

UU MUSICIANS WILL GATHER IN VANCOUVER

# When music goes beyond the Sunday sanctuary

**There's** a harmonious force at work in Unitarian congregations across the country: the musicians, singers, accompanists, and choir directors who provide the soundscapes of the Sunday services.

But even beyond Sundays, the musical activity in many churches is astonishing. For instance:

- Edmonton's burgeoning choir is called *Chorealis* (their own



Edmonton Unitarian's *Chorealis* at their choral workshop (Andrew Mills photo)

word, a mixture of *choral* and *borealis*). Besides providing Sunday music, they're active in the wider community as well. Last March they hosted their annual day-long choral workshop, with participation from 58 Edmonton singers and 15 choirs (we're talking Ukrainian, Jewish, French, Welsh, and more).

- Don Heights presents an annual concert of modern music. This year the program featured the world première of "Campfire of the Sun," a song cycle for tenor, cello and piano written by composer Andrew Ager and set to the words of 19th century Canadian poet Bliss Carman.

- Vancouver and Montreal both present regular evening concerts of classical music by accomplished members and local musicians. Montreal has several concerts a month in their acoustically wonderful sanctuary; once a month, seniors are entertained by McGill University music students in "Music at Midday."

- Not all the activity is classical or choral. Hamilton presented "This Heart of Mine," an

evening of popular song for Valentine's Day. Waterloo hosts an annual Fair Trade Coffee House each spring, with diverse music, dance and drama by members and friends.

There's an excellent opportunity for musicians this summer, as Vancouver is hosting the continental UU Musicians Network conference, Aug. 6–11. The three themes this year are congregational singing, dancing in the pews, and children's choirs. Although it is aimed at music directors and accompanists, anyone interested in church music is welcome. Joyce Poley of Surrey says the conference is "a way of getting together, comparing notes and hearing new music." The conference is open to many styles and musical backgrounds; it's not just for musicians in large, urban churches.

For more information go to [www.uua.org/uumn](http://www.uua.org/uumn), or contact Joyce Poley at 604-596-3980 or [jpoley@istar.ca](mailto:jpoley@istar.ca). Membership in the network is open to individual UUs and churches across North America. ☐

## Anyone is the holy of holies

BY DAVID HILLEN

Any land is holy  
any bush is burning  
any sea is parting

anywhere is temple  
anyone is priest  
any meal is communion

any particular is eternal  
any book is sacred  
anyone is the holy of holies

and the last judgment is now.

*David Hillen is a poet, newspaper columnist, essayist, and retired high school English teacher living in Hamilton, Ontario. His poems have been published in several anthologies.*

### CALLING ALL POETS!

The Canadian Unitarian now welcomes poetry submissions from UU members! We'll publish short poems with a spiritual slant. Our new poetry editor is Franci Louann of Vancouver Unitarian, a published poet and dental hygienist. Send poetry submissions to her at:

[flouann@telus.net](mailto:flouann@telus.net).

**GROWING VITAL  
RELIGIOUS  
COMMUNITIES  
IN CANADA**



## Rev. Mark Morrison-Reed

CUC President

### Our faith will continue amidst all the change

Nothing is lost; the universe is honest,  
 Time, like the sea, gives all back in the  
 end,  
 But only in its own way, on its own  
 conditions:  
 Empires as grains of sand, forests as  
 coal,  
 Mountains as pebbles. Be still, be still,  
 I say;  
 You were never the water, only a wave;  
 Not substance, but a form substance  
 assumed.

**These words by** Elder Olson have given me comfort during times of transition, and there is no question that the CUC is experiencing dramatic change as we take on the role as prime deliverer of services to Canadian congregations.

As I write this I am preparing to attend the St. Lawrence District Annual meeting. In 23 years of ministry, St. Lawrence is the only UUA district to which I have ever belonged, and it will be with a sense of loss that I attend. I know that other individuals in the Pacific North West District and the Western Canada District – which has existed for over 100 years – are experiencing similar feelings.

