



Canadian Unitarian Council
Conseil unitarien du Canada

2014

ANNUAL REPORT



CANADIAN UNITARIAN COUNCIL 2014 ANNUAL REPORT

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Canadian Unitarian Council
Conseil unitarien du Canada

Growing Vital Religious Communities in Canada



Bunty McCabe 2011



Bunty McCabe 2014

PRESIDENT'S MESSAGE

Glenda Butt

2014 was characterized by active engagement with UU member congregations and associated UU communities. Communications revolved around ongoing tasks to which the Board had committed.

In the fall of 2013, the Board of Trustees engaged in a Visioning retreat with a diverse group of invited guests. As a result of this Visioning exercise, a January 2014 discussion paper was circulated, and proposals were brought to the 2014 AGM. After due consideration, the delegates instructed the Board to consult with congregations and UU communities on a Vision for the UU Movement – a Vision that might look to the future for a revitalized new direction. It was agreed that the mission statement would be left to a later date, after a vision statement had been articulated.

A Visioning process, based on the initial one done by the Board, was developed and shared with a number of groups before the final version was distributed to UU congregations and communities. The UU Ministers of Canada, Regional Fall Gatherings and youth groups participated.

“I’ve come to believe that it is not only a joy but a necessity to have youth and young adults in our midst. Their energy and ideas make everything appear more doable.”

After completing the workshop process, congregations submitted their responses on a survey monkey format by March 31st 2014. I appreciate the work of the continuing Visioning Task Force: Rev. Carly Gaylor, Rev. Fiona Heath, Vyda Ng and staff. The Board looks forward to receiving the Visioning responses and reporting at the AGM.

A second major task undertaken by the Board was to review the formula for calculating the Annual Program Contribution (APC) from congregations. Under the capable leadership of Board Treasurer Kristina Stevens, treasurers from congregations across the country were engaged on a committee to start the process. See Kristina Stevens' treasurer's report for more details.

The Board is hoping for continued broad based collaboration on issues that affect the health and vitality of our UU communities. Thank you to Vyda Ng and the staff for all their ongoing work with Kristina.

THREE NEW PRIORITIES FOR THE CANADIAN UU FAITH COMMUNITY

Originating with the 2012 Active Democracy resolutions, delegates at the AGM approve Board priorities annually. In 2014, the following priorities were approved for our national faith community:

CUC priorities are visions of where we are going. It assumes that our regular activities continue to be supported.

- **Focus on networking and connecting, and developing a repository of resources for the benefit of our shared ministry;**
- **Develop a flexible communications system (tools, platforms, strategies);**
- **Foster innovation in the growth and development of UU communities.**



BOARD OF TRUSTEES

Glenda Butt
President

Roger Rochester
Vice President

Kristina Stevens
Treasurer

Rev. Fiona Heath
Secretary

Leslie Kemp
Social Responsibility
Liaison

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Lorna Weigand

Jaime Dunton

Elena Basford
Youth Observer

Rev. Carly Gaylor
Minister Observer

President's Message (cont.)

The Board's priorities are meant to go hand in hand with Visioning in our renewed efforts not only to connect with current UU's, but to reach out to all those in spiritual search and who might be nourished by all that is embodied in our Principles.

These priorities are a work in progress, and we will continue to travel together along the path to a new vision.

Goodbyes and New Beginnings

There are good-byes and welcomes each year to outgoing and incoming Board members. In 2014 we were sad to see Ellen Campbell (Central Region) complete her term of office. Ellen brought her skilled experience to the Board table, and helped review and update the by-laws. John Marsh completed his term as UU Minister Of Canada observer, an important role. Curtis Murphy (Eastern Region) is pursuing studies as a Ministerial student. I've come to believe that it is not only a joy but a necessity to have young adults and youth in our midst. Their energy and ideas make everything appear more doable.

At the same time we welcomed new Board members Lorna Weigand (Central region), Jaime Dunton (Eastern) and the Rev. Carly Gaylor (UUMOC observer).

There were also staff transitions. Staff member Rev. Antonia Won, Congregational Development for the BC and Western regions left that position. We welcomed Joan Carolyn from Winnipeg into that position, and Tisann McSween as the Office and Events Coordinator. We wish all those who left our very best wishes.

