

Calgary Unitarians

Annual Report 2019-2020

Minister's Report

What a year this has been!! There are numerous places in this report that reflect before and after March 15, 2020 when our Sunday services and programs went virtual. The strength and health of this community has shone through these challenges. We have been nimble for the most part. The previous investment in audio-video equipment and use of PowerPoint projection during services was such an asset as we maneuvered our way into the online reality.

My heart is filled with such gratitude when I reflect on how this community responded to Covid. The leadership of the Board and staff, making the hard decision to close early, the wellbeing of people the primary concern. The AV Team, well there aren't enough words to express the appreciation for their devotion to assuring we stayed connected, having to constantly adjust to the changing Zoom format; the Caring Team who made sure every person got a call and the team of people who support that effort; the finance team calmly balancing the realities of lost revenues with figuring out online giving and applying for grants; Membership reaching out to virtual visitors; the strength of this community, the value of each person, the rallying together, magnifying the importance of maintaining connection.

Staff Supervision: It is both an honour and a privilege to work with these creative and committed individuals.

Music Director ~ Jane Perry – we have been sharing the ministry here for all but my first year and it is truly a shared ministry. Jane has so many skills building community and creating safe space. Her leadership, sense of humour and calm presence is a gift to me personally, the staff team and the congregation. Moving to a virtual format has been especially challenging as so much of Jane's work is in person singing. She has found creative ways to maintain the community; such a significant part of what she does.

Director of Religious Education ~ (Children & Youth) Sheila MacMaster's passion and enthusiasm are contagious. In addition to the ministry she does with children, youth and families, she seeks out professional development and connects with colleagues. Sheila has been incredibly creative in adapting to the online world.

Office Administrator ~ Martha Mantikoski's "work from home on Thursday" had proven to be both successful and a prelude to full-time from home. The recognition of sustained building closure resulted in a significant part of her job being no longer needed. She suggested perhaps fewer hours would be needed and was moved to ¼ time.

COSM – Committee on Shared Ministry ~ These folks are amazing, working mostly behind the scenes to support the community and me; I am so impressed with the integrity and diligence of these people!! They have done my annual evaluation, dealt with conflicts and researched conflict management processes that we might have one in place for when it is needed.

Pastoral Care ~ 5 deaths in the community during this time period; pastoral care went online in March; increase in mental health concerns after March.

Church Services

- Ordination of Danielle Webber (Oct 20,2020) – a 1st for Calgary Unitarians was a delight.
- Worship Arts Team have enhanced lay presence during all services, support/coordinate lay-led services and offer learning/growth experience for all of us.
- Adapted to virtual services
- Tuesday Vesper began in April and was sustained by volunteers through the summer

Adult Programs

- Facilitate a Thursday TLC (Theme -Based Listening Circle)
- Hindsight, Humour and Hope
- Work That Reconnects (Joanna Macy's work)
- Intro UU

Wider Community

- Calgary Alliance for the Common Good – Board; IAF Canada, Acting VP; member of the Reconciliation Action Team; training team
- Calgary Interfaith Council representative of UCC & co-chair of Social Justice group; co-facilitator of UN Interfaith Harmony Week event, MC opening breakfast

DENOMINATIONAL INVOLVEMENT

CUC (Canadian Unitarian Council) --

- attended Western Regional Gathering (Edmonton Oct 18-20);
- planned to offer a stream at ACM in Halifax (canceled)

UUMOC (Ministers of Canada)

- Attended BC/West Retreat (Feb 2020) Diversity Awareness Training
- UUMOC Ministry Days (online)

UU Ministers Association (UUMA):

- Canadian Good Officers for Western Canada
- Serve as a clergy Coach and Mentor for a new minister in Preliminary Fellowship
- Chair of Collegial Development Team
- Attended UUMA Ministry Days – online

Professional Development

- Wellspring for Canadian Religious Professionals (10 month UU spiritual deepening course)
- Retreat using Parker Palmer's Circles of Trust (online)
- Encounter World Religions (online); Festival of Homiletics (online)

In the coming year:

- Planning a virtual year – so much in flux
- Anti-Racism engagement
- Build collaborations (Calgary Alliance, Affirming Network, Calgary Interfaith Council) to magnify impact of social justice work and raise UCC profile

This annual report comes with the recognition that I have been sharing the ministry with Calgary Unitarians for a decade. It is such an honour and a blessing. With deep respect and abiding faith.

Namaste - Debra

President's Report

Dear fellow members and friends of Calgary Unitarians,

I am so proud of how well we have pulled together in these challenging times. Who would have thought last February that we would be in full virtual mode by mid March? And we have been able

to provide some real community and spiritual connection via Zoom. We had always intended to get our services online and to expand our virtual reach in time and one silver lining to this COVID pandemic is that we have now jump-started our digital efforts. The board had already started doing some meetings by Zoom pre-Covid and this helped us adapt quickly to a total virtual meeting environment.

We owe a very special thanks to our wonderful staff for all the extra work during this pandemic that providing virtual services and events so quickly has created. They have worked some very long hours on a steep learning curve to give us some great online opportunities to connect and worship online. Thank you. And we certainly couldn't have done this without our fantastic AV team – an indispensable part of this move to online.

While the board now doesn't anticipate being back in our building for normal services till at least late spring 2021 at the very earliest, we are now open to considering certain internal and external rentals, providing they adhere to AHS COVID protocols with proper sanitizing before and after. Most of these groups are arts groups and we do want to continue our support of the arts here in Calgary and provide much needed rental and fundraising income to us. We have also successfully held some small, controlled fundraising dinners in Wickenden as part of the service auction and DinnerFest.

Should you wish to host a committee meeting or event in our building during this winter season, please contact me directly to discuss this.

