



**FIRST UNITARIAN
CONGREGATION OF OTTAWA**

2018

Annual Report



**Creating a Just, Compassionate and
Sustainable World**

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President's Message from Terry Kimmel

(President@FirstUnitarianOttawa.ca)

Our interim Minister, Rev. Len de Roche, ended his one year term with us in June and is credited with several successful activities that we are continuing. These include the Sunday morning pre-service fora (with flat screen TV in Fellowship Hall), the men's breakfast group, multi-generational services and Our Spiritual Home campaign. This campaign, aimed at addressing some of our property repair issues, was hugely successful, raising \$70,000 and enabling us to replace windows, refinish the front doors, install a security system and make other needed investments.

During 2018 the Board made the decision to forego the search for a Settled Minister in favour of a Developmental Minister. This information was relayed to the congregation at our Annual General Meeting and then at a special Town Hall. In June we were incredibly fortunate to hire Reverend Patricia Guthmann-Haresch as our Developmental Minister. Despite some early issues, with visas and such, Reverend Pat was able to join us in September to begin her three year term.

Our priorities during the Developmental Ministry period are; to be a dynamic healthy community (by developing and fostering a culture of openness and acceptance), to encourage multi-age ministry (by developing and fostering programming and a culture that supports a broad range of ages), and to develop and enhance elements and communication for effective governance. Add into that the objective to balance our budget within 5 years and we have significant challenges. Within each of those priorities are specific tasks. Over the six months since Rev. Pat's arrival, we made a lot of progress towards addressing the priorities. For example we formed a Leadership Council composed of the chairs of committees, teams and working groups in order to foster coordination and communications of the priorities and goals that have been set. We formed a Committee on Embracing Diversity with the mandate of coordinating congregation-wide actions relating to inclusivity and openness in areas such as LGBTQSS, varying abilities, multiple ages, class, ethnicity, immigration status and development of 'resource' people and working groups in each of these areas. We formed a Right Relations Team with the objectives of fostering and maintaining harmonious relations within the Congregation, mitigating conflict through ongoing education, facilitation and training and establishing and maintaining a process and structure for resolving conflict. A major challenge under Developmental Ministry is to reinvigorate the religious exploration (RE) program. And, to that end, late in the year we hired Neo Yaxley as our acting Director of RE. And, we are encouraged by the number of families that are finding a home at FirstU. To monitor our progress during this period we are forming a Committee on Shared Ministry. In short this committee will evaluate how we, as a congregation, are doing against our goals. Ministry is not an act provided only by those who are ordained or called to serve. Ministry happens wherever individuals embrace the belief that their good works, their volunteerism, their acts, can help serve the mission and vision of their congregation.

A major emphasis during this year was in considering the value and opportunity that development on our campus property might present. The Campus Planning Committee has been actively engaged with the City of Ottawa regarding long term planning along Richmond Road and how it affects us. At our Fall Congregational Meeting, besides agreeing that any development on the campus must include affordable housing, it was also agreed to involve the congregation throughout the process through Town Hall meetings and charettes (meetings in which all stakeholders in a project attempt to

resolve conflicts and map solutions). A consultant has been hired to help us through this planning process. We will be hearing more of this Committee's progress over the next several years.

I want to recognize the many volunteers who give of themselves to make us a healthy congregation. We can always use more of you to step up and take your turn. Don't be afraid to ask if there is a role for you somewhere in a volunteer capacity, on a committee, or team or group. We are a force with many talents.

I want to draw special attention and my thanks to the commitment your Board of Directors made during the year. There is a lot happening in our congregation and the dedication of your Board is significant to any successes we can claim. Thanks for your support and good work.

In spite of all the statistics and reports on the demise of 'religion' and the sell-off of church properties in North America, I remain optimistic that our belief in openness, tolerance, and compassion for others and our environment will remain a beacon for those who are searching for truth and a spiritual home.

Minister's Message from Rev. Patricia Guthmann Haresch

(Minister@FirstUnitarianOttawa.ca)

Connections are made slowly, sometimes they grow underground.
You cannot tell always by looking what is happening.
More than half the tree is spread out in the soil under your feet.
Penetrate quietly as the earthworm that blows no trumpet.
Fight persistently as the creeper that brings down the tree.
Spread like the squash plant that overruns the garden. . .
Weave real connections, create real nodes, build real houses.
Live a life you can endure: Make love that is loving.
Keep tangling and interweaving and taking more in,
a thicket and bramble wilderness to the outside but to us
interconnected with rabbit runs and burrows and lairs.
Live as if you liked yourself, and it may happen:
reach out, keep reaching out, keep bringing in.
This is how we are going to live for a long time: not always,
for every gardener knows that after the digging, after
the planting, after the long season of tending and growth, the harvest comes.

- from *The Seven of Pentacles* by Marge Piercy



Story Time

It seems too soon to be writing an Annual Report. As I write this, I am ending only my sixth month at First U. Last Fall I started out slowly, meeting with as many committees and groups as I could. Listening and learning. My guiding principles were to help foster connections and transparency, build trust and community, deepen conversations, and lift spirits. Also, to be not just your Chief of Operations, but your Minister. Not all of these goals are measurable, sometimes "they grow underground. You cannot tell always by looking what is happening." But, there is a certain something, a certain feeling, a new energy that people are reporting to me.

What I have found here at First U is a strong foundation, a congregation of remarkable and dedicated people with a deep well of life experience and good sense, a dedicated staff each bringing their own talents and gifts. Together we have planted many seeds, are cultivating and nurturing, “reaching out and bringing in.”

With each change (like welcoming a new minister) comes opportunities to take a fresh approach. However, we needn’t rush and dive in head first. “Connections are made slowly.” It is “after the long season of tending and growth” that “the harvest comes.” Although we would love to have everything we wish for to have happened yesterday, we can take time to thoughtfully consider each step.

One might grow impatient with deliberation and meetings, yet as the President reported, many new initiatives have begun during this short period of Developmental Ministry:

- Formation of the Committee on Shared Ministry and Embracing Diversity Committee
- “Re-formation” of the Leadership Council
- Gathering together a Fun- and Fundraising Group spearheaded by Stewardship to expand and support community building and fundraising events.
- “Re-visioning” the Religious Exploration program, Breakfast forums, and multi-generational worship
- Initiation of choosing the next congregational focus for social justice activity by the Social Responsibility Coordinating Team
- An increase in Adult Learning opportunities
- And much more

It is exciting to consider the possibilities before us.

I'm going to plant a heart in the Earth
water it with love from a vein. . .
I'm going to leave a heart in the Earth
so it may grow and flower
a heart that throbs with longing
that adores everything green
that will be strength and nourishment for birds
that will be the sap of plants and mountains. . .
An open heart that will never have doors. . .

- from *Voy A Sembrar Un Corazon Sobre La Terra* by Rosario Murillo

Operations Manager's Report

Chair/Contact Info

Jen Brennan (omr@FirstUnitarianOttawa.ca)

Description of Mandate:

Administration and Operations supports congregational processes, and consists of the functions of Office Management, Property, Communications, and the organization of Rentals and Rites of Passage. As always, we remain available to assist with, where appropriate, the mandates set out by the Annual Plan of the congregation, with consideration of our charitable purposes.