Such leave-taking is always difficult, and it has been called one of life's "little deaths." This is the way life is – nothing stays the same. Life is a process, and change rather than stasis is the law that rules our lives. We are part of a religious impulse that is larger than any individual or institution. The CUC we are creating today will also change over time, but not the liberal religious values it embodies.

May we be gentle and honest, clear and calm with one another through the days ahead in the knowledge that our cherished faith will continue amidst all the change.

## Religious Education

by Janet Miller

# Why we talk to kids about God in RE class

**Last fall**, our RE program began using two age-appropriate curricula from the UUA – *Stories About God* (ages 6–8) and *God Images* (ages 9–11). These curricula start with the Judeo-Christian foundation of Unitarianism and lead into pre-Christian, Islamic and native beliefs.

Some humanists raised their eyebrows as small posters with phrases like "God as a mother" and "God as a friend" started appearing on the RE walls. This was the idea of the teachers in the *God Images* curriculum, to remind the children of what they had studied week to week.

A good thing about these curricula is that each lesson is compactly designed, so a rotating roster of teachers can easily take home the lesson for preparation. If a different teacher is on call the next week, the following lesson can be prepared independently. The activities and crafts require simple supplies and not a lot of space.

However, the curricula mechanics aren't the most important aspect. Our children do not live in a Unitarian bubble of beliefs. They attend school, play sports, share cultural groups and just plain hang out with their age peers from all walks of life.

God is a word the kids will hear frequently as they grow up. In the past, schools and churches took on the responsibility of giving children an education in the concept of God. Today, religion is firmly removed from public schools (as it should be), and only

20 per cent of Canadians belong to established religious groups.

The children who do have an idea of God's characteristics tend to belong to very conservative churches. If we say nothing to our children about the more mystic component of human existence, when they reach adulthood we can expect they will have just that – exactly nothing beyond the value of everyday life.




RE at Kingston (L-R): Michael Kusche, Krystal Gervais, Marcin Rusak

JANET MILLER

When confronted by their peers with questions about Unitarian beliefs on God, do we want them to simply shrug their shoulders or admit their Sunday School doesn't even hold discussions on the subject? Our children's friends are more and more coming from a diverse population in which God is a very familiar name.

If we don't talk to our children about God, we run the risk of them abandoning Unitarianism in favour of the louder voices of more restrictive religions that accept only one God (theirs).

Next year we will switch to less deity-centred curricula, but for a fellowship with a small staff of rotating teachers, *Stories About God* and *God Images* are a good choice for one year. 

— Janet Miller is RE chair of the Kingston Unitarian Fellowship

# Three B.C. churches call new ministers

The ministerial face of B.C. Unitarianism is changing quickly. The three largest churches – Vancouver Unitarian, North Shore, and First Unitarian in Victoria – all candidated new ministers this spring, and they’ll be in place by mid-summer. Beacon, a smaller congregation in Coquitlam, is also looking for a part-time minister.

**North Shore Unitarian** had a difficult job in choosing a new minister. They’re the newest of the three large churches, and they’d never had to search for a full-time minister before.



But they’ve found their match in Rev. Linda Weaver Horton, who currently serves Saskatoon. North Shore President Greg Bosworth says, “We wanted someone who was intellectual and spiritual – how many of those exist?” He thinks Linda is just the person for North Shore. “She has a doctorate in theology, but she’s also artistic, with a background in drama and dance.”

Linda Weaver Horton, 54, was raised a Unitarian Universalist in San Diego, California, and has been a minister for 12 years. She has served the Saskatoon congregation for seven years, and last year married Lloyd Horton, a prairie native. She has two grown children.

**First Unitarian Church of Victoria** surveyed their congregation last year and, according to President Christine Johnston, “there was a strong feeling that we wanted a Canadian, given all that our national body is going through, and also, a woman.”