During the 2019/20 year, Calgary Unitarians has expanded their involvement in the Calgary Alliance for the Common Good – an advocacy organization that represents over 35,000 citizens who work to create a just and compassionate Calgary. We are a founding member of this Alliance and see it as a great way to leverage our social justice efforts for much greater effect – all part of fulfilling our mission to act for a just and sustainable world. Get more information at www.calgarycommongood.org There is a lot happening here virtually and we are really being listened to at city hall. During this pandemic it is particularly important that we protect the vulnerable and we can do this most effectively through the Alliance.

These challenging times have presented some real difficulties and opportunities to us - difficulties certainly in the physical distancing and missing our joy of being together - worshipping, singing and being in community. Zoom fortunately has helped us here and please continue to think of ways we can expand our use of Zoom. We have two Unitarian zoom licenses that are open for your use for building Unitarian community. Let's think of some creative ways to zoom together over the next 6 months.

What about some ways that we can connect safely outdoors over the next 6 months – meeting for walks or cross-country skiing, gathering around a fire pit in someone's yard or in a park? Let's not rule out some face to face connection time outdoors.

Financial

There is also obviously a real financial difficulty to this COVID crisis - both for many personal finances and those of Calgary Unitarians. The FY2020/21 budget (Aug 1 2020 to July 31st 2021), assumes a \$38,590 deficit due to loss of rental income and expectation of reduced donations and fundraising. Fortunately, our fiscal year ending July 31, 2020 produced a surplus of \$36,172 which almost offsets this year's loss. Almost \$21,000 of this 2019/20 surplus was due to being eligible for the federal wage subsidy program. We will continue to apply for this program this year during the months that we qualify. Many thanks to those donors who recently came forward with additional contributions in this tough financial year. Your extra assistance is so appreciated.

Your board will now be starting to look at next year's plans (the year starting August 1, 2021). I do so hope that we will be back in our building but we will probably have to do some contingency planning in case we cannot. The board this year consists of only 6 people out of a possible 8 members. We are testing this smaller size deliberately to see if we can function well with just 6 - thereby freeing up more members to volunteer in other areas.

Until we are all back in our building, stay safe but please stay connected and reach out to each other. In times like these, our warm, caring Unitarian community is so important.

Board Members, 2019-2020: President, Mary-Anna Louise Kovar; VP, Jane Ebborn; Secretary, Alex Russell; Treasurer, Alan Waugh; Trustees, Alex Schumacher, Pamela Rickey, Holly Noelle. 2020-21: President, Jane Ebborn; VP, Conrad Ayasse; Secretary, Pamela Rickey; Treasurer, Alan Waugh; Trustees, Alex Schumacher; Leslie Robinson.

Respectfully submitted, Jane Ebborn, President.

Finance Committee Annual Report

Members: Leslie Buckle, John Collins, Eric Leavitt, Alan Waugh, Carol Waugh, Bob Willson. Former committee members who served part of the year: John "Mich" Michell, Bob Pond.

Over the past year, the Finance Committee engaged in the following activities:

Financial Statement:

Coordinated the preparation of the statement for the year ending July 31, 2020, recruited the reviewers, facilitated the review and helped prepare the statement package and remarks for presentation to the December Congregational Meeting.

Budget 2020-21:

Developed the budget with input from and in cooperation with the Stewardship Committee and other committee chairs, and submitted a recommendation to the Board of Trustees for presentation at the Spring Congregational Meeting. The May meeting was delayed due to the COVID-19 pandemic and held via Zoom in July 2020.

Electronic Payroll System:

Continued managing our contract with ADP Ltd. to provide automated payroll services for staff.

Pandemic Subsidy Programs:

Managed applications under two federal government pandemic programs: the Temporary Wage Subsidy for Employers, and the Canada Emergency Wage Subsidy. These programs were intended to replace lost operating revenue caused by the pandemic and enable organizations to keep staff on payroll.

Rentals:

Saw rental income drop due to pandemic-caused closure of the church building in mid March.

Roles and Responsibilities:

Moved more responsibilities to our bookkeeper, who is now able to do much of the computer-based work offsite. Newly added tasks include rental invoicing, payroll management, processing online contributions, and initiating online payments for authorization by signing officers.

Electronic banking:

Upgraded the church's bank account to online banking service, which enables us more easily to manage church finances. This has been especially beneficial during the COVID-19 pandemic when online giving has been encouraged during Zoom-based Sunday Services and for fundraising events, such as the Co-op Gift Card program.

Submitted by Alan Waugh, Treasurer

Endowment Trust Fund

In the fiscal year ending July 31, 2020, the total assets of the Calgary Unitarian Endowment Trust Fund (ETF) increased from \$455,799 to \$533, 610. This remarkable one-year increase was due partially to the successful management of the ETF within the larger CUC National Fund, but was mostly due to large bequests received from the estates of Ann Kyle and Alastair Sinclair, and from the many generous donations received from our members and friends.

During the fiscal year, the following now-deceased Calgary Unitarian members and friends had ETF contributions made in their memory: Tove Engebretsen, Sharon Henderson, Gorham Hussey, Pat Jessop, Sophia Lang, Randie Lind, Marion McPherson, Verna Pollack, Joan Riches, Frances Schaink and Alastair Sinclair. The members and friends who each made one or more contributions to the ETF in memory of one or more of those listed above were the following: Wendy Benson and Bob Willson, Dorothy Bond and John Michell, John and Marie Collins, Doug Engh, Fay and Raymond Giroux, Marsha Haug and Eric Leavitt, Docia Lysne, Anitra Mamen, Shelagh McCormack and Colin James, Bob McPherson, Lynn Nugent, Elsie Sinha-Roy, Anne Slattery, Bob Spinney, Susan Stratton, Melanie Sucha, and Alan and Carol Waugh. In celebration of Frances' larger-than-life generous spirit and in commemoration of their forty+ years heart-and-soul marriage, Hendrik Schaink contributed an extraordinary kind gift to the ETF. To all who made donations to the ETF, thank you very much!

