girls)
Myanmar Burma Schools Foundation	Myanmar	New/ renovated school infrastructure in 4 rural villages (377 girls)
Right to Learn Afghanistan	Afghanistan	Online education program for girls
Stephen Lewis Foundation	Zambia	Classroom block construction, education support (50 girls)
Transform International Canada	India	Sewing school for vocational training for older girls & young women
Transform International Canada	Rwanda	Grades 10-12 (16 girls); post-secondary scholarships (4 girls)
Victoria Taiama Partnership	Sierra Leone	Secondary school (40 students); college/ university (45 students)

In response to the increased scope of ZGOF, the committee reviewed the overall funding process, and developed numerous documents and processes. The use of these tools has enabled a thorough process for project review and funding. The Committee established two intakes for 2025 – spring and fall, and plans 2 similar intakes in 2026.

The committee, led by Laura Porcher and developed by Erin Carson DeWolfe, created an on-line portal to receive applications and reports. The ZGOF webpage is hosted within the UUCV website at <https://victoriaunitarian.ca/zgof/>.

The committee expended \$533,419 in funding in 2025, and transferred \$29,338 to UUCV. The fund commenced the year at \$3,989,802 and ended at \$4,057,446 due to both the process of expanding ZGOF funding responsibly and strong market performance. As per ZGOF requirements, funds are invested in broad based ETFs, with sufficient funds set aside in cash to provide for the grants.

2025 was very active one for ZGOF, and we feel the hard work of generating the procedural documents, developing the website and communications has led to a consistent, transparent and defensible management of the funds. Additional ZGOF committee members would be welcome to assist in the evaluation, monitoring and reporting of the projects. It is an honour to assist in the education and advancement of young women and girls in countries where the need is so great.

The committee is currently comprised of Lynn Beak (Chair), Karen Furnes (Secretary), Evan Guengerich, Frances Hancock, Remi Odense, Laura Porcher, Kristina Stevens and John Worton. We thank Remi for his work chairing the committee through 2025 during this period of expansion while also continuing to manage the ZGOF investments.

- 30 April 2026

Truth, Healing and Reconciliation UU

Committee chair: Matt Britton

THRUU's mandate is to identify and facilitate opportunities for education and engagement in the spirit of reconciliation between Indigenous and non-Indigenous people in Greater Victoria. The committee, chaired by Matt Britton, has about a dozen members who meet quarterly via Zoom to organize and promote participation in a range of Indigenous-led events and reconciliation-focused activities.

Since the last AGM, THRUU members took part in the Moose Hide Campaign to support efforts to end gender-based violence in Indigenous communities and organized Red Dress Day activities in May, hanging red dresses on the UUCV property to raise awareness of Missing and Murdered Indigenous Women, Girls, and Two-Spirit people. Members attended the National Indigenous Peoples' Day celebration at Royal Roads University in June and volunteered for the Honouring Wətanmy Powwow on the Tsartlip reserve in July.

THRUU members participated in the South Island Powwow on the National Day for Truth and Reconciliation in September, and they selected the Victoria Native Friendship Centre as the

month's Share the Plate recipient. THRUU also remained active in ongoing land-based solidarity efforts. Led by Evelyn Peters, members maintained the native plant pollinator gardens on UUCV property, removed invasive species, and supported restoration work through seasonal planting and stewardship activities.

Several members also continued supporting W̱SÁNEĆ elder Carl Olsen, standing in solidarity each week at Goldstream Provincial Park to declare opposition to the planned highway development affecting the park and stream. In addition to the weekly demonstrations, THRUU members attended the SAVE GOLDSTREAM protest at the BC Legislature in October. The committee was delighted to receive news in February that the province is pausing the median barrier widening project and other upgrades to the Malahat Highway in order to address environmental considerations in Goldstream Park.

Education remains a central part of THRUU's work. Kathryn Harwood has continued to contribute regular articles on Indigenous history, culture, and contemporary issues to UUCV's monthly *In the Spirit* newsletter. Over the course of the year, the group also reflected on its purpose and mandate and concluded that its current role remains relevant and appropriate: promoting education, encouraging participation in Indigenous-led events, supporting practical reconciliation activities, and serving as a source of advice within UUCV on Indigenous-related matters.

Congregational Life Council

Council Chair: Lesley Duthie

Book Group

Team Leads: Pat Kinrade and Margot Lods

The Book Club has terminated its meetings at the church community's Board Room. We have resumed meeting in individual members homes as we did before Covid-19. All are still welcome to join us on the third Friday of each month. Contact Pat Kinrade: 250-361-4336.

Care & Concern

Team Lead - Mary-Ellen Nicol

Just to remind everyone the Care and Concern team consists of 16 caring individuals. The chair is Mary-Ellen Nicol. Four Liaisons are responsible for reporting on three neighbourhoods each: Mary-Ellen Nicol, Stephanie Ippen, Martha McDougall, and Pam Hood Szivek, with ministerial representation (currently Rev. Melora Lynngood) who meet once a month after receiving neighbourhood reports. We do not meet in July.

We recently filled all but one of the 12 neighbourhood care and concern positions. Fairfield is the only group without a care and concern volunteer.

Cadboro Bay - Fran Hancock

Royal Oak East - Mariko Matsumoto

Gordon Head - Mary Cramer

Oak Bay - Lies Weijs

GrandCentral - shared position Jeanine Heartman, Yvette Waterman

Esquimalt - Jeanne VanBronkhorst

James Bay - Carol Smith

Western Communities - Christine Petronis

Royal Oak West - Lynn Beak

Near By - Pam Hood Szivek

Far Out - Margaret McKelvie

We are very grateful to these people for stepping up because it has been about a year now that it has been only Stephanie Ippen and Mary-ellen Nicol as the only Liaisons with Rev. Melora.

