



**Canadian Unitarian Council
Conseil unitarien du Canada**

Interdependence. Love. Justice.

CANADIAN UNITARIAN COUNCIL Annual Report for 2018



CUC President's Report | Jane Ebbert

The Canadian Unitarian Council Board of Trustees meets 10 times a year, (almost exclusively by Zoom video