



Tatamagouche Centre
make your connection

**Annual Report
2010 – 2011**



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Tatamagouche Centre

Tatamagouche Centre is one of four education, conference and retreat centres of the United Church of Canada. Operated by an independent board of directors, the Centre was established in 1955 to serve church, community and individuals within the Maritime Provinces of New Brunswick, Prince Edward Island and Nova Scotia. With an annual budget of approximately \$1,000,000., the Centre employs 21 staff of which 5 are full-time.

Registered as a non-profit society under the province of Nova Scotia, the Centre is supported by a 10-person Board of Directors, as well as by various sponsoring organizations and partners. The Centre is nurtured through the active involvement of many volunteers, particularly in program planning and implementation, governance, fund raising, and general service.

Tatamagouche Centre is a registered charity with the Canada Revenue Agency, under the name Atlantic Christian Training Centre. Our Charitable Number is 119213890RR0001

Our Mission:

Open to the Spirit.

Rooted in the gospel tradition

Tatamagouche Centre is an education and retreat centre

Which invites and challenges people from diverse backgrounds

To personal wholeness

Right relationships

Respect for Creation and

Justice in the world.

Our Inclusion Statement

Through the full welcome and inclusion of all people, Tatamagouche Centre offers its hospitality to everyone, works for the justice of all people, and joyfully affirms and celebrates human diversity in sexual orientation, ethnicity, gender, ability, race, religion, and age, regardless of economic situation.

A Year of Transition

Board Co-Chair Report

The past year at the Tatamagouche Centre has been one of change, growth, greater clarity and a deepening of relationships. We have made great strides in expressing our commitment to spirit and justice by naming our values, reflecting on and adapting how we work together, and identifying the work that is most important to us. We want to recognize and thank everyone for their hard work and commitment to this process.

People...

At our last AGM in June 2010 the Centre welcomed five new members to the board of directors: Lori Crocker, Catherine Stuart, Phyllis Marsh-Jarvis, Sam Juru and Diane Tingley. In the past year, Ishbel Munro resigned to take her position as Program Director and Sam and Diane resigned for personal reasons, unable to fulfill their role at this time. We miss them all on the board and wish them well. Catherine, Phyllis and Lori have added much to our board team: their commitment to spirit and justice, their wisdom and experience.

In the fall, we were thrilled when Ishbel accepted the position of Program Director, replacing Margaret Tusz-King. We thank Margaret for her important contributions to the Centre over the past five years in both program development and as a founding member of our Staff Leadership Team (SLT). We hoped at that time to fill the role of Organizational Director, but did not find the right person. Wilf offered to continue in this role until the end of the summer and we gratefully accepted! In January Ishbel began her role and the Staff Leadership Team was again complete. Since then the Centre has been lead by this amazing team: Evertje MacCallum, Wilf Bean and Ishbel Munro. We are now in the hiring process for the Organizational Director position and plan to have someone in place this summer. During this time, the Centre also said farewell to Linda Joudrey (kitchen supervisor) and welcomed new staff members: Angela Allen (kitchen supervisor), Gerry Tucker (maintenance), and Meghan Macculloch (promotions).

Moments...

There have been many significant moments in this past year. Trudy Watts and Ann Manicom have been working with the Centre to bring together a strategic plan. In January, a retreat was held that brought together board, staff and PRG to begin this planning. It was agreed that this was something we should do every year and so plan to make it an annual event. The second retreat in May challenged us to look at how we make decisions and the results of that work are captured in the plan that Trudy and Ann have developed.

The Centre is healthy financially, has adopted an ethical social investment strategy and has taken great steps in reducing our eco footprint. These successes are a result of team work and collaboration.

Things to come...

And there are exciting things to come. The strategic plan that Trudy and Ann are preparing offers direction to focus on: governance, inclusion, ecological sustainability, partnerships and contemplative practice. We are grateful for their work.