They quickly found their candidate in Rev. Jane Bramadat, now serving as interim minister in Anchorage, Alaska. “She’s very relaxed and secure in her own identity,” says Johnston, “she’s no pushover – she speaks her mind – but she’s a team player too, something we really wanted.”

Jane Bramadat, 63, grew up in Winnipeg, and studied religion at the University of Winnipeg. She was ordained in 1983. Since then, she has served Unitarian churches in Edmonton, Thunder Bay and then London, Ont. She and her husband Angus have three grown children, one of whom lives in Victoria.

**Unitarian Church of Vancouver** wanted the best of both worlds, a stimulating preacher who’s also caring and approachable. Their choice is turning some heads, because he’s a relative Unitarian newcomer – a Mormon-raised native of Utah who only entered the ministry a couple of years ago. Vancouver will be his first permanent position.



Rev. Steven Epperson, 47, has a PhD, and has taught history, philosophy and ethics in the U.S. He recently worked as program director for the Utah Humanities Council, and was ordained as a minister just last year. He and his wife Diana have four children.

“He is a very strong preacher,” according to Vancouver Vice-president Patience Towner. “He’s thought-provoking, challenging, but also easy to listen to. As well, he’s a very caring person. We’re very eager to have him as our ministering partner.”

## NEW BUILDING

The First UU Church of Winnipeg ended a four-year purchase and renovation project when they dedicated their new church last fall, situated downtown, on the bank of the Assiniboian River. They raised over \$400,000, mostly to erect a new building beside the existing mansion they’d purchased in 1997. They now have a 225-seat sanctuary, seven classrooms, plus meeting and office space galore.



## BUDDHIST MASTER IN TORONTO

Rev. James Ford ministers to the First Unitarian Society of Newton, Massachusetts. But he’s also a 30-year student of Zen Buddhism and has written *Zen for Unitarian Universalists*. He visited Toronto First Unitarian in late April, delivering a day-long workshop, and then gave the Sunday morning address. He emphasizes joining the interior and the exterior, spirituality and social engagement. For more info: [timothylaw@look.ca](mailto:timothylaw@look.ca).

## SKIING AND CLIMBING

**Westwood Unitarian** in Edmonton is one physically active congregation. In February, ten of their members entered the annual Birkebeiner cross-country ski races, eight in the five-kilometre race and two in the 13K. (They were also joined by four Unitarians from Calgary.) Then in April, Westwood sponsored an outing at the University of Alberta’s huge climbing wall.

## SAME-SEX RIGHTS IN QUEBEC

Unitarians have helped shape a very progressive law for gays and lesbians in the province of Quebec. They were the only religious voice to join a broad coalition of unions, women’s groups, gays and lesbians in support of Quebec’s proposed legislation to legalize same-sex unions. (The government’s proposed new *union civile* would accord to same-sex couples many of the same rights as married persons.)

JOHN COX





## Mary Bennett

CUC Executive Director

Visit a UU church this summer – tell them I sent you!

**If in the spring,** our thoughts go to love, in the summer we think *vacation*.

Long before my current job I was in Saskatoon for a week. Although I wanted to visit the Unitarian church, I wasn't sure I'd be welcomed. I'd only attended my large Vancouver church, where for better or worse, a new person can come and go unnoticed. Ultimately, I didn't show up that Sunday morning (which is too bad because I would have been welcome).

In spite of my shyness in attending a new congregation, I want you to do just that this summer! I can offer some insights and suggestions in case you're unsure like me.

First, you should know that each congregation is truly unique. Although you'll probably find a chalice lighting and a familiar hymn book, much will feel unfamiliar. For instance, the songs on the "frequently played" list of one congregation may be entirely new to you.

I also suggest you let them know you're coming. All of our congregations are listed on our website and also in the CUC directory of contacts, which was sent to church leaders. (We'll sell you a copy for \$5 and or email one for free.) Most congregations have a newsletter they'll send for a few months – ask for it so you can get to know the congregation a little before you arrive.

