



# 2021 Annual Report

Annual General Meeting  
March 6, 2022

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# Administration Reports

## Policy Board

*Board Members: Rev. Cari Copeman-Haynes, Rob Copeman-Haynes, Jason Hodgins (Secretary), Marion McNeill, Karen Renaud (Chair), Pam Shaw, Marleen Soutar*

Our work as a Policy Board is to steward Crossroads' Vision as revealed by God. In 2021, the Policy Board, including Jason Hodgins, Rob Copeman-Haynes, Marion McNeill, Pam Shaw, Marleen Soutar, Rev. Cari and myself; focused on the primary and continued function of being the “stewards of the mission” of the congregation. We have engaged in listening to the Ownership through Bible Study and direct engagement in purposeful conversation with the congregation and other humans. We make sure that the “management” side (facilitated by the Lead Minister) stays within the expectations that the board has set in its “executive limitations policy,” so that we can be responsive in shifting to new realities, as well as deepening our identity as a congregation.

In 2021 ...

- The Board hosted our first-ever AGM on Zoom which was very well-received and will be repeated in 2022.
- The Board did a concerted piece of work on an update to Rev. Cari's job description in an effort to fine-tune our approach for her bi-annual evaluation – work that will continue in 2022.
- The Board deferred the Lead Minister's usual exercise of counting volunteer hours and measuring our volunteer and financial expenditures against our priorities. We were aware that the data would be skewed and therefore likely not useful to us because of the impact of COVID on our operations in 2020 and 2021.
- The Board listened to owners as diverse as Community Harvest volunteers from within & outside the congregation's membership, our summer staff (Canada Summer Jobs Grantees), and newer young family adherents of the congregation, with themes being the alignment of values and what might seem to be “a small thing” is not actually a small thing.
- Just before the end of the year, the Board completed an exercise at the request of the Pacific Mountain Regional Council, called a Community of Faith Self-Assessment. Each member filled the form out individually, and then we submitted a compiled response to the Region. The Board looks forward to returning to that material, as there were several matters raised in the document that we thought worthy of more of our time.

As I reach the end of my term, I'd like to express my gratitude to the other faithful members of the Policy Board who I have delightfully witnessed holding space for me, each other, and God. Their commitment to the Vision and their openness when listening to the ownership is heartening. In a world where confidence in one's own righteousness is prevalent, I am humbled to know people who care for others, our world and our God.

With Gratitude,

*Karen Renaud, Chair*

# Trustees of Crossroads United Church

*Board Members: Betty Desy, John Charlesworth, the Rev. Cari Copeman-Haynes, Bryan Hodgins, Leslie Marconi, Rick Soutar and Cameron White (Chair)*

The Trustees hold title to all real and personal property of Crossroads United Church, for the benefit of the Congregation. The Trustees' duties and responsibilities involve anything to do with the Congregation's property and include:

- annual review of insurance covering property loss, public liability and errors and omissions
- annual application for exemption from municipal taxes
- administration of the Church's reserve funds which are not required for the normal day to day operations of the Church
- leasing and rental of the Church's property, which is ably coordinated by Betty Desy

The Trustees submitted an annual report to the Policy Board to allow the Policy Board to monitor the actions of the Trustees and ensure compliance with Church Policies.

Notable Trustee events in 2021 included:

- renting the Church in September for the federal election which generated income of \$1,890. Thanks to Betty Desy for coordinating.
- purchasing carbon monoxide detectors for the sanctuary, office hallway and kitchen
- replacing one of the heat exchangers that was damaged by wasps at a cost of \$6,400. Thanks to Bryan Hodgins for arranging this. Our building is now 10 years older than the redevelopment project after our amalgamation, and we can only assume we will see greater repair costs in future.
- designating the remaining capital campaign funds (approximately \$4,000) as contingency funds which were transferred on the Crossroads' balance sheet to Restricted Funds. This will enable congregation members to see our "reserves" for larger-scale repairs. We encourage our generous donors to take note of this new contingency fund.

As of December 31, 2021, the Trustees were holding a total of \$16,321 in term deposits and \$10,038 in an operating account. We were also in receipt of a large gift of securities, which the donor intends to be the start of an endowment fund for Crossroads' operations. As we look forward to 2022, the Trustees will be working with Rev. Cari to further define the parameters of this endowment, which will be invested on our behalf by the Pacific Mountain Region of The United Church of Canada. We are grateful for the generosity of our congregational members for particular projects, including this endowment, and the Sight and Sound project of spring 2021.

I would like to thank my fellow Trustees for their faithful service to the congregation during this year: Betty Desy, Bryan Hodgins, Leslie Marconi, John Charlesworth, Rick Soutar and the Rev. Cari Copeman-Haynes.

Submitted on behalf of the Board of Trustees of Crossroads United Church

*Cameron G. White, Chair*

# Delegates to Pacific Mountain Region

*Delegates: Thea Copeman-Haynes and Bruce Holvick*

Pacific Mountain Region (PMR) met on June 11-13, 2021 over Zoom.

The focus of the meeting was about how to “be church” in the global and national context, considering declining church numbers, and increasing awareness of racial, Indigenous, and 2SLGBTQIA oppression. This focus was reflected in both in the business of the meeting, (through the resolutions passed) and in the keynote. The resolutions passed included the following:

- addressing pension equity for ministers in the church at a national level.
- suggesting that general council petition the government to forgive all refugee debt, and create a national network for communities involved in refugee settlement work
- That PMR develop antiracism training to be held in congregations (through Leadershift).
- A substantial portion of the resolution business involved two resolutions directed towards creating an *Indigenous community consulted effort* to make things right with those impacted by the Alberni Residential School. Conversations about these resolutions reflected the importance members felt, and acknowledged there is no “one-size-fits-all” solution for all residential schools ran by the United Church.
- PMR Resolution included the following: Offer to conduct a forensic archaeological search of AIRS in order to locate any bodies of children buried on the site in unmarked graves;
  - a) Offer to exhumate, identify and repatriate, as requested, the bodies of any children buried on the AIRS site to their home, or for appropriate commemoration ceremonies, and markers;
  - b) Develop a strategy within PMRC to host and share the stories of Residential School survivors that incorporates deep listening and relationship building, to be implemented by 2023.
  - c) State reconciliation ministry as a priority for Pacific Mountain Region.
  - d) Proactively advocate for church bodies and government to implement the TRC Calls to action;
  - e) Commit to raising \$1,000,000 to help ensure that a Healing Centre is built on the AIRS site.
- The General council resolution was similar, as it also had points a, and b in addition to the following:
  - a) offer to safely remove and dispose of the remaining AIRS buildings from the territory;
  - b) develop a plan and funding model for a Healing Centre on the former AIRS site;
  - c) develop a plan to engage in deep listening to the Indigenous Elders in the territories of the other UCC residential schools to determine actions to offer in each context.

The topics of keynote speaker presentations centred on how to be the church in the context of declining church numbers. These were presented by Cameron Trimble and Nadia Bolz-Weber.

The next Pacific Mountain Region (PMR) meeting will be held June 9-12, 2022, in Prince George, B.C. – with some folk who cannot make it in person participating via Zoom.

To sign up for the Region’s email list, go to <https://pacificmountain.us1.list-manage.com/subscribe?u=0999ab25e10c4c23a874af7fe&id=4580ffd787>

Respectfully Submitted,

*Thea Copeman-Haynes and Bruce Holvick, Co-delegates*

# Ministry and Personnel

*Team members: Doug Shorter (chair), Val Windsor (Secretary), John Charlesworth, Marne Hopkinson, Leslie Marconi.*

All pastoral charges must have a Ministry and Personnel Committee. This committee is accountable to the governing board of the congregation. It exists to provide oversight to the church's employment relationships, primarily through the creation of employment policy. The work may include:

- Being available for consultation and support for matters involving staff
- Overseeing the relationship of staff to each other and to people in the congregation
- Reviewing working conditions, responsibilities, and compensation
- Revising position descriptions as needed

The committee works collaboratively with the Lead Minister who is the direct supervisor of all staff.

The year started on a distressing note as the committee absorbed the news of the sudden loss of Linda Stadey. Linda was our Chair and a dedicated member of the committee. We are grateful for her leadership and the time she devoted to our work.

The committee was kept busy in 2021 as we saw the departure of our custodians Gagan Deol and Sukhdeep Grewal as well as our office administrator Andrea Blondal. These departures initiated cycles of job description and compensation reviews, writing and distributing job postings, reviewing applications and interviewing short listed applicants. All committee members contributed to this process and as well, Eileen Noullett brought her experience to the office administrator interviews. We were very pleased to offer our welcome to Gillian McNutt as our office administrator and Matthew Williams as our new custodian.

As part of our compensation review process, the committee made cost of living wage increase recommendations for staff that mirrors the United Church salary schedule for ministry personnel.

Work was also done to review and update our Conflict Resolution Policy and Process and adopt the United Church Workplace Discrimination, Harassment and Violence Prevention policy as our own. Language in the Conflict Resolution Policy was amended to make clear that it applies to *members, adherents, lay employees and ministry personnel, and elected members or volunteers*. This language is consistent with the Harassment Policy. Both of these documents are posted on the Crossroads website.

We are of course appreciative for the work of staff, contractor and ministry personnel in the normal course of events, however we would like to acknowledge the tremendous dedication and professionalism we have witnessed over the past (challenging) year. We look forward to offering them our support in the year ahead.

Submitted on behalf of the Ministry and Personnel Committee.

*Doug Shorter, Chair*

# Lead Minister of Word, Sacrament & Pastoral Care

*Deep Spirituality. Bold Discipleship. Daring Justice.*

Our second full year of ministry in the midst of the global COVID-19 pandemic was marked by several layers of loss, and a welling undercurrent of gratitude and faithfulness that is itself an inspiring witness. 2021 was the year when we realized, several times, that this pandemic is not going to be over just because we want it to be. We have continued to carry the life and ministry of the congregation through this time of adaptation and pivots, turning to God who is our source and end, and at all times being compliant with the guidance offered by BC Public Health.

