

# Unitarian Church of Edmonton

## Board Meeting Minutes - February 16, 2022

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**Present:** President Mike Keast, Vice-President Brandie Moller-Reid, Past President Karen Bilida, Secretary Gloria Krenbrenk, Treasurer Andrew Mills, Rev. Rosemary Morrison, Trustees Jennifer Askey, Marilyn Gaa, Susan Ruttan and David Hagel.

**Regrets:** N/A

**Visitors:** Oksana Atwood, Audrey Brooks

**Call to Order:** 7:15 p.m. Meeting conducted via Zoom

**Opening Words:** Mike Keast

**Approval of Minutes:** Email motion by Gloria Krenbrenk on January 23, 2022, that the minutes of the January 19, 2022, UCE Board meeting be approved. Seconded by Marilyn Gaa with YES votes from Karen Bilida, Brandie Moller-Reid, Susan Ruttan, Andrew Mills, David Hagel and Jennifer Askey. **CARRIED**

**Approval of Agenda:** Moved David Hagel, seconded by Brandie Moller-Reid, that the Agenda be approved as amended. **CARRIED**

### OLD BUSINESS / TASK LIST

Removal of COVID Restrictions by Alberta Government

Proof of vaccination is no longer required and capacity limits have changed. However, the City of Edmonton mask bylaw remains in place. After some discussion it was concluded that for the time being UCE services and events will continue with masking and distancing, but will not enforce vaccine requirements.

Copyright Issues

UCE needs to come up with a reasonable policy. Jennifer Askey, Brandie Moller-Reid and Karen Bilida will work on this matter.

**Moved** by Andrew Mills, **seconded** by Brandie Moller-Reid, that UCE accept the settlement offer contained in the attached email from Lawrence Veregin of Aird & Berlis LLP, dated Feb 3, 2022, in the amount of \$1,500, in exchange for a suitable release. **CARRIED** Andrew Mills will see that the matter is concluded.

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### Signage Improvements

**Moved** by Brandie Moller-Reid, **seconded** by David Hagel, that a maximum of \$1,500 be allocated for:

- purchase and installation of a banner on the south side of the church; and
- moving of the box sign from the front wall of the building to the side.

**CARRIED**

It was noted that we should obtain signed permission from our neighbor for signage mounted on the fence.

### NEW BUSINESS

#### Awards

The Alexander and Potter awards have not been given out for the past two years due to the COVID pandemic. We would like to present these awards in 2022 at the hybrid Annual General Meeting. The nominees from 2020, which were never made public, will be set aside and new nominations requested. Susan Ruttan will prepare a notice for the newsletter with a deadline of March 31 for nominations.

#### Ministerial Fellowship Evaluation

We should have this ready to submit by mid June 2022. Gloria Krenbrenk will once again collect responses into one document for the board to winnow down in May 2022. Board members can begin working on their responses in mid April.

### REPORTS

Finance – Attached

Minister – Attached

Director of Religious Exploration – Attached

Governance Implementation Team

**Moved** by Susan Ruttan, **seconded** by Brandie Moller-Reid, that the board accepts the attached Rentals Committee Terms of Reference and Rentals Policy. **CARRIED**

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**New Members / Resignations:** None

**Closing Words:** Rev. Rosemary Morrison

**Next Meeting:** Wednesday, **March 16**, 2022 via Zoom at 7:15 p.m.  
Opening and closing words to be provided by Rev. Rosemary Morrison.

Adjournment at 8:37 p.m.

  
Gloria Krenbrenk, Secretary

**From:** Lawrence Veregin <[lveregin@airdberlis.com](mailto:lveregin@airdberlis.com)>

**Sent:** February 3, 2022 10:58 AM

**To:** Nathan Woodruff <[nathan@twopatent.ca](mailto:nathan@twopatent.ca)>

**Subject:** RE: Infringement Allegation against Unitarian Church of Edmonton (Refs: 2763-8649-3253; 4189-2)

Dear Nathan,

The case law on the education fair dealing provision is clear that it should not be broadened to encompass any activity that informs (see *Canadian Broadcasting Corporation v. Conservative Party of Canada*, 2021 FC 425 at para 84):

The Respondents rely on "education" as an allowable purpose. The difficulty with the Respondents' position is that it so dilutes the meaning and notion of education as to be meaningless. The Court must look at the true purpose of the Respondents' campaign. It is doubtless designed to inform and to persuade to a particular view, as is advertising for consumer commodities for example, but it is not designed to train, to discipline or to pass on knowledge other than for the transitory period of an election campaign.

Your client's use of our client's photographs was not to advance any educational purpose, nor was it to discuss the photographs themselves. Your client's use was largely for the aesthetics. Your client could easily have published the sermons without any pictures, and it would not have lost any "educational value" it may have.

If a written sermon, which in spirit is not different from an editorial, may use the entirety of several copyrighted work for free for largely aesthetic purposes, there would be no obvious distinction from any other form of editorial use, which is by far the most common use and licence of our client's work. This is what would undermine the ability of journalists do be paid for their work.