Accomplishments Against Annual Plan:

Accessibility

Admin continued to address accessibility in the context of safety, welcoming and dignity. 2018 included:

- working with our staff, volunteers and contractors of the campus to ensure the safe experience for all who enter
- working with web working group to establish parameters to arrive at an accessible website;
- ensuring key persons have taken accessibility training;
- choosing several of the spiritual home projects whose benefit included accessibility enhancements.

Effective Governance

Policies worked on included updated Rental Policy and new Inclement Weather and Emergency Policy.

Communications

Much work is still to be done. Accomplishment in 2018 include:

- Work towards website being re-developed
- Facebook getting more attention with posts that reflect our principles as well as enhanced graphics to announce our events in weekly eUU and the website

Also accomplished in 2018

Security

Installing a security system that included keypad and fob entry has eased some security issues as well as reducing the need for custodial coverage during congregational events.

Privacy

Work was done to increase safe storage of personal data – staff no longer to use laptops for work, better security for stored information and documents; also, cyber security coverage added to insurance policy.

Our Custodial Staff and Sound Coordinator were also involved in the implementation of many of the Spiritual Home projects, and kudos to them for their assistance and expertise.

Comments On Factors That Affect Your Group's Operation

Working with the Property Team is a pleasure and the chores and projects get handled efficiently, easing the burden on the office and custodial staff. The successful implementation of the Spiritual Home projects, once funded was a testament to the Team's success.

The breakdown of the Communications Committee has stalled some work and decisions that need to be addressed including the website, marketing and social media.

The Carters Seminar that I attend yearly is extremely helpful in keeping abreast of the major changes in the areas of workplace safety, privacy, collection, use, disclosure and storage of personal information. This information often affects the decisions going forward.



Fun at the Fall Fair

Finance Manager's Report

Chair/Contact Info

Michele Jackson (fm@FirstUnitarianOttawa.ca)

Description of Mandate:

To follow the Job description, Governance Manual and Policies to implement Process and Procedures for Financial Accountability according to CRA and Auditor guidelines. To Oversee Human Resources to ensure we are following all ESA and CRA regulations.

Accomplishments Against Annual Plan:

- I continue to streamline our accounting records for budget and financial clarity.
- My main goal in 2018 has been to build procedures for financial organization, accountability, documenting and finalizing processes to be line with our auditors and current CRA recommendations.
- I created a centralized secure system for Organizational, Financial and Supporting documents.
- All past and current Policies have now been listed in a central location and database. In 2019 review and sorting will give us a complete set of on hand approved policies. Archiving the rest.
- I have created a record keeping system for Committees, Teams and Working groups providing a resource for the budgeting process and documentation as to what we do. Compliance has been and still is an issue for receiving the data needed.
- HR record keeping has been brought in line to government expectations for compliance. I continue to monitor new motions in the Provincial and Federal sectors for changes to the ESA.
- I worked extensively on the new Employee Handbook for clarity.
- I attended Carters Tax Seminar and submitted a report to the CoS.
- I have attended three webinars by the CUC that pertains to my role at FirstU.
- I continue to monitor changes in the Charities directorate for relevance and compliance
- I attend relevant CRA webinars.
- I have worked closely with stewardship to define data issues within PowerChurch

Overall it has been a busy and successful year for my initiatives. Some of the work started in 2018 will continue through 2019 for completion.

Comments On Factors That Affect Your Group's Operation

I am on the Stewardship, Finance & Personnel Committees, I attend the Leadership Council meetings. I participate and learn many things in these areas which is necessary to my role at FirstU.

I would like to thank the volunteers that have helped me achieve my goals of a higher level of organization and accountability, I couldn't achieve this without them. The most important thing that the Board, Committees and members can do to help me achieve these goals and future initiatives is to follow financial and documentation procedures, knowing who to report to will reduce work, saving time and money.

1. Program Reports

1.1 Religious Exploration

Chair/Contact Info

Neo Yaxley, (dre@FirstUnitarianOttawa.ca)

Description of Mandate:

To support families to participate in worship and provide religious exploration programs to children which inspire spiritual, emotional and intellectual growth.

Accomplishments Against Annual Plan:

- Suitable spaces which meet the needs of the congregation and families have been established to support worship in the sanctuary and children's programming;
- Children are provided with meaningful activities which are age appropriate due to the opening of the UU Kids' room;
- UU themed enrichment opportunities are provided for children each Sunday through a variety of hands-on activities;
- Children are learning the formalities occurring in the sanctuary Sunday morning downstairs. Children light their own chalice, participate in meditative prayer, share joys and listen to moral teachings;
- New families are bringing their children to RE programming and past families are returning because there is UU faith based children's programming.

Comments On Factors That Affect Your Group's Operation

We need volunteers. We are ready to roll and provide full-on UU faith based programming for the children of this congregation every Sunday. A good foundation and framework has been created in RE over the last few months, we cannot continue to grow and provide age appropriate curriculum without volunteers.

The positive support and encouragement from individual members of the congregation is much appreciated and helps to lift our program up - thank you.

1.2 Music Program

Chair/Contact Info

Deirdre Kellerman (Music@FirstUnitarianOttawa.ca)

Description of Mandate:

The Music Program runs three choral ensembles which provide music and leadership on Sundays, as well as small group ministry for more than 70 of our congregants. The program also runs auxiliary musical events throughout the year, including two full length concerts and at least one Jazz Vespers service.

Accomplishments Against Annual Plan:

Programming:

- ran Chalice Choir, Fusion and Three Rivers, which saw significant membership growth in all ensembles
- ran the Summer Choir program for the second year
- held our (now annual) Valentine's Day Jazz Vespers service
- continued our Christmas Choir tradition
- enjoyed guest musicians during our services, including bagpipes, cello, voice, vocal ensemble, piano, clarinet, guitar and percussion

Concerts and Outreach:

- produced our annual Winter and Spring Choir Concert, featuring our three choirs
- hosted Tony Turner and the Rise Up Singing team for a sold out concert, also featuring our choirs
- collaborated with the "Spirit of the Streets" choir for street engaged youth and presented a joint concert here in May 2018.

Other Achievements/Changes:

- enjoyed having Jason Fung and Noah Landers as Chalice Choir Accompanists, continuing the tradition of having a UOttawa student work with us.
- held a choral retreat in April 2018 where we discussed priorities, goals and dreams for the music program

Comments On Factors That Affect Your Group's Operation

The Music Program runs on participation! Thank you to all of our dedicated singers and audiences. The future of our music program relies on active involvement.

Our Choirs



2. Board and Congregational Committees

2.1 Nominating Committee

Chair/Contact Info

Marilen J Gerber

Description of Mandate:

We are a Committee of six, appointed to make Nominations annually for the Board of Directors of FirstU and when called upon to nominate a Search Committee for a Settled Minister.

Accomplishments Against Annual Plan:

The Committee nominated a slate of Officers and Directors for the April 2018 annual Meeting and for the 2019-2020 year.

The Committee was able to appoint one new Director to replace a departing member whose mandate was up and to confirm several Officer positions.