I am grateful to be working intimately with such a committed group of Unitarians. I feel we are positioned as a Board of Trustees and as a CUC organization to make a real difference in the wider UU Movement.

Our collaborative relationships with UUMOC and other associates is vital for positive outcomes in Visioning, planning, sharing, and new offerings for all generations inside and outside our church walls.

At this juncture in our journey, although we may be comfortable with our past and our present, we can't deny that we need to focus on the future, and likely travel down the path not yet taken.

In UU commitment,

Glenda Butt, President, CUC Board of Trustees

TREASURER'S REPORT

Kristina Stevens

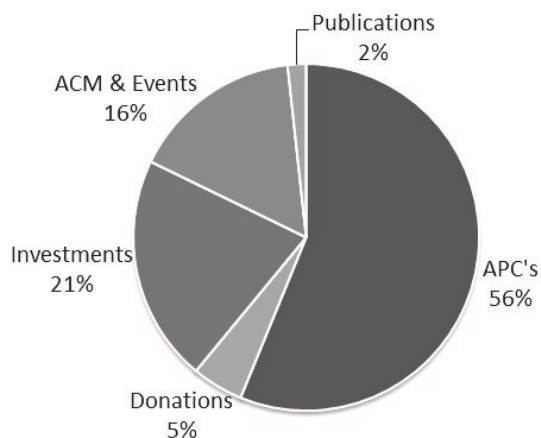
CUC Revenues in 2014 slightly exceeded expenditures, resulting in a modest operating surplus and achievement of a balanced operating budget.

Annual Program Contributions (APCs) from member congregations made up the largest contribution to revenue, followed by investment income. The Annual Conference and Meeting (ACM) and events such as regional fall gatherings brought in significant revenue, but resulted in some net cost to the CUC when staff time is included (see Expenses chart, below). Donations from Friends of CUC made up a key contribution to revenue, pushing it high enough to cover expenses during the year.

Annual Program Contributions (APCs) from CUC member congregations, the largest source of CUC revenue, decreased by 3% per year from 2012 to 2014. The decrease is a result of a gradual decrease in the number of church members across Canada, which has been going on for a number of years. An increase in the per member amount of the APC in 2013 was not enough to offset this trend. The current visioning process led by the CUC Board to keep Unitarian Universalism relevant is partly intended to address this membership trend.

“Annual Program Contributions (APCs) from CUC member congregations, the largest source of CUC revenue, decreased by 3% per year from 2012 to 2014.”

2014 REVENUE BY CATEGORY

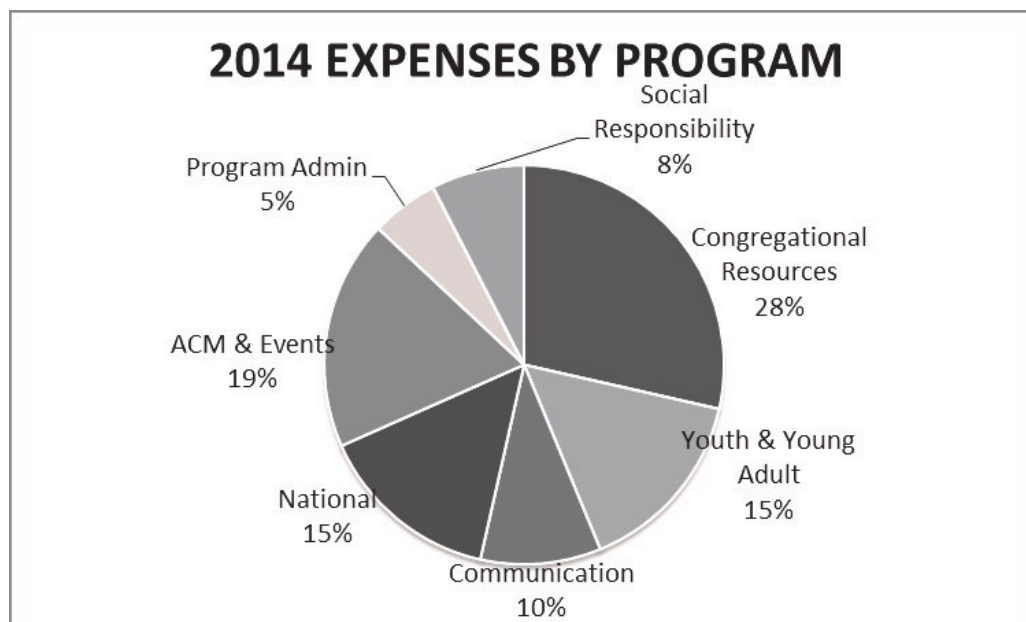


"The Board asked the Treasurer to look into alternative methods of calculating Annual Program Contributions..... A cross-Canada task force has examined alternatives & recommended.... a calculation based on a congregation's annual expenditures. Further discussion is planned throughout the year. The proposed change is expected to be presented to the 2016 Annual Meeting for final decision."