Because of the change to the ETF Agreement that was approved by the congregation two years ago, the amount transferred from the ETF to the 2020/21 Calgary Unitarians operating budget was \$23,581 (calculated as 5% of the average value of the ETF over the 12-month period ending in February 2020). For comparison, under the previous agreement, about \$12,000 per year was transferred to the operating budget. Under the new ETF Agreement, the annual transfer to the CU operating budget has essentially doubled!

Early in the new fiscal year (2020/21) generous bequests have already been received from the estates of Ward Neale and Michael Colwill.

We thank those who have included the Calgary Unitarians in their Wills, and encourage all members and friends to do so.

Submitted by John Collins, on behalf of the ETF Trustees, Leslie Buckle, John Collins, Mich Michell and Bob Willson.

Children and Youth Religious Exploration (CYRE) Program

Professional Development Completed by DRE Sheila MacMaster

- Wellspring Sources Oct 2019 to June 2020 with Canadian Ministers and DRE's. An in-depth reflection on our six Unitarian sources.

Professional Development Completed by Youth Advisor and Youth Volunteers

- Youth Reboot Training Webinar for Youth Advisors and volunteers (September 14th, 2019). Attended by Holly Noelle, Rebekah Mobley-Kasner, Karen Wylie and Ben Bradt.

CYRE July 2019 to Feb 2020

- Four Sunday classes with safety screened staff and volunteers; including Nursery (0-2), Explorers (3-7), Elementary (8-12) and Youth (13-19).
- Weekly CYRE newsletter highlighting Sunday classes, activities and resources for parents.
- Wickenden CYRE display board to connect the congregation with the children's activities.
- Sunday Service CYRE Happenings as part of the Sunday Time for All Ages to connect the adults with the children and youth programming.
- Monthly Family Movie Nights with popcorn snack bar.
- Intentional focus on creating a more inclusive space for children and youth on the autism spectrum, including dimmer classroom lighting, quiet space tents, access to fidgets and consultation with leaders experienced with autistic children and who also identify as autistic.
- Birthday party initiative to encourage children to celebrate their birthday at the Calgary Unitarian building.
- On-Going development of Room 7 Libraries: including ARE, Lay Chaplaincy, Adult Free Library, Children/ Youth Banned Book Library and LGBTQ2+ Rainbow Library for children and youth.
- Children and Youth "clothing exchange" collection to support our environmental values to re-use, create a sharing economy and help moderate income disparity.

CYRE March 2020 to July 2020 (move to virtual due to Covid-19)

- Sunday Service CYRE Happenings to keep families and the congregation connected.
- Weekly CYRE newsletter with class links, activities and parent support information.
- Power Hour for Elementary children, Tuesdays at 1pm-2pm.
- Youth Meeting, Tuesdays at 2pm-3pm.
- Coffee with Sheila, Wednesdays at 11am-12pm.
- Young Adults Connection and Games, Sundays at 6pm to 7pm.
- Story Time (ages 0-5) Tuesdays at 12:30pm -1pm, March/April 2020.
- Children's Garden Box, April 2020 to Sept 2020. Maintained by Jade Delisle and Jacob Dowling, with the children participating through picture updates and plant adoption. A special thank you to Sheila Ward, our wonderful CU Garden volunteer!

Children's Classes: The curriculum for the 2019/2020 year was based on the Big Life Journals for children, which encourage a growth mindset, confidence and self-reflection. We also focused on the pillars of UU values, spiritual self-care and multicultural/faith exploration. Some highlights of the year were working on our Big Life journals, making characters for UU Dungeons & Dragons, celebrating Beltane, Ostara and Mardi-Gras, International Day of the Sloth, learning about the

Indigenous Seven Grandfather teachings, Orange Shirt day, and our garden drum circle. The January 2020 children's choice 4 Others was Child Haven International.

Youth: The 2019/2020 Youth curriculum was based on the Big Life Journals for Teens, which encourages a growth mindset, self reflection and confidence. We also explored Tapestry of Faith: A Place of Wholeness. Some of the year's highlights were classes on deconstructing white privilege, Buddhism, planning a Youth led Pride Parade experience and the June Youth led Sunday Service.

- September 1st Youth Pride Parade participation under the CU Banner.
- October 18th-20th Western Regional Youth JUUST Keep Swimming conference.
- October 26th Youth Movie and Pizza Night.
- November 24th Youth led Souper Sunday.
- October -December Youth Multi-faith calendar sales to support equitable conference attendance.
- March Youth choice 4 Others was AARCS (Alberta Animal Rescue Crew Society).
- May 15th -18th CanUUdle XX: CazUUm Youth conference.
- June 7th, 2020 Youth led Zoom service "A Window in My Room".

Multi-Generation Spooky Sunday (October 27th, 2019)

- Costume Parade and contest for all ages, spooky readings and music for everyone.
- Spooky Souper Sunday.
- Screening of the Disney movie Coco.

Multi-Generation Winter Showcase (December 15th, 2019)

- Congregational Snowflake Dance and seasonal songs.
- Children and Youth invited the congregation to ask questions about their interests like animals and Minecraft, along with sharing their special talents like crocheting and baking.

A huge THANK YOU to our 2019/2020 Volunteers and Staff!

CYRE Staff: Jacob Dowling, Samer Khaldi, Jade Delisle and Holly Noelle.

CYRE Team: Heather Walker, Courtney Rosvold, Mariedke Gibson, Amanda Lockhart, and Nicola Russell.