You can also go with a mission. I wish I'd taken a package of information from my own church; with a task to carry out, I might have overcome my timidity.

So here's your mission: Take a vacation from your congregation to another congregation. (Tell them I sent you.) Invite vacationers to drop by your church. Finally, please send me a note about your experiences (100 words or less) that I can include in my mailing to congregations. Happy travelling!

## Unitarian Camps

# Three great places for your summer escape

**When I was a kid,** summer camp was a place in the Gulf Islands. I sailed, canoed, water-skied and swam in the frigid salt water. I pretty much ignored the fact that the camp was evangelically Christian, and just enjoyed the Pacific splendour. My mother says her childhood canoe camp in Algonquin Park, Ontario helped form her whole outlook on life.

Well-established summer camps (or a cottage getaway) can provide spiritual continuity for families, as one generation introduces another to the joys and mysteries of a particular cabin, rock, or body of water.

Now I've discovered there are three Unitarian camps in Canada, all very different, but each with interesting traditions and a lot to offer both young and old. Here's an overview; for more information, contact the camps.

— Art Kilgour, Editor

## Unicamp

**Situated on the Niagara escarpment** about 80 kilometres northwest of Toronto, this is the largest Unitarian camp in Canada (in terms of numbers attending). The summer program includes two weeks of kids' camp, a week of youth camp, three weeks of family camp, and a myriad of weekend programs on dance, paganism, hiking, meditation, and more.

There's a lot of flexibility at Unicamp. Not everyone comes for a program. The 50-acre property can accommodate seasonal camping (you set up a trailer and pay a seasonal rate), tenting, private cabin rentals, or dormitory-style sleeping. You can eat at the Unicamp dining hall, or cook your own meals.

The rural property has meadows, forests, marshes, streams, caves and a large swimming pond. It sits adjacent to the Bruce Trail, which runs the length of the es-

carpment from Niagara Falls to the Bruce Peninsula. The camp is owned by a non-profit corporation, with board members elected from across southern Ontario.

Camp director Wanda Gordon describes Unicamp as "a community that starts in May and runs to Thanksgiving." To attend, you must be a Unitarian church member, or come with a member, or have a reference from a member. For more information on programs, rates and reservations go to [www.gpcamp.com/unicamp](http://www.gpcamp.com/unicamp) or call 519-925-6432.



The busy dining hall at Unicamp

UNICAMP

# s for ape



*Rustic luxury is the order of the day at Wilderness*

WILDERNESS CAMP

## Unitarian Wilderness Camp

'Wilderness' is either a dream or a nightmare – it all depends on how much you like seclusion, free time, the outdoors, and sleeping in a tent. The 160-acre property in southwestern B.C. has run for almost 40 years as a remote, unserviced campground on the shore of Kootenay Lake. It is owned by a non-profit society, although most of the members are connected to the Unitarian Church of Vancouver.

There are no buildings, no electricity, no cars or roads, no organized program, no telephone – in fact, there's not even a reservation system. Water comes from a glacier-fed stream. You get there by boat, after raising a flag to signal your arrival. "Wilderness" certainly lives up to its name, although it's not necessarily spartan.

According to president Alex Startin (a second generation camper), most people pack their cars with as much gear as they can fit in, motor a full day from Vancouver (or elsewhere in B.C.), then set up a comfortable encampment when they arrive. Every camp site is on the waterfront, at the uncrowded end of the 100-kilometre long lake.

What's the program? "We prepare to eat, we eat, and then we digest our food," jokes Startin. In fact, there are opportunities for excellent hiking (the moun-



tains rise 5,000 feet above the lake), swimming, boating and fishing. But nothing is scheduled; the impromptu group of 30–70 campers make it up as they go along. Campfires and potlucks are very popular. So is reading and sitting in the sun.