Treasurer's Report (cont.)

The Board asked the Treasurer to look into alternative methods of calculating APCs in the summer of 2014, to try to find an approach that was fair across congregations and would also provide sustainable support for CUC programs. This initiative is in process: a cross-Canada task force has examined alternatives and has recommended moving toward a calculation based on a congregation's annual expenditures rather than its number of members. Further discussion and detailed analysis of how this change would affect each congregation is planned to proceed throughout the year. The proposed change is expected to be presented to the 2016 Annual Meeting for final decision.

The Executive Director and staff decreased total expenditures in 2014 with the objective of attaining a balanced operating budget. In addition to regular activities, including congregational support and national programs such as refugee settlement, CUC expenditures during 2014 focused on the priorities approved at the May Annual General Meeting (see the President's Report for details).

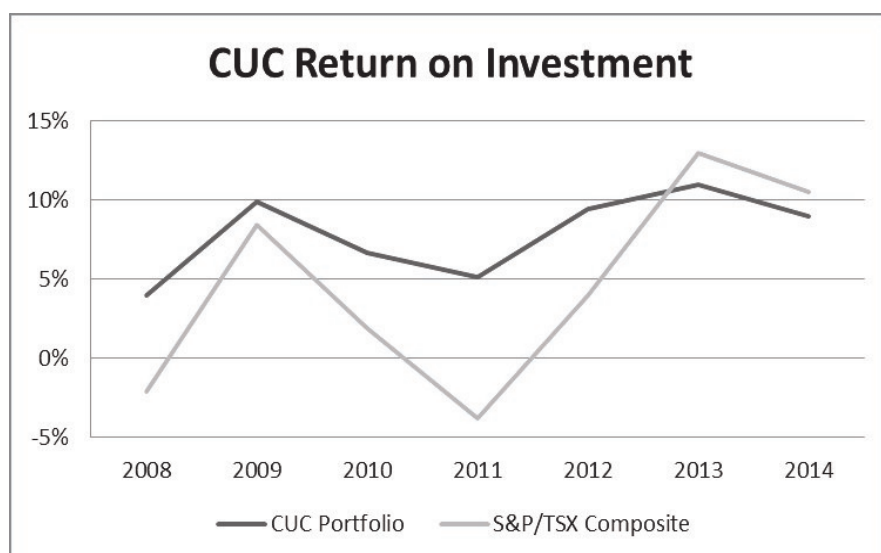


Congregational development continued to be the largest single program, and significant resources were also put into organizing the Annual Conference and Meeting and other events providing opportunities for spiritual and institutional enrichment and growth.

Resources were used to support Youth and Young Adults programs as well as National projects, including Board meetings. The communications category includes producing publications such as CanU, updating the website and providing teleconferencing and webinar platforms. A number of social responsibility initiatives were supported, while administration costs were kept as low as possible. See the detailed reports by the Executive Director and other staff for more details on these programs.

CUC investments performed well again in 2014. Returns net of fees were a very respectable 9%. The portfolio continues to be invested with a conservative risk profile, which results in less volatile returns than the Standard & Poor/Toronto Stock Exchange average returns while still rivaling them over the long term. Our investment manager, Alan Harman of Scotia McLeod, applies socially responsible filters based on analysis from Sustainalytics which address environmental, social and governance factors.

“Our investment manager, Alan Harman of Scotia McLeod, applies socially responsible filters based on analysis from Sustainalytics which address environmental, social and governance factors.”



Kristina Stevens, Treasurer

“Staff work by
Connecting,
Consulting,
Convening
and
Communicating.”