As we have been short of care and concern volunteers this past 2025 year and particularly over Christmas we were not able to make a gift for our shut-in members and those who had a difficult year this year. We did print the second of the two Christmas cards that we had commissioned Chelsea Sunder to design two years ago. We delivered over 80 cards to the community at a cost of \$240.00. Next year in order to fund raise for a Spring commissioned card that we could send to folks in the community as a get well or as a sympathy card; we would like to market and sell the past commissioned Christmas cards to the congregation. We are still working on ideas for the 2026 Christmas season.

We had a Thank you Lunch for our care and concern volunteers March 31st in which 16 care and concern members attended at a cost of \$220.00. The lunch / meeting helped participants voice their care-giving concerns as to protocols and procedures.

The Caring Corner section of the e-weekly continues to be updated once a week.

Depression & Anxiety Support

Team Leads: Pat Kinrade and Lies Weijs

The group continues to meet every two weeks. Alternating in-person and zoom meetings we share our experiences and support each other as we are able, noting that we are not a therapy group.

Membership

Team Lead: Kathleen Zimmerman

The Membership Committee's role is to promote a welcoming and caring atmosphere for all Members, Supporters and Visitors, and to actively encourage membership in UUCV.

In the last year the Committee has:

- held four UU Newcomer Information Sessions and one New Member Welcome Ceremony.
- created a protocol and contacted members and supporters who had not paid an annual financial contribution to clarify their membership wishes.
- updated the Welcome Table brochures.
- worked with the Name Tag Coordinator to update and reprint all Name Tags.
- worked with the Welcome Team to welcome visitors.

As of April 10, 2026, UUCV had 285 Members, 1 Member Emeritus, and 35 Supporters. This is a slight change from 284 Members, 2 Members Emeritus, and 41 Supporters at this same point in 2025.

It has been my pleasure to chair the Committee for the last 3 years. Molly Twidale has agreed to take over the Chair position in June. The Committee is always looking for new members and volunteers are very welcome!

Memorial Team

Team Lead: Betty Sherwood

Memorial Services and Receptions:

- Sept 6 2025 Louise Cole with the Far Out Neighbourhood Group and Environmental Team
- Oct 4 2025 Doreen Burgess with the Far Out Neighbourhood Group
- Nov 8 2025 Keith Jobson with the Gordon Head Neighbourhood Group
- Feb 14 2026 Nanw Cariad with the Fairfield Neighbourhood Group and the choir

In addition:

- On October 24 2025 we held a thank you tea for members of the Memorial Team. As special thank you to Nancy Dobbs for being our coordinator. This was held at Betty Sherwood's home.
- The 12 Members of the Memorial Team are: Chris Peterson, Jan Thomson, Lynne Bonner, Barbara Boyle, Stephanie Ippen, Nancy Dobbs, Mary-Ellen Nicol, Maureen Sherlock, Julie Deans, Kathy Vinton, Suzanne Beauchamp and Betty Sherwood - coordinator
- The edited Guidelines were sent out to each of the Neighbourhood Group Convenors. When one of the convenors used these, it became apparent that a clearer, more concise guideline is needed. That is now being worked on, in consultation with the Caretakers.

Name Tags

Team Lead: Madelaine Clarke

- following hours of deliberation and careful consideration of name tag production end goals moving forward, Rev Shana Lynngood, Kathleen Zimmerman and Madelaine Clarke agreed to the current simplified design of name tags.
- hours of preparatory and in-person effort were invested to ensure that the name tag data in Breeze, including pronouns, was congruent with what members, supporters and visitors wanted printed on their new, UUCV name tags. (New pronoun options may be implemented in the future.)
- as a result of this investigation, new fields were added to the Breeze database by Erin Carson deWolfe to ensure that 'legal names' were documented (for tax receipt purposes) in addition to 'name tag names' which often bore no resemblance to the given (or 'first') name.
- with much-needed technical assistance from Erin, 300+ were merged and printed on perforated name tag inserts in batches defined by name tag content (eg: pronouns/no pronouns, member/supporter and visitor formats, position listings, etc)
- once separated from the printing template, individual name tags were sorted by name tag holder eligibility (magnet or pin backing) in preparation for manual insertion into the holders.
- after having to delay the name tag pick-up deadline several times due to health-related set-backs, with the help of Deb Lilly and Kate MacDonald (new members), these name tags were on display in the Sanctuary Foyer display case and ready for use on Sunday, 28 September 2025.
- as a result of this process, new name tag request procedures were upgraded as to include more detailed data collection.
- recent efforts to train a new Name Tag Coordinator have faltered, so until further notice I remain the incumbent.

Neighbourhood Groups

Team Lead: Emily Tietz

The purpose of Neighbourhood Groups is to promote cohesiveness within both the NG and the larger congregation. As such, they hold periodic social gatherings, offer assistance to each other as needed, help host memorial services, and provide Sunday morning treats. Each NG operates in its own way, per the size, interests and priorities of the group. Some NGs work together to host events offered in the annual auction, or other activities.

Updates this past year:

- Emily Tietz replaced Kathy Vinton as NG Coordinator in the fall of 2025. (Thank you, Kathy, for your time in this role!) Emily's role is to help newcomers get connected to their NG groups, create opportunities for NG Conveners to share ideas and support, ensure each group has a convener, and handle general communications as needed.
- Kathy Vinton continues to coordinate Sunday morning treats separately. (Once again, thank you Kathy!)
- Erin DeWolfe, UUCV Communications Coordinator has been working on updating the group membership lists in Breeze — a herculean task for which we are grateful.
- The Oak Bay NG coordinator vacancy has been filled.
- The Western NG is still in need of a coordinator.