The process of reflection and transition we have undertaken has clearly shown our desire to continue to build our community, to welcome more people to the Centre and build relationships and partnerships that model a

healthy way of being together as we move with our communities towards greater justice and peace.

It is an honour to be part of the Centre's community.

Paula Gallant & Blake McDonald

Co-chairs, Tatamagouche Centre Board

Other Board Members 2010-2011:

Satya Ramen, executive; Lori Crocker, Phyllis Marsh Jarvis, Rev. Kenley MacNeill, Rev. Catherine Stuart.

Held office during part of term: Ishbel Munro (became Prgm Director), Sam Juru, Rev. Dr. Diane Tingley,

Volunteers: We are extremely grateful to the many volunteers who served the Centre over the past year, including members of the Archives, and Personnel Committees, and other ad hoc Committees and individual contributions.

Staff Leadership Team Report

The past year has been an exciting period of learning. Over a year ago, the Centre board and staff agreed to experiment with a management arrangement that was more fitting with our values of building a caring, learning community. Together, we decided to devolve the former Executive Director position into a less-hierarchical co-management team consisting of the Program Director, the Financial Director and the Organizational Director. Since that time, this Staff Management Team (SLT) has been working to developing our collegial practice and to expand this more cooperative approach throughout all our board and staff relations. At the same time we are attempting to maintain clarity of our distinct roles and responsibilities. In a nutshell, it is going well. We now look forward to the end of Wilf's interim period as Organizational Director and to welcoming his replacement in the coming months.

As you will read in other areas of this document, we are pleased to report a good year in a number of areas. Our programs are developing to engage an ever-wider range of people in our participatory, transformative approaches. We are strengthening our communication and promotion capacities – note our new, revised website! We have provided hosting to a wide variety of church, community, non-government and government organizations. We have welcomed a number of individual retreatants. As part of the United Church of Canada, we are deepening and developing both our programmatic and administrative links at various levels. As our strategic planning process evolves, we look forward to clarifying and defining new agreements on our structural links with the Church. Financially, we have succeeded in balancing our budget. We continue to renovate our buildings to increase our energy efficiency and we are succeeding in reducing our consumption.

We ourselves have learned and been transformed by our work together. There is still much to be done. Our strategic planning process will define some of these goals, but we know, for example, that we need to develop a more comprehensive fund-development strategy. We also need to clarify how our Staff Leadership Team links with a renewed board and evolving staff structure in terms of our overall participatory processes. We look forward to these challenges in the coming year!

Evertje MacCallum,
Finance Director

Ishbel Munro,
Program Director

Wilf Bean,
Organizational Director(3-person Staff Leadership Team)

Program Development Team Report

The Program Development Team was filled by a rotating cast of characters throughout the past year. In the summer, the vacant Faith and Spirituality position was jointly held by Kathryn Anderson and Wilf Bean, only to have Wilf agree to continue as interim Executive Director early in this tenure. Camille Dumond, who shepherded the Creative Body, Mind Spirit programming, departed on sabbatical to Toronto to pursue academic and counselling studies. She was replaced by Tionda Cain in August. Margaret Tusz-King finished her time as Program Director in the fall and was replaced in January by Ishbel Munro, representing an almost whole-scale changing of the staff during the year. Steve Law remained in his position providing continuity and threads to organizational memory.

Despite the changes, programming at the Centre maintained a 78% implementation rate for 2010: (60 total programs: 43 programs implemented – 17 cancelled).

Tatamagouche Centre is exemplified in the programs we offer and the transformation that ensues.

A Few Accomplishments:

Black Leadership Development: through the strategic use of the To Seek Justice Fund we have been able to grow, build and support Black Leadership in the region exemplified by the *So You Think You Can African Dance* program, growing involvement from the Black community on the Tatamagouche Centre Board and Program Resource Group, and participation in Centre programs.

Writing programs: Writing programs are strong and meaningful at the Centre. From the popularity of the *Sheree Fitch* programs to the significance of *Young Writers*, Tatamagouche Centre is building and growing the arts through supporting personal development and social change.