For more information, see their web site, [www.trainscan.com/wilderness](http://www.trainscan.com/wilderness), or call 604-873-5585.


## Hnausa Unitarian Camp

This is both the oldest and the youngest Unitarian camp in Canada, depending on how you look at it. The four-acre Manitoba camp is on Lake Winnipeg, 100 kilometres north of Winnipeg, and 16 kilometres from the Arborg Unitarian Church, which owns it.

Hnausa (pronounced noi-sa) was originally established by the Western Canadian Alliance of Unitarian Women in the 1930s. Their goal was social-minded: to provide a rural summer experience for urban children (not

necessarily the children of Unitarians). It closed in the 1960s because of a new regulation requiring a full-time registered nurse.

About a decade ago the Alliance gave the property to the Arborg church, which started having its annual picnics there, plus renting it privately. However, when a conflict arose between the public and private uses, the church decided to restore the camp to its original purpose. It raised money to renovate the buildings, investing \$40,000 in the property.

This summer, Hnausa is set to operate as a children's day camp for a coalition of day care centres in the region. It will still rent the facilities on weekends to other churches. In future summers, the church hopes to start offering Unitarian programming ("like a vacation bible school," says Rev. Stefan Jonasson, "but we won't call it that!"). For more information contact Camp Administrator Sandra Johnson: [srjohn@mb.sympatico.ca](mailto:srjohn@mb.sympatico.ca) or 204-376-5358. 



*Newly renovated buildings at Hnausa*

LINDA WEAVER HORTON

## HELPING BUILD A BETTER LIFE

Three teams of Unitarian volunteers worked with farmers in **Laguna Seca, Honduras** this past winter to replace dirt floors with cement, put on new metal roofs, and build walls, washbasins and privies. By the end of March, 32 Canadians – including 19 Unitarians from six congregations – participated in the building projects, which are organized by Toronto First and its partner, World Accord. For more info. contact Richard Kirsh: [richardkirsh@sympatico.ca](mailto:richardkirsh@sympatico.ca).

## IARF – MORE RELEVANT THAN EVER

The triennial congress of the International Association for Religious Freedom, last held in Vancouver in 1999, will take place in **Budapest, Hungary**, July 28–Aug. 2, 2002. IARF vice-president Ellen Campbell says that religious freedom and understanding is more relevant than ever. The organization wants to find “concrete and practical ways” of extending freedom of religion and belief. For more information go to: [www.iarf-religious-freedom.net](http://www.iarf-religious-freedom.net).

## TOUR OF POLAND, PAST AND PRESENT

Following the IARF congress, retired minister Phillip Hewett will guide a week-long tour of Unitarian history in **Poland**, including visits to Krakow’s historic royal castle and medieval university, and Rakow, founded in the 16th century as an intentional Unitarian community. For more information contact Hewett at 604-733-1857 or [phewett@bluecrow.com](mailto:phewett@bluecrow.com).

## AFGHAN FUNDRAISER

The Unitarian Congregation of South Peel raised over \$3,000 for **Afghan** women at a dinner and entertainment evening, organized by Youth Adviser Susan Berry. She recently found out that the money enabled the Afghans to set up a new school for 60 girls and boys, provide supplies and pay teachers for a full year.

by Mark Pezarro

## Is it possible to ‘calculate’ the existence of God?

**I was raised a Unitarian** and decided in my teens that I was an agnostic. My reasoning in this regard was heavily influenced by my scientific training. I looked at religion much as one would look at a scientific theory. God was a theory that explained how life and, in particular, human life, came to exist on our planet. To my mind, there was insufficient evidence to either confirm or deny the existence of God and so I remained comfortable in my agnosticism for almost four decades.

Last year I was browsing through the science fiction section at the Vancouver library. An intriguing paperback with the title *Calculating God* caught my eye. The author, Robert J. Sawyer, is a Canadian who was raised as a Unitarian.