Photographs

Contact: Mary Cramer

Throughout the year, photographs were taken at the majority of our Sunday services including numerous guest musicians and guest speakers. Also, **the monthly Share the Plate displays were recorded** and photographs were taken at many events including the Spring and Winter Choir Concert, our Annual General Meeting, Spirited Jazz evenings, **many Service Auction activities, our spring church and garden clean-up** and other Community events.

The **recent photos** and archived photos have been used for the Photoboard in the Lion Hall, the ABC video for the Annual Canvass, memorial services, and numerous requests from members for specific photos to be used at other community activities and as promotional materials for our community information and outreach. Photos were taken by Mary Cramer, Barb Boyle, Mary Theal and many others. We appreciate their contributions to our records.

Pub Night

Team Lead: John Hopewell

Pub Night continues to meet on the first Monday each month at Lure in the Delta Ocean Pointe hotel. Usually 12-20 attend, often including people who are new to our congregation.

Recognition & Awards

Team Leads: Rosemary Harrison

The committee is made up of: Rosemary Harrison, Jen Young, Margaret McKelvie and Christine Petersen.

Long time members

This past October, we had the pleasure of recognizing eighteen of our Long Time Members. Moving the celebration to October gave us the time needed to thoughtfully prepare and share their stories in *In the Spirit*. Throughout the month, poster boards in Lion Hall highlighted each person with photos and reflections, which were also shared in the newsletter and on our website.

We celebrated these members during the October 26 service, offering a small token of appreciation—jars of honey from Country Bee Honey Farm—as a symbol of the sweetness they bring to our community.

In the process, we became aware of some inaccuracies in our records, which led to a few concerns. We are grateful this was brought to our attention and will take a more flexible, inclusive approach going forward, inviting people to self-identify.

We look forward to continuing this spirit of appreciation with a Long Time Member Tea in Spring 2027.

Honoured volunteers

This year, we began to reimagine how we recognize the many ways people give of themselves within our community. Rather than continuing with the Hand & Heart Awards, we introduced *Honoured Volunteer Chalice Lighters*.

This new approach opens nominations to everyone and invites us all to take part in noticing and celebrating one another. While many familiar and much-appreciated individuals continue to give in countless ways, we are especially hoping to shine a light on those whose contributions are quieter, less visible, and often go unrecognized.

Our hope is to gently encourage all of us to look around with fresh eyes—to notice the small, steady acts of care and commitment that help our community thrive. When we take the time to recognize these “unsung” contributions, we deepen our sense of connection and belonging.

We are currently planning a Volunteer Appreciation Tea to be held May 10 directly following the service. This gathering is open to everyone—both those who have volunteered and those curious about how they might get involved.

Going forward, we plan to alternate annually between a Volunteer Appreciation Tea and a Long Time Member Tea, ensuring regular opportunities to celebrate the many ways people contribute to our community.

Sunday Coffee

Team leads: Christine Peterson and Fiona Flook.

Christine and Fiona are grateful for a wonderful team of volunteers who provide coffee, tea, and finger foods in the Lion Hall every Sunday after worship. Thank you so much to everyone! Most

finger foods are generously supplied by the Neighbourhood Groups on a rotational basis. Fiona often adds her very popular egg sandwiches and Christine collects free frozen desserts from a local thrift store, which service-goers have been enjoying.

In the past several years, Christine and Fiona and helpers have also been offering a Summer Tea on the deck as part of the Service Auction. Last year Andy Lee rigged a tarp on the deck to provide some shade for that event.

A new source of income is from the Country Grocer Save the Tape program. Please save your receipts – by placing them in the bag hanging in the Lions Hall - and we will get gift cards in return. Revenue will be used to buy dairy, eggs, and bread.

The coffee urn is aging, and while it's still working, will need to be replaced this year. We have funding ready to make this purchase. The water heater has recently been replaced and we now have hot water on demand, which makes cleaning up much easier!

The Sunday Coffee crew is a very happy and fun working group. If you are interested in becoming a volunteer, contact Christine or Fiona – you can find their smiling faces in the Lion Hall kitchen every Sunday.

3.5 Kitchen Committee

Team Leads: Madelaine Clarke and Jan Thompson

The 3.5K Committee was formed to improve the functionality, organization, and sustainability of UUCV's shared kitchen facilities in response to increasing post-COVID demand for community events and rentals. It oversees the Lion Hall, Sanctuary, and Farmhouse kitchens, and the tea counter in the Oasis meeting room. A key priority has been ensuring each kitchen is fully equipped to operate independently, particularly during overlapping or back-to-back events. All three kitchens underwent deep cleaning, and user needs were assessed through event data and direct feedback. Inventory was expanded and diversified primarily through cost-effective thrift purchases due to restrictions on donations.

The committee standardized kitchen layouts with “neutral configurations” to create consistency for users and introduced improved storage practices to address sanitation and pest concerns. Food safety was reinforced through clear signage, and a more efficient dishwashing system was implemented to support high-volume events. Additional initiatives included an in-house linen laundering service and steps to protect valuable inventory, such as installing secure storage for high-value items.

Operational challenges—such as gaps between rental agreements and actual kitchen use—were addressed pragmatically. The committee also began inventory tracking and plans further audits. Looking ahead, priorities for 2026 include formalizing kitchen user training, orientation programs, and tracking systems.