Nursery Team Volunteers: Marie Collins, Mariedke Gibson, Courtney Rosvold, Marie Collins, Yoseth Diaz and Paula MacMaster.

Explorers and Elementary Class Volunteers: Heather Walker, Marsha Haug, Ronnie Joy, and Arno Buruma.

Youth Volunteers: Rebekah Mobley-Kasner, Karen Wylie, Conrad Ayasse, and Charlene Hoepfner.

Submitted by Sheila MacMaster, Director of Religious Education

Nominations Committee

The role of the Nominating Committee is to identify members to serve in the elected positions at UCC: on the Board of Trustees, as well as on three of the Church committees: Lay Chaplaincy Committee, Committee on Shared Ministry, and Nominating Committee. As of July, 2020, the Nominating Committee consisted of Lisa Hurrle, Conrad Ayasse and Randy Henderson. Nicola Russell took a leave from the committee.

The following positions were filled by the Annual General Meeting on July 12th, 2020.

Board of Trustees		
Position	Name	Term
President	*Jane Ebborn	2020-2021
Vice-President	Conrad Ayasse	2020-2021
Secretary	Pam Rickey	2020-2021
Treasurer	*Alan Waugh	2020-2021
One Year Trustee	Position not filled	2020-2021
*Board Trustee	Leslie Robinson	2020-2023
*Board Trustee	*Alex Schumacher	2018-2021
*Board Trustee	Position Not Filled	2019-2022

Lay Chaplaincy Committee	Term
*Holly Noelle (replacing balance of Joan Riches term)	2020-2021
*Meredith Simon - Chair	2018-2021
*Margaret McRae	2019-2022

Committee on Shared Ministry	Term
*Judy Osborne	2019-2022
*Jim Washbrook (Chosen by COSM Committee)	2018-2021
Tamara Ryan (Elected)	2020-2023
Open	
Mary-Anna Louise Kovar (Chosen by Minister)	2020-2023
*Kathryn Burwash (Chosen by Minister)	2019-2022

Nominating Committee	Term
Liz Blackstock	2020-2022
Marie Collins	2020-2022
Position not filled	2019-2021
Randy Henderson*	2019-2021
*Continuing position	

You will note that on this slate, there are positions that remain unfilled. The Board, in consultation with the Nominating Committee wished to try to streamline the Board and Committee Membership in order to put less pressure on the membership to serve on committees, with the hope that people would be freed up and better able to take leadership roles on special projects and events.

The Nominating Committee wishes to express our appreciation to all who entertained our requests to fill these roles, to those who were honest about how and what they could commit to, and to those who happily accepted new challenges.

Respectfully submitted, Lisa Hurrle, Chair

Committee on Shared Ministry (COSM)

The mandate of the Committee on Shared Ministry (CoSM) is to strengthen the quality of shared ministry within the congregation. CoSM ensures that the church and our minister are serving the Purpose of the Unitarian Church of Calgary, facilitates problem-solving in conflict situations, and supports the minister.

During the 2019-2020 church year, CoSM:

- Following a very difficult and prolonged conflict, CoSM began a review of the Conflict Management Process with the goal of more clearly defining the steps and methods.
- Created the Disruptive Persons Policy as recommended by a Conflict Resolution professional. This policy necessitated a change in our bylaws which CoSM has written and recommended to the Board of Trustees
- Began the process of creating a Right Relations Covenant and selected a team of three from the congregational leadership to do research and engage the participation of the congregation in deciding what should be included. A first draft was created and presented to the congregation for feedback early in 2020 with the goal of presenting to the congregation for a vote in December 2020.
- Managed occurrences of disruptive behaviour in the congregation
- Completed and reported the Evaluation of the Minister including a Congregational Survey.

Thank you to the committee members who completed their terms during the 2019-20 year- Charlene Hoepfner and Christopher Fietz. Current members of the Committee on Shared Ministry are Jim Washbrook, Judy Osborne, Kathryn Burwash, Tamara Ryan and Mary-Anna Louise Kovar. Chair and Secretarial duties are shared by all members in rotation.

Submitted by Mary-Anna Louise Kovar.

Adult Religious Development and Education

In the summer of 2019 Wendy Benson transferred the committee to Heather and Pam, with lots of background and guidance. Thank you, Wendy, for caring, and administrating the committee work.

Heather met with the church administrator, and with the minister, as required. This committee should be an active component of a vibrant church community. We had a well attended introduction to UU in the fall. A favorite component of the adult programming continues to be the Theme Based Listening Circles, with 4 or 5 Circles meeting monthly. Deep listening is practiced based on the monthly theme Reflections resources. This is quite intensive work to produce and guide the circles, and a facilitator training was offered in September for skill building.

We have the good fortune to have many talented and passionate members in our midst, and programming for the year comes out of their abilities. Scheduling, and participation / registration numbers show interest. Reverend Debra Faulk used a rotating assistant facilitator model to present the "Hindsight, Humour, and Hope: What, Me, an Elder?" program in the fall of 2020. This allowed

members to increase their responsibility for the program without making a full commitment to having to facilitate the entire event. It also left Debra overseeing it... is this the way of the future?

We had good attendance at the March 1 planning meeting for the upcoming year, then ... ya, lock down, and re-envisioning.

Our community works well with the CUC, with the fall gathering being in Edmonton in 2019, with an environment focus. In the future, Heather envisions even more participation with the CUC and their educational abilities, especially with everything being taken on-line. Opportunities for education such as THRR (Truth Healing and Reconciliation) and Black Lives Matter/ racism work are being developed and implemented at that level. Is there enough communication of these programs to the entire community? What is the best format for this? We also participate in education programs offered by the Alliance for the Common Good.

On-line meet ups have continued, with numerous opportunities to continue face- to- face contact.