*Calculating God* begins with the arrival of an alien spacecraft outside Toronto’s Royal Ontario Museum. A six-legged, two-armed, two-mouthed alien emerges and asks to see a palaeontologist, the protagonist of the story. We soon discover that the alien species believes in the existence of God – as an intelligent force that designed and created the universe and that periodically intervenes to ensure the evolution of intelligent life.

Sawyer’s book led me to question whether it was reasonable to assume that life could have evolved here on Earth solely by the effect of random mutation and natural selection, i.e. the Darwinian theory of evolution.

Darwin’s theory holds that life arose from non-living matter and subsequently developed entirely by natural means through a series of many, small, successive changes introduced by random mutation and natural selection.

Yet, when one looks at a number of fundamental biochemical systems, this is difficult to imagine. Biochemist Michael J. Behe cites five examples in his book *Darwin’s Black Box*, two of them being the process of blood clotting, and our internal cilia (complex cell structures that enable sperm to swim and which exist in the respiratory tract to push mucus up the throat for expulsion).

These processes, Behe argues, are “irreducibly complex” – it’s hard to imagine how they could have evolved from successive modifications of previous, simpler systems. And in fact, Darwin himself said that, “If it could be demonstrated that any complex organ existed which could not possibly have been formed by numerous, successive, slight modification, my theory would absolutely break down.”

So, this is how I’ve come to “calculate God.” If modern biochemistry has identified a number of systems essential to the existence of life that cannot be explained by evolutionary theory, then perhaps we must look elsewhere for the answer to how life was created here on Earth.

In my case, I am leaning increasingly towards the notion that our universe must have been designed by an intelligent force for which I do not yet have a name, but which one might call God. ■

– Mark Pezarro was raised as a Unitarian in Edmonton, Sydney (Australia) and Calgary. He was married in the Montreal church, and is presently active at North Shore Unitarian in West Vancouver. He welcomes correspondence on this subject: [mark.pezarro@shaw.ca](mailto:mark.pezarro@shaw.ca)





# International Criminal Court




*Elaine Harvey of Kingston, right, with Philippe Kirsch, Canada's ambassador to Sweden, who chaired the commission that established the International Criminal Court. He may also end up as chair of the newly created court.*

## International Criminal Court will begin work in July

The four-year effort to establish an International Criminal Court for crimes against humanity was rewarded in April when the number of countries ratifying the United Nations resolution reached 60.

Kingston Unitarian Fellowship member Elaine Harvey was present at the April 11 ceremony in New York to mark the occasion. She has been a voluntary representative of the CUC and the UUA at the UN over the past four years during the campaign to establish the court. It will prosecute individuals for crimes of genocide, war crimes, crimes against humanity and (when a definition is adopted) aggression.

Harvey reports that her Unitarian involvement helped include an ethical and spiritual vision in the Preamble to the Statute, as well as provisions for victims who are children and people with disabilities.

The joy was bittersweet. While Canada, Europe, much of Africa and other parts of the world were fully behind the new Court, the United States was not even represented at the ceremony in April. It had been one of only seven that had opposed the Statute in Rome in 1998. However, even without the support of the United States, the Court will come into existence on July 1, 2002. 

## Letter to the Editor

### WHERE'S THE DEMOCRACY?

The plan for delivery of services to congregations after July 1 appears to be generally very realistic and workable. However, I believe it has one major flaw: it is top-down and staff driven.

The Directors of Regional Services will be hired and accountable to the CUC Executive Director and they, in turn, will choose the Congregational Liaisons and Service Consultants. There is no provision for the Directors

to be accountable to the congregations they serve nor to the CUC Board members for their regions. And there is no way for congregations to collectively participate in setting goals and priorities for regional service activities.

This flaw can be corrected to some degree by requiring that Directors of Regional Services conduct accountability and priority-setting sessions at every Annual Regional Gathering. I hope this modification can be made before the plan is implemented.