UU Lunch Group

Team Lead: Pat McMahon

UU lunch is a social gathering open to all Unitarians in Victoria and their friends. We meet at noon on the 4th Tuesday of months from September to June. Recently we relocated to Fifth Street Grill, 1028 Hillside Avenue.

Reservations by email to the organizer are requested. uu.lunch.victoria@gmail.com

UU Men's Lunch Group

Team Lead: John Stewart

The group meets on the third Thursday of the month at noon at the Four Mile Pub. There are usually 10 or 12 people meeting for lunch and lively conversation. If anyone wishes to join, send your email address and phone number to John Stewart at stewartvaasjo@outlook.com

UU Monday Walkers

Team Lead: Chris Cook

From Sept 2025 to June 2026 there will have been 42 Monday walks scheduled around Victoria and surrounding municipalities.

59 people receive weekly emails to inform them of the next walk location, distance and difficulty. The walks are approximately 1-1 1/2 hours long on fairly flat terrain.

Everyone is encouraged to step up to lead a walk and forward the details which are then circulated. After the walk we meet to share a drink and snacks often in a cafe or someone's home. We are grateful to Sylvia Krogh who has helped organize the group for 2 months this year.

There are new members joining the group frequently, who find it a good way to get to know community members. Also there are others who join us whilst they winter in Victoria. All are welcome including dogs.

There are a core of people who frequently come and are the main-stay of the group, we are often 10 - 15 people walking rain or shine.

Welcome Team

Team Leads: Gloria Turner

The Welcome Team is an amalgamation of the former Sunday morning Usher, Greeter, Visitor Table volunteers. Volunteers sign up monthly for their preferred dates using a shared online Google spreadsheet which updates the schedule in real time. A commitment of one Sunday per month is the usual requirement.

Duties include presenting a friendly face at each of the three entrance doors to the building and sanctuary, handing out visitor name tags to newcomers, counting attendance and passing baskets for the collection. Tip Tap machines were introduced to the collection basket, allowing attendees to donate via credit card.

Those staffing the **Visitor Table** are responsible for encouraging newcomers to fill out the intake form to receive the e-weekly by getting their name into the Breeze database. A new laptop computer was purchased that is dedicated to this task. We also distribute information about congregational procedures and activities, especially informal groups that meet during weekdays.

The recruitment of volunteers, still remains a challenge, especially among younger members. For their valuable contribution of time, a big thank you to Caroline Startin, Claire Ebendinger, Gela Stach, Glenys Thompson, Gloria Turner, Lesley Duthie, Leslie Stafford, Louise de Lugt, Lynn McKay, Maggie Nixon, Pat Kinrade, Stephanie Ippen, and Rosemary Harrison.

We said goodbye to Maggie Nixon who moved to Alberta to be closer to her son. Rosemary Harrison resigned from our group to take on Volunteer Recognition and Awards. The team was grateful to welcome new (and younger) members Adriane Matheson Smith, Emily Tietz and Ulricka Britton.

Property Council

Council Chair: Peter Hancock

Building Maintenance Committee

Submitted by Andy Lee, Chair

In preparation for having the Lion Hall and Family Wing painted this summer, volunteers ordered and primed a load of replacement cedar siding, and it was installed by a contractor during Montessori's Spring Break. Total cost of labour and material (excluding final painting this summer) was \$15,000.

Seven original aluminum-framed windows that had clouded glass were replaced in the Family Wing. Cost was \$25,000, of which a \$13,000 deposit was paid in 2025.

Our Automated External Defibrillator (AED) was replaced, as the old one was at the end of its service life. Cost was \$2,500.

The potholes at the driveway at West Saanich Road were filled and paved. Cost was \$2,100.

The Building Maintenance Committee met with Montessori's tenant liaison to discuss various items.

We are looking for a solution to the shortage of hot water in the Lion Hall kitchen, and we hope to find one this week. Expected cost will be in the range of \$3,500.

Because the exterior steps leading from the north door to the upper parking lot are deteriorating, we roped them off. They will be replaced this summer.

Arts and Aesthetics

Submitted by Chris Cook and Mary Theal.

The **Arts and Aesthetics** program has continued with the "Artist of the Month" in the Sanctuary for 10 months. This included a quilting show by members of the community and a fundraising show for Doctors Without Borders by Anne Swanell. Artists are chosen from many sources and we welcome recommendations. (See attachments below for the monthly calendar of artists)

We are responsible for an overview of the appearance of the building and liaise with the maintenance team when needed. We also consulted with Astrid (Rentals) on the design and materials for the new cupboard installation in the Oasis room.

The major project has been a bequest of over 325 First Nations Art to UUCV by Brooke Taylor's estate administered by his nephew Mark Taylor.

Art professionals at the University of Victoria have processed the work, and Mark employed Anahita Raj to do a professional assessment and inventory of all prints, carvings etc.

The art includes framed and unframed prints, and artifacts from a wide number of BC artists. The pieces are valued individually from \$100 to over \$1,000.

These were delivered to UUCV in early 2026 where they have been stored in a dry secure space and insured. Storage is proving to be difficult.

The Arts team requested more help to process this project. Two people stepped up: Lesley Duthie who is a Board member, and Linda Grimaldi who has computer skills to manage the inventory and do the accounting. A separate account has been set up to keep track of the sales.

So far approximately 60 framed prints and 2 boxes of artifacts have gone to Lund's Auction house where Jeff Dean has been advising us. UUCV receives the sale price minus 25% auction fee. The art goes into auctions specializing in Ethnography which are held every 7-8 weeks.

It will take many months to complete the sale of the bequest.

To honour Brook's bequest to UUCV, we have opted to keep a few of the framed paintings which are currently in the Farm House Common Room.