We had our own White Fragility course in September 2020. We have continued social (Wednesday night Pub Night, Knitting, and Spiritual (turning of the wheel) meet ups on Zoom, so it is somewhat face to face. We realize this is only partially adequate.

Dancers of Universal Peace are still meeting, mostly out of doors, and Singers of the Sacred Web have had huge and smaller meetings on-line. CU Fridays is a new on-line social and education initiative.

Members: Heather Walker, always looking for more members, always appreciating the support. Pam Rickey was the Board Liaison.

Submitted by Heather Walker.

Green Sanctuary

The past year went well for Green Sanctuary until all of our in-person indoor activities were shut down by the pandemic.

The annual local food supper in September 2019 was very successful, with a full house of 125 people. We were able to show three of the planned films in the environmental film series that we sponsor with the Permaculture Guild, each attended by 45-50 people.

In November we hosted a climate conversation facilitated by the Calgary Climate Hub, with ten speakers and rotating discussion tables. Attendance was about 100. On January 7 we hosted a joint meeting of the Climate Hub and the Calgary Association for the Common Good, attended by 45, where 15 signed up for a CACG research group on the environment, including Geraldine Hysert from Green Sanctuary.

The community garden produced well in the 2019 season, despite some setbacks from hail. In 2020, fourteen boxes were rented out, and the others used for the food bank. Sheila Ward continued her admirable service as garden administrator, assisted by a garden subcommittee in 2020. We had organized a work party of persons serving community service sentences, but that was cancelled due to the pandemic, which also caused some complications for the gardeners.

The Horticultural Therapy program continued, facilitated by Janet Melrose. It operated in person until the pandemic shut-down, then continued on line. There are currently about 10 clients in the program. Janet was successful in getting a grant from the TD Friends of the Environment to fund another year's operation. Under the terms of the grant, Janet has organized some public presentations on aspects of gardening. The first, in February 2020 attracted 35 attendees. The rest will be continuing on line.

Many thanks to all the other committee members: Susan Stratton, Sheila Ward, O. J. Zawalsky, Wanda Yorke-Neale, Doug Engh, Ger Hysert, Liz Blackstock, and Janet Melrose.

Submitted by Carl Svoboda, Chair.

Caring Committee

The purpose of the Caring Committee is to promote caring relationships within our Community. This fosters the deepening of relationships that we aspire to in our purpose Statement and promotes our seventh principle of Unitarian Universalism that we are interconnected in the web of life.

We do this through a variety of activities which respond to the concerns, joys or milestones in the life of congregants. These are communicated to us verbally or through our email address: caring@calgaryunitarians.ca

coordinate Candles of Care in the Sunday services, mail cards, promote phone and email contact, arrange home or hospital visits, share prepared donated food and give hand knit shawls to those in special need. We take on the summer on-call coverage when Debra is away.

Caring did the church service on October 13th on “We’re all a Part of Caring” where we honoured Liz Blackstock with a shawl and a huge Thank You for all her past work on the Caring Team.

The current pandemic has significantly curtailed many of our usual methods of connection. However, in March 2020 Marie Collins had a great idea and took initiative to work on same.

Her ambitious project was to connect all members of our beloved community through a Phone Tree. Over 30 people came forward to regularly connect with others by phone. A heartfelt thank you to Marie and these volunteers! We sent thank you cards to the staff for all their extra work to keep us connected.

Dolina Watson and Tamara Ryan left our committee to offer their talents elsewhere. Thank you both so much for your contributions. The current members are Donna Antonio and Kathryn Burwash. We welcome new members and ideas. Members can contribute to short-term projects or manage only one aspect of our ministry.

Respectfully submitted by Kathryn Burwash and Donna Antonio.

Membership Committee

Ten people became members during the church year and one joined as a friend. The committee held a new member recognition ceremony in early March just before our building closure due to the pandemic. There were four deaths among our members and seven resignations, three of whom changed their status to Friend. At the end of the church year on July 31, there were 164 members of record.

The committee offered an Introduction to Unitarian Universalism workshop in November 2019 and five attended. The one scheduled for the end of March 2020 was cancelled due to pandemic. The committee scheduled Welcome Table volunteers every Sunday that we were in the church for our services.

The committee supported Rev. Debra in holding the Minister’s Young Adult Dinner in September 2019. Several people were ill, so only one young adult attended along with Debra, Barbara and Duff.

As a wrap up to the “long term member recognition” ceremonies, we made sure there were new nametags ready to distribute to the 2 to 4 year members. Thanks to Jeb Gaudet for name tag creation.

A new activity was the collection of written consent for sharing of photos on the website and newsletters. Over one hundred consent forms were collected and recorded on the database. The consent question was added to the Membership application form as well, for ongoing maintenance of this information.

For the 7th year, the committee organized Operation Cookie, the delivery of Christmas cards and cookies to ‘seldom seen’ members of the church. There were 25 packages of cookies distributed. Some roles of the committee have needed to be changed since we started holding Sunday services via Zoom instead of meeting in person. Barbara has been recording the names of newcomers who log on to the Sunday services (in webinar format), and sending them welcome messages. We are also planning new ways to offer introductory sessions to newcomers. Debra has received positive feedback about our online services, as well as requests that we continue to offer these even when we are back in the church building for our services.

Additional regular activities include reviewing membership applications and recommending board affirmation, annual membership review, maintaining member and friend application forms and brochures, and ordering brochures for display.

Number of members

2014 – 169

2015 – 160

2016 – 160

2017 – 166

2018 – 165

2019 - 165

2020 - 164

Members of the Committee: Barbara Lane, Duff Bond, Mary Jane Hussey, Margaret McCrae, Rev. Debra Faulk.

Submitted by Duff Bond.