The Committee is working on fulfilling the mandate of diversity on the Board to reflect the current and more importantly the future composition of the Congregation. As well, we are attempting to fill Officer positions with candidates with the appropriate background and experience.

Comments on Factors That Affect Your Group's Operation:

This group was very cohesive and communicated well. We were able to arrive at well thought - out and unanimous decisions. We are investigating the use of Zoom or Group Facetime, to use when members are unable to attend live meetings.

2.2 Personnel Committee

Chair/Contact Info

Chuck Shields

Description of Mandate:

Assist the Board by helping to provide watchful and careful monitoring of, review/propose policies for, and facilitate communication related to personnel general practices and policies and general practices. The committee shall also provide assistance, as requested, to staff regarding personnel matters.

Accomplishments Against Annual Plan:

The committee's main goal in 2018 was to complete the revision of the Employee Handbook. With Rev. Pat joining the congregation it was important to ensure that she was comfortable with the handbook. The revision was almost completed in the calendar year but extended to the first months of 2019.

In the first part of the year the committee was asked by the board to assist in managing a challenging situation with a former staff member.

The committee also provided assistance, through the participation of one of its members, in the search process for a new Director of Religious Education.

The committee, through the chairman, maintained contact with the board at regular points during the year to check whether there were issues it wanted the committee to address.

Comments On Factors That Affect The Group's Operation

The only factor that posed a challenge to the committee was finding a suitable time to meet. Because the committee includes both staff and members, it isn't appropriate to ask staff to return to meet on a Sunday afternoon, when many congregational groups hold meetings. Also, some committee members work, so holding meetings during the day was not possible. The committee did decide to meet at 7pm on a regular day of the week every two months and to hold some meetings via Zoom to reduce the problem with travel time to and from the meetings.

2.3 Stewardship Committee

Chair/Contact Info

Larry Jones, stewardship@firstunitarianottawa.ca

Description of Mandate:

Stewardship is a year-round function focussed on recognizing, nurturing and celebrating GENEROSITY in all its forms within our congregation and community towards enabling our covenant and providing the means to achieve our mission.

Accomplishments Against Annual Plan:

- Conducted and Completed 2019 Pledge Campaign
- Established 2019 Pledge Campaign Metrics Reporting including contributions Tracking – to end Dec 2019
- Continued with the Legacy Giving Program (Re-)Development & Delivery Project (brochure Draft, Bequests support, presentation planning)
- Supported & Funded a successful Volunteer Appreciation Event (Dec 2018)
- Continued Project ReConnect activities (in collaboration with Welcome & Membership - contact with select congregants) Spring 2018 – extensive data capture & incorporation into membership database
- Furthered development of a multi-year ‘standard’ for data collection and Metrics Reporting for the Pledge Campaigns using historical data
- Furthered work on Multi-Gen Profile Project, including Health Dashboard concept Program Development with reporting on indicators such a Service Attendance, Attrition, Pledging History & forecasting, etc.
- Developed, published and continuing to grow the written Testimonial Statements Collection– initiated publication ‘standard’ of select 6 testimonials per (now quarterly) SPIRE Issues, dispersed throughout
- Established a Stewardship Fun-Fund Raising Ideas (FFRIs) Assessment Group (Minister, Operations Manager, Finance & HR Manager, Stewardship Chair) to evaluate & support approved FFRIs for execution, including DRAFT Assessment criteria / checklist (based on Board directive for more FFRIs implementation)
- Deferred the ‘Stewardship Orientation & Update’ and the ‘FINANCE 101 Program Update’ Town Halls to 2019 (to Sept 15th & Oct 6th respectively)
- Selected October 6th 2019 as the 2020 Pledge Campaign Launch date

Comments On Factors That Affect Your Group’s Operation

- Engaging volunteers with Stewardship functions – drafted a recruitment plan; largely not executed – structural elements need to be mostly completed first
- PowerChurch data access and its currency – obtained remote access; associated processes & procedures, including membership categories formulation is work-in-progress with Finance Manager
- Congregants ‘Participation’ (Pledging) in the Pledge Campaign remains a challenge
- Internal communications – awareness & understanding of the Stewardship vision, mandate and its functions for better engagement – initiated a Communications Plan, eUU, SPIRE, etc.

2.4 Finance Committee

Chair/Contact Info

Margaret Linton

Description of Mandate:

Analyse Financial Reports and make recommendations. Form a budget team to create the budget for Board recommendation. Make recommendations on Financial Policies.

Accomplishments Against Annual Plan:

Budget 2018 The year started with immense changes to the budget which had been approved conditionally by the congregation at the fall AGM 2018; because the pledge campaign fell short of the budget expectations for pledges, a rewritten budget was implemented in January with congregation informed through workshops and congregational approval at April AGM.

This new budget for 2018 eliminated the Settled minister search and reduced Human Resources Expenditures by \$40K by:

- changing the Director of Lifespan Learning (DLL) to Director of Religious Education (DRE) ¾ time,
- eliminating the DLL, and the Communications Officer,
- reducing custodian time and personnel and Facility Manager hours

This budget had a deficit in operations of \$76,000 and projected an overall deficit of \$30K in congregational funds (excluding capital assets). The board stated that zero deficit in Operations was a goal to be achieved in 5 years.

The **Financial Reports for 2018** fiscal year have some superb positives due to :

- Reduced personnel costs (late start of developmental minister and no DRE for 3 months) (\$64K).
- Generous bequests from Glyn Edwards, Alastair Henderson and Thomas Dent (total \$40K)
- Successful Spiritual Home Campaign, (\$70K raised of which \$30K remains for 2019 Expenditures)

The downside of 2018 Financial Reports is the stock market which produced a \$12K loss (after fees) on the investment portfolio.

The next budget cycle started in June and culminating in Congregational Approval of the **2019 budget** in the fall. This had a proposed deficit of \$27K in the Operations Budget and projected an overall deficit of \$53K in congregational funds (excluding capital assets).

The year ended with the pledge campaign December results (for 2019 contributions) falling \$17K short of revenue expectations in 2019 budget. It also showed a pattern of pledge donations 5-7 % short of the pledged amount. This needs to be considered in future budgets.

Comments On Factors That Affect The Group's Operation

Financial Policies are still in great need of revision; they have been collected from various sources; many are outdated. A volunteer with writing skills and knowledge of Finance would be most helpful. A start was made in documenting the budget process.

2.5 Communications and Outreach Committee

Chair/Contact Info

The position of Chair is currently vacant

Description of Mandate:

- Develop and implement internal, coordinated communications plans and processes
- Develop and implement outreach communications strategies, plans and actions
- Continuously monitor the effectiveness of these activities to determine any improvements required to the overall strategies.

Accomplishments Against Annual Plan:

Since meetings of the Committee were suspended part way through the year, several activities are not yet completed or were not initiated. However, a Web Working Group (WWG) under the Chair of Ruth Tait was formed to concentrate on the development of a new web site. Progress has been made in this area with a new test site established that conforms to many accessibility standards. Several iterations on the development of a content map have also been accomplished. At the moment, a pause has been implemented to allow the Board time to make crucial decisions on going forward.