Anticipating the moment when we would be able to “return” to our sanctuary for worship in person (while also continuing our online presence via Zoom) in the spring, the congregation generously supported the *Sight & Sound* project, which involved three phases of improvements to the acoustics and visibility of our sanctuary. This work (ably led by Rob Watson, Bruce Harding and Bryan Hodgins) paid in dividends of audibility, visibility and comprehension when in mid-July, we launched hybrid worship. We are awaiting one last improvement (a new sound board affected by global supply problems) that will be complete in 2022. That physical preparation was paralleled by the work to prepare our congregation – spiritually and emotionally – for the return to the building that was led by the Home A Different Way team.

In June, our Affirm Team decided to fold into a new Team that was being born in response to a lecture that the Denomination’s new Executive Minister, the Rev. Michael Blair, offered online through Emmanuel College in Toronto in March. The Social Justice Action Team (SJAT) grew into being in response to a call to action from Rev. Blair – action to take us more intentionally into shared discipleship and spiritual practice, as well as into direct action for justice and equity in the church and the world. These themes are also reflected in the new vision tag statements that our Denominational Council discerned in the late fall (see above), and which provide further inspiration for us in our identity development and mission discernment carrying on.

The confirmation of the existence of 215 unmarked graves at the site of the former Kamloops Indian Residential School in late May (and so many more discovered since then at other sites) has also been a significant “growth point” for us at Crossroads. We have continued to wrestle with our own complicity with the project of colonialism as part of The United Church of Canada and as (mostly) settler peoples living and conducting our ministry on unceded territory. These themes have been raised in worship, at our intentional response on September 30 to the invitation of the Tk’emlúps te Secwépemc people to drum and sing with them, and continue to be a focus of the SJAT.

After a long season of “faith at home” resources shared with our families with children & youth, we were grateful to be able to offer a “more typical” Kidventure program to our congregationally connected children in early July 2021. The ministry certainly benefitted from the presence and contributions of our two summer staffers, Andrew Macvey and Carson Beck, along with all the volunteer leaders. Gabrielle and the whole team created a beautiful program which was deeply engaged in by the children, LITs and adult leaders.



In the fall, we embarked on a period of ministry in which the loss of Crossroads members through death (though none directly from COVID) was our constant. 2021 has been marked by several significant losses, and cumulatively more losses than any other year that I have served this congregation in ministry. We were blessed to be able to invite the bereaved families to gather significant folks in person in the sanctuary to give thanks to God together, and appreciated the graciousness and understanding of all others, who worshipped via Zoom. It has become clear to me that one of the gifts the Church is able to give in this pandemic time, is a healthy and honest approach to grief. When we are all absorbing losses – big and small – such that we are tempted always to “calibrate” our griefs, measuring their severity against the experience of others, the judgment-free practice of grieving in community, with ritual, is truly a gift and a resource communities of faith have to offer the wider community. This is something to ponder as time (and the pandemic) carries on.

In October, we were approached by Chloe Good of the Homelessness Services Association of BC about considering the possibility of hosting an Extreme Weather Shelter in the Crossroads building. A small task group met with Chloe for an initial conversation, then a flurry of follow-up action ensued, including a congregational meeting at which Shirley Baker from Ladner United gave us testimony about their EWS, a frank conversation with our daycare owners about mitigating impacts for their client families, and an initial meeting with Lorrie and Priscilla of WINGS, a potential operator. The year ended with us in a holding pattern, waiting as Chloe built the case for a women-only shelter by doing research among community partners. We continue to trust that this “better than nothing” response of hospitality, referral and relationship building for at-risk women may yet be in our future.

This is my 24<sup>th</sup> year in ministry, and 19<sup>th</sup> with Crossroads and its predecessor congregation. As our pastoral relationship “ripens” during this pandemic, I am struck once again by the fact that ministry is rooted in relationships of trust and mutuality. I am tremendously grateful for the ministry colleagues I have been blessed to work with here at Crossroads, in Gabrielle McLarty and Dr. Bruce Harding, for our committed and gifted lay staff members, Nicole Desy and Heather Burdett, and for the mature, wise and generous lay leaders who devote their time, passion, and attention to the mission of this community of faith. I was glad, late in 2021, to welcome Gillian McNutt into our Office Administrator position, and Matthew Williams as our Caretaker, and look forward to knowing each of them better as we carry on together.

We are not alone, God is with us, thanks be to God.

Respectfully submitted,

*Rev. Cari*

# Ministry Reports

## Building & Property Maintenance

*Team Members: Sandra Clark (Property/Garden Party Coordinator), Rev. Cari Copeman-Haynes, Drew Carlisle, Rob Copeman (electrical consultant), Bryan Hodgins (Coordinator), Gord and Eileen Noullett, Andrew Tuline, Rob Watson, George Windsor.*

Even though we have been worshipping remotely through most of the year our building still requires routine maintenance, annual certifications, inspections alterations and repairs. This team has worked to keep the building running.

We have been lucky this year that we had no need to get the parking lot ploughed to remove the snow. That doesn't mean we got off scot free in that area. The sidewalks, some parking spaces and access routes still needed to be cleared by manual shovelling and salting to keep things safe for the office staff, daycare, and our outreach groups, AA and NA.

We have had some equipment failures, most notably and most expensively the heat exchanger in one of the roof top HVAC units that was destroyed when wasps chose it for their new home. We have had some other repairs to carry out including an alarm system key pad which pointed out that our system configuration no longer met code and our entry procedure had to be changed, a broken thermostat, outside security lights, (which have now all been changed to LEDs,) and projector and lighting repair in the sanctuary. In addition, we have had some incidents of vandalism including a fire set near our front door and that front door shattered when a rock was thrown through it.

Most of the major repairs, as well as our many annual certifications and minor repairs, are carried out by outside contractors but are coordinated and supervised by our team.

When we return to in person worship (again) you will probably notice the sound baffles attached to the rear walls. These are meant to dampen the echo coming off the walls and improve our worship experience. They were designed and built by Rob W. with input from Linda J. and installed by the Maintenance Team using a rented lift to get them in place. While we had the lift available we used it to have reflective film installed on our upper windows which reduces the sunlight that washes out our screens during the winter months, we replaced the stage lighting, repaired the rear projector, cleaned the upper foyer windows and dusted the overhead steel beams.

I am pleased to thank all of those who helped out this year and also welcome several new members that indicated their willingness to join our team. If you have some time to spare and or talent or training in maintenance areas, please let me know. We are always looking for more help.

Respectfully submitted,

*Bryan Hodgins, Coordinator*

### ***Property/Garden Parties:***

Until this past season, the outside yardwork has been faithfully coordinated by Sandra Clark. For years, Sandra has scheduled “garden parties,” communicated with participants, provided refreshments (remember those days?) and problem-solved particular challenges (like chafer beetles) with members of the team. This past year, her health required her to step back, and in fact she has now signalled it’s time for her to step down. Thank you, Sandra, for your connecting, affirming, and generous service in this area of ministry!

This year was a different year in the garden in many ways, and not just because of the pandemic. Ken MacLeod, who had likewise spent many years as our chief lawnmower and hedge trimmer, was also feeling the need for a bit of a break, and so the lawnmowing and trimming really became the summer staff’s responsibility, from late June until mid-October, when Andrew Macvey wrapped up his placement with Crossroads.

Rob Copeman-Haynes worked with Andrew and fellow summer staffer Carson Beck through the growing season, focussing on the Healing Garden and the “orchard” along the north fence, and Rob will continue to steward the Healing Garden vision on the property.

But we are looking for a new coordinator of the Property/Garden Party part of the “Building & Property Maintenance Team,” moving forward. There are many folks who have indicated their willingness to serve in both lawnmowing, and also in general yardwork capacities. Folks who might feel a call to the role Sandra has so ably filled, are invited to be in touch with Rev. Cari as we move forward.

In gratitude for all the gifts shared,



## **Caring Ministries**

*Connect Callers: Helen Anderson then Ann Wilkie, Vicki Brennan, Pam Bulpin, Sandra Clark, Ken & Edna Cooper, Betty Desy, Sylvia Freer, Linda Hodgins, Betty Langtry, Gail Martin, Gabrielle McLarty, Pam Shaw, Sharon Sullivan.*

As the COVID-19 pandemic lockdown carried on beyond 2020, preventing us from being together in person, our “new” ways of connecting with one another also continued. The phoners known as **Connect Callers** continued to reach out to all members of the congregation regularly. This was for the purpose of not only letting our folks know of the church’ ministries (as we became able to offer outside, in-person opportunities), but how to access worship online, or the staff, or to just make a human connection. During the winter lockdown of early 2021 it felt increasingly important to remind folks they were not forgotten. Callers would encourage folks to share any need that they may be having or provide a listening ear as folks shared their feelings about the way their lives were changing or how they were coping. Rev. Cari “met” via Zoom with the phoners periodically to provide general support.

The Connect Callers would also communicate via email if that were the preferred mode of keeping in touch. Another pleasant task that some of us embarked upon was the delivery of attractive “Gifts of Cheer” to those alone, or grieving, or shut in, just before Christmas. Kudos to Sharon Nosek and her team for those lovely gifts.

Sadly, a lot of our “caring” which happened this year was due to deaths among us; our hearts go out to the surviving families. We mourn the losses and yet celebrate the lives, of the following Crossroads-connected people: Frances Newport, Linda Stadey, George Boyd, Leif Erickson, Edith Baird, Paul Killoh, Gordon Sewell, Olga Korotash, Russell Read, and Joan Garrett. Crossroads staff also facilitated burial or memorial services for two community members: Barry Jones and Betty Anne Bulawka. Our worship life accorded us two opportunities in the late fall to acknowledge the cumulative effect of these losses: once on All-Saints Sunday, and then at the Blue Christmas service on December 12.

**Memorial services** through this year were conducted in such a way as to respond to then-current COVID guidelines. We began by being fully online via Zoom; then we progressed to small attendance outdoors on the patio with folks (masked and distanced); and then finally “hybrid” with smaller numbers of people (masked and distanced) in attendance inside in person, and all others on line. The bereaved families consistently expressed their sincere appreciation for the respect and compassion of the congregation in giving each family the ability to invite in-person attendees during this hybrid style of service.