Healing Programs: *Coyote Medicine* was one of our more outrageous programs, but held with meaning and impact. *Griefwalker* with Stephen Jenkinson had participants seeking further engagement by pursuing Stephen's work in Ontario.

Faith and Spirituality: Popular programs such as *Godly Play* and our retreats are complemented by skills training, by justice events such as the ecumenical outreach committees event, and by partnership with the Atlantic Jubilee Program. We are excited about new areas of programming, such as *Courage to Lead* and *Living the Faith*, an inter-faith program for youth and young adults.

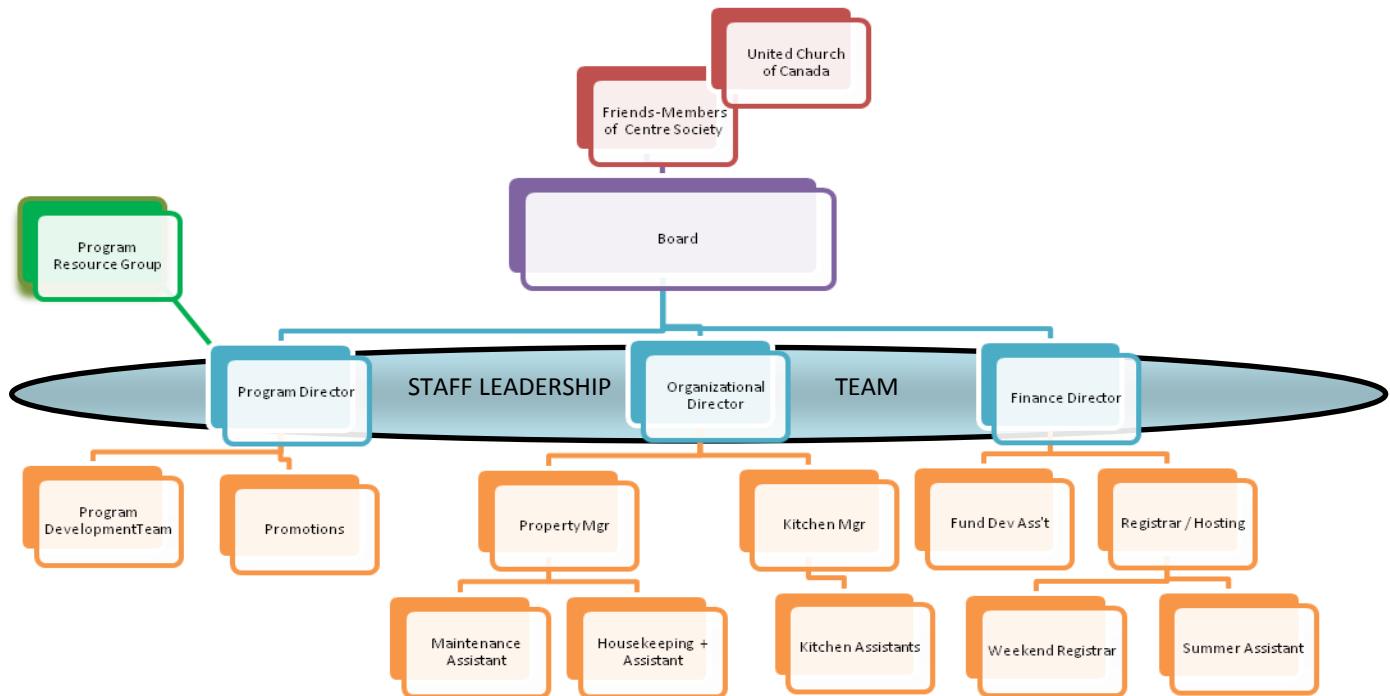
Aboriginal Programming: *The Peace and Friendship* program remains significant in connecting Aboriginal and Non-Aboriginal individuals and communities seeking to right and redress our relationships. This was exemplified by the Peace and Friendship gatherings, the *May Ambassadors Training* for the Truth and Reconciliation process, and the *Women's Sharing Spiritual Journeys (Mi'kmaw and Christian)* held in 2010.