A brochure template was developed and several new brochures have been created by different committees/teams.

A new Communications Policy is under development by the Governance Committee.

A proposed reorganization proposal for the Committee has been created and is awaiting comments.

Comments On Factors That Affect The Group's Operation

Difficulties continue on identifying and recruiting volunteers to carry out the extensive work plan for this Committee. Volunteers are required in specialty areas such as graphic arts, content writers and editors, on-line advertising, and marketing.

2.6 Campus Planning Committee

Chair/Contact Info

Blair Erskine

Description of Mandate:

To provide recommendations to the Congregational Board regarding any present or future development or changes to campus lands.

Accomplishments Against Annual Plan:

The Committee continued to discuss potential future uses of the campus and participated as members of the City Working Group charged with the design of the Cleary LRT station as well as a member of the City Working Group preparing a 20 year development plan for the Richmond Road/Byron strip. Both of these Working Groups have now completed their work.

Plans are being made to begin preparation of a long term development plan for the campus.

Comments On Factors That Affect Your Group's Operation

Funding required to proceed with professional planners and time required to reach consensus on acceptable uses.



First Unitarian Congregation of Ottawa Campus

2.7 Governance Committee

Chair/Contact Info

Eva Berringer/Bill Van Iterson

Description of Mandate:

The Governance Committee assists the Board by helping to provide watchful and careful monitoring of, review/propose policies for, and facilitate communication related to, governance matters.

Accomplishments Against Annual Plan:

The main focus of the Governance Committee over the past year has been reviewing and updating policies and developing new policies where required. Key achievements during this period include:

- Updates to the Governance Manual to reflect recent organizational changes;
- New policies developed and approved by the Board including: a new Privacy Policy to bring the congregation's handling of personal information in line with current legislation; a Disruptive Behaviour Policy to complement the previously approved policy on Conflict Resolution; and a Team Policy including a standard format for team's Terms of Reference.
- A major review and update to the Rental Policy, which now also includes policy on the use of space for congregational and congregational-sponsored activities and for Rites of Passages;
- Development and adoption of a Board manual including job descriptions for all Board positions, including executive positions and members-at-large.

Comments On Factors That Affect Your Group's Operation

Additional members on the committee are needed to help move forward with the significant work that is still required to update and develop necessary policies.

2.8 Audit Committee

Chair/Contact Info

Paula Theetge

Description of Mandate:

To assist the Board of Directors in its fiduciary responsibility, the Audit Committee provides oversight of the integrity of financial information and reporting, and internal control risk.

Accomplishments Against Annual Plan:

April 2, 2018

- Met to formally receive and review the Independent Auditor's Report of our FirstU 2017 financial statements for the year ending December 31, 2017.
- Proposed edits to the document, but indicated no concerns or questions relating to the general contents of the report, or the financial statements themselves.

April 4, 2018

- Following email discussion with the audit firm, the committee received, reviewed and approved an updated version of the report, and recommended acceptance and approval of the report to the Board of Directors.

Comments On Factors That Affect Your Group's Operation

The Audit Committee is a required component of our financial control framework, and would greatly benefit from additional membership, especially members not currently serving on the Board of Directors.

3. Ministry and Program Teams

3.1 Denominational Affairs Team

Chair/Contact Info

Maury Prevost, datchair@FirstUnitarianOttawa.ca

Description of Mandate:

Connect our congregation and its members to other UUs and their activities in Canada and around the world, especially through the Canadian Unitarian Council (CUC).

The team's mandate also includes:

- Nominate and brief our congregation's delegates to the CUC AGM and conferences.
- Bring new ideas and best practices back to the congregation for our own development and growth

Accomplishments Against Annual Plan:

On March 4, 2018 we had the CUC "Sharing Our Faith" service and offering, with a post-service forum on CUC business, including draft resolutions for the CUC AGM.

- We had seven delegates to the CUC AGM in 2018, which took place on the first day of the biennial national conference in Hamilton. Our delegates were Rev. Len De Roche, Margaret Linton, Chuck Shields, Amy Bérubé, Bob Stevenson, Rev. Linda Goonewardene, and Terry Kimmel (online). The first six and Janice Tait participated in the conference.
- We published articles on the CUC AGM, conference, and related topics in the Parkway Spire issues of March, May, September, and October 2018.
- Chuck Shields of our congregation was appointed to the CUC Board of Trustees in June 2018, to fill a vacant position.
- Maury Prevost and Jane Lindsay participated (online) in a CUC workshop in August 2018 on "Sustaining Practices for Volunteers" and subsequently shared what they learned with the DAT and others.
- Chuck Shields and Caycee Price attended the CUC Eastern Region Gathering in Kingston on November 17 (same day as our FirstU Fall Fair!).
- In September 2018, the CUC put a "We are Canadian Unitarian Universalists" video on its website, which was subsequently added to our congregation's home page.

Comments On Factors That Affect The Group's Operation

One of the team's objectives is that financial means should not be an obstacle for our congregants to participate in denominational events. Having had no budget for this in 2018, we are pleased that there is \$500 in the 2019 budget for this purpose

3.2 Worship Team

Chair/Contact Info

Rev. Patricia Guthmann Haresch

Description of Mandate:

The worship team consists of the minister, the director of music and 6-8 worship associates who help plan and then participate in the Sunday services, providing greetings, introductions of hymns, and readings.

Accomplishments Against Annual Plan:

A goal introduced this year was to incorporate themes, important occasions and voices from traditionally marginalized groups into service themes, readings, music and other liturgical elements. Rev. Pat also introduced a "wounded word" series that engaged the congregation. The team will continue to review each congregational year from September to May to include "holidays and holy days," CUC and United Nations' themes and topics, Sundays that have become traditions at First U, and timely topics of interest.

This year, the team provided worship associates for almost all Sundays plus a few additional days such as Christmas Eve. The team met about every two months to discuss upcoming service plans. The minister chairs such meetings.

We instituted a system of scheduling worship associates electronically using Doodle Calendar. Phil and Ann Nagy and Guy Belleperche are stepping down as Associates this year. Their presence and contributions have been greatly appreciated.

3.3 Lay Chaplaincy

Chair/Contact Info:

Bob Armstrong

Description of Mandate:

Lay chaplaincy is an outreach program. As such, it offers its services (officiating rituals) primarily to the general public not necessarily connected with FirstU/UUFO or, often, who have no idea that FirstU/UUFO exists.

Accomplishments Against Annual Plan:

In 2018, our lay chaplains performed 13 weddings and 12 memorials. Of these, 15 were in Worship Hall and 10 were performed elsewhere.

In 2018, Evangeline Danseco of the UUFO applied to become a lay chaplain. The UUFO membership endorsed her application and the CUC has indicated that they will approve her application. She has applied for registration in Ontario as a wedding officiant. When that is approved, she will start her term as an Ottawa UU lay chaplain.

Comments On Factors That Affect Your Group's Operation

The competition in providing our services (particularly for weddings) has increased dramatically in the past decade. This, combined with our failure to be aggressive in marketing ourselves, has led to dramatic declines in the number of rituals performed each year.