We were not able to have receptions after any services, with food service, but on a couple of occasions the family offered a token to attendees in person to take home, creating basically a well-spaced receiving line on the patio or Multi-Purpose Hall.

Another part of the Caring Ministry is the **sending of cards** on the occasions of bereavement, illness or surgery and even happy occasions such as milestone birthdays or anniversaries to the seniors amongst us. We are very pleased to have **Iris Panasiuk** continuing as our card sender. If individuals or families have filled out the Family Record form (available upon request to Gillian in the office) that helps us better keep track of such events. Word of mouth is good but perhaps not as efficient!

During this calendar year, while our pastoral visiting has been suspended, I am sorry to say that **Sandie MacKenzie** has “retired” as a participant in our Caring Ministries, but I thank her very much for her involvement of long years duration. I remember the enthusiasm which Sandie showed in getting us organized at monthly meetings and especially for annual spring teas to honour the seniors of our church. **Many thanks to Sandie** for steering the Pastoral Care Committee for those years and being a faithful part of our more recent Visitation Team. Enjoy your “retirement.”

Pastoral care by our ministers continues and if at any time, anyone has a concern or wants to talk, Rev. Cari and Gabrielle are available for appointments either by phone or in person. The latter will happen in either the sanctuary or the foyer following the COVID guideline of “small groups in large spaces.”

Faithfully submitted,

*Pam Bulpin, Coordinator*

# Children, Youth and Family Ministry

## Children's Ministry

Once again this year finding meaningful ways to engage children and their families in Crossroads ministry has been challenging as the ongoing pandemic has impacted our ability to gather in person. Despite pandemic limitations, creating safe and welcoming opportunities for children and families to gather and grow their faith remains our priority.

Over the course of the year we moved the storytelling time in Sunday's Zoom worship to the beginning of the service as we had noticed that when children were present during online worship many of them quickly tired of the screen and would move to other activities. The use of puppets during storytelling time has been particularly appealing to young children and we've heard that some of our children will wave at the puppets when they appear on the screen. When we were able to meet in person over the course of the fall it was awesome to welcome some familiar and some new families back into the building.

When not meeting in person we continued to deliver "Faith at Home" packages to our families so they would still be able to share in the rituals and stories, and in learning about our faith. On the Saturday preceding the first Sunday of Advent 10 families gathered in person to create story kits that depicted the story of Christmas. A few of the families video-recorded themselves sharing a portion of the story they had created. Seeing families retelling the story of Christmas throughout the Advent season was appreciated by many in our community.

We are hopeful that we might again soon welcome families back into the building for worship on Sunday mornings and other occasional programming. Until then we will again deliver "Faith at Home" packages so our children and families will continue to know they are an important and beloved part of our community of faith.

Submitted by:

*Gabrielle McLarty, Minister for Children and Youth*

## KidVenture

KidVenture 2021, while with lower numbers than in previous years, was able to go ahead in person. We gathered in early July to explore the theme of "Living the Dream." Each day began with small group time, followed by the entire group hearing a biblical story and singing together. Groups then rotated through stations which focused on games, crafts, and spending time in the healing garden, and some drumming opportunities. Times in each area were longer than in previous years which created a more relaxed pace that was appreciated by children and leaders alike. A couple of the children mentioned that we forgot to have snacks for them this year (*not allowed under Covid restrictions*) but hoped they would come back next year.

A number of volunteers, our two summer students, Andrew and Carson, volunteer youth leaders and staff all working together ensured the programming ran smoothly.

Submitted by:

*Gabrielle McLarty, Minister for Children and Youth*

### **CREW: Caring, Reaching Out, Eating, Wondering/Healing Garden**

In 2021 the CREW ministry and Healing Garden Ministry combined forces. Early in the year Rob Copeman-Haynes was instrumental in creating a number of educational opportunities that helped us to reflect on creation and the ways in which we interact with it. Since meeting in person was limited unless outside, some of these sessions took place online. Time was also spent working on further development of the healing garden.

Throughout the summer our summer students, Andrew and Carson, spent a significant amount of their time learning about permaculture, planning for the healing garden and working in the garden. Children attending KidVenture also helped out with some planting of the healing garden and come fall we were picking lots of zucchini that grew from planting they had done back in early July.

If you are at the church and notice produce growing in the garden please help yourself to strawberries, apples, pears or zucchini if you are so inclined.

Submitted by

*Gabrielle McLarty, Minister for Children and Youth*

### **JAM (Just About Ministry)**

*Leaders: Heather Burdett and Joanna Cossey with support from Gabrielle McLarty*

JAM is a ministry with youth in grades 6 to 12. JAM continued to meet via Zoom once a month throughout the beginning of 2021. We explored the book of Ruth from January to March. In April and May, the youth planned the June 13 service which they led capably and with great enthusiasm via Zoom. The theme of transitions was explored and everyone contributed in meaningful ways including contributing to a photo collage that was synched (thank you Bruce!) to "Turn, Turn, Turn" by the Byrds. There was wonderful feedback received from the congregation for this service and the leaders are so grateful for the youths' leadership.

After our summer hiatus, Rob C-H made the decision to move on from his many years of faithful JAM leadership as he devoted his energy and presence towards other ministries in the church. We wish to thank him for his many years of faithful stewardship with JAM!

The COVID situation in the Fall allowed us to gather in person again so we resumed JAM with a focus on connecting with one another. Below are the exciting events we organized for Oct - Dec 2021:

- October 1: Bowling at Scottsdale Lanes
- October 29: Escape Room in New Westminster (where we almost solved the mystery)
- November 26: Pizza and a movie night (The Jungle Cruise!) at Joanna's house
- December 11: Burnaby Village Museum for their Christmas Lights display followed by dinner at the Old Spaghetti Factory

We hope that the future allows us to resume in person gatherings soon.

Respectfully,

*Joanna, Heather, and Gabrielle, Co-Coordiators*

## Christmas Hamper Ministry

This was my first year looking after the Christmas Hampers. Fortunately for myself, Elaine Galley had done an excellent job making it easy for me to continue along the same lines. Due to the pandemic, last year the way of handling this Ministry had to be revisited as assembling Food Hampers was no longer an option.

We then made the switch to giving Gift Cards and some small food items to our hamper families. This has proven to be successful. I believe the families appreciated but, also, this change made it easier for me!

Christmas hampers went to 10 families with 17 adults and 18 children being served this year.

We also wanted to reach out to members of our Church family with 'Gifts of Cheer'. We were able to reach out to 24 members. This included those who are shut-in, and feeling isolated as well as those who are grieving and on their own.

Again, Crossroads' members were very generous in their giving. We raised \$4,015.00. This made it possible to send money for Mama Orphans Children's Home family for their Christmas dinner as well as funding this ministry. Any extra will go to the Benevolent fund.

I think this year was again successful. This is thanks to the many who helped (Connect callers, drivers, staff and more). Without their help it would not have been possible!

Thank you for giving me this opportunity,

*Sharon Nosek, Coordinator*

# Communications Team

*Team members: Rev. Cari Copeman-Haynes, Sandy Konowalchuk, Karen Renaud, Andrew Tuline*

The Communications Ministry again has continued to function largely as normal, unaffected by the COVID-19 Pandemic. In fact, the website has become increasingly relied upon as a hub for information and resources.

**Website:** *Rev. Cari Copeman-Haynes, Sandy Konowalchuk, Andrew Tuline*

One of the main purposes of Crossroads' website is to welcome and inform potential newcomers about our church. The second major purpose is to provide an information hub for our congregation. By keeping our website up-to-date, adding new content and features, we provide not only a great resource for our congregation (especially important during the pandemic), but also an accurate portrayal of life at Crossroads to potential seekers.

Keeping these goals in mind, our small but enthusiastic website team continued to update to the Crossroads website, keeping information current and relevant. Rev. Cari and Sandy Konowalchuk worked closely together to update content, add new events, sermon series, slider features, news stories, weekly sermons, testimonies, photos, links, and much more. With the cooperation of members of the new Social Justice Action Team, an Indigenous Justice page was also added in 2021. You will also notice an evolving page called "Health and Safety" for our COVID-19 Safety Plan and Communicable Disease Plan.

As worship continued to adapt during 2021, we changed our Online Worship page (where a link to a recorded version of the Zoom worship service is added each week) to a Hybrid Worship page with multiple suggestions for engaging in worship, including in-person attendance, live Zoom participation, or watching the recording during the following week. Just before Christmas, when the decision was made to return to Online only worship, our website also reflected that change, and we launched the addition of including the Zoom coordinates right on the Online Worship page.

This year has also seen the addition of an expanded ministry online related to our Hybrid memorial services and celebrations of life. Sandy has been generous with her time in creating an upcoming event page for each of these, with full Zoom coordinates along with biographical and service timing information. After each service, she has also converted the Zoom recordings to YouTube videos so that these can be shared with the bereaved family. We are grateful for her consideration and care of our grieving families on Crossroads behalf.

Andrew Tuline worked in a behind-the-scenes capacity to run the occasional software update and has converted the audio for each Sunday's sermon for the sermon page.

**Social Media:** *Karen Renaud*

Crossroads' social media presence (Facebook, Twitter, and Instagram) in 2021 continued to be managed by Karen Renaud. We had hoped to move some of these functions over to Andrea in the office, but Andrea's move to Kamloops interrupted this project. With Gillian now in place, we will hopefully turn to this in 2022. In the meantime, if you use social media, please follow, like and comment on our social



media pages/ posts. Remember, once you recover the opportunity to post photos when we return to in-person ministry at Crossroads, that our privacy policy requires that you seek permission (especially before posting images of children and youth).

**Illuminated Sign:** *Pam and Russ Shaw*

Throughout the year, thanks to Pam and Russ Shaw, our illuminated reader sign on Scott Road offered a word of comfort and challenge to passersby. Folks may take the presence of those words a little for granted... but Russ has been climbing that ladder and Pam has been parsing out the letters to ensure she has the alphabet potential for what we want to say, for a lot of years! Thanks to them both.

