



CANADIAN
UNITARIAN
COUNCIL

CONSEIL
UNITARIEN
DU CANADA

Resolution on Delivery of Services to Canadian Congregations

Whereas the Canadian Unitarian Council (CUC) is an association of Unitarian, Universalist, and Unitarian Universalist congregations throughout Canada;

And Whereas the majority of these congregations are also members of the Unitarian Universalist Association (UUA), and receive services from the CUC, the UUA and the UUA Districts;

And Whereas in 1997, the CUC appointed a Commission on the Delivery of Services to Canadian Congregations (the Commission);

And Whereas, after two years of extensive consultations with Canadian congregations and focus groups, the Commission, in a Stage II report, reported widespread support for an evolutionary approach to achieving greater Canadian based service delivery;

And Whereas the Commission recommended that the CUC continue to speak with a clear voice for Canadian Unitarianism and that the CUC should begin a process to eventually assume responsibility for the provision of those direct services supplied by the Districts as these transfers became logical and feasible;

And Whereas the Commission also recommended that the CUC first begin to assume responsibility for service delivery in the areas of Religious Education, Growth, and that the CUC enhance its role in Communications;

And Whereas in response to the Commission's report, the CUC Board recommended the adoption of the Commission's Stage II recommendations, in particular with respect to Religious Education, Growth and Communications;

And Whereas at the CUC Annual Meeting in Calgary in May 2000, delegates from Canadian congregations voted 88% in favour of the service delivery changes recommended by the CUC Board in response to the Commission Stage II report, provided adequate resources could be made available;



And Whereas the CUC Board was directed to enter into negotiations with the UUA to enable this to happen;

And Whereas during subsequent negotiations the UUA negotiating team advised the CUC negotiating team that the UUA would not agree to an “evolutionary” approach to the transfer of service delivery as it was not administratively feasible for the UUA to transfer only the Religious Education and Growth services;

And Whereas the UUA instead proposed that the CUC assume responsibility for all services provided to Canadian congregations, except those delivered by the UUA in the areas of Ministerial support, and continental programs and services to Youth and Young Adults;

And Whereas the CUC and UUA negotiating teams negotiated a tentative agreement which is summarized in the attached Appendix A (“Agreement Summary”)

And Whereas the UUA Board, at a meeting held on April 20-21, 2001 passed a motion supporting the service provisions in the Agreement Summary as well as the transfer of \$1.5 million (U.S.) as outlined in the Agreement Summary, if the Canadian Unitarian Council Annual General Meeting agrees that services to Canadian Congregations should be provided by the CUC as outlined in the Agreement Summary;

And Whereas the CUC Board is recommending that CUC members support the transfer of services and money as set out in the Agreement Summary;

And Whereas the CUC Board has appointed an Implementation Task Force to consult on and develop a Service Delivery Model to be presented to delegates at the Annual Meeting of the CUC in May 2002;



Therefore, Be it Resolved That:

1. In accordance with the attached Agreement Summary, (Appendix A) the members of the CUC authorize the transfer of service delivery in all areas, except those specifically set out in the Agreement Summary, from the UUA and the UUA Districts to the CUC, effective July 1, 2002.
2. The CUC accept the transfer of \$1.5 million (U.S) from the UUA to the CUC as set out in the Agreement Summary.
3. The CUC Board, through its Implementation Task Force, and with as much consultation as is possible and necessary, prepare a Service Delivery Plan to provide for the provision of services to Canadian congregations after July 1, 2002. Such plan shall be presented for approval to the Annual Meeting of the CUC in May 2002.
4. The CUC Board be authorized to retain such consultants as are necessary to conduct a feasibility study regarding the conduct of a Financial Campaign to further support the Service Delivery Plan of the CUC.
5. The CUC Board is authorized to do such acts as are necessary, including the execution of any legal documents, to bring this motion into effect but not at this time including a global release of claim of all endowment funds held by the UUA.

Appendix A

SUMMARY OF THE PROPOSED UUA/CUC AGREEMENT

In January 2001, UUA and CUC board negotiating teams met to continue discussions regarding the stated desires of Canadian Unitarians to become more autonomous as stated at the CUC annual meeting at Calgary in May, 2000.

What follows is a summary of the agreement reached by the teams. The complete agreement will be presented to the UUA Board of Trustees in April 2001 and to the CUC Board. It also requires ratification by delegates to the CUC Annual Meeting in Montreal in May, 2001.



The UUA negotiating team was led by moderator Denny Davidoff and included Financial Advisor Larry Ladd, and District Trustees Gini Courter, Judi McGavin and Kathryn McIntyre.