EXECUTIVE DIRECTOR’S REPORT

Vyda Ng

2014 was year of opportunities and challenges. The approval of new priorities (see President’s report) presented opportunities for staff to “think outside the box” in engaging with congregations and communities. The concepts of focusing on networking and connecting, and innovation in the growth and development of UU communities allowed staff to imagine possibilities and invited creativity.

In envisioning ways of working with congregations and communities informed by the priorities, staff developed the following principle to guide our work:

As Canadian Unitarian Council Congregational Development Staff, guided by our Principles, we engage with congregations and communities in becoming transformative, dynamic and joyful and grounded in Unitarian Universalism by sharing best practices. Staff work by connecting, consulting, convening, and communicating, in the areas of:



Congregational Development Areas of Engagement

In re-visioning work with congregations and communities, staff has aligned the 3 national priorities with the 4 areas of congregational engagement. Each of the 4 areas is outlined in more detail on p 12. The table below provides examples of staff interactions with congregations and communities that intersect in at least two areas, and maximize our resources; some of these are in development.

BOARD PRIORITIES AREAS OF ENGAGEMENT	FOCUS ON NETWORKING & CONNECTING, & GATHERING RESOURCES FOR OUR SHARED MINISTRY	DEVELOP FLEXIBLE COMMUNICATIONS SYSTEM (STRATEGIES, TOOLS, PLATFORMS)	FOSTER INNOVATION IN THE GROWTH & DEVELOPMENT OF UU COMMUNITIES
BUILDING BELOVED COMMUNITY	Conferences Regional Gatherings Website resources Connecting congregations together	eNews Web meeting tool Email groups	Explore multi-site ministries Connect youth & young adults via social justice
LIFESPAN RELIGIOUS EXPLORATION	Support for Religious Educators Safe congregations information on website	Covenant groups via web meetings	Truth & Reconciliation Curriculum Our Whole Lives training
SPIRITUAL GROWTH	Opportunities for lay chaplains to learn together Share worship resources	Use system to broadcast services to lay-led congregations On-line chalice circles	Connect ministers of similar size congregations together
COMMUNITY RESILIENCE	Linking congregations with similar issues Healthy Congregations workshops	Connecting leaders to each other via web	Leadership development to fit needs of communities Mentor/nurture prospective leaders

Our method of reporting to you for 2014 is different; rather than submitting individual reports, we are presenting one shared report, gathering all our collective work together under the 4 areas of congregational engagement. This also illustrates the shift towards working together as a national team, across regions, and maximizing the staff group's skills and experience.

CUC STAFF

Rev. Linda Thomson
Congregational Development—Lead for Central & Eastern Regions

Joan Carolyn
Congregational Development—Lead for Central & Eastern Regions

April Hope
Social Responsibility Coordinator

Ariel Hunt-Brondwin
Youth & Young Adult Ministry Development

Jorge Moreira
Technical Support

Tisann McSween
Office & Events Coordinator

Vidya Sudama
Financial Administrator

Sarah Baxter
Staff Support

Vyda Ng
Executive Director

Congregational Development Areas of Engagement

Area of engagement

Includes

Building Beloved Community

- Helping Leaders Lead
- Radical Inclusion
- Multigenerational Relationships
- Social justice
- Professional & shared ministry
- Connecting, strengthening & growing communities

Lifespan Religious Exploration

- Fostering Learning and Faith Development
- Program and Curriculum Consultation
- Religious Exploration staffing & volunteer support

Spiritual Growth

- Celebration of Theological Diversity
- Spiritual Deepening
- Living Values of Inclusivity
- Lay chaplaincy
- Excellence in multi-generational worship & programming

Community Resilience

- Vision and Mission
- Governance
- Managing Transformation & Change
- Financial stewardship
- Conflict management
- Volunteer engagement

Congregational Development Areas of Engagement

Accomplishments Included:

Building Beloved Community

- ◇ Successful events organized—national conference, 4 regional gatherings, lay chaplain trainings, congregational workshops
- ◇ 3 BC & Western congregations connected together to identify areas of strength
- ◇ 2 consultations on multi-site ministry & support for 3 congregations on theme-based ministry
- ◇ 11 letters/press releases written on social justice issues ranging from concern about pipelines and affordable housing to denied visas for LGBTQ people and choices in dying
- ◇ Youth & Young Adult connections—3 youth cons & 2 young adult gatherings
- ◇ Support for 4 congregations/groups on refugee sponsorship
- ◇ 150 children in Burundi provided with school supplies & returned to school; 150 children & their families received health cards—made possible through the generosity of congregations & UUs