As 2022 begins, we look forward to continuing to keep our website current, vibrant, and appealing, and continuing to expand our social media presence. We are looking forward, once again, to resuming Hybrid Worship, and continuing to digitally support the spiritual life of the Crossroads community.

Respectfully submitted,

*Sandy Konowalchuk with Andrew Tuline, Karen Renaud, and Rev. Cari, Co-Coordinator*

## Community Dinner / Community Harvest

*Community Harvest Coordinators: Eileen Noullett, Pam Shaw, Heather Stewart*

*Community Dinner Team: Earl Ellett, Jason Hodgins, Eileen Noullett, Pam Shaw, Heather Stewart, Joanne Wilcox, Kim Young*

Our monthly Community Dinners were (and we trust will be again) a beautiful experience of gathering to nurture bodies and souls. And now the pandemic has shown us that responding to needs around food and community can happen in other ways. When we could no longer host community dinners, we broadened the vision and successfully adopted a twice-a-month outdoor Community Harvest model -- making fresh, beautiful produce available to our neighbours in a Covid-safe, low barrier way. The Harvest runs very smoothly, with a core group of community and Crossroads volunteers. We regularly fine-tune the operation and have learned to adjust (sometimes very quickly!) when weather and pandemic conditions intervene. Heather and Eileen check in with all of the shoppers each time. In order to know how much produce to buy, Eileen keeps a careful record of the numbers. Those records show that we provided fresh fruit and vegetables for an average of 87 people each week, a total of over 2,000 people in 2021.

Through the Community Harvest we have also connected with other organizations in Delta and Surrey who are working in their own way around food security, and we have been joining together in the work. In fact, one good that may come from the Community Dinner hiatus is that by taking our place in this wider network, we have become aware of new opportunities to use Crossroads' gifts of space, location and people to reach out in practical ways to the community around us. If you are someone who participated in Community Dinners in the past (being a sponsor and/or offering your time) and you are missing the energy of the dinners, there is space and need for you to keep participating in Crossroads'

food ministry. Or if you are new to it all and wondering about a way to be involved in this kind of practical ministry, there is space and need for you, as well. The pandemic has made food security and supportive community for the vulnerable more important than ever. You can be in touch with the Community Dinner and Harvest Team with questions about ways to get involved.

Respectfully submitted,

*Eileen Noullett, Pam Shaw, Heather Stewart, Co-Coordiators*

## Food Pantry

Team members: Betty Boyd, the Stewart Family

Since the summer of 2021, the Stewart family felt their call to assist with food security in our community and assumed the role of purchasing, sorting and packaging emergency food bags as part of the Food Pantry ministry at Crossroads. We are so grateful for Betty Boyd's continuing guidance and involvement as it was seamless to assume from the established program put in place by Betty Lou and the late Russell Read, Betty Boyd and Marleen Soutar.

We have been able to help 39 individuals and families to bridge the food security gap in 2021. With the COVID 19 pandemic, access to resources, food availability and rising food costs made it very difficult for individuals and families to nourish their bodies and souls. We are able to provide food for those who needed it offering a variety of non perishable food thanks to the generosity of the congregation of Crossroads - we couldn't do this program with you!

You may be wondering what is included in the food bags - we provide a selection of items to sustain for a minimum of a week - instant oatmeal, canned fruit/applesauce, a jar of peanut butter, mini granola bars, puddings, tea bags, milk powder (to make up to 4 cups of milk), rice (2 cups), canned ham (dinner size) or tuna, canned vegetables, soup/stew, pasta and pasta sauce, canned vegetables. From time to time, we are able to offer instant coffee, jam and depending on availability, bread. We strive to stay in the cost range of \$10-\$12/bag. We have become savvy shoppers!

We look forward to continuing to serve all who need it in our community.

Respectfully submitted,

*Heather, Scott, Mary & Rebecca Stewart, Betty Boyd*

# Fundraising

## **Christmas Décor Sale:** *Linda Hodgins (Coordinator)*

We have not had a Christmas Sale for the last 2 years due to COVID however we have still been collecting many beautiful Christmas décor items and our mezzanine area is pretty full.

We are hoping that 2022 will be the year when we can once again welcome our friends and neighbours to our beautiful sale, enjoy the camaraderie of preparing for the sale together, have a tea room and empty our mezzanine!!!

Submitted in anticipation of a Christmas sale this year,

*Linda Hodgins, Coordinator*

## **Garage Sale:** *Pam Bulpin (Coordinator)*

No Garage Sale happened this past spring 2021, “due to COVID.” What a common phrase that’s become this past year.

We do know that there are some people just ‘waiting in the wings’ so to speak, to clear out their basements and attics etc. So thanks for saving your “stuff” (or some of it) for a future sale.

Since it appears very likely at the time of writing this report, that there will not be a spring Garage Sale at Crossroads in 2022, either, another idea has popped up. How about in your own driveways, you have a garage sale of all that “stuff” lying around waiting!?... and donate your proceeds to Crossroads! ...if you wish. The church would be happy to put a congregation-wide announcement through our weekly announcements as a way of drumming up customers for your sale.

A final word of thanks to those who placed their names on the fall 2021 Stewardship sheets as having some interest in assisting at Garage Sales in the future. Hopefully, we will have a chance to work together in the future sometime!

Yours faithfully,

*Pam Bulpin, Coordinator*

## Healing Prayer Shawl Ministry

The Prayer Shawl Ministry would normally meet in the Crossroads library, on the first Wednesday of each month, from 10:00 am – noon. Sadly, again in 2021 we did not meet in person due to COVID-19 restrictions, but we continued to work from home.

Our dedicated members in 2021 consisted of Betty Desy, Diane Hislop, Cathy Robinson-Kingscott, Elva Standeven, Joanne Shorter, Gail Martin, Janet Watson and Leslie Marconi.

We were fortunate to have a prayer shawl blessing in December during Advent at Crossroads, just before we had to return to virtual worship.

If you love to knit or crochet, and would like to join us, the door is always open to welcome you. It is a great blessing and pleasure to give comfort and love, in the form of a shawl made with prayers built into it, to someone who is facing challenging circumstances in their lives.

Respectfully submitted,

*Leslie Marconi, Coordinator*

## Home A Different Way Group

*Team members: Rev. Cari, Brian Arkell, Nicole Desy, Sylvia Freer, Leslie Marconi, Josh Myers, Eileen Noullett*

*“ ... we are called to share our love for Christ along the way.  
And though the road seems lonely, a path so clearly marked in shades of grey,  
we know we have each other. Through loving one another,  
we travel not alone returning home a different way.”*

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Evensong Worship Resources [www.evensong.ca](http://www.evensong.ca)

The Home A Different Way Process Group (HADW Group) was formed after discussion early in 2021 at the Worship Team. The Worship Team realized that the process of helping Crossroads return to a gathered life would need focussed attention, wide consultation, and expert input. The decision was made to form an ad hoc group for this purpose. A list of potential group members was created which would bring a wide variety of gifts and skills to the work. Rev. Cari and I were heartened when everyone approached agreed to join the team. We met for the first time in early May via Zoom.

We began by naming our purpose: “We have been called to thoughtfully and compassionately consult, plan & guide the congregation with a flexible mind-set through a process, complying with health guidelines, to a future safe return to our gathered life.” We were careful to respect the boundaries of our work in relation to the Policy Board and Worship Team.

The work of the HADW was strongly informed by material from the Rev. Diane Strickland, an expert in helping congregations work through trauma. She produced two videos with wise, theologically informed guidance that we appreciated. We were also guided by input from the Pacific Mountain Region and the Provincial Health Office.

We welcomed the contribution of a song offered by Dr. Bruce Harding, "Returning Home a Different Way," which would provide us with the name for our team, and also helped us to centre our work in looking ahead to a new future rather than trying to return to a past that is no longer available to us.

Over the next two months we created a risk register including risk mitigation plans for many scenarios, listened closely to guidance and orders from the Provincial Health Office and created a video to help the congregation visualize what a return to in person worship and gatherings could look like. We surveyed the congregation on their experience of Zoom worship and what they were anticipating in a possible return to in person worship. We also intentionally engaged in a variety of spiritual practices at our meetings to ground our work in Christian practice, and invited the congregation to participate in a series of evening studies following the themes of "Exile, "Return" and "Restoration."

The work of the HADW will come to an end at some point, but for now we continue to meet as needed in response to changing circumstances and guidance in order to consider the spiritual and physical health and safety of the Crossroads congregation as we "Return Home a Different Way."

In loving service,

*Eileen Noullett, Coordinator*

## Homecoming Harvest Chicken Barbecue

*Team Members: Carl Beach, Sandra Clark, Eileen Noullett, Pam Shaw*

We are so grateful for Carl Beach's enthusiastic idea in September 2020 for an Unusual Drive Thru BBQ. When September 2021 came around and we were still unable to all gather in a crowd inside our MPH for good food and fellowship, it was easy to put a plan in place.

Crossroads Unusual BBQ 2.0 had two options for enjoying delicious barbecued chicken and flavourful local corn. Some ordered for pick up. We dedicated the first batch of corn and chicken off the barbecue for these diners, who were greeted by friendly carhops, received their beautifully cooked food, and took it home to enjoy. Others arranged to come to the Crossroads parking lot where we safely gathered around small tables set up near the Healing Garden and enjoyed the second batch of chicken and corn along with the sides and dessert that each party brought for themselves. Carl provided some trivia questions to work on which provided a bit of fun. And it was wonderful to share a meal with others after so many months of isolation.

Even the weather cooperated. Rain had threatened all day, but held off until the moment we all finished our dinners. Tents, tables and cooking equipment were quickly tidied away once the thunder started! And, although the intention for the BBQ is not to be a fundraiser, more a "FUNraiser", donations as usual exceeded costs and a tidy sum was added to our operating funds.