Welcoming New Congregants

3.4 Adult Learning Team

Chair/Contact Info

Wendy Doyle

Description of Your Mandate:

The Adult Learning Team oversees Adult Learning Groups, Events and Courses. The Adult Learning Team produces the Lifespan Learning Guide in January and September.

Accomplishments Against Annual Plan:

The Adult Learning Team oversees all Adult Learning groups in the Congregation. We have produced new Guidelines for starting and continuing new groups in the Congregation. Some of the special programs we have been involved with are:

- “We Can Work it Out: Resolving Conflict Peacefully and Powerfully” led by Sarah Nugent and Rozanne Lepine, April 22 – May 6, 2018.
- Active Listening Workshop, led by Ellen Bell, May 27, 2018
- Using the Spiritual Enneagram, led by Jane Lindsay and Donna Bowen Willer, Oct.2 - Dec.11, 2018
- “The Highway of Tears” Documentary, hosted by Global Justice Working Group, Oct.2, 2018
- The Mercury Poisoning of Grassy Narrows First Nation Presentation hosted by Global Justice Working Group, Oct. 30, 2018

Some of the more popular continuing Adult Learning Programs are The Way of Mindfulness, Spirituality and Philosophy Discussion Group, Gentle Yoga, Monday and Friday Non-Fiction Reading Groups, Arts Night, and the Unitarian Seniors Program.

Comments On Factors That Affect Your Group’s Operation

Members of the Congregation bring forward ideas on what they want to study or present. The Adult Learning Team’s role is to help guide the process for putting on courses and events, helping finding a suitable date, helping with advertising and helping them follow the Adult Learning Team’s Guidelines

3.5 Right Relations Team

Chair/Contact Info

Jennifer Shaw-Read

Description of Mandate:

The Right Relations Team assists the congregation and staff of the First U of Ottawa in fostering and maintaining harmonious relations within the congregation. The RRT may be called upon to facilitate/mediate conflicts between individuals and groups.

Accomplishments Against Annual Plan:

- Presented a “Leading a Congregation in Right Relations” workshop Jan 28, 2018, facilitated by Jill Whitford.
- Completed Terms of Reference for submission to Governance Committee Feb 2018
- Worked on and submitted “Disruptive Behaviour Policy to the Board” for approval. Approved by Board Feb 2018.
- Worked on various publicity initiatives with respect to Spire articles and Bulletin Boar
- Offered a “Listening Workshop” May 2018 facilitated by Ellen Bell.
- Consulted with both Rev Len De Roche and Rev Pat Guthmann Haresch, the Board, the Adult Learning Team and the Membership Team throughout the time period Jan-Dec 2018. Feedback to Board was given on issues pertaining to developing a Committee on Shared Ministry and development of a Behavioural Covenant.
- Began process of connecting with various teams within the congregation to educate in small group format about the mandate of the Right Relations Team and the processes that are followed.
- Provided consultation to congregants on private matters.

Comments On Factors That Affect The Group’s Operation

The Right Relations Team is still a new concept for our congregation. We recognize the need for ongoing conversations about our work and how we can be a resource to individual/groups that may find themselves stuck in a particular conflict. The concept of choosing to participate in mediation is not one readily accepted by all congregants, as they may not have ever had the opportunity to participate in such a process and are unfamiliar with its benefits to themselves or the health of a congregation as a whole.

3.6 Welcome and Membership Team

Chair/Contact Info

Jane Lindsay

Description of Mandate:

Nurturing FirstU's vitality by welcoming newcomers and congregants, supporting them to feel connected and engaged with our community and helping those who wish to do so to become members.

Accomplishments Against Annual Plan:

- Integration of the Greeters function into the Welcome & Membership team.
- Recruitment, volunteer scheduling and conduct of the Sunday service Greeters roles (including elevator monitor and Green Mug host), supported by the updating of the Greeter Instructions.
- Resourcing of the Welcome Table on all Sundays in core season and most Sundays in the summer season
- Conducting the membership application process, including a "Getting to Know You" component, for 16 new members.
- Organization of 2 New Member Welcome breakfasts and services.
 - Roll out and ongoing production of new bola-type name badges which have been well-received and used. Creation of a process for requesting bola badges that assists our awareness of and engagement with newcomers and returning congregants.
- Organization and conduct of the second phase of a program of reconnecting calls, this phase being with members and frequent participants who had not picked up their bola name tags.
- In collaboration with the Interim and then Developmental Ministers, planning and doing communications and registration for 1 (cancelled) spring Sunday afternoon offering and 1 (postponed) December offering of Introducing Ourselves.
- Representation of Welcome and Membership perspectives on the Spiritual Care Network and active liaison with the Stewardship Committee
- Assistance and encouragement to and the RE team and parents and more recently the Developmental Minister and RE Director to help us develop new practices for successful intergenerational services and RE programming.

Comments On Factors That Affect The Group's Operation

The ongoing enthusiasm of W&M team members, including long-standing and newly recruited Greeters, continued active support from our office staff and volunteers and the very engaging and inspiring approach of our Developmental Minister were factors that contributed to our success. As we move into 2019, continued work to make our website more appealing (especially to younger people), to keep our database/records on members and participants current and to have a viable RE program and vision will support our activities.

3.7 Caring Network

Chair/Contact Info

Alexandra Devine

Description of Mandate:

We try to maintain communication and caring among all in the Congregation. We listen and have Monthly Contacts available to recommend action.

Accomplishments Against Annual Plan:

- Monthly Caring Contacts and Executive members arranged for: 10 home or hospital visits, 17 drives, 29 phone visits, 84 Caring Cards
- Liaison with Spiritual Care Council maintained: representative attends meetings; reported those among Congregation with ongoing needs to Minister and SCC Visitor
- Provided 2 Monthly Contacts to receive Caring messages, be present at Worship Hall Table on Sundays, promote signing of Cards and exchange of information
- One of the Network Executive maintained a record of deaths of members, and provided "In Memoriam" notes for the Spire newsletter
- Supported bereaved congregants and their families through the provision of 6 Memorial Service Receptions in 2018 using a Network sub-group, coordinators finding volunteers as needed; numbers attending ranged from 34 to 360 welcoming many from the larger community who attended Service and Reception
- A presentation explaining and encouraging organ donation was held on a Saturday morning with speakers including donors and recipients as well as Ontario's Trillium representatives. Public encouraged to attend through wide-spread advertisement
- Supplied refreshments and served for a mid-February Coffee Hour to emphasize Heart Month and Caring near Valentine's Day

Comments On Factors That Affect The Group's Operation

- Congregants of all ages are encouraged to provide information on their own needs or happy events and those of others in the Congregation so that we can send a Card or provide help where needed; the Monthly Contacts need to be informed promptly
- We want to keep and expand our list of those able and willing to volunteer for Caring needs such as drives, phone calls, visits and baking or other food preparation



Caring Table

3.8 Hospitality Hour Team

Chair/Contact Info Tarrel Armstrong

Description of Mandate:

Recruit and publish a list of volunteers for each Sunday. Do tables set up, prepare beverages and snacks before the service & clean up afterwards. Stock needed supplies.