There is a plan to display more art in the Sanctuary in June in the hope of selling some of the framed prints to our community. Also we hope to display some unframed prints for Community members to have an opportunity to purchase this art at a later date in June.

Artist of the Month Information 2025

Month	Artist	Phone	eMail	Address/ Website	Medium	Sales/bio/ letter?
January	Sally Chupick		slaaychupick@gmail.com	www.sallychupick.com	oils	3 sales!
February	Nick Delany Kathryn Delany	250-880-5987 N 250-880-5989 K	nick@nicksphoto.net	https://nicksphoto.net/colorsplash	Photography Digital Art	-church visit Sept. 13 1 sale
March	Elaine Morton	250-478-4358	tomtmorteshaw.ca	elainemortonart.ca	Watercolours	-church visit Aug.23th - letter?
April	Claire Kujundzic	250-383-0333 250-361-51	claire@claireart.ca	claireart.ca	print, various	-met at church Aug. 23
May	David Beaver		davidbeaver@telus.net		Photographer	new church friend
June	Shelly Burke		burke.shelly@gmail.com	shellyburke.com		church visit Aug.20
July	BREAK					
August	Break					
September	Judy Rissling		rissling.judy@gmail.com	judyrisslingphotography.com		-letter sent
October	Betty Sherwood		bsherwood@shaw.ca			- 1 sale
November	Cathy Key		cathy@cathykey.com	cathykey.com		
December	Christmas Decorating					

Artist of the Month Information 2026

Month	Artist	Phone	eMail	Address/Website	Medium	Sales/bio/letter
January	Anne Swane		anneswanetoria@gmail.com		watercolour	-letter sent -5 sales Fundraiser for Doctors Without Borders
February	Quilters-Liz Karla, Pat,Evelyn					2 sales
March	Alannah McPhail				acrylics	-letter sent
April	Heidi Walter		epidural67@ail.com		alcohol, ink	
May	Kris Friesen		kris@krisfriesen.com	krisfriesen.com	large murals	-letter sent
June	Sale of First Nations Prints					
July	Break					
August	Break					
September						
October						
November						

Month	Artist	Phone	eMail	Address/ Website	Medium	Sales/bio/ letter?
December	Christmas Decoration					

Gardens and Grounds (G&G)

Co-Chairs: Dan Klimke and Madelaine Clarke with contribution from Evelyn Peters

2025 Gardens and Grounds Annual Report

- Work continued in all areas under G&G jurisdiction but continues to experience challenges recruiting volunteers.
- In the fenced vegetable garden patch, G&G faced the challenge of preventing creeping buttercup from growing out of the raspberry beds and into the other raised beds (rentals). Much of this has been addressed by laying down newspaper or cardboard and covering it with landscaping cloth and wood chips. These efforts also eliminate the need for mowing between the raised garden beds which is difficult given the narrow paths. Chicken wire was attached along the bottom of the fence after a rabbit infestation. There is now evidence of raccoon activity both within this enclosure and in the wood-chip picnic area located beneath the small pond's willow tree. For more information regarding mitigation of rodent and other small mammal issues, please see the description of work proposal for 2026.
- Family Programs took responsibility for selling rhubarb with the money going to their various programs. Because the church was closed for part of the summer, the congregation was informed that members were free to self-pick with the suggestion that they donate some money to Family Programs.
- Regardless of UUCV's 2026 Summer Closure, G&G has not only reclaimed access to all the fruit growing in the Garden of Eat'n for fundraising purposes [about which Family Programs has been informed and are relieved], and will continue to diversify the types of fruits grown there.*
- Invasive species removal along the Path of Remembrance and UUCV forest undergrowth continued this spring with the majority of the work being accomplished by Bob Stock over numerous weeks in anticipation of a volunteer 'work bee' where 12 truckloads of Daphne (invasive spurge laurel) were loaded into trucks belonging to Island Montessori House School [IMHS] parents and hauled in truck convoys to the Hartland Landfill. There has been some Memorial Path replanting of native plants including Miner's Lettuce, Pacific Bleeding Heart, Woodland Strawberries, and Black-capped Raspberries.
- (Independent of G&G, all Native Plant Initiatives are Evelyn Peters' projects. Projects related to noxious plant removal, forest undergrowth restoration and native plant gardens are not under the purview of G&G.)

- At a successful Property + G&G work bee in May, the G&G crew focused on weeding the Native Plant Garden and Garden of Eat'n located on the front fields, and on removing the landscaping cloth from under the mulch in the sloped area located near the entrance to the Sanctuary's North Door. The soil in this 'North Garden' was prepared in September with a Native Plant "Party" to create a second specialized Native Plant Garden on the property. The new North Garden faces challenges given the remaining weed seeds that remained in the mulch. This ongoing responsibility has continued to be addressed by Evelyn.
- Bradley Clarke handled all of the mowing and trimming duties this year which included the front fields, the entrance lawns and those associated with areas north of the Farmhouse (Labyrinth + Memorial Orchard and Garden). He is keen to train additional able-bodied persons to share the work.
- Tree management resulted a major G&G budget deficit this year for two reasons: [1] the arborist who formerly did UUCV's tree risk assessments retired and we were forced to recruit a local landscaping company (Bartlett) who charged +/- \$1,300 compared to previous charges of +/- \$350, and [2] for the first time, without notice or consultation from Finance, tree removal costs that have historically been charged to the Property budget were allocated to Gardens and Grounds. We will be working with the budget team to solve this funding deficit.
- As required by our tree removal permit, two native trees (Western Red Cedar and Douglas Fir) were purchased and planted, with the first Saanich inspection completed.
- As a result of The Board's decision to ban burning brush and garden materials, G&G contracted with Community Composting (<http://www.communitycomposting.ca/>) for six months and rented two disposal bins which are picked up monthly and for which G&G receives a bag of aged, organic compost. This contract is currently being evaluated for not only extension of the contract period, but also an increase to three bins.