This annual event wouldn't be possible without many willing hands and hearts. Once again, when the call came to ask for help with the barbecue, most people answered "yes!" and made the day easy and enjoyable. Now, if only the old barbecue will last another year or two! Stay tuned – we may morph this tradition into something new some year soon.

On behalf of the Barbecue Team,

*Eileen Noullett, Coordinator*

## Hospitality Ministry/Coffee Hosts

*Heather Burdett (Coordinator)*

In 2021 due to the ongoing pandemic we were unable to meet after service for in-person coffee time. We hope that 2022 will provide an opportunity for us to gather once again in person for coffee, conversation and yummy baked treats.

If you have a calling for hospitality we hope you will consider being a volunteer on one of the coffee host teams once we are able to get together again.

Respectfully submitted,

*Heather Burdett, Coordinator*

## HUB Dinners

*Coordinators: Joanna Cossey, Brenda Thomas*

Due to the pandemic, the March and October 2021 HUB dinners that Crossroads usually hosts at Amazing Grace United Church in Whalley did not occur. We hope that perhaps by October 2022 we will once again be able to serve the community a delicious dinner of lasagne, caesar salad, and garlic bread.

We look forward to the day that we can resume this outreach and support to the Whalley/North Surrey neighbourhood.

Respectfully Submitted,

*Joanna and Brenda, Co-Coordiators*

## Intercessory Prayer Ministry

*Team members: Maureen Bailey, Pam Bulpin, Sandra Clark, Jan Denham, Diane Hall, Linda Hodgins, Shannon Hodgins, Leslie Marconi, Rev. Cari, Gabrielle McLarty, Pam Shaw*

When 2021 began, the Rev. Edith Baird was our coordinator, and for the first half of the year, Edith gathered us for regular times of spiritual nourishment (as those who often carry a heavy load on behalf of the congregation) as well as keeping our list of confidential prayers up-to-date. She also coordinated regularly with Andrea (the office administrator at the time) so that the public prayer list was updated, making contact with those who had asked for prayer by email and phone, in order to receive updates and hear stories of healing and grace received.

When Edith herself died suddenly in September, the group was shocked and deeply grieved her loss along with her family and the congregation at large. For the next few months, Rev. Cari picked up the communications, updating, and follow-up functions. Then she caught her breath and prayed for wisdom regarding who among the team might be able to carry some part of that with her.

Diane Hall's role as Intercessory Prayer Team coordinator began in late November. It is basically administrative – keeping an ongoing record of new confidential requests and updating current ones for the team for their use when praying. People requesting confidential prayers may contact her at [spritehall@gmail.com](mailto:spritehall@gmail.com) with their wishes. (Non-confidential requests go through Gillian in the office, and Rev. Cari can always be approached with any prayer request, as well.) Leslie Marconi also took on a new role in this team. She will occasionally be contacting folks on the confidential list by phone for their updates. Thank you, Diane and Leslie, for so graciously stepping into these roles. Rev. Cari now gathers the team together for those regular times of spiritual nourishment and sharing.

Losing Edith has been a very difficult transition for everyone, and the IPT particularly feels the loss of our wonderful coordinator. Edith provided such compassionate and loving leadership to us – just a small part of who Edith was for our Crossroads congregation. No one will be able to adequately take her place. So we won't try, but we'll do our best and try to carry her loving and caring legacy as we go forward on this praying team.

Re-reading Edith's 2020 IPT report, Diane knew she'd like to include a portion of Edith's final paragraph in 2021, which expressed so well what the IPT is about:

*"When we are ill or upset or grieving, it can be hard to pray for ourselves. We can be overwhelmed with our need and that's all we can deal with at the moment. So others are needed to pray for us, to hold us in God's love and care when we cannot do that [for ourselves]. So many people have expressed their gratitude knowing that they or their loved ones are being prayed for. Not every person we pray for gets better or finds the answers they seek. But every person knows they are being held before God. It can give them courage and hope."*

If people feel drawn to pray for the Intercessory Prayer Team members as we go forward, it would be so appreciated. Likewise, if there are folks who would like to join us in this ministry of prayer... you are invited and welcomed into our midst. We acknowledge the prayer presence and gifts of Esme MacKenzie and Cathy Robinson-Kingscott, both of whom have been part of our ministry, and who both stepped back during 2021.

Respectfully submitted by *Diane Hall and Rev. Cari on behalf of the Intercessory Prayer Team*

# Library

*Team members: Pam Bulpin, Marlene Olson and Joanne Shorter*

Through the full calendar year of 2021, the Library Team has been unable to access the “small space” that is the location of their ministry, in order to facilitate that ministry. Fortunately, that doesn’t mean that there has been no employment for the collection of books in the Crossroads library. In fact, during the pandemic, several members have made “pilgrimages” to the Crossroads library for the purpose of borrowing, since reading has been one of the ways we can spend our time when in isolation or lockdown.

However, the team itself has been a bit “on hiatus” through the full pandemic period. During this time, the Library team has lost a key member, Linda Stadey, whose computer skills were vital to the work of cataloguing the new books from the former Colebrook Library. We will miss her presence and her faithfulness. The coordinator of the team, Marlene Olson, has recently decided to step down from the work as well, due to her own health concerns. We thank Marlene for her dedication to the Library over many years’ membership on the team, and are grateful for her passionate interest in making the books more accessible to the congregation.

There are signs of hope for our collection of over 1000 items. Elva Standeven, a confirmed book-lover, has recently agreed to take on the coordination of the Library Team and its work once we are able to have small groups in small spaces again. Two faithful team members are waiting in the wings to join her on that day: Pam Bulpin and Joanne Shorter. And a warm invitation is extended to any others who enjoy reading and would like to participate.

The purpose of the Crossroads Library, articulated by the Library team in 2011, shortly after moving into the current space after the renovation, continues to be:

- To have resources that welcome “the stranger”
- To deepen faith in the liberal/progressive Christian tradition
- To support lay ministries
- To help us to reflect theologically on our lives as they intersect with the Christian Story
- To support individuals and families.

The founding Library Team envisioned having current, relevant resources for all ages, and a variety of media (print, audio and digital resources). As the current team is able to get back “into action” in the Library to continue with the work of cataloguing and expanding the collection, we are grateful for the willingness of Elva, Pam and Joanne to anchor the work. Please consider joining them if you, too, are a book-lover! And please plan to continue (or resume) your practice of borrowing from our excellent Library.

Respectfully submitted,

*Rev. Cari*



## Mama Orphans Children's Home (MOCH)

*Co-coordinators: Betty Langtry and Leslie Myers, with other enthusiasts who support such as Aimee & Vicki Brennan, Pam Bulpin, Pam Shaw*

The committed members of Crossroads continued their prayer and financial support to Mama Orphans Children's Home (MOCH) through 2021 and it has been heartwarming to witness the unshakable support that our community has for Mama and her work. The group of sponsors of secondary school and college tuition matched their annual donation for the school year. Christmas dinner was provided for the children at the orphanage, as it is every year, enabling the now established and much anticipated tradition of the children preparing a goat for dinner. With some other sources of funding having come to an end, the ongoing, reliable support from the Crossroads community has a significant impact at MOCH.

Mama's daughter, Betty, manages the day to day administration of the orphanage. There are approximately 67 children currently in care at the orphanage, most under 12 years of age. There are efforts to reduce the number of children due to limited funding. When possible, children are reconnected with their extended family and communities. In years previous, the orphanage provided care to infants, however they are no longer able to do so due to the added cost of additional staff to provide adequate care.

2021 continued to be challenging for Mama, her family, and the children at MOCH due to the unique difficulties brought with the Covid pandemic layered on top of some of the more usual struggles. The pandemic caused school closures and curfews forcing the children and youth to spend all their time on the orphanage grounds with few constructive outlets for their energy. Food scarcity was a daily problem and the cost of the food that was available increased immensely. It was difficult to meet the basic needs of the children with the funding available. Many of the children contracted Covid, but thankfully recovered swiftly and fully. Mama and Betty also contracted Omicron and have recovered.

If you would like to contribute to the orphanage in any way, please speak with Betty Langtry or Leslie Myers. Remember that you can collect your recyclables and donate the funds received; your bottles can be easily returned to the Return IT centers.

We will leave you with the faithful words of Betty Oduor:

*So many bad things have happened in the past but through God's love, his grace has been sufficient for us. Your unconditional love, prayers and never ending generous support to the children has made our lives more manageable and we have no words to describe how grateful we are. May the good Lord remember you and bless you mightily. God richly bless you all. So much love to Pastor Cari for giving us a platform to speak about the lives of the orphans, and the challenges they go through. You have made a mark in our lives and many children's lives have been changed for the better through your love and support. God bless you.*

Submitted by:

*Leslie Myers & Betty Langtry, Co-Coordiators*

# Meaning-Making for Men

*Facilitator: Rob Copeman-Haynes*

Meaning-making for men, which began in January 2018, concluded in June 2021 by mutual agreement of the participants. The group had been initiated as a one-year response to an identified need for some men around the time of retirement to make sense of that transition. With joy and challenge the group continued for three and a half years with seven men sharing the experience for different durations, one member the for the whole time. We engaged scripture, sang and prayed, explored healing practises, and considered the past and present and our calling into the future, attempting to speak from the heart and listen deeply to one another. Many of our later meetings were over Zoom which mediated our intentions surprisingly well, but by walking and talking we were also able to meet in person on a couple of occasions despite the worry of COVID-19.

For me it was a meaningful endeavour and I remain grateful for the opportunity. I learned a great deal about myself and am grateful for deepened relationships with men of Crossroads. I would be open to co-leading or participating in such a group in the future if there is need and interest.

With respect and gratitude,

*Rob Copeman-Haynes, Coordinator*

# Men's Breakfast Group

*Coordinator: John Charlesworth*

The Crossroads Men's Breakfast is a social event on the first Saturday of each month. As with many things Covid changed all that. The breakfasts were suspended throughout 2021 as we awaited easing of restrictions as the Covid Delta cases slowly diminished. This allowed the Men to resume socializing over breakfast for November and December. Attendance was low as precautions were observed with six in November and eight in December versus a more normal 12 to 14 attendees. The January 2022 breakfast was cancelled with the rapid onset of the Omicron variant and renewed meeting restrictions.