Accomplishments Against Annual Plan:

The Team has continued to have new people join our team this year, though a couple of people have backed off. Our profit was \$1084, \$9 more than last year. Did not have higher cost items to pay for this year.



Preparing after Service Refreshments

3.9 Property Team

Chair/Contact Info

Bob Stevenson

Description of Mandate:

Our mandate is to keep our building functional, safe and beautiful.

Accomplishments Against Annual Plan:

This past year was busier than usual for our Property Team. One reason was the Spiritual Home Campaign where members of the Congregation contributed an amazing \$ 75,000 for needed projects listed below. Some of the projects completed during 2018 included:

- carpeting the ramp in the Now Room
- a monitor for Fellowship Hall donated by Reverend Len de Roche
- a yard raking session with volunteers
- upgrading with LED's replacing t8's

Projects for the Spiritual Home Campaign completed in 2018 included:

- a new security system
- window and screen replacement and repair
- painting of one-quarter of the exterior and main doors
- installation of an AED defibrillator



Tending the Meditation Gardens

4. Social Responsibility

4.1 Social Responsibility Council and Social Responsibility Coordinating Team

Chair/Contact Info

Ed Willer

Description of Mandate:

The Social Responsibility Council (SRC) has the Congregational mandate to encourage, support and coordinate SR activities arising from our UU principles and congregational priorities through the Social Responsibility Coordinating Team (SRCT) and seven Working Groups.

Accomplishments Against Annual Plan:

- * The underlying priority for 2018 was to enhance communications and coordination among the Working Groups, the Indigenous Issues Program, and other congregational teams/groups to implement congregational priorities.
- * Actions included the development of Work Plans which require attention to plans to support Developmental Ministry Priorities such as increasing congregational, family, young adult and youth involvement in SRC activities.
- * The Coordinating Team now includes representatives from all the Working Groups and welcomes other congregational leaders.
- * Communications and outreach to the community has improved as Working Groups are asked to plan and schedule Social Responsibility (SR) Sharings during Sunday services, consider offering Breakfast Forums, and are assisted in preparing articles for the Spire.
- * A new form of financial support for SR activities was introduced whereby 50% of the open Sunday offering is for SR with an assured allocation equal to 3% of the pledge campaign total.
- * A key word for the year was ACTION. Working Groups are to focus on what they are DOING and what fellow congregants can DO as we work in community to nurture the web of life and create a just and compassionate world.

Comments On Factors That Affect The Group's Operation

The contributions of the Social Responsibility community to the Congregation and beyond is testament to the commitment of members within the Working Groups, our SRCT core group including David Hudson (Finance and Co-chair), Katherine Gunn (Publications), the contributions of Eva Berringer of the Board, and the welcome support of Rev. Pat Guthmann Haresch.

4.2 Global Justice Working Group

Chair/Contact Info

Anita MacLean

Description of Mandate:

Present priority: Indigenous Issues. We also watch human rights issues in Israel/Palestine and Yemen. Providing support to young students at risk through Pathways to Education and the Wasa Nabin program for Indigenous High School Students.

Accomplishments Against Annual Plan:

- * Organized several presentations and events on Indigenous Issues:
 - Over-representation of Indigenous people in our prison system, in April.
 - Assisted one of our members to visit Grassy Narrows in May who then spoke about his findings in October.
 - Welcomed former Lieutenant Governor of Ontario, James Bartleman, to be our speaker at the National Indigenous Day Sunday service in June to talk about “The Plight of Indigenous Children”.
 - Sponsored the Humanist Association of Ottawa’s showing of the film “The Highway of Tears”.
 - Visited the Restorative Justice Program in action at the Provincial Criminal Court in Ottawa.
- * Two presentations on Israel/Palestine:
 - “The Future of Jerusalem” in February, by Anita MacLean.
 - In June, Dr. Peter Larson’s trip to Gaza.
- * Invited the former Ambassador of Yemen, Abdullah Nashin, his wife Dr. Ilham Basahi and Dr. Qais Ghanem to speak about the present situation in Yemen in May, at the time that our congregation had an art exhibition by a Yemeni female painter.
- * Staffed the Social Responsibility Council information table on Sundays.
- * Financially supported high school students at risk through the Pathways to Education project and The Wasa Nabin Program at the Odawa Native Friendship Center.
- * Sold White Poppies in November to promote Peace.

Comments On Factors That Affect The Group’s Operation

Our members from the former United Nations Working Group had asked to organize a Holtom Peace Lecture in the fall but this was denied by the Interim Minister at the time.

We need other Working Groups to assist us in staffing the Social Responsibility Information Table after Sunday services.

4.3 Poverty Action Working Group (formerly Poverty Awareness Working Group)

Chair/Contact Info

Kathy Yach

Description of Mandate:

The Poverty Action Working Group (PAWG) brings attention to the concerns and needs of economically marginalized people. It takes or promotes action on anti-poverty and affordable housing matters, and encourages Congregational awareness about the issues.

Accomplishments Against Annual Plan:

- * Indigenous Issues:
 - PAWG funded storage for and volunteer collection and distribution of furniture and household goods for women transitioning from the Minwaashin Lodge Indigenous Women's Shelter, and some refugee families.
 - Financially supported Shawenjeagamik Indigenous drop-in (known as Centre 510), and encouraged volunteerism.
 - Carried out fundraising through soliciting individual support and participating in community yard sales.
- * Affordable Housing:
 - Maintained membership in and volunteer support for the Multifaith Housing Initiative (MHI) and raised \$2,711 in the MHI Tulipathon. The Congregation received the Farook Tareen award for second largest Tulipathon collection.
 - The Fall Congregational meeting passed PAWG's motion requiring that campus development plans include a reasonable amount of affordable housing and that a planning charrette be held by April 2019.
 - Chair Kathy Yach was named to the Campus Planning Committee.
 - Shared information seeking support for provincial income security improvements and national housing strategy/homelessness.
- * Congregational Engagement:
 - October "Chew on This" anti-poverty campaign.
 - Presented at Sunday service Sharings and the Breakfast Forum.
 - Spire articles describing the range of PAWG interests and inviting participation.
 - Presented petitions at the Sunday Social Responsibility Table on areas in the PAWG mandate.
 - Maintained a mailing list covering areas within the PAWG mandate.
- * Other Donations:
 - Odawa Native Friendship Centre after-school program and Students Will All Graduate summer leadership program, through Carlington Community Health Centre.
 - Encouraged direct donations to MHI, Centre 510, and Minwaashin.

Comments On Factors That Affect The Group's Operation:

- Recruitment continues to be a challenge, despite overall interest from the Congregation.
- We are disappointed that more congregants have not supported Centre 510.
- Financial constraints meant that we suspended previous support of Unitarian House and Pinecrest Queensway Community Health Centre.

4.4 Refugee Working Group

Chair/Contact Info

Bob Stevenson

Description of Mandate:

To sponsor refugees through government programs, with the assistance of the Canadian Unitarian Council, so that they can immigrate to Canada, and to support them in their settlement here.