Projects for 2026

Garden of Eat'n:

- Vole remediation, including installing a Kestrel nesting box.
- 2026 bed rentals & assignments
- Maintain/enhance paths
- Signage
- Gate locks
- Terrace slope, plant fig trees

Ponds/Stream Area

- Replace wooden stream bridge by main pond (between pond and sanctuary)
- Remove willow rounds
- Cement the rock weir
- Plant a shade tree to mitigate algae issue

North Parking Lot

- Build brush stalls (storage area for materials for chipping) (EXCAVATOR) needed (level area)
- Parking: Firewood storage facility
- Clean up pallets, remove remaining firewood

Maintenance Items:

- Remove old grass piles (South lawn) (EXCAVATOR)
- Rent chipper, chip brush
- Forest: Daphne removal (some project coordination only)

Capital Project Proposals:

- Labyrinth lawn privacy fence PLAN AND PROJECT APPROVAL (no construction planned for 2026)
- Picnic area access path from north door parking area - PLAN AND PROJECT APPROVAL - 2026 project (for mobility challenged ppl) (EXCAVATOR)

Memorial Wall

Submitted by Earle Anthony, Chair

The Memorial Wall Committee's mandate includes the processing of applications from members and friends to place a plaque on the Memorial Wall, to oversee the placement of a plaque on the Wall, to manage the Memorial Wall Fund, and to maintain the Wall and surrounding Gardens.

During 2025, four new plaque applications were approved, and seven new plaques were placed on the Wall. There are currently 94 plaques on the Wall, 25 applications for new plaques have been approved and there are 77 open spaces left.

The balance in the Memorial Wall Fund at the end of 2024 was \$ 30,038.26

At the Committee Annual General Meeting in March, it was noted that the existing Memorial Wall plaque spaces are now over 60% occupied or committed. It was decided to determine the cost of constructing the second Wall and gateway.

Many family members and friends visit the Memorial Wall each year to remember their friends and family of the past. Church members are invited to use the Memorial Wall and Gardens as a quiet place for rest, relaxation and meditation.

If any member or friend of the Church wishes to reserve a plaque space on the Memorial Wall, please contact Niki, the Church Office Manager, or myself (250 592 4831).

Rentals

Manager Victoria Unitarian Hall Rentals – Astrid Firley Eaton

<https://victoriaunitarianhallrentals.ca>

2025 showed continued increase in revenue due to our website, very positive Google reviews (all ten reviews are 5 stars!) and through referrals from previous renters. Our overall gross income increased from \$57,296 (2023) to \$60,268 (2024) and \$79,992 in 2025.

This additional volume in rentals precipitated two changes.

1• a need for the rental program to expand. Since 2021 all efforts had failed to find someone willing to track rental payments. Some remained incomplete and several had to be collected after the rental event.

In September '25, the board approved that Jen Young would become the rental assistant. In addition to tracking the payments, Jen has also relieved Niki of the burden of calendar entries for rental.

2• In November, Bradley Clarke let us know that, given his increased family commitments, he would no longer be able to handle the increased rental responsibilities. Ideally, he would like to step back from all rental, however at this point he is willing to continue with our long term weekly & monthly renters.

Kate McDonald (a church member, highly qualified for this position), agreed to assist Bradley temporarily. Unfortunately, she has other commitments starting in April.

Comments regarding rental income for 2026.

- Our growing reputation and rental website are contributing to a steady increase in rental inquiries.
- The board decided not to rent the small office in the farmhouse (former youth room) for 2026. – a loss of \$4,000/year. (A local counsellor is very interested in the space.)
- The board also decided not to extend the lease to Western Adventures (school busses) beyond February 2026 – a loss of \$2,000/year
- Unfortunate circumstances led to the cancellation of an annual repeat rental – loss \$2,500/year

Spiritual Development Council

Council Chair: Lynne Bonner

The Spiritual Development Council consists of ten committees or groups, eight of which are currently active.

After-Service Chat Group

Contact: Lynne Bonner

This small chat group was initiated in February 2025 to provide an informal setting for conversations responding to the homily theme of the service. It meets for about half an hour in the Oasis Room after the Sunday service.

The group is facilitated by one of five people: Marion Pape, Laura Porcher, Beth Woodland, Donna Warrender and Lynne Bonner.

The number participating varied from 0 to 9 people, but most often 3 or 4 attended and were a mixture of regular members and newcomers. The general consensus among the facilitators is that it is a small but meaningful group and well worth continuing.

Cantabile Handbell Choir

Contact: Anne Hill

The Cantabile Handbell Choir is having an active and productive year. Rehearsals began on September 24, 2025, and our year will conclude on June 3, 2026. Rehearsals were held on Wednesday mornings from 10:00 AM to noon in the Farmhouse Common Room with additional rehearsals in the Sanctuary prior to performances.

The choir has provided music leadership at Sunday services and has participated in the concerts hosted by UUCV as follows:

- Sunday services: Nov. 30, 2025; Feb. 8, April 12, May 31, 2026
- Winter Concert: Dec. 6, 2025
- Spring Concert: May 9, 2026

Cantabile also provided musical support for the Ancestor's Shrine and for the Solstice service. A soundscape recording was made to be played as part of the music background for the Ancestor's shrine. The Youth group were provided instruction on handchimes to play live at the event. A similar soundscape became part of the Solstice service with some of the youth playing along with some Cantabile and Chalice Choir members.