— John Cox, West Vancouver, B.C.

# Unitarian People

## SPEAKING OUT AGAINST DISCRIMINATION

Rev. Cheryl Jack of Durham wrote a strong letter to her local newspaper recently, in support of Marc Hall, the Catholic high school student who wanted to take his boyfriend to the prom. "The problem in Durham Region is that both public and separate school boards are rife with closed-minded individuals with personal agendas not in keeping with the principles of acceptance and freedom promoted by Canadian society," said Jack. Members of the Durham congregation also raised their rainbow flag at the court house during Marc Hall's injunction hearing.



ANDY PIEBALGS

## CALGARIAN WINS RECOGNITION

Marion Panabaker of Calgary was a winner of the Governor General's Caring Canadian Award recently, in recognition of her long service as a community volunteer. Besides her work with the church, Panabaker helps with Meals on Wheels, the Foothills Hospital, the Osteoporosis Society and the Alzheimer Society. She's been active in her church since 1966.

## MINISTERIAL CHANGES

Rev. Fran Dearman was ordained by the First Unitarian Church of Victoria in April. A Vancouver Island native and daughter of a logger, Dearman's ordination was the first ever on the Island. She has now been called to the congregation in Anchorage, Alaska. Frances Deverell will be ordained by the Don Heights Unitarian Congregation in June. Dana Worsnop will be the interim minister in Calgary. Meg Roberts will be minister at the Unitarian Church of Montreal while Rev. Ray Drennan is on sabbatical next year. Rev. Liz Benjamin retires as Minister of Religious Education at Ottawa First this summer. Rev. Nancy Anderson is saying "farewell" to her congregation in Fredericton to go to the Unitarian Universalist Church of Las Cruces, New Mexico.

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**Editorial Policy** – The Canadian *Unitarian* is the quarterly newsletter of the Canadian Unitarian Council. It is mailed to all Canadian members for whom the CUC has a current address. The *Unitarian* reports on newsworthy events in the denomination, including the annual meeting each spring. It attempts to reflect all segments of Unitarianism and Universalism in Canada. We welcome submissions of articles, photos and news releases to the *Unitarian*, however, publication is at the editor's discretion based on the criteria of newsworthiness, relevance to readers, length and balance. The *Unitarian* attempts to publish all letters to the editor, although they may be edited for brevity and clarity.

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## Preliminary CUC Job Postings

### ■ Director of Lifespan Learning (one position)

You will provide the vision and leadership to support our 45 congregations across Canada in creating and maintaining quality lifespan religious education. Key areas are: developing a network of religious educators; working with and through volunteers; providing resources for children's and adult religious education, as well as youth and young adult ministry. Bilingual preferred (French and English).

### ■ Directors of Regional Services (two positions)

You will take the initiative to develop a trained and supported volunteer base to provide a wide range of expertise to our congregations. Your background probably involves both denominational and congregational leadership experience, combined with management experience in a non-profit organization. One staff person will support the B.C. and Western Canada regions, one the Central and Eastern regions.

## Further notes for all three positions

#### EXPERIENCE AND TRAINING

- at least 3 years leadership experience in a congregation or related organization
- university degree in related field preferred

#### WORK AND COMPENSATION

- full-time positions involving travel and weekend work
- salary range: \$40,000–\$45,000 (travel and professional expenses extra)

#### STARTING DATE

September 1, 2002 (earlier if mutually agreeable)

#### FORMAL POSTING

Postings for these positions will be after our annual meeting, on May 20, 2002.

#### APPLICATION DEADLINE

June 15, 2002, by email and post to the CUC office in Toronto (address at left).

#### BACKGROUND

See the "Of Regions and RNGs" Report and the Winter 2002 issue of the Canadian Unitarian for more information, and watch [www.cuc.ca](http://www.cuc.ca) "What's New" for details as the search committees further refine job descriptions and qualification criteria.