Camaraderie and conversation are the draw. All Crossroads men all welcome and we would look forward to additional faces at the table once we are able to resume the breakfasts. We would be happy to include any new names on our email monthly reminder when breakfast meetings resume.

*John Charlesworth, Coordinator*

# Music Ministry

*Dr. Bruce Harding, Contractor for Music Ministry*

Another year has passed with pandemic safety precautions in place, meaning another year with very little in-person music making at Crossroads. I continue to be grateful for our singers and instrumentalists who send in their video recordings for me to compile, creating ensemble videos for our weekly worship services. We have had special anthem videos for festivals, and service music videos for regular Sunday services, both of which continue to give us the larger sense of ensemble vocal and instrumental presence in worship. Thankfully, restrictions lifted enough this past summer to allow us to welcome instrumentalists to join us in leading music from the sanctuary. That larger in-person presence, along with communal singing (with masks) until we reverted to online-only worship again in December, has helped to lift all our spirits.

Our sanctuary sound and video system has been in transition this past year. In addition, new acoustic panels were hung on the sanctuary walls (many thanks to Rob Watson and friends for design and implementation of the panels) and light-filtering film to increase the visibility of our projection screens was applied to the high windows on the east side of the sanctuary (many thanks to Bryan Hodgins for arrangements and implementation). A new sound board is arriving this Spring which will solve many of our audio issues and make it far easier to support worship and events in the building and online. While it is frustrating to be in constant transition in the tech department, the overall intelligibility of spoken voice in the sanctuary and the clarity of our projection system has greatly improved, so I am encouraged by our progress.

A huge thanks as always to my staff colleagues at Crossroads, and again many, many thanks to our musical volunteers who continue to bless us with their in-person and virtual gifts every week. And of course, I am always grateful for the support and encouragement of the entire Crossroads community. To God be the glory! See you on Zoom!

Respectfully Submitted,

*Bruce Harding, B.Mus, M.A., Ph.D., Contractor for Music Ministry Crossroads United Church*

## reSound Open Mic Night

*Team members: Carl Beach, Rob & Cari Copeman-Haynes, Bruce & Cheryl Harding, Janice Kidwell (on hiatus)*

Despite the challenges of the pandemic, our ReSound ministry continued to serve the community in 2021 by hosting a monthly online open mic night in partnership with the Naad Arts Centre and our good friend, tabla virtuoso Amarjeet Singh. By summertime, dwindling attendance was making it clear to us that gathering on Zoom was not sustainable, and so we made the decision in October to pause the ReSound programme for the time being, and to spend time discerning future directions for intercultural and interfaith music ministry in our community. If pandemic restrictions allow, we will be looking at

offering in-person programming in the summer and then continuing in the fall. If you are interested in stretching your intercultural understanding and in celebrating the rich variety of faith and musical expression in our neighbourhood, please let us know - we're always looking for passionate dreamers and volunteers!

Respectfully Submitted,

*Bruce Harding & Rob Copeman-Haynes, Co-Coordiators*

## “Reflections” Women’s Book Study Group

*In loving memory of our past Coordinator, Linda Stadey*

Reflections is a small group geared to women to nurture personal spiritual growth and friendship in a safe and supportive environment. In early 2021, we were meeting via Zoom weekly, gathering to read articles from Broadview Magazine, which was a good stimulus for our sharing.

We had attempted in-person, distanced meetings with masks during 2020, but found we had enough members with hearing loss that it was very difficult to meet that way. After Linda’s passing, we were grieving, and then as the year progressed, other members of our group also suffered family losses and challenges. So we decided to move on hiatus until the moment when we can gather in person and conduct our group in the familiar way, reading aloud to one another, and discussing each passage together as we go. We always take time to share and pray with one another at our gatherings, and we look forward to when we can meet again in person safely.

Respectfully submitted,

*Leslie Marconi*

## Safety and Security Team

*Team members: Jim Cessford, Bryan Hodgins, Rev. Cari Copeman-Haynes*

The Safety and Security team was initiated in response to a disruptive event that happened at the conclusion of worship on an August Sunday in 2019. Jim Cessford generously gave of his time to gather with and debrief those members of Crossroads who had experienced that event, and then carried on to provide his expertise to the team. Bryan Hodgins joined Jim and Rev. Cari, and the new Safety and Security Team was born.

The team committed to:

1. Conduct regular monthly “walkabouts” on the property, looking for evidence of break-ins, tampering, or any other concerning behaviour on the site. These monthly risk assessment inspections have been carried out monthly by at least two team members ever since.
2. Develop a comprehensive emergency response plan. Considerable progress was made on this goal in the fall of 2019, but once COVID hit, we were distracted from this work. We will return to it in coming years.
3. Train key people with regards to the safety and security, and the emergency response plan under development at Crossroads. The staff of 2019 were trained in basic personal safety practices by Jim, but since then we’ve had a few new staff members join us, so we will be offering this opportunity again.
4. Install security cameras. This goal was achieved by Bryan Hodgins in March 2020, with the assistance of Russ Shaw and Rob Watson. We now have four cameras positioned around the perimeter of the building, and those cameras feed to a display in a secure area of the church so that members of the team can review the footage when necessary.

It has been necessary to review the footage on occasion. Though we are not a frequent location of malevolent behaviour, it has been known to happen. Whether someone lights a fire by our front door to keep warm on a cold winter night, or whether our mailbox has been tampered with, or a front glass door broken by someone who had missed his calling as a professional baseball pitcher, we have had a few concerning incidents.

We are also grateful for the “first call” Alarmtron responders, Pam & Russ Shaw, Eileen & Gord Noullett, Rob Watson, Bryan and Jim, who each take a turn at answering the phone in the case of an alarm going off at the church.

Given the provoking issue that caused us to focus our attention on safety and security in the first place, we also aim to train a few more folks who will be able to provide an alert and de-escalating presence on Sundays to assist the congregation in the event of another concerning incident.

Respectfully submitted,

*Jim Cessford, Coordinator*

## Social Justice Action Team (SJAT)

*Members: Carl Beach, Pam Bulpin, Rev. Cari Copeman-Haynes, Thea Copeman-Haynes, Gabrielle McLarty, Janis Marshall, Leslie Myers, Eileen Noullett, Pam Shaw, Marleen Soutar*

The Social Justice Action Team was born in June of 2021, to continue and expand on the faithful work of the Affirm Team that had existed at Crossroads since 2014. Members of the former Affirm Team were Rev. Edith Baird, Carl Beach, Sandra Clark, Rev. Cari Copeman-Haynes, Thea Copeman-Haynes, Anne McNamee, Marion McNeill, Leslie Myers and Pam Shaw. Being an Affirming congregation remains a

core piece of Crossroads' identity. The same Spirit that called us in 2014 to be in solidarity with the LGBTQAI2S+ community, calls us to be in solidarity wherever people are oppressed.

As with Affirm work, we have much to learn and ongoing learning is a component of what the Social Justice Action team does. In response to the revelation of atrocities at Residential Schools we created an Indigenous Justice page on the Crossroads website: <http://crossroads-united-church.ca/indigenous-justice/>. Over a span of five weeks in the summer we published a weekly SJAT quiz based on Peggy McIntosh's "Unpacking the Invisible Backpack" hoping to spark curiosity and stimulate discussion with the congregation. Team members continue to avail ourselves of excellent online resources and workshops, in particular those that are designed and led from an Indigenous perspective.

The Social Justice Action Team also hears a call to act, to participate in seeking justice. There is already a deep, flowing river of wisdom and action in the world of justice-seeking. We need to step into that river, to see things differently, and to engage with a way of doing things that is led by the people who are impacted. Here are some examples of what that looks like: on a summer evening we showed up to a neighbourhood park to stand in solidarity with two grandmothers who had been racially targeted there; one afternoon we showed up to a gathering on a local street corner to stand in solidarity with Palestinians; on another summer evening we showed up to a Rally Against Injustice at Holland Park in Surrey; one Sunday we attended a Vancouver rally in support of women and girls in Afghanistan; on the National Day for Truth and Reconciliation the Tk'emlups te Secwepemc invited us to gather in community at 2:15 pm to sing their traditional honour song; and in December we made 35 orange blankets for the children who attend the Aboriginal Child Care Society's Eagle's Nest Preschool.

Together we are practicing ways to better see the world God imagines, and to respond with courage to God's call to justice and shalom for all.

Respectfully submitted,

*The Social Justice Action Team*

## Sound & Projection Team

*Sunday Technical Team: Joanna Cossey, Jan Denham, Karen Renaud, Pam Shaw, Cheryl Harding, Brian Arkell*

Sunday Technical Team (Zoom/PowerPoint/Cameras/Soundboard)

Throughout much of 2021 we continued to worship exclusively on Zoom; however, once COVID cases began to drop in the summer, in person worship was once again possible so we moved to a hybrid worship model. Cheryl Harding has been operating the cameras and soundboard in the booth at the church so that those worshipping at home could see the service live streamed. We were also blessed late in the year with Brian Arkell joining the team and cross training to back up Cheryl in the booth. Joanna began operating the Zoom function from the tech booth on alternating Sundays while

Karen continued to host her weeks from home. The PowerPoint function continued to be done by Jan and Pam from home but there are resources to move this function into the church building should future restrictions allow it.

Unfortunately, late in 2021 as the Omicron variant made its presence known, we had to return to online only worship with only the staff and band being in the sanctuary on Sundays. We are hopeful that 2022 will bring a return to a new normal in regards to the tech team and that we will be able to welcome new volunteers to our small but mighty team. A HUGE thanks to Karen, Pam, Jan, Cheryl, and Brian for their continued contributions to making worship accessible for all.

Respectfully Submitted,

*Joanna Cossey, Coordinator*

## Spiritual Practices Team

*Team members: Rev. Cari Copeman-Haynes, Joanna Cossey, Darlene Haskins, Dixie MacLeod, Eileen Noullett*

The Spiritual Practices Team gathers to listen and dream about the movement of the Holy Spirit and then to wonder about practices to create space for the Spirit to work in us.