Accomplishments Against Annual Plan:

By the summer of 2018 our Refugee Working Group (RWG) completed our sponsorship of two Ethiopian women. We assisted with a monthly stipend during their first year here. One has moved to Calgary while the other has remained in Ottawa where she was married in the fall. An earlier Ethiopian woman whom we settled in 2001 reports that all is going well for the Ottawa woman.

In 2018 we applied for two sponsorships. One is an Ethiopian family who are refugees in South Africa. Again the 2001 woman will be assisting us while we provide a monthly stipend for the first year. We sponsored a single man in 2011 and since then he has graduated with a Nursing Diploma from Algonquin College and works at a seniors' home. Last November he asked us to sponsor his sister who had to flee Ethiopia and travel to Kenya. He will be a co-sponsor and again we will provide a monthly stipend for her first year. We hope both these cases will arrive in 2019, but we cannot predict the delays in the immigration system.

The nature of our work is such that the RWG does not have a great deal of contact with the refugees. They have gotten most of their assistance from the Ethiopian community. Much more involvement is provided by our Syrian Refugee Sub-Group as noted in their report.

Over the past twenty years we have assisted in the resettlement of five families and five individuals. It has been very satisfying to see how well they have settled into a new life in Canada.

The funds for this work have come from the church budget as designated by the Social Responsibility Council



Multi-Faith Solidarity

4.5 Syrian Refugee Sub-Group of the Refugee Working Group

Chair/Contact Info

Trisha Paul-Carson and Jan Andrews

Description of Mandate:

To sponsor Syrian and other refugees through government programs, with the assistance of the Canadian Unitarian Council, so that they can immigrate to Canada, and to support them in their settlement here.

Accomplishments Against Annual Plan:

1. Managed sponsorship application for a family of five whose application was subsequently refused by Canadian Immigration authorities because the family no longer qualified as refugees, having returned to Syria.
2. Worked with Immigration, Refugees and Citizenship Canada (IRCC) to find another family to sponsor. Subsequently filed an application for a family of four which arrived in Ottawa in December 2018.
3. Started settlement work for the refugee family including finding accommodation, clothing and furniture, getting family into English as a Second Language classes and school, setting up teams to help the family with health, obtaining Canadian documents, providing social activities and otherwise integrating into Ottawa.
4. Liaised with other refugee groups in the city providing advice and support.
5. Developed a Memorandum of Understanding with the Universalist Unitarian Church of Halifax to transfer \$18,500 to help them sponsor a gay family of four.
6. Provided funds for a wheelchair needed by a Government Assisted Refugee.
7. Provided ongoing support to two refugee families sponsored by First Unitarian, whose year of formal sponsorship is over.

The funds for this work have come from fundraising through the congregation and the wider community.

Comments On Factors That Affect The Group's Operation

The decision of the family to return to Syria and thus lose their refugee status was difficult for the group, as we had been waiting two years for their arrival. However, we were able to find another family which had been preapproved by IRCC and this helped us move past the setback we experienced. A lot of work was put into this by the group as we had to get approval from donors and the Congregation's Board to allow us to accept a family from Iraq instead of from Syria. The original fundraising campaign was for Syrian refugees only.

4.6 South Asian Outreach Working Group

Chair/Contact Info

Leslie Baird, and Tara Upreti

Description of Mandate:

We support Child Haven International, a Canadian charity founded by Unitarians Fred and Bonnie Cappuccino, and their work with women and children begun in Nepal by Tara Upreti, by increasing awareness and raising funds.

Accomplishments Against Annual Plan:

- * In January a Religious Education (RE) slide show and activity session introduced RE parents and children to Child Haven International.
- * Breakfast Forum: A “FRED Talk” by Fred Cappuccino. Child Haven operations over three decades have adopted and promoted innovative, sustainable ventures adapted to local challenges, such as the SoyaCow nutrition and the Bio-Gas waste management projects.
- * Valentine’s Day Date Night: While parents went off on a date night, their children had dinner together in Fellowship Hall and enjoyed an evening of games, crafts, films, dramatized storytelling and singing.
- * Nepali Gala: For over 12 years our working group has organized this fundraising dinner, to help Child Haven improve the lives of destitute women and children in Nepal. In Fellowship Hall, we hosted 100 guests for a delicious Nepalese meal prepared by the Nepali community. Entertainment included folk dancing in colourful Nepali costumes, a silent auction, sales of cashmere and silk shawls and scarves hand woven by the destitute women living in the shelter in Nepal.
- * Our group promoted the Child haven International Annual Dinner, by making announcements of the event and selling tickets. A number of our committee members were volunteers at the event.

Comments On Factors That Affect The Group’s Operation:

Winter is a hard time to get congregation members out to events early in the morning. The Religious Education slide show and Fred Talk, as Breakfast Forums prior to Sunday services, were poorly attended. The Date Night event took a lot of organization, but since there was a limited number of young families participating in RE, there were only 8 children who attended

4.7 Mental Health Working Group (MHWG)

Chair/Contact Info

Paul McGinnis and Rev. Linda Goonewardene

Description of Mandate:

The Mental Health Working Group (MHWG) heightens awareness of mental health issues within the congregation and works to further the mission of Ancoura – a provider of housing for people living with mental illness. We also offer mutual support for congregants or their loved ones facing mental illness challenges.

Accomplishments Against Annual Plan:

MHWG consolidated and strengthened a new component in its meetings by providing a risk-free supportive group environment each month for congregants living with or supporting loved ones challenged by mental illness. This monthly opportunity was appreciated by long-term participants and attracted new members to our meetings.

MHWG continued to support Ancoura by soliciting financial support from the congregation which was granted. One member, in particular, was active in visiting one of the homes and helping the 50/50 funding raising at the Champions baseball games. Congregation members filled one table at Ancoura's annual fund-raising dinner - three of whom were recognized by Ancoura at that function for their past services to the organization. Ancoura is a not-for-profit, volunteer-based organization and a registered charity in Ottawa. Ancoura's mission is to provide a nurturing and fulfilling environment for adults living with a mental illness, through stable, affordable housing and a supportive community.

One of the Chairs of MHWG wrote to Minister Lisa MacLeod questioning her intention to reduce the Ontario Disability Support Program (ODSP) payment and support services.

One member of MHWG took the initiative to purchase, with approved funds from the congregation, four paintings from an indigenous painter who sold his works on Elgin Street. These paintings were then sold at First Unitarian's Fall Fair.

MHWG presented four Sunday service sharings to the congregation on the following subjects – How meetings are conducted; Ancoura's work; one member's personal challenge with isolation and another's with psychosis.



**Supplying Furniture
To Those in Need**

4.8 Environmental Working Group

Chair/Contact Info

Mike Fletcher

Description of Mandate:

Promote environmental stewardship on the part of First Unitarian Congregation of Ottawa and its members.

Accomplishments Against Annual Plan:

- Continued to keep members informed of local environmental issues and actions.
- Planned and led a very successful Earth Day event on April 29, 2018, including an Eco-fair with representatives of local environmental organizations and an EV-car display.
- Continued to have a portion of the EAG's annual budget allotment set aside for future use to install an EV charging station on the campus.
- Made a donation to USC Canada in support of its Seeds for Survival program in recognition of its importance in building food security in areas where the program is active.
- Began plans for several environmental-themed Breakfast Forums in 2019 and for Earth Day 2019.