Lifespan Religious Exploration

- ◇ Supported Canadian UU Religious Educators national gathering
- ◇ Linked Directors of Religious Educators (DREs) with CUC staff
- ◇ Provided resources on safe congregations & policy development
- ◇ Consultations on curriculum planning & integration of religious exploration into congregational life
- ◇ Consultations with DREs and Youth Advisors on youth & young adult ministry
- ◇ Created outline for Diversity & Identities program for congregations

Congregational Development Areas of Engagement

Accomplishments Included:

Spiritual Growth

- ◇ Delivery of, & participation in, worship services
- ◇ Enrichment & training experiences for lay chaplains
- ◇ Spirituality & Development conference for youth & advisors
- ◇ Development of curricula for Diversity & Truth & Reconciliation initiatives
- ◇ Worship experiences at national conference & regional gatherings
- ◇ Created outline for Diversity & Identities program for congregations

Community Resilience

- ◇ Visioning consultations with Western & Eastern congregations
- ◇ Extensive conflict management with 4 congregations
- ◇ Healthy Congregations workshops in Central region
- ◇ Covenant building workshops
- ◇ Fundamentals of Healthy Youth Ministry training for youth & advisors



Executive Director & Staff Report (cont)

In 2015, staff will continue to develop initiatives, and be in conversation with leaders and congregations to solicit ideas and feedback. A further report on implementing the CUC priorities will be presented at the 2016 Annual General Meeting.

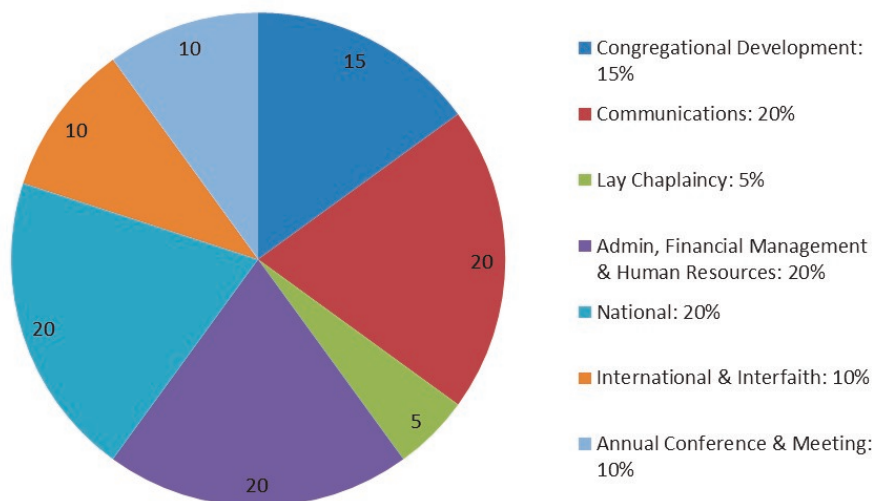
The Future of the CUC's national conference

The 2016 conference in Vancouver marks the end of the CUC's annual conferences and the beginning of conferences held every two years. In a 2013 survey, participants stated that they would prefer the CUC to hold conferences every other year. The reasons for this include more effective use of CUC staff time and resources, helping congregations plan financial support for delegates and participants, and decreasing the environmental impact.

The CUC's Annual General Meetings will still occur every year, but holding a conference every two years will affect other events held in conjunction with the conference—CanUddle, ministers' meetings, as well as the gatherings of musicians, religious educators and CUC affiliates. CUC staff and the conference planning teams will remain contact with these groups as plans are developed.

Onward in faith,
Vyda
Ng

Allocation of E.D. Time



Staffing Transitions

In 2014, some staffing changes took place. Karen Claney, Office Administrator, left in January. Rev. Antonia Won, Congregational Development for BC and Western regions, started a full-time developmental ministry position in Oregon in the fall. Also in the fall, we welcomed two staff members - Joan Carolyn, Congregational Development—Lead for BC and Western regions, and Tisann McSween, Office and Events Coordinator

Northern Lights—A Joint Growth Initiative of the UU Ministers of Canada and the CUC

The Northern Lights Chalice Lighting Program nurtures and supports Unitarian Universalists in building healthy and sustainable communities within Canada. The Unitarian Universalist Ministers of Canada and the Canadian Unitarian Council created this program specifically as a joint initiative to support grassroots, transformative initiatives, moving from vision to reality.