In 2021 some of the events we have planned in the past were not possible – Faith Foundations (the orientation and introductory gathering of newcomers to Crossroads), and a hoped-for weekend retreat. Others proved difficult because of restrictions and the effects of COVID – the Spring Equinox and Summer Solstice labyrinth walks, the hike series and Creative Spirit.

We learned that some spiritual practices can adapt quite well to gathering via technology such as Zoom. One successful adaptation that continued in early 2021 was Zoom Bible Study. Rev. Cari hosted a 4 week study on the Biblical book of Philippians in January and February. A Lenten Spiritual Practice series was hosted over Zoom. We watched videos of Christian leaders speaking about and demonstrating a variety of practices, then discussed these practices and committed to making space in our life for the practice in the coming week. Many people signed up for soul deepening resources from the Prayer Bench, delivered throughout the year via email. Texts for personal reflection during Lent and Advent are posted on the Crossroads website.

In July we hosted a Sunday Social outdoors, allowing the congregation to safely gather for a time of fellowship. This opportunity for in person gathering was much appreciated, as we had not gathered for in person worship or other events in over a year.

In October the Spiritual Practices Team hosted An Oasis for Your Soul. After planning and cancelling this event twice in 2020, we were thrilled to finally offer this beautiful experience. Participants were guided through four stations, each inviting a different type of engagement with the Spirit. Our spacious building

and the limited registration (maximum of 8 participants) allowed for this safe event. The event was so successful that a second morning was offered two weeks later.

We closed the year with a Winter Solstice labyrinth walk, an evening interlude of calm and candlelight, reflecting on the gifts and calls of the autumn season just past and the winter season opening before us.

We can't know what the coming year will hold, but we can trust in the faithfulness of the Holy Spirit! And that we will find opportunities to gather, either virtually or in person, to experience and celebrate the work of the Spirit in and among us.

In loving service,

*Eileen Noullett, Coordinator*

## Tenant Relations

*Coordinator: Betty Desy*

In January of 2021, only one of our tenants, One World Childcare, remained active in the Crossroads building, due to the pandemic restrictions.

In early July we were approached by Elections Canada to see if we could supply space for an upcoming Federal election. It was decided that they would use our Hall for 3 weekends in September for training sessions and also our Sanctuary and Foyer for Election Day on September 20, 2021.

In August we invited our "regular" 12-Step tenants back into the building to resume their weekly meetings. All three groups have been meeting on a weekly basis ever since, following all the public health guidelines.

Respectfully Submitted,

*Betty Desy, Tenants Relations Coordinator*



## Worship Team

Worship Team members: Rev. Cari, Dr. Bruce Harding, Cheryl Harding, Marie McCartney, Eileen Noullett, Pam Shaw, Elva Standeven

*"Look, I am doing something new! Now it springs forth, can't you see it? ... for I will put water in the desert, and rivers in the wasteland, for my chosen people to drink, these people whom I formed for myself so that they might declare my praise."*

*Isaiah 43:19-21*

The constant of worship services at Crossroads in 2021 has been change. We began the year worshipping via Zoom exclusively with worship leaders participating from home. In late June we moved to having worship leaders in the sanctuary, and soon after began "hybrid worship" with some worshipers in the building, while many continued via Zoom. And then, suddenly, the realities of the COVID pandemic led us all to return to Zoom just before Christmas Eve.

This shifting way of offering worship highlights the skill and dedication of our worship leaders: Rev. Cari, Gabrielle McLarty, Dr. Bruce Harding and Nicole Desy, our office administrator Gillian McNutt, and the faithful tech volunteers. How grateful we are for their perseverance and creativity, particularly at this time.

Of course, these changes have impacted the worshipping community as well. Some longed for a return to in person worship and the physical, tactile experience of gathering and were glad to have that opportunity, with seating widely spaced, worship leaders and musicians at a safe distance and other COVID safety protocols in place (personal health checks, masks, hand sanitizing). Others have happily noticed that they can hear the proceedings better via Zoom than in person, and that they are able to see the worship leaders a bit more closely with various camera angles. Each of us has had the opportunity to choose the best way to worship for ourself – a new gift in this hybrid worship mode. And, we have been happy to welcome worshipers from afar as well.

An ongoing focus is integrating the in person and online worshipers into one worshipping community. Worship leaders in the sanctuary intentionally speak directly to the camera at points throughout the service. Lay leaders often speak from home to offer the Welcome, Prayers, Scripture Readings or a Minute for Mission or Ministry, or even to appear with a puppet! Including virtual worshipers in the words of welcome and acknowledging that children may be worshipping virtually or even watching a recorded worship service all helps keep us connected.

And we must acknowledge that for some, worshipping virtually is not possible. We continue to grieve the reality that some people are not able to attend in person or Zoom worship. For those individuals we reach out with printed materials from each week's service and keep in touch with regular phone calls.

The miracle in all this is that, despite many changes, weariness, tech glitches, etc.!, the inspiring Word is still heard. Music stirs our hearts as it always has. We reach out in hope and we continue to experience God's love. Thanks be to God.

In loving service,

*Eileen Noullett, Worship Team Chair*

# APPENDIX A

## Statistics

### Crossroads United Church

January to December 2021

Membership December 31, 2020	245
Received by	
Reaffirmation of Faith	0
Transfer	8
Adult Baptism	<u>0</u>
	253
Removed by	
Action of the Policy Board	0
Death	6
Transfer	<u>1</u>
<b>Total Membership Dec. 31, 2021</b>	<b><u>246</u></b>
Infant/child Baptisms	0
Weddings	0
Memorial Services	10

## In Memoriam

Frances Mary Newport – February 3, 2021  
Linda Adele Stadey – February 25, 2021  
George Boyd – February 12, 2021  
David Barry Jones – March 17, 2021  
Leif Nicklos Keith Erickson – August 21, 2021  
Muriel Edith Baird – September 8, 2021  
Betty Anne Bulawka – September 13, 2021  
Gordon Clark Sewell – October 14, 2021  
Olga Korotash – October 28, 2021  
Russell Harold Read – October 30, 2021  
Joan Elizabeth Garrett – November 28, 2021

# APPENDIX B

## North Delta Refugee Project

The North Delta Refugee Project has lost momentum over the last two years. We met via Zoom twice in 2021. But there remains no clear way forward, as our committee members are facing challenges and time commitments on other fronts.

The plight of the refugee continues, and my hope that is in 2022, there will emerge new ways to support this important ministry.

Yours in Christ,

*Jan Denham, on behalf of the North Delta Refugee Project*

APPENDIX B									
North Delta Refugee Project									
Statement of Financial Position									
As at December 31, 2021									
							2021		2020
ASSETS									
<b>Current</b>									
	Cash - Unrestricted					\$	295	\$	295
	Cash - Restricted funds								
	Church Partners Contributions						4,247		4,245
	Refugee Khaled						45,622		44,909
	Total Restricted Funds						49,869		49,154
							<u>\$ 50,164</u>		<u>\$ 49,448</u>
LIABILITIES									
<b>Long Term</b>									
	Deferred Restricted Contributions								
	Church Partners Contributions					\$	4,247	\$	4,245
	Refugee Khaled						45,622		44,909
							49,869		49,154
NET ASSETS									
<b>Unrestricted funds</b>							295		295
							<u>\$ 50,164</u>		<u>\$ 49,448</u>
North Delta Refugee Project									
Statement of Operations									
For the Year Ended December 31, 2021									
							2021		2020
<b>Revenue</b>									
	Income from restricted funds					\$	-	\$	12,516
	Offerings						-		1,750
							-		14,266
<b>Expenses</b>									
	Occupancy expenses:								
	Clothing expense						-		212
	Groceries expense						-		1,325
	Rent expense						-		2,101
	Transportation expense						-		98
	Monthly Stipend						-		9,206
	Medical expenses						-		1,324
							-		14,266
<b>Excess of revenue over expenses for the year</b>							<u>\$ -</u>		<u>\$ -</u>

# APPENDIX C

## Minutes of 2021 Annual General Meeting of Crossroads United Church

Meeting convened via Zoom on March 7, 2021 10:30 AM concurrently with Worship

*Present:*

Bernice Alger, Helen Anderson, Brian Arkell, Maureen Bailey, Edith Baird, Carl Beach, Judy Beach, Ed Brennan, Edie Brennan, Pam Bulpin, Maureen Campbell, Donna Carlaw, Ken Clark, Sandra Clark, Edna Cooper, Ken Cooper, Rob Copeman-Haynes, Thea Copeman-Haynes, Joanna Cossey, Jan Denham, Marlene Erickson, Alf Desy, Betty Desy, Nicole Desy, Minda Dobres, Klaus Fix, Johnny Freer, Sylvia Freer, Elaine Galley, Mary Gawle, Diane Hall, George Hall, Bruce Harding, Cheryl Harding, Darlene Haskins, Don Haskins, Bryan Hodgins, Jason Hodgins, Kevin Hodgins, Linda Hodgins, Shannon Hodgins, Bruce Holvick, Lisa Hunter, Marti James, Cheryl-Ann Johansen, Ken Jones, Linda Jones, Betty Langtry, Cecila Lepage, Nick Lianza, Don Ludwar, Penny Ludwar, Patricia Lynn, Dixie MacLeod, Leslie Marconi, Janis Marshall, Marion McNeill, Judith Moody, Eileen Noullett, Gord Noullett, Ron Plankeel, Karen Renaud, Bonny Roberts, Guy Roberts, Pam Shaw, Rick Soutar, Marleen Soutar, David Shorter Barry Stadey, Elva Standeven, Julie Stephenson, Sharon Sullivan, Aileen Watson, Ann Wilkie.

*Children Present:*

Violet Hodgins, Rory Hodgins, Heath Hodgins, Penelope Renaud, Henri Renaud.

*Ex-officio Present:*

Gabrielle McLarty and the Rev. Cari Copeman Haynes

*Welcome, Announcements & Enabling Motions*

Pam Shaw welcomed everyone and explained the process of participating and voting via zoom.