Comments On Factors That Affect Your Group's Operation

We are encouraged by the recent increase in membership in the EAG and will look forward to welcoming even more members which will help us expand our activities in support of environmental awareness and action.

4.9 Unitarian GoGos Working Group

Chair/Contact Info

Joan Turner

Description of Mandate:

Raises funds for and awareness of, and stands in solidarity with, the grandmothers and orphans in sub-Saharan Africa as they fight the HIV/AIDS pandemic, and advocates for basic human rights for themselves and their grandchildren, through the Stephen Lewis Foundation Grandmothers to Grandmothers Campaign.

Accomplishments Against Annual Plan:

1. Granny Squares and other goodies sales monthly most months after Sunday service.
2. Party for Africa – Feb 10, 2018
3. Garden, Goodies and Gifts sale – May 2018
4. Sale of tickets for Classic Festival Theatre, Perth – June and July 2018
5. Sale at GRAND Market with other Grandmothers Groups at Lansdowne Park, November 2018

In 2018, the Unitarian GoGos raised over \$19,000 for the Stephen Lewis Foundation Grandmothers to Grandmothers Campaign

Comments On Factors That Affect The Group's Operation:

The support of the Congregation for our fundraising events, especially the Granny Square sales, is wonderful.

4.10 Report on Programs on Indigenous Issues from Bill Van Iterson

In April 2017, the Congregation adopted “Indigenous Issues” as its primary Social Responsibility focus for April 2015 to April 2017. In April 2017, that period was extended to June 2019 and the subject changed to “Indigenous Issues”. From January 2018 to June 2019, the following activities were undertaken:

- Sundays. 9a.m. Jan. 28, Conducted a series of four events, named “Woven Together”, to promote
Feb. 11 and 25, “Truth, Health and Reconciliation”. Organized by our THR team. The series,
March 4, 2018 initially scheduled for 8 events, was ended after four, due to low turnouts.
- Fri. Feb. 15 About 10 of our members participated in “Have a Heart” demonstration on
Parliament Hill to recognize and draw attention to the Residential School issue.
- Sun. April 15, 9 a.m. A “breakfast forum” on issues related to our Justice System (policing, courts,
prisons) as it affects Indigenous people, and on the TRC recommendations
related to these issues. Speaker Denise Anne Boissoneau, Anishinaabe Kwe,
with degree in law and extensive work experience in the justice field.
- Sun. April 15 Sunday service on the theme of Indigenous Spirituality. Speakers Rev. Len de
Roche, and Bill Van Iterson who drew on Indigenous spiritual quotations and the
TRC report. This event led to the creation of the Indigenous Justice Action
Group, which worked until March 2019 to develop a plan for promoting action
to improve the Justice system. In March 2019, this group changed into the
Indigenous Relations Working Group, with a focus on building better relations.
- Sat. April 21 Tony Turner concert, “Rise Up Singing” raised over \$3,000 which was donated to
the Odawa Centre to support Shawenjeagamik (Centre 510).
- Sun. June 24 Sunday service with guest speaker Hon. James Bartleman, Anishinaabe from
Port Carling, ON, former Lieutenant Governor of Ontario, and senior diplomat.
He spoke about programs to help young people in northern communities, and
actions to address suicide and related problems in those communities.
- Sun. Sept 30 At church, many people wore orange T-shirts to draw attention to and show
sympathy with Indigenous people adversely impacted by residential schools.
- Wed. Oct 2. 7 p.m. Film showing. “Highway of Tears” on the issue of missing and murdered
Indigenous women and girls. Speaker Esther Stewart, Nlsga, from BC.
- Friday Oct 4 Participated, on Parliament Hill, in grieving missing Indigenous women and girls.
- Tues. Oct 30. 7 p.m. Film and presentation by Gustavo Frederico on Grassy Narrows mercury issue.
The GJWG had helped to fund Gustavo’s visit to Grassy Narrows.

Sun. March 24, 2019 Breakfast forum on Indigenous Music, organized by Deirdre Kellerman, our
at 9:00 a.m. Music Director.

Sun. June 23, 2019 Sunday service to mark Indigenous Day. Indigenous speaker, to be determined.

In addition to organizing the above events, we:

- Provided information to the congregation about many other events in Ottawa.
- Provided information about an excellent U of Alberta online course on Indigenous Issues.
- Continued our direct assistance to the “Centre 510” or Shawenjeagamik, operated by the Odawa Centre.
- Several members attended and learned about the Indigenous Court in Ottawa.
- (Kathy Yach) Provided advice to the Odawa Centre on establishing an Early Years Centre.
- Followed up on Dec. 19, 2107 meeting with representatives of Tungasuvvingat Inuit (TI), to discuss creating a long-term working relationship. This effort was not successful.

5. Fellowship Groups

5.1 Bridge Group

Chair/Contact Info

Marilyn & Maury Prevost,

Description of Mandate:

The role of the congregation's Bridge Group is to strengthen informal relationships within our community through a common interest in playing bridge.

Accomplishments Against Annual Plan:

All levels of players are welcome to this mentally stimulating fellowship activity. In 2018, we met seven times on Friday evenings in Room 3, in January, February, March, April, June, October and November. The September session was cancelled because of the tornadoes and resulting power outage. A total of about 20 people, including 14 congregation members, participated in one or more sessions. Attendance ranged from 8 to 13 people per session, with an average of 10. The group contributed \$320 to the congregation in 2018.

5.2 Seniors Program

Chair/Contact Info

Paula Theetge

Description of Your Mandate:

Once a month (except for December) seniors spend time together from 1:00 to 3:30 in Worship Hall and Fellowship Hall enjoying a short lay-led service, a program lasting one hour, followed by refreshments and conversation.

Accomplishments Against Annual Plan:

Seniors' Programs during 2018 were:

January - Anita McLean spoke about her grandmother's life in Sweden;

February -Doris Jelly spoke about How Canada became a leader in satellite communications;

March - Rev. Len De Roche spoke about Tapping into the wisdom of dreams;

April - musical recital by Elisabeth Morrison and Sam Clemann;

May - Mark Mueller spoke about his book Hugh Frank – in the Maelstrom of German History;

June - a year in Africa travelogue by Gladys Galay;

July - annual quiz;

August - annual show and tell;

September - musical recital by Doug and Pat MacDonald;

October - Chris Hughes spoke about the history of Richmond Road;

November - four-hand piano recital by Liliane Lalonde and Joanne Parenteau.

Services were led by Alex Campbell, Rev. Len De Roche, John Soar, Chris Hughes, Joycelyn L.-Rea, Bob Stevenson, Jan Glyde, Barbara Freeman, John Rutherford, and Barry Read.

Elisabeth Morrison is usually the piano accompanist for the service.

Comments On Factors That Affect Your Group's Operation

The Seniors' Program Planning Committee is in need of more members willing to join the committee and help plan the seniors' programs. The Committee meets three times a year. Congregation members willing to lead one of the services are invited to contact the Chair. Suggestions of possible programs are also invited.



Men's Breakfast