We estimate the cost of a licence for comparable use to be \$300 per work (i.e. \$1,200). Considering this, our client cannot accept an amount that would be less than the cost of a licence. Our client proposes to settle this matter for \$375 per work (i.e. \$1,500), which would be in full satisfaction of this matter. This is a 50% reduction on our client's demand, which we believe is reasonable considering the nature of your client and its use. Your client may make payment either by credit card through the online PicRights payment portal (<https://resolve.picrights.com/276386493253> password: 412522822) or by a cheque made out to "Aird & Berlis LLP in trust" with "PicRights Ref #2763-8649-3253" as the memo, delivered to our office:

Aird & Berlis LLP  
Attn: Ken Clark  
181 Bay Street, Suite 1800  
Toronto, ON M5J 2T9

Yours truly,

Lawrence Veregin  
Aird & Berlis LLP

T 416.865.3073

E [lveregin@airdberlis.com](mailto:lveregin@airdberlis.com)

This email is intended only for the individual or entity named in the message. Please let us know if you have received this email in error. If you did receive this email in error, the information in this email may be confidential and must not be disclosed to anyone.

## Treasurer's Report for the Month of January 2022

### Review of Financials

I will not circulate the bank statements or reports from Tindill and Co. unless requested.

- Bank Balances
  - Invested reserves have declined 1.5% since November
  - Still have the outstanding payable to FohPro of \$2,000
- Graphs
  - Income Summary
    - Income close to budget
    - Note the growth of unidentified income
  - Income Tracking
    - Identified contributions right on track
    - Leases starting to move above budget with the new Open Doors lease
  - Payroll and Office Expenses
    - Payroll expense continues below budget
    - Office expenses and bookkeeping continue below budget
  - Casino and Janitorial trend line is on track
  - Operations Summary looks good
  - YTD Operations Income vs Expenses graph
    - Our total expenses continue to be below our income
    - We have a surplus of \$6,641 to date

### Finance Committee Meeting was held on February 8<sup>th</sup>

#### Reports

- Tellers – Welcomed David Rae as new head teller
- Online – Reminder that ATB Cares is now charging high fees
- Endowment – did not meet this month
- GIT – update on; rentals policy, health and safety policy, covenant of relations
- Canvass
  - donor letters and tax receipts mailing this week
  - Susan has signed up people to speak in March about why they donate

#### Ongoing Business

- Budget preparation
  - To have our draft budget prepared by next month's meeting
  - Budget Task Team created to gather budget information

# Treasurer's Summary Report

February 14, 2022

For the month of January

2021/2022

## Bank Balances

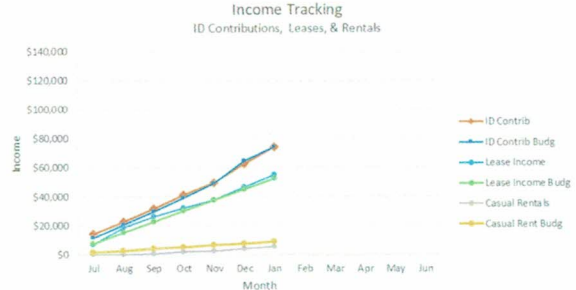
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Chequing	\$67,927	\$70,262	\$56,075	\$157,537	\$40,265	\$23,290	\$27,637					
Casino	\$70,989	\$70,989	\$70,989	\$70,989	\$70,989	\$60,104	\$60,104					
Restricted	\$49,518	\$49,518	\$49,562	\$49,574	\$49,584	\$49,595	\$49,605					
Reserves	\$139,637	\$139,637	\$139,593	\$139,581	\$139,571	\$39,698	\$39,707					
Reserves Invested					\$100,000	\$99,663	\$98,482					
Payables	\$4,521	\$7,760	\$2,163	\$6,467	\$2,097	\$6,787	\$2,189					

## Income

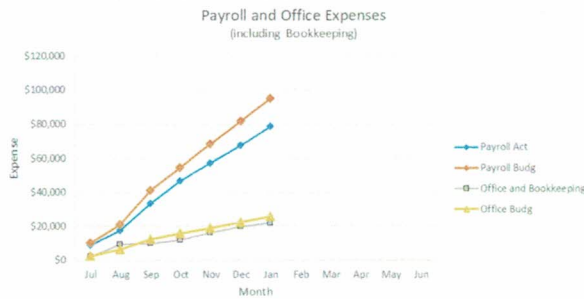
### Month of January



## Income Tracking



## Payroll and Office Expenses Tracking

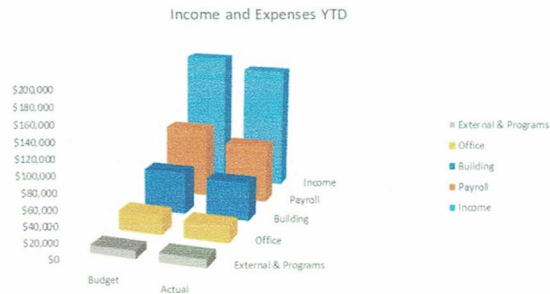


## Casino vs External and Janitorial Trendline



## Operations Summary

### as of the Month of January



## Operations Income vs Expenses YTD



Current Operating Deficit/Surplus

\$6,641 Surplus YTD

Report for the Board  
Unitarian Church of Edmonton

Rev. Rosemary Morrison  
For the month of November 2021

**1. Worship and Rites of Passage**

- Designed and led three services in January.