**Motion: That Karen Renaud serve as Chair, and Jason Hodgins as Secretary of Crossroads' 2021 Annual General Meeting.**

M/S/C (Moved, Seconded, Carried) Pam Shaw/Marion McNeill

**Motion: That adherents be granted full voting privileges.** M/S/C Pam Shaw/Marion McNeill

**Motion: That the Agenda be adopted as circulated.** M/S/C Pam Shaw/Marion McNeill

**Motion: That the Minutes of Crossroads' Annual Congregational Meeting of March 8, 2020 be adopted as circulated in the Annual Report.** M/S/C Pam Shaw/Marion McNeill

Prayer & Worship continued with the gathering rite.

### *Ownership Consultation*

Consultation questions in response to the scripture were introduced by Pam Shaw. Attendees participated in break-out groups and time for individual reflection and prayer. (Notes from groups and individuals attached.)

### *Adoption of Reports*

**Motion: That the 2020 administrative reports be adopted as circulated in the Annual Report.**

M/S/C Marleen Soutar/Rob Copeman-Haynes

**Motion: That the 2020 ministry reports be adopted as circulated in the Annual Report.**

M/S/C Marleen Soutar/Rob Copeman-Haynes

**Motion: That the 2020 report of the NDRP (narrative and financial) be adopted as circulated.**

Jan noted that most of work of immigration review board has ceased and that opening up to new claimants is likely to be a slow process.

M/S/C Jan Denham/ Marleen Soutar

Prayer & Worship continued

### *A Minute for Nominations*

Pam Shaw shared the results of the Nomination committee's work:

Nominations for new positions:

- Rick Soutar to be appointed as Trustee
- Elaine Galley as Envelope Secretary on the Finance Team
- Dave Shorter as Treasurer and member of the Finance Team

With gratitude we give thanks to God for the faithful service of Sylvia Freer (Envelope Secretary), Barry Stadey (Trustee), Rick Soutar (Finance Committee), for the year Nick Lianza has served as our Treasurer, and for the life and service of Linda Stadey (Ministry and Personnel and her many past contributions).

**Motion: That the report of the Nominations Committee be approved as presented and all named therein be elected or appointed to their respective positions.**

M/S/C Pam Shaw/Linda Hodgins

Offertory & Worship continued

Financial Statements pp. 39-49 were presented by Nick Lianza, Treasurer

**Motion: That the financial statements for the year 2020 be adopted as presented**

M/S/C Nick Lianza/Ken Clark

**Motion: That the Budget for Crossroads United Church for 2021 be approved as presented; that the Wider Church target be set at \$27,270 for 2021 (including \$17,920 being the target for the Mission and Service Fund.)**

M/S/C Nick Lianza/Ken Clark

**Motion: To Adjourn the 2021 Annual General Meeting**

M/C Marion McNeill

Worship concluded with a Commissioning and Benediction and singing of Amen

## Compiled Notes from Ownership Consultation:

### *Question #1*

**What am I learning about myself that I might not have learned except for the pandemic?**

Do have time to spend with God, time to reflect and be thankful, learned to incorporate in life and no reason why can't continue

Even as an introvert, finding social distance hard. Hard to give up personal contact, even when we didn't value it.

Started a gratitude book, really missing family particularly in the last few months. It has been hard. Trying to write gratitude has helped with the terribleness of distance. Thought it was going to be okay but it's been much harder than expected

Okay to take care of myself, having things change so quickly and feel out of control, realizing have to check in with self and take control of things that you can. Having emotions of that.

Checking in with others, taking that on, and offering chance to chat and vent.

How much energy daily life tasks take, and that it's okay to not get it all done in one day. Need time to process and prepare for what's next.

Sense always been as someone that rolls with the punches and does best they can. Surprised at how hard not being able to do things want to do is, like go and see or visit someone.

Making peace with how long things take.

Learning how to be home and be content, rather than scurrying around all the time. I feel upon reflection that I have been a “surface” person and the pandemic has invited me to deeper contact, and I am listening more and I feel I am more purposeful.

I’ve discovered that I need a routine – I was drifting through my days at first.

Adapting to not doing my work and relationships in person has been a challenge. I am a social person and I need people.

Learning to be patient, kind, calm & caring

I’ve learned I can stand my own / my immediate families company.

I don’t mind not being on any committees or having committee meetings.

I don’t mind committees and having meetings at home on zoom without the drive is wonderful.

I enjoy bible studies on zoom especially with a group in Thunder Bay that I otherwise wouldn’t be able to.

I’m learning more technology.

There is great incentive to learn technology and see people’s faces without a mask on.

I’ve learned that I miss physical touch, giving a hug and seeing smiling face.

I find zoom is wonderful for coffee time as it’s much more personal and getting to know people is very important to me.

I have met people in the zoom breakout rooms that I haven’t met over the last 3 years at Crossroads.

No real response to any one thing comes to mind. Not aware of any significant changes due to the pandemic.

Natural inclination towards politicians and "experts" is skepticism but over time began to trust and depend on the daily briefings. Those briefings encouraged a sense of calm and acceptance. Seeing the chaos in the U.S. made me more grateful for the sense of calm and confidence provided by the experts.

Enraged at the politics in the U.S. Felt powerless about this. Recognized self as an introvert and has become more introverted through this time. Relies on God more.

Patience

Patiently waiting

How to deal with adversity and to have faith that things will get better

Learning to be more considerate of others

To appreciate technology for allowing us to stay connected to Crossroads community, friends and family

To accept God's will

Lonely living! I need people; appreciate contact through Crossroads

I need other people even though I'm an introvert

Have new appreciation for the small things, family...

Learning the line between self-motivation and the need for externally presented/determined goals

### *Question 2*

## What are we learning about Crossroads during this time that we didn't expect to learn?

Thankful that have taken approach we have vs. churches launching court cases

A vibrant multitalented congregation to live and thrive through this

We are a congregation of deeply committed people

I feel we are learning more about "all" the people – not just the ones we would typically speak to in person on a Sunday. The connect caller system, in particular, has crossed "friendship" boundaries and have revealed more depth and truth in people's lives than we would maybe have known about before.

We can still connect, still worship

We have found ways to still serve the community

Use of website for COVID information

Being more present in the neighbourhood: healing garden, Kidsweek parking lot chalk activities, outdoor meetings (when those were permitted)

Been able to keep in touch even with those who are not connected by technology

We're resilient. We are a strong community

We have wonderful leaders that have leaned into new technology.

We are thriving based on seeing the number of people at the AGM alone.

Normally when I hear of a breakout, I run but now I'm adapted.

I like being on zoom as there is life there whereas a recording is less personal.



I've learned that during the pandemic and despite the difficulties, people have either continued regular giving or even increased offerings.

I'm very happy that we were able to shift so quickly to phone groups and zoom service.

I've heard that the phone groups have made us even more connected, and it's opened a greater level of connection and awareness.

I was scared at the beginning that Crossroads would suffer financially which made me wanted to give more.

Maybe we've learned that a building isn't what makes us but it's the people and the connections.

I've realized how lucky we are to have the younger people (under 70 lol) who are remaining connected.

The church is the people, not a building.

Praise to the staff for making all things work. This goes for all the different teams as well as Gabrielle in her work with children & youth.

Recognized the Pacific Region for providing leadership and resources for churches in general.

Recognized the way teams were able to re-purpose themselves i.e. Community Dinner became Community Harvest.

The Annual Report reveals the willingness of folks to do God's work in very challenging times

It is so important to maintain contact with each other

Groups and connections continued to operate effectively

We are a faith community; ministries are important  
Common identity as faith community is important even if we don't have close relationships with everyone

Joy in just looking and seeing familiar faces (via zoom)

*Question 3*

In Jeremiah God raised up sentinels and said, "Pay heed!"  
Whose voices are the sentinels now that we might not be  
hearing or heeding?

Indigenous youth occupying insurance buildings being met with police violence as well as opioid crisis.

Not true that we're all in it together, are the voices of people struggling being heard? Are we listening to them?

The scientists are the sentinels that we need to heed right now.

More aware of other issues

Situation in LTC facilities

Eyes opened to racism

Eyes opened to addiction

Amplified voices on the edges i.e. homeless, poor and downtrodden.

As a society we have become more aware of the greater world and we are unable to ignore the inequalities any more.

If we are truly an "Affirming" church what do we need to do to make sure we mean it? Open the doors in different ways.

Bonnie Henry

All of us

## **Nominations Report 2021**

### **Policy Board**

Marion McNeill (2018-2021) (2021-2024)

Jason Hodgins (2018-2021) (2021-2024)

Rob Copeman-Haynes (2017-2020) (2020-2023)

Pam Shaw (2020-2023)

Marleen Soutar (2019-2022)

Karen Renaud (chair) (2019-2022)

## Stewardship & Finance Team

Ken Clark (chair)	Ken Jones
Sylvia Freer	Nick Lianza
Elaine Galley (PAR/envelope secretary) *	Dixie MacLeod
Tony Goldsmith (on leave)	David Shorter (treasurer)*

## Ministry & Personnel Committee

John Charlesworth	Doug Shorter
Marne Hopkinson	Val Windsor
Leslie Marconi	

## Delegates to Pacific Mountain Region

Thea Copeman-Haynes (2020-2023)  
Bruce Holvick (2017-2020) (2020-2023)

## Trustees (Appointment rather than Election)

John Charlesworth  
Betty Desy  
Bryan Hodgins  
Leslie Marconi (secretary)  
Rick Soutar\*  
Cameron White (chair)

## We are grateful for the faithful service of:

Sylvia Freer as PAR/envelope secretary since our founding  
Barry Stadey as a Trustee since 2017  
Rick Soutar as a member of the Stewardship and Finance team since 2018  
Nick Lianza as our Treasurer for 2020-21 – a very challenging year

We give thanks for the life of the late Linda Stadey, as a faithful participant in our administrative life: a member, then chair of the Policy Board, then a member and chair of the Ministry and Personnel Committee. May she rest in peace.

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*\*Indicates a person who is new to a given position*