Northern Lights recruits and maintains a pool of individual donors who pledge to provide twice annual donations toward selected projects. UU communities of any description may apply for a Northern Lights grant. Applications are reviewed for completeness by a Northern Lights Administration Team, then passed to the Northern Lights Grant Selection Panel.

Two annual awards are undertaken, one in February, one in October. Each cycle, the selected project is explained in a letter of call sent to each Chalice Lighter. Individual Chalice Lighters then respond by sending their contribution directly to the grant recipient. All monies collected go toward the project; grant recipients provide tax receipts directly to individual donors.

"We are very grateful for the support from the Northern Lights Program and UUs across Canada and abroad. The breadth and depth of participation is very much in evidence with assistance from young and old, near and far, larger and smaller congregations, lay and clerical. Our congregation and especially the youth, thank you for enabling us to continue to foster this vibrant community of young people."

Northern Lights recipient



Northern Lights (cont)

For a further description of program, and the brochure, please visit the website at www.cuc.ca/northern-lights.

Discussions concerning the Northern Lights program as a joint project between UUMoC and the CUC Board began at CUC ACM at Thunder Bay in May 2009. Guidelines were agreed in 2011.

The first Northern Lights call (Spring 2012) was awarded to the Unitarian Congregation of Saskatoon, for Developmental Ministry. The Second call (Fall 2012) assisted the Universalist Unitarian Church of Halifax towards funding the position for Director of Religions Education.

In Spring 2013, Northern Lights Chalice Lighters helped the Unitarian Congregation in Mississauga renovate a barn on their campus to provide class room space for youth. The Mississauga project was enhanced by some exciting technological innovation when three UU young adults kindly volunteered to pilot an on-line funding option. And a lot of sweat equity! In the fall of 2013, the Northern Lights program helped support a three year local outreach program undertaken by UU Estrie at North Hatley in the Eastern Townships of Quebec Province.

Spring 2014: the Northern Lights call was been awarded to the Comox Valley Unitarian Fellowship on Vancouver Island in British Columbia, towards congregational development through expansion of ministry. There was no call in the fall of 2014.

Perhaps there's a program your own congregation or UU program might like to invite Northern Lights Chalice Lighters to support! Have you seen the brochure on line at the CUC website?

Rev. Fran Dearman
Northern Lights Admin Panel Chair



Northern Lights Admin Panel

Rev. Fran Dearman
(chair)

Rev. Karen Fraser
Gitlitz

Ellen Campbell

Sheila Laursen

Northern Lights Grants Panel

Rev. Victoria Ingram

Rev. Jane Bramadat

Kristina Stevens

Kelly McDowell

Staff Liaison

Vyda Ng

Canadian Unitarian Universalist Congregations

British Columbia	Western	Central	Eastern
Nanaimo	Edmonton	Huron	Kingston
Capital	Westwood	Elora-Fergus	Ottawa First
Victoria	Calgary	Guelph	Ottawa Fellowship
Salt Spring	Winnipeg	Hamilton	Montreal
Comox Valley	Arborg	London	Lakeshore
Vancouver	Saskatoon	Niagara	UUEstrie (North Hatley)
Beacon	Regina	Olinda	Fredericton
South Fraser	Regina	Owen Sound	Saint John
North Shore	Lethbridge	Peterborough	Halifax
Kelowna	Red Deer	Sarnia – Port Huron	Prince Edward Island
Kamloops	Lakehead	Stratford (emerging)	
		Durham	
		Don Heights	
		Neighbourhood	
		Northwest Toronto	
		Mississauga	
		Toronto First	
		Grand River	

The CUC is an association of congregations and a community of inter-related communities. Our collective work together is only possible because of the dedication and commitment of our volunteers. We applaud and appreciate the engagement of all those who serve on committees, work to plan events and programs like lifespan learning programs, services, musical celebrations, workshops, fall gatherings, fundraisers, conferences, social justice initiatives, and who do the day-to-day work that keeps our congregations and our Council vital and growing.

Thank you!



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