Steve Law, Social Transformation; **Tionda Cain**, Creative Mind, Body, Spirit; **Kathryn Anderson**, Faith and Spirituality; and **Ishbel Munro**, Program Director

Programs which ran in 2010:

- **BTS delegation to Guatemala**
- **Building an Ethical Economy – Trinity Institute**
- **Ash Wednesday Retreat**
- **So You Think You Can African Dance?**
- **Radical Spirituality – Radical Simplicity**
- **Common Life Community Gathering**
- **Godly Play Core Training**
- **Keeping Silence Retreat**
- **Fundraising : Building Renewable Income Streams**
- **Aboriginal Rights Coalition – Atlantic AgM**
- **Diversity and Equity Training**
- **Diversity and Equity Leadership Training**
- **Leading Summer Youth Programs**
- **Churches Day!**
- **Leading Summer Youth Programs**
- **Coyote Therapy: The Healing Power of Story**
- **Dialogue for Peaceful Change – Training**
- **Breaking the Silence (BTS) Network Gathering**
- **Atlantic Jubilee Program Residency**
- **Play and Praise! With Linnea Good**
- **Write Here! Write Now! For young writers**
- **Creative Arts Week: Mixed Media 29th Year**
- **Writing in a Time of Exile**
- **Affirm United 2010 Conference and AGM**
- **Ukelele: Pass it On!**
- **TC Model of Education, Design & Leadership, Level 1**
- **Writing for Children, with Sheree Fitch**
- **Social Justice Youth Camp**
- **Community Building through Art, with Lily Yeh**
- **Peace and Friendship Gathering**
- **Kairos Regional AGM**
- **Raising and Mentoring Boys and Male Youth**
- **Women Sharing Spiritual Journeys**
- **Walk, Listen, Write! with Sheree Fitch**
- **GriefWalking: The Soul of the Well Lived Life**
- **Contemplative Path, with Tilden Edwards**
- **Advent Retreat Day**
- **Atlantic Regional Solidarity Network (ARSN) Gathering**

Organization Chart:



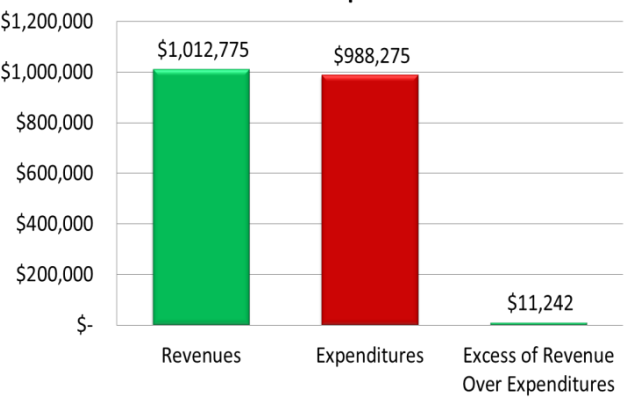
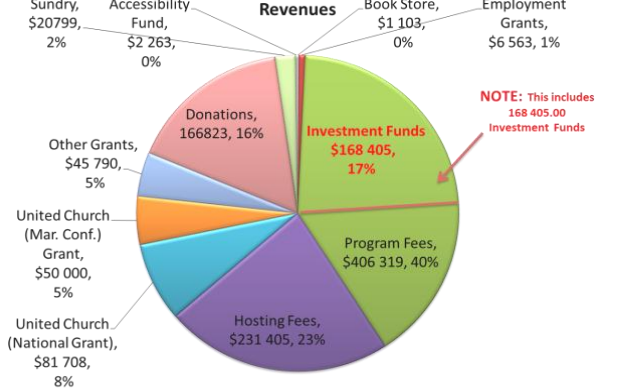
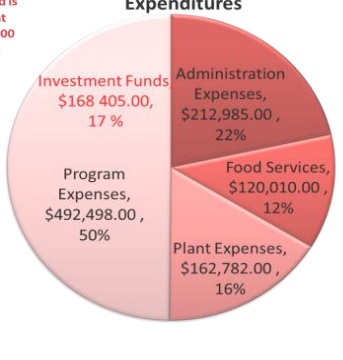
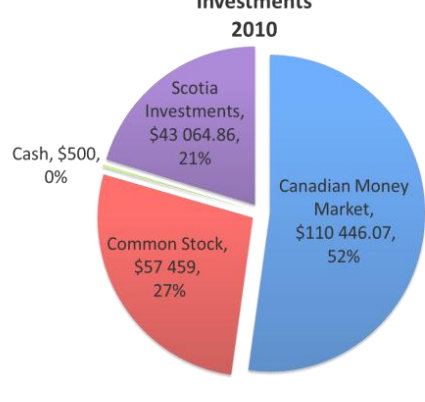
Our Staff Team *(all staff are part-time unless indicated, in alphabetical order), June, 2011*