**2. Pastoral Care and Presence**

- I had two pastoral care sessions this month.

**3. Spiritual Development for Self and Others**

- I continue with my own spiritual practice and I had a session with my spiritual director on January 25<sup>th</sup>
- Participating in a 'Circles of Trust' group with other UU ministers. This is a time of deep sharing, sacred listening, and learning to ask open, honest questions of one another. This is based on Parker Palmer's work and is being led by a minister trained and certified by Parker Palmer's Center of Courage and Renewal

**4. Social Justice in the Public Square**

- I met with Hailey from the Edmonton Food Bank on January 6<sup>th</sup> with Mike Keast for a tour of the food bank. Arrangements are getting finalized for UCE to open as a food hamper depot in early February.
- discussed with Hailey the possibility of using our kitchen for cooking demonstrations (recording). There are other initiatives the food bank has that we can be part of. We'll get the food bank depot running smoothly first before we branch out.

**5. Administration**

- The human resources committee and I hired our new Director of Religious Exploration. I am very excited to be working with Oksana Atwood.
- Janet and I meet regularly and work collaboratively and well together.
- I will continue monthly staff meetings with the staff

**6. Serves the Larger Unitarian Universalist Faith**

- I meet monthly with my Preliminary Fellowship mentor (Joanne Giannino)
- I met with my cohort created after taking the Foundations of Transitional Leadership: The work of the congregation. My project proposal was completed and submitted to my cohort. I am looking at guiding UCE through a process to create a mission statement.

- I am taking a course online (zoom) called: Serving Congregations with a History of Misconduct. This is for UU ministers and is being taught by Rev. Dr. Deborah Pope-Lance. It started this month and has seven sessions. The last one will be on March 9<sup>th</sup>.
- I am on the planning committee for the next Interim Ministry Network Conference. I am learning a lot from my colleagues of different faiths.

#### **7. Leads the Faith into the Future**

- Mike Keast, Joan Carolyn and myself continue to work on our start up workshop.
- I am looking forward to having a projector and screen set up in the sanctuary. Thank you very much to those that are organizing this.

#### **General Comments for January 2022**

I would like to hear from the board how they think the first half of our first year together is going. I have listed some questions that I would love the board members to ponder.

- **What do you think is going well with our shared ministry?**
- **What do you wish there was more of?**
- **What do you think needs improvement?**

It's time to begin thinking about filling in the evaluation for the Ministerial Fellowship Committee. It is a big piece of work and will take some time.



## Office of Religious Exploration

While the office has the long term goal of building community, the next two months will be focused on short term goals. The work done so far and the work that will be done in the next month will be centered around the themes laid out in our strategic plan. The Director of Religious Exploration (DRE) will ensure work aligns with the church's themes of Searching, Learning, Connecting and Serving.

### Searching

- Looking through curriculum previous board reports
- Cleaning the office and organising materials and inventory
- Reviewing current membership of youth and families
- Aligning goals and planning with strategic planning and startup workshops

### Learning

- Determining the differences between UUA and CUC programming
- Ensure awareness of the unique qualities of our own church and membership.
- Learning the structure of the church on a local, national and international level.
- Professional development including connecting with Directors of Regional Exploration in our city, and across Canada.
- Assessing what training is available for the DRE and what training can I provide to the church community.

### Connecting

- Connect with parents and youth through the facilitation of online and in person events and meetings.
- Survey parents with children and teens to ask them how they have been coping, what their covid protocol comfort levels are, and what kind of programs would support them. Welcome back programs will begin in March For those who feel comfortable attending.
- Organise a movie night or film festival in early March as an intergenerational activity using our new screen.

### Serving

- Determine how to support youth, parents and families as they come out of Covid-19 at their own pace, and with their own comfort focus on supporting parents in our church and wider community who have small children, so that those children will eventually be in children's programs together, in person.
- Work with teens to assess and develop leadership skills to determine how they can be more confident in taking on roles in church
- Identify the skills and resources we have in our children, teens and our adults.

## **Board Support**

- A big thank you for the white board, it will be well used for religious exploration. A bottle drive will be initiated to help cover the funds.
- Please advise the DRE office what the expectations are for budgets and AGM reports
- The partnership the youth advisor has with our youth is valuable to UCE, and the expectation is that it will remain as a paid position.
- There is a youth convention this May in Vancouver. The understanding is fundraising was done in 2019 and should still be available to them.
- The new email for the DRE will be [dre@uce.ca](mailto:dre@uce.ca) please direct any suggestions or inquiries to this new address.
- Thank you all for your warm welcome and support!