The CUC negotiating team was led by President Kim Turner and included Treasurer Mark Morrison-Reed, Trustee Brian Kiely, Past President John Hopewell and UUA Trustee for Canada Katie Stein Sather.

While the discussions were often difficult and at times painful for some, all parties remained engaged in struggling to find a solution that was workable, effective and which would honour the stated needs of Canadian Unitarians while remaining within the bounds of what the UUA could legitimately offer.

The final agreement represented compromises by both teams and was affirmed by all members with the exception of St. Lawrence District Trustee Kathryn McIntyre.

The key points of agreement include:

- The earnings on \$1.5 million (U.S.) from UUA endowments (based on their December 30, 2000 market value) will be available for CUC use as of July 1, 2001. The principal will be transferred on July 1, 2002 once the CUC outlines complete plans for takeover of service delivery.
- The UUA will continue to deliver all UUA and District services through June 30, 2002. On July 1, 2002, the CUC will assume responsibility for delivery of all services to Canadian congregations with the exception of those mentioned below.
- Ministerial settlement and services to settled ministers and the RSCC will remain a UUA responsibility.
- The UUA agrees to be responsible for continental Youth and Young Adult programs and services.



- The CUC will be able to access some services on a negotiated or fee for service basis after July, 2002. UUA publications and curricula will continue to be available for purchase by Canadians.
- The UUA will facilitate conversations about change with the Districts.
- The CUC will facilitate conversations with its member congregations.
- The UU World magazine will no longer be sent to Canadian households after July 1, 2001. A copy will be sent to each congregation and Minister and Director of Religious Education. Subscriptions will also be available.
- Existing UUA commitments to Canadian extension projects will be honored.
- It is expected that after July 1, 2002, UUA Districts will no longer include Canadian congregations. We expect Canadian congregations will be members of the CUC and American congregations members of the UUA and its Districts. All Unitarian Universalists will be welcome at all CUC, UUA and District gatherings.
- The position of the Canadian Trustee-at-Large on the UUA Board will be phased out.
- Canadians serving as UUA Trustees representing cross-border districts will be encouraged to complete their terms of office.
- Existing continental organizations such as the UUWF, UUMA, etc. will be urged to continue as continental organizations.
- It is not the intention of the UUA or the CUC to read this agreement as an attempt to restrict access to funding panels, foundations or historic granting bodies. Those bodies are urged to preserve their continental character.
- Fundraising by UUA and CUC organizations will be restricted by national boundaries unless explicit exceptions are made. One agreed exception will be cross border youth program fundraising.
- We have no wish to change the status of the UUA as holder of NGO credentials at the UN and will do what we are able to preserve that relationship.
- While existing building loan programs will be honoured, no new UUA building loans or grants will be provided to CUC congregations.



- The UUA pledges to cooperate with the CUC in providing a sharing of electronic information appropriate to creation of service delivery data bank.
- Policies will be developed regarding ownership of information resources and the free or fee for service sharing of such resources.
- Status quo will be maintained on compensation consultants. The CUC will underwrite the share of travel expenses currently paid by districts after July 2002.

Report from Gini Courter, UUA Negotiating Team member and UUA Trustee sent to the CUC Board on April 25, 2001 following the UUA board meeting April 20-21, 2001

On the Friday evening session prior to the meeting (which Rev. Mark Morrison-Reed also attended), the negotiating team notified the Board of our legal counsel's determination that the UUA bylaws have no provision for removing an active congregation from membership except at the request of the congregation. Therefore, Canadian congregations may be urged but cannot be required to leave the UUA. The draft agreement presented in Montreal will need to reflect this information.

The Board passed these motions pertaining to the CUC/UUA negotiations:

1. Moved: If the Canadian Unitarian Council Annual General Meeting agrees that services to Canadian congregations should be provided by the CUC as outlined in the draft agreement, then the UUA Board will support the service provisions in the draft agreement as well as the transfer of \$1.5 million U.S. as outlined in the agreement.
2. Moved: That regardless of the decision reached by the Canadian Unitarian Council in May 2001, the UUA Board pledges to work cooperatively with Canadian Unitarians in good faith and with respect for our distinctive identities, our common history, and our shared faith.

Remaining details will be worked out by the implementation team.



CANADIAN UNITARIAN COUNCIL - CONSEIL UNITARIEN DU CANADA
Growing Vital Unitarian Communities
@ Centre for Social Innovation | 215 Spadina Ave | Suite 400 | Toronto ON M5T 2C7
cuc.ca – info@cuc.ca – 1.888.568.5723

**Passed by delegates by a vote of 105-22 at the Annual General Meeting, 2001
Canadian Unitarian Council**