In addition to these performances, Cantabile performed along with other UUCV musicians at the second annual Sweetheart-Friendship Tea held on Feb. 11, 2026, and hosted by the Cantabile Handbell Choir. This event is planned as a fundraiser to complete the bell funds project that began in 2011 to purchase a 3-octave Malmark handbell set. Between its inception and 2016, that project provided for the purchase of a two octave handbell set followed by the upper bells for the third octave and then the F#4 and F4. The goal of the current fundraising project is to purchase the missing lower 5 bells and the carrying case required to complete the 3 octave set. This will allow more ringers to play in the choir and much more variety in the music that can be played. Once again, the Tea event was an enormous success both in the event itself as well as in the fundraising efforts! The first of the 5 bells will be ordered soon from Jeffers Malmark Bellcraftsman. It is hoped that the other bells, and perhaps the carrying case, can be purchased used through the Handbell community

In addition, Cantabile played a Winter-Christmas concert at Parkwood Place Retirement Home. The residents thoroughly enjoyed the performances that included musical offerings by Cantabile Handbell Choir and flute solos by 2 choir members, as well as a poetry recitation. Cantabile played some Christmas songs for an audience sing-along.

Currently there are 8 full-time ringers in the Cantabile choir. Five are UUCV members and 3 are musicians from the community. Two of the members have stepped away this spring for wellness reasons and plan to return in the fall. One new ringer joined in late fall 2025 but has had to leave the group due to family concerns. The handbell ringers continue to learn and become more accomplished in using a variety of new techniques for ringing and for performing with the handbells and the handchimes.

A recruitment program for new and beginner ringers from UUCV and the community will once again be focused on in the fall. Planning for inclusion of children and youth is on-going.

We appreciate the wonderful support of the other UUCV musicians and of the staff as we continue to grow the UUCV Handbell program. I particularly wish to acknowledge Kristina Stevens and Barry Wiebe for the generous giving of their time to act as substitute ringers on so many occasions this past year.

Chalice Circle Small Groups

Contact: Helen Hvozdzanski

Contact Person: Helen Hvozdzanski

This group is not currently active. Helen would like to stay the contact person and act as an advisor only, in case someone would like to start up a Chalice Circle group o maintain consistency and group cohesion. Any Chalice Circle group should be open to all.

Drumming Circle

Contact: Dar Levy

This group is not currently active.

Family Programs

Director of Family Programs, Leanne Hopkins;

Co-Director (Youth Programs, ages 10+), Jen Rashleigh

2025 saw Leanne Hopkins join our Family Programs staff team early in the year, as we created two part-time Co-Director roles, with Leanne focusing on the Sunday morning ‘one-room schoolhouse’ program, and Jen focusing on intergenerational events and 10+ youth.

We established a regular attendance and rhythm to Messy Church, a once-a-month, relaxed ‘kitchen party’ style event. It’s a chance for parents/caregivers and youth to get to know one another better through games and feasting together, and we have an average of 25 people attending each month. Messy Church gatherings included a boardgames night, a Group-poetry-mash Up, sock badminton in the gym, and midsummer maypole dancing. Messy Church runs on a cost recovery model.

In early February we wassailed our apple trees— an intergenerational event with dancing, our own spiced cider, songs from the Men’s chorus, dancing and a singalong to express gratitude for our special valley.

In the fall, we rented a fabulous masher/presser (from Flying Fish off Keating) to process over 200 litres of juice from our two bountiful trees.

In early July we ran our Uniquely U camp, with 13 youth attending. During the week we ‘take over UUCV’, enjoying the buildings and grounds and cooking together (a highlight for the youth), making art, and preparing costumes and music for our part in the Victoria Pride Parade that same weekend— which has glorious, fun, vibrant UU participation.

Family Programs had several musical collaborations with Christine Taber this year, using the successful format of a “pop up Children’s choir” which asks families to commit to three practices. Songs included Freedom is Coming with the Chalice Choir in June, and Hands United in Peace in October. We also performed selections from A Charlie Brown’s Christmas as our November Spirited Jazz offering with the Karel Roessingh Trio, organised by Gary Theal and partnering with the Taber School of Music. What a highlight!

In preparation for the 2026 Coming of Age program, Family Programs invited David Hatfield to come for an October weekend of programming on two topics: a men’s retreat, and workshop & Homily on Rites of Passage/Coming of Age. David’s visit helped catalyse great engagement in both these topics for projects and programs in 2026. ABC Fundraiser.

Children worked with Amalia Schelhorn for several weeks, learning the choreography for an exciting Flash Mob dance to the song “ Celebrate”

Photos Church Directory - Family Programs led the Family Portrait Days. Children and youth helped to plan and support the Breeze Directory update. Youth helped to usher and photograph congregants. Also helped to set up the tables, and draped fabric for background.

We brought the year to a close with two very special intergenerational events: the Ancestor’s Shrine early November (including a wonderful collaboration with the Bell Choir and with Anne Hill) and our beloved Winter Solstice event with Reverend Melora and the ‘Solstice team’.

Special thanks to Deb, Bridget, Ben and Elio for your steadfast work and presence in the 2025 Family Program, and to Madelaine & Bradley for behind-the-scenes support. Onward into 2026 with fresh energy and ideas!

Music Program

Christine Taber, Music Director

This past year has been one of vibrant music-making, meaningful community connection, and continued growth within the music program at the Unitarian Universalist Community of Victoria.

The Chalice Choir remains a large and thriving ensemble of over 55 members. Together, we have continued to offer a diverse and engaging program of music in Sunday services. A highlight this year was the opportunity to sing *O Canada* at a Victoria Royals hockey game in March—an exciting and memorable experience for our singers.