History and Archives Committee

The move of the archives from Glenbow to the Western Research Centre, Taylor Family Digital Library, at the University of Calgary and to the high-density library Spy Hill facility was completed. All three committee members visited the new location at the University where the archive administrator, Annie Murray, took us on a tour and explained how the archives work and how to interact with the staff.

The committee developed a handbook for History and Archives committee members.

The labyrinth poster was returned to us.

The youth chalice, which had been restored by the previous committee, was given to Sheila McMaster, together with the chalice’s history.

The committee was asked to research whether Danielle Weber’s ordination was the first ordination of a Unitarian minister in Calgary. Research determined that it was.

Eleanor Golding, daughter of Calgary Unitarians member Tamara Ryan, took on creating a digital scrapbook of Danielle Weber’s ordination. This project was slowed down by the Covid 19 pandemic and is still in process.

Regular meetings of the committee were suspended due to Covid 19, while members concentrated on more pressing congregational needs.

Members, History and Archives Committee: Pamela Rickey (Chair and Board Liaison), Neil Morton, Marcia Epstein. **Note:** The committee is seeking additional members.

Submitted by Pamela Rickey, Chair.

Physical Plant Committee

The PPC had a busy year with building improvements, regular maintenance and one flooding incident.

The major building improvements included:

Replacing the Wickenden Garden stairs;

Bird proofing the ledge and windows on the east side of the building;

Repairing the aluminum cladding on Panabaker fascia as well as cladding the large window on the west side of Panabaker; and,

Replacing the solar panel's batteries, and some exterior light fixtures and adding additional exterior signage lighting fixtures.

Flooding in the Wickenden basement.

The sump pump failed resulting in flooding in the Wickenden basement. A company was hired to dry out the flooded areas, including carpet tiles and the sump pump was replaced. The repairs were covered by insurance, so the net cost was the \$2,500 deductible and the cost of a replacement sump pump.

Leaks in the Panabaker basement.

Leaking behind the CYPT theatre has been a perennial problem. Under the leadership of Dick Wilson, the leaks were patched in the summer of 2019. Following this only minor seepage occurred in the spring of 2020.

Lift Maintenance ongoing.

Our two lifts are at the end of their life cycle. Thanks to various committee members and to our Maintenance Support Person (MSP) we have managed to keep them operational with occasional outages.

Ongoing normal repairs included:

Replacing the light fixture in the Barker Room washroom;

Replacing light fixtures in the Wickenden basement;

Replaced a cracked sink in one of the basement washrooms.

Other routine maintenance includes

Replacing furnace filters, annual inspection of fire extinguishers and replacement as necessary, testing emergency lighting, routine repairs and painting, clearing snow off sidewalks, cleaning gutters, etc.

These activities keep the PPC busy.

Flooring Replacement Concerns

All of the floors in the building are overdue for replacement. The highest priority would be the Wickenden downstairs floors. There is asbestos in the floor tiles. These tiles are beginning to break

with pieces coming off. it might be possible to overlay new flooring and avoid removing the asbestos tiles.

Wickenden upstairs would be of course more expensive because of the square footage but replacing the floor would certainly make the building more attractive to us and to renters.

The Panabaker floor is also far past its prime. It might be possible to refinish the existing floor.

Besides refinishing or redoing the floor we should consider adding a ramp to provide access to the stage for everyone.

Committee Members and Staff

The PPC is aided by two contract staff positions. The Sexton, Robert MacDonald, performs a nightly check of the building, clears snow and puts out the garbage cans. The Maintenance Support Person, Arno Buruma, keeps the lifts operating and does other maintenance as requested, lowering the workload for the committee.

Committee members, Eric Leavitt (Chair), Jeff Gruttz, Alex Schumacher, Dick Wilson, and Larry Singleton.

Submitted by Eric Leavitt, Chair.

Audio Visual and Technology Team

The Audio Visual and Technology Teams have amalgamated this year, as there was much overlap in the membership of the two teams. The budgets of the two teams have been amalgamated as well.

The team is responsible for computer and network support for the staff and volunteers who use the computers in the church. Jim Washbrook, Christopher Fietz and Mich Michell were the primary support people for this area. There are three computers in the office, one in the AV control room, and three laptops being used by staff, and we have a Synology server for central storage of our data. It's likely the server will need replacement within the next two years

A significant accomplishment in the year was the creation of a mesh wireless network so that the same network can be used throughout the building. Also, we set up Virtual Private Network access to the church network so staff and volunteers could access church data and programs from their homes.

The team provided on-site audio and video support for in-person Sunday services prior to the pandemic. Audio operators were Bob Willson, Les Ryan, Ned Leavitt, Hendrik Schaink, Christopher Fietz and Jim Washbrook, while video operators were Ned Leavitt, Hendrik Schaink, Christopher Feitz, Jim Washbrook, Diane Allen and Mich Michell.

The team also provided online audio and video support using the Zoom platform for all Sunday services from March 15 onward. There was a steep learning curve, but by the end of the church year we were providing a usable framework for the services.

We also supported the memorial service for Joan Riches, which over 125 people attended.

Online operators were Ned Leavitt, Hendrik Schaink, Christopher Fietz, Paul Dorotich, Daria Skibington-Roffel, Jim Washbrook, and Mich Michell, while Bob Barnim posted edited recordings to the Calgary Unitarians' YouTube channel.

We are looking forward to supporting hybrid church services when in-person services are again possible.

Submitted by Mich Michell, team lead.

Lay Chaplaincy Committee

The Lay Chaplaincy Committee began 2019 with Lay Chaplains Bev Webber and Lynn Nugent with committee members Meredith Simon (chair), Joan Riches, and Margaret McCrae. Bev Webber resigned in May at which time Mary-Anna Louise Kovar was installed once again to fill in. Joan died in early 2020 and was replaced by Holly Noelle.