- Angela Allen, Kitchen Supervisor (ft)
- Billy Forbes, casual
- Brenda Aitchison, Weekend Registrar
- Brenda Garrison, Housekeeping Assistant
- Brittany Hunt, Summer Assistant
- Evertje MacCallum, Finance Director (ft)
- Gerald Tucker, Maintenance Assistant (ft)
- Ishbel Munro, Program Director
- Jolene Mardian, casual
- Joyce Bond, Kitchen Assistant
- Kathryn Anderson, Prgm Dev Team
- Katja Burtis, Registrar (ft)
- Kent MacDonald, Property Manager (ft)
- Lisa Pollard, Funding Assistant
- Meghan MacCulloch, Promotions
- Sean Crouse, Kitchen Assistant
- Steve Law, Program Development Team
- Tammy Langille, Housekeeping Staff
- Tionda Cain, Program Development Team
- Vivian Dunphy, Kitchen Assistant
- Wilf Bean, Organizational Director

Our Program Resource Group: *The volunteer professionals who assist with our programs*

- Becky McKenna
- Brian Braganza
- Don MacDougall
- Eliza Schurman
- Gordon Williams
- Ishbel Munro
- Jackie McVicar
- Jason Blanch
- Kathryn Anderson
- Laura Hunter
- Mohamed Yaffa
- Margaret Tusz-King
- Martha Martin
- Paula Gallant
- Ron Kelly
- Rose Adams
- Steve Law
- Sam Juru
- Shauntay Grant
- Shawn Redden
- Tessa Mendel
- Tionda Cain
- Trudy Watts
- Vekisha Drummond
- Wilf Bean
- Wyanne Sandler

Financial Report, 2010

<h3>Revenues and Expenditures</h3> 	<h3>NOTES</h3> <p>All numbers from Tatamagouche Centre 2010 audited financial statement. This chart displays the total revenue and expenditures - with an excess of \$11,242.00. Our longer-term investments held by Assante Management are included in program revenue and expenses.</p>
 <p>Revenues</p> <ul style="list-style-type: none"> Sundry, \$20799, 2% Accessibility Fund, \$2263, 0% Donations, 166823, 16% Other Grants, \$45790, 5% United Church (Mar. Conf.) Grant, \$50000, 5% United Church (National Grant), \$81708, 8% Hosting Fees, \$231405, 23% Investment Funds, \$168405, 17% Program Fees, \$406319, 40% Book Store, \$1103, 0% Employment Grants, \$6563, 1% <p>NOTE: This includes 168 405.00 Investment Funds</p>	<p>Revenues details. Note: Program fees are actually \$237 914 without investment funds. TOTAL Revenue: \$1,012,775.</p>
 <p>Expenditures</p> <ul style="list-style-type: none"> Investment Funds, \$168 405.00, 17% Administration Expenses, \$212,985.00, 22% Food Services, \$120,010.00, 12% Plant Expenses, \$162,782.00, 16% Program Expenses, \$492,498.00, 50% <p>NOTE: Included is the investment funds \$168 405.00 invested with</p>	<p>Expenditures: Note: The program expenses are actually \$324,093 with investment funds of \$168,405 removed from that category. TOTAL Expenditures: \$988,275</p>
 <p>Investments 2010</p> <ul style="list-style-type: none"> Cash, \$500, 0% Scotia Investments, \$43 064.86, 21% Common Stock, \$57 459, 27% Canadian Money Market, \$110 446.07, 52% 	<p>These are the investment funds currently held by the Tatamagouche Centre. The funds are made up of Latimer House sale, donations to the Capital campaign and the 25th Anniversary Fund, donations for AJPSG and BTS (Corbett Family) . In the past these funds where held by Scotia Bank as collateral for the business line of credit needed for daily operations. At this time the property known as Stevens House has a mortgage to protect our line of credit.</p>