In addition, the Men’s Choir, made up of 10 dedicated members, has continued to meet bimonthly and contributed warmly to our community, including providing vocals for the Wassail gathering. This spring, a

pop-up Women's Choir of 16 members was formed to prepare a special performance for the Spring Concert, reflecting a growing enthusiasm for flexible and inclusive musical opportunities.

Our annual Winter Concert raised a record of \$3,400 in donations for local food banks, reflecting the generosity and community spirit of both performers and audience members.

We were especially proud of our children's music program this year. In November, our young musicians were invited to perform *A Charlie Brown Christmas* as part of the church's Spirited Jazz series. The event was very well attended and provided a memorable performance opportunity for the children. We continue to prioritize opportunities for children and youth to participate in music, fostering intergenerational learning and a strong sense of belonging within our community.

Looking ahead, we are excited for our upcoming Spring Concert, which will feature a performance of *Bohemian Rhapsody* by the Chalice Choir, in collaboration with local musicians.

I am deeply grateful to all of the musicians, volunteers, and leaders who contribute their time and talents to this vibrant program. It is a joy to witness the role that music plays in strengthening connection and harmony within UUCV.

Song Circle

Leaders: Nancy Dobbs, Jewel Spooner, Bernard Spalteholz - ~~Graduates of the Community Choir Leadership Training (CCLT)~~

We meet in person (and offer zoom) twice a month. We provide the lyrics & music on the big screen in the Sanctuary and Bernhard provides technical support for our group.

During the 2025 year we have been a 'small but mighty group'. We average several participants on Zoom and about 6-8 participants in person. Bernhard began reaching out on Social Media in September, which has brought several new participants from the wider community.

We are grateful to our UUCV Communication & all supports from this community.

Spirited Jazz

Contact: Gary Theal

The 2025 season ended with a November 30th pre-Christmas treat featuring the UUCV kid's choir and the Karel Roessingh Jazz Trio. They performed their rendition of *A Charlie Brown Christmas*, to an enhanced group of our regular patrons augmented by a congregation of parents relatives and friends of the cast of kids and musicians. It was a dramatic energetic and successful conclusion to an exceptional and vibrant year of Spirited Jazz programming.

The end of the December 2025 year also saw the completion of a Spirited Jazz eight and a half minute video "Flashback" of numerous former groups demonstrating what SJ is all about. The "Flashback" was well received in a morning service and highlights a mix of straight-ahead jazz, blues, electronic fusion, smooth jazz swing and more. The SJ "Flashback" is now available on the UUCV Website under Spirited Jazz or with a direct link at: <<https://victoriaunitarian.ca/spirited-jazz-flix/>>

So, flashing back to the 2025 SJ Services, all were made to feel welcome as Shana Lynngood, our co-minster and Reverend of Jazz ushered in our 11th year of Spirited Jazz in the Sanctuary. The year was filled with talented musicians in 9 exciting groups:

- January featured the dynamic Attila Fias Trio with vocalist Stella White,
- February the scintillating saxophone stylings of Ryan Oliver and his quartet.
- In March our own award winning blues artist David Vest brought back his quartet with a uniquely timely theme “Now Is The Needed Time”.
- A high energy, travelling group from Quebec, The Carl Mayotte Quintet, dazzled our Sanctuary in April with electronic/fusion selections of original music.
- The always popular, entertaining and captivating vocalist/pianist Ashley Wey and her trio graced our stage for the May edition of SJ.
- June saw a second Quebec group, the smooth sounds of The Mont Rouge Quintet.
- After the summer break, early October featured the 8-piece Swing group Dockside Drive providing an exceptional contribution to start the Fall season, followed by Canadian top tier jazz violinist Richard Moody and his trio.
- Completing the 2025 roster was, as mentioned, November 30th with The Charlie Brown Christmas segue into the season to be jolly.

So, all in all It was a very good year for Spirited Jazz; well attended, generous contributions, musicians well compensated and our AV system and volunteers providing quality sound and a comprehensive visual experience. All was accomplished with patrons choosing what they could afford to contribute and ensuring all are welcome to experience excellence in jazz, with a splash of spiritual inspiration and fellowship in the welcoming environment of UUCV.

Spirituality Group

Contact: Don Vipond

This group meets on-line and at Nancy Dobbs' home monthly on Wednesday afternoons. The group of 8-9 people explores topics related to life and its mysteries. This group is open to everyone.

Worship

Ian Warrender and Mollie Twidale, Worship Co-Chairs

Highlights and Accomplishments

- Ensured two team members were available every Sunday throughout the eleven months that UUCV has services.
- Managed to cover multiple events in 2025-26 with only four active worship associates (WAs) by reaching out to former WAs.
- Recruited and currently training one new WA; one former WA who joined the team decided not to continue due to the responsibilities of his work. Another WA who returned after a leave of absence is available only part-time due to travel for his job.

- Continue to receive positive feedback about the role of WAs and what they add to the services
- The team continues to review the Order of Service template for improvements
- Re-instituted the practice of assisting those with mobility issues to light a candle during Candles of Hope and Remembrance without having to leave their seat.

Issues and Concerns

- We had one WA come to the end of her term in October 2025, and two who had to step back due to a change in employment circumstances. We have had a hard time filling their spots on the team due to WAs taking travel.
- The departure of one of our Chairs is anticipated. This WA has created training to assist the WAs to take over her duties.
- Some potential and current WAs have expressed concern about being live-streamed and/or having service videos available on the internet. This was addressed for one service and needs to be revisited.