Our tasks included revising our Lay Chaplaincy brochure, updating our site on the website including information on virtual ceremonies, setting out strategies for times when a Lay Chaplain is unable to perform a service at the last-minute, writing a Lay Chaplain's Corner for the Quest, and most of all searching for a new Lay Chaplain to replace Bev Webber. We found an excellent candidate in Holly Noelle who came on to the Committee and attended the Basics Training (via Zoom) that was presented by the Westwood Congregation in April 2020. She will be mentored by our two LCs until such time as a formal process for search and installation can be arranged.

Lay Chaplains performed several weddings, a memorial, and a child dedication prior to the Covid lockdown. Since then Lynn has done two outdoor weddings.

Respectfully submitted, Meredith Simon, Chair.

Moving Forward Team

Like many other aspects of life this past few months, the Covid 19 pandemic has disrupted our plans.

The MFT had planned to ask the congregation the question *Do you love our old church building with all of its issues and want to stay here at all costs? Or, are you ready to consider selling it and moving on to a new situation?* The question was to be put to the congregation at the May annual general meeting and the direction given will be the path that the team would follow.

There is also some uncertainty about church finances, especially with respect to rental income, which of course has decreased.

The uncertainty caused by the pandemic means that this plan and the Team is on hold. We are continuing to monitor what is happening with the Green Line. Currently it appears that construction of the Green Line as far north as 16th Avenue along Centre Street will proceed. According to the City of Calgary website Stage 1 will run from 16th Avenue and Centre Street to Shepard. The projected completion date for Stage 1 is 2027.

The City of Calgary is also working on the North Hill Communities Local Plan for future growth and redevelopment. When implemented the changes will permit greater density and building height in our immediate neighborhood. This will provide both opportunity and challenges to our congregation. Details on the planning process can be found at <https://engage.calgary.ca/northhill>.

If you have any questions you can ask team members or contact us at movingforward@calgaryunitarians.ca.

Moving Forward Team Members include Eric Leavitt, Liz Blackstock, Marcia Epstein, Penny Clipperton, Michael Leboldus, Judy Osbourne, and Alex Schumacher.

Submitted by Eric Leavitt, Team Leader.

Refugee Sponsorship Committee

In September 2019, we decided to undertake two more sponsorships: that of a single Iranian man persecuted for his atheism, and that of a young Syrian couple and their baby who have relatives in Calgary. In February 2020, we also agreed to sponsor an Eritrean family, who also have relatives in Calgary. We are pleased to be collaborating with some members of Scarboro United Church in the sponsorship of the Iranian man, and with family members and other members of the Calgary community with respect to the other two sponsorships.

The application to sponsor the Syrian family was approved by the Canadian government in November 2019, and the application to sponsor the Iranian man was approved in March 2020. All the needed funds have been raised. The Syrian family was interviewed by the Canadian Embassy in Beirut, Lebanon in late March 2020, and they are awaiting word regarding a travel date. The Iranian man, who is presently in Turkey, has yet to receive an interview date. The COVID-19 pandemic has greatly slowed the processing of refugee applications and travel between countries.

As of July 31, the preparations to sponsor the Eritrean family had begun but were not yet completed.

Some members of the committee remain in contact with the two families we sponsored previously, both of which are progressing nicely.

While we have not had a committee meeting since February 2020 due to the pandemic, the work of the committee has proceeded apace via email and telephone. Many thanks to the members of the committee for their continuing dedication to this cause!

Committee Members: John Backhouse, Wendy Benson, Linda Brown, Penny Clipperton, Barbara Lane, Mary Jane Hussey, Jocelyn Keith-Asante, Pierrette Lavalley-Hoch, Michael Leboldus, Margaret McCrae, Claire McMordi, Tom Mirhady, Sue Norman, Carolyn Preston, Gillian Weaver-Dunlop, Norma Wood, Cathy Welburn, Dave Werklund, Karen Wyllie, Cliff and Jamie Davison, Ev Dewar, Sophia Lang, and Leslie Buckle.

Submitted by Marsha Haug, Chairperson

Stewardship Committee

The Stewardship Committee, consisting of Brandis Purcell, Carol Waugh, Duff Bond, Mich Michell, and Meredith Simon, met weekly throughout January, February, March, and April to plan and execute the annual stewardship campaign. We designed the brochure, recruited a number of members as canvassers to write personal notes on each brochure that we handed out or sent to all members and friends, and invited several members to give a short talk during the service about the importance of the congregation in their lives. Our theme this year was Our Journey of Abundance.

This year was complicated by the Covid pandemic which hit at the height of the actual campaign, so the members testimonials and committee announcements for the weeks coming up to Commitment Sunday were included in the virtual services. The annual Commitment Sunday was on March 22 at which time folks were encouraged to stick around online after the service to watch the thermometer of pledges rise while eating their chili at home. Two weeks later a gift basket draw took place during the service from the names of all those who had pledged by Saturday night, April 4.

The pledge campaign results were quite successful considering the unusual circumstances. We were only a few thousand dollars short of the goal the Board had set.

Respectfully submitted, Meredith Simon, Chair.

Music Report

This report covers music activities at Calgary Unitarians between August 1, 2019 and July 31, 2020. It is divided into three sections based on the global public-health emergency that swept into Alberta in the second week of March 2020.

Before the Pandemic, Autumn 2019.

UUphonia resumed its rehearsal schedule on the first Thursday in September and continued to offer choral anthems in Sunday services approximately every second week. Chor Vida sang at the November Remembrance Day service, the December Blue Christmas service, and the Christmas Eve service. TriUU contributed its lovely three-part harmony to a Sunday service. All three ensembles performed in the late-November holiday concert.