ATLANTIC CHRISTIAN TRAINING CENTRE
(Tatamagouche Centre)
Statement of Revenues and Expenditures
Year Ended December 31, 2010

	Budget 2010	2010	2009 <i>As restated</i> <i>(Note 15)</i>
REVENUE			
Program fees	\$ 228,609	\$ 406,319	\$ 282,983
Hosting fees	224,987	231,405	167,670
United Church of Canada grant	81,708	81,708	81,708
Donations	55,000	166,823	112,983
Maritime Conference operating grant	50,000	50,000	50,000
Other grants	71,910	45,790	97,054
Sundry	15,065	20,799	11,448
Employment grants	-	6,563	5,876
Accessibility fund	4,000	2,265	2,689
Book store (net)	4,000	1,103	3,828
	<u>735,279</u>	<u>1,012,775</u>	<u>816,239</u>
EXPENDITURES (Note 10)			
Administration expenses	223,440	212,985	215,619
Food services	128,998	120,010	108,264
Plant expenses	167,231	162,782	142,319
Program expenses	215,452	492,498	332,900
	<u>735,121</u>	<u>988,275</u>	<u>799,102</u>
EXCESS OF REVENUE OVER EXPENDITURES FROM OPERATIONS			
	<u>158</u>	<u>24,500</u>	<u>17,137</u>
OTHER INCOME (EXPENDITURES)			
Amortization of deferred capital contributions (Note 8)	-	11,437	10,779
Amortization of tangible assets	-	(27,654)	(24,765)
Gain on disposal of equipment	-	10,263	-
Loss on sale of land	-	(6,364)	-
Investment income	12,528	3,178	5,196
Gain (loss) on disposal of investments	-	(120)	43,196
Unrealized loss on investments	-	(3,998)	(2,231)
	<u>12,528</u>	<u>(13,258)</u>	<u>32,175</u>
EXCESS OF REVENUE OVER EXPENDITURES	<u>\$ 12,686</u>	<u>\$ 11,242</u>	<u>\$ 49,312</u>