Meanwhile, Jazz on the Side did a fundraising concert for the church in September. In October, Coffee Choir met on three consecutive Tuesdays in Wickenden Hall for social time and singing. Also in October, UUphonia and soloist Ned Leavitt sang "Renegades" by X Ambassadors at Rev. Danielle Webber's Service of Ordination.

Winter 2020.

On January 7, Eileen Kosasih started as our first-ever paid UUphonia rehearsal pianist. Her talents as pianist, violinist and conductor quickly made her a valuable asset to the church's Music Programme, and her quiet smile and clear delight in the community immediately won the choristers' hearts. We were able to hire Eileen thanks to a couple of generous, anonymous directed donations. My warm thanks to those individuals. On January 26, cellist Tom Mirhady and his Springbank Trio colleagues presented another annual installment of gorgeous classical chamber music in the intimate surroundings of Panabaker Hall.

In February, Coffee Choir convened on three consecutive Tuesday afternoons in Wickenden Hall for more musical mischief.

On March 8, the Sunday service was another in our series of music services "The Spirit Sings", this one focusing on the music and legacy of Joan Baez. UUphonia sang "We Shall Not Be Moved". Soloist Tina Buijs sang "Gracias a la Vida" = Thanks Be to Life. And the final congregational hymn was "We Shall Overcome." Little did we know that in the music choices on that final in-person morning, we were setting our community intention for the days and months to come.

March 12 saw another regular UUphonia rehearsal. The choir was on track for its April 2020 Cabaret "Homemade Music: Folk, Country, Roots and Blues" --- soloists and small groups were busy rehearsing, posters were up in the church building, and the considerable volunteer roster had been filled with the names of cheerful folks ready to help on the big April performance weekend. Chor Vida had been learning "Jolene" as part of its Cabaret contributions. UUphonia was looking forward to performing at the Sat March 14 fundraising concert for Skipping Stone Foundation, hosted by Knox Presbyterian Church and featuring One Voice Chorus and the BarberEllas among other groups. It was a Thursday like any other.

The Onset of the Pandemic

On Friday, March 13, following new AHS guidelines restricting mass gatherings to 50 persons or fewer, Knox Presbyterian confirmed the postponement of the fundraising concert due to pandemic concerns. On Saturday, March 14, we made the decision to postpone Cabaret to June 2020. That Cabaret still awaits its performance. On Sunday, March 15, we produced our very first Zoom service from Panabaker Hall with no congregation in attendance. On Monday, March 16, I e-mailed UUphonia choristers to announce the suspension of the spring rehearsal schedule.

On March 26, we launched the new Thursday-night choir Zoom sing-along, renamed the next week as Jamming with Jane and open to everyone in the congregation. On March 27, I published the first in a series of twelve weekly e-newsletters called UUphonia Choral Connection, with content contributed by the singers. On March 31, Rev. Debra and I launched the inaugural Zoom Vespers service. March was also the month in which I started both singing and playing the Sunday morning hymns.

In April, the decision was made that all Sunday service participants and crew would run the weekly Zoom service from their respective homes, and not from Panabaker Hall. Also in April, I started a discussion with TriUU (Leslie Buckle, Ev Dewar, and Brandis Purcell) about possibly using music software programmes to produce their own virtual-choir videos. They cheerfully agreed to give it a try. This opened a new creative door for TriUU and eventually for other church-based vocalists as Ev embraced the learning curve and became our new music-video producer --- a huge boon to our Music Programme and church community.

The Pandemic Continues.

On May 10, cellist Tom Mirhady contributed his first of several pre-recorded performance videos to a Sunday service. On May 30, we honoured long-time church member and choral singer Joan Riches in a poignant Celebration of Life service via Zoom.

On June 2, a scheduled programme-staff planning meeting regarding autumn programming had to be postponed until September because of overwhelm and exhaustion in the staff group. On June 11, I published the final installment of UUphonia Choral Connection, and ran the final Zoom evening of Jamming with Jane. On June 21 and 30, the AV Crew and PowerPoint Team broke new Zoom ground in supporting Cathy Welburn's multi-actor theatrical presentation ("Midsummer Night's Dream") and Brandis Purcell and Jane Perry's video-heavy music service ("Good Ol' Fashioned Hymn-Sing") as the culmination of three-and-a-half months of Zoom learning, experimenting, innovation, and mastery.

Offline kudos to our online Zoom heroes.

Kudos to all of us for understanding (or learning and re-learning) that we are stronger together in the midst of this ongoing plague, even when being together means a lot of screen time. Kudos to all who pushed themselves to learn new technology and new ways of doing things in order to participate in our church's Zoom environment. Kudos to every one of my singers who gave Zoom a shot, and to all of you who have discovered the joy of seeing the lovely faces of fellow choristers full of song even when personal mics are muted. Kudos to the entire AV Team for perseverance, creative thinking, and dedication above and beyond the call of duty. Kudos to the PowerPoint Team for enabling us to bring music videos and pre-recorded guest speakers to our Sunday services in a time when live singing and in-person appearances have been greatly curtailed. Kudos to TriUU for blazing the trail with your virtual-choir videos. Kudos to Tom Mirhady and our church vocal soloists for experimenting with music-video recording for the benefit of our Sunday services. Kudos to my staff colleagues for creativity, humility, and good humour in the face of a new and constantly shifting reality. Kudos to the volunteers who support all things musical at the church, and who have chosen to remain in their roles even in the face of the new math. And finally, I bow deeply to Ev Dewar, who with her natural good cheer, curiosity, and creativity has enabled the choristers of Calgary Unitarians to contribute their combined singing voices to Sunday Zoom services through her wizardry with digital platforms. We really couldn't do this without you, Ev --- thanks.

Respectfully submitted by Music Director Jane Perry.