SEE ACCOMPANYING NOTES TO THE FINANCIAL STATEMENTS

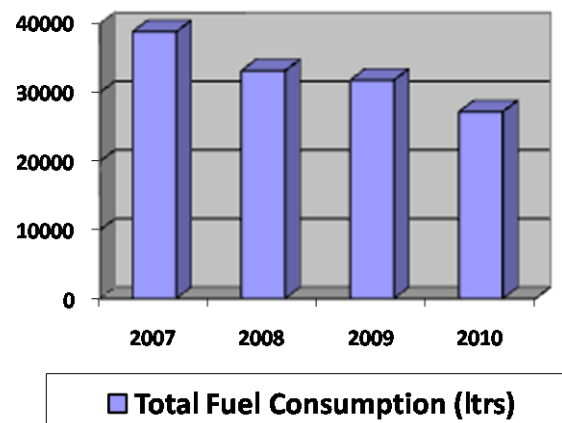
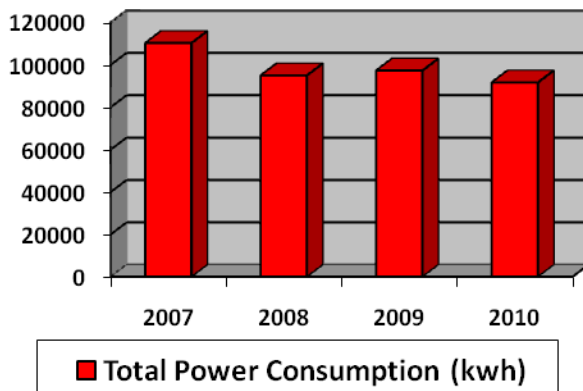
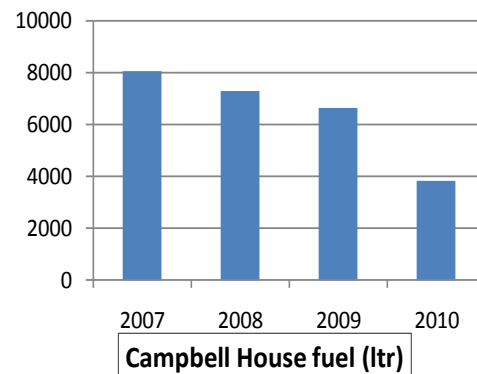
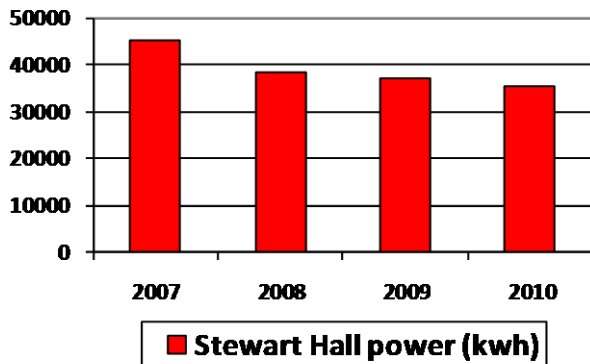
What we are doing to Reduce Energy Consumption:

- **Campbell House:** fully insulated (2009)
 - (thanks to the generosity of Jamie Muirhead, MJM Energy Ltd.)
- **Stevens House:** reinsulated (again, thanks Jamie Muirhead) and new windows
- **Saswasig Lodge:** improved insulation, new windows throughout
- **Reid House:** new windows, insulated garage door, attic insulation
- **Creighton units:** new bathroom windows, some new insulation
- **Stewart Hall:** solar thermal water heater

In all our buildings:

- Upgraded heating systems throughout
- Lighting upgrades throughout; incandescent to cfl, all fluorescent to t8
- Heater blankets on electric water heaters
- Upgraded electric heating controls where applicable
- Auto-off lights in washrooms, where possible
- Low-flow shower-heads; low flow faucet aerators;

and we are getting results!



What we are doing to be more Environmentally Friendly:

Throughout the Centre:

- Use of biodegradable and ecofriendly “green link” cleaning products throughout
- Biodegradable garbage bags;
- Recycled paper towels and toilet paper
- Recycle waste wherever possible
- Shut off computers, electronics when not in use

In our Kitchen:

- Increasing use of local foods – vegetables, greens, meat, apples, eggs, honey, maple syrup, etc.
- Development of kitchen garden adjacent to Stewart Hall
- Composting and recycling where possible.

On our grounds:

- Developing large “naturalized” areas – less mowing and maintenance
- installing bird (swallow) houses
- Creation of walking/nature trails,
- Living Traditions herb garden (near Reid House)
- We use NO pesticides or artificial fertilizers
- Ultra low sulphur diesel fuel in tractor



No, we didn't forget to mow the lawn! We are experimenting with naturalizing several areas to encourage birds, butterflies and wildflowers.

Donate your time and resources and together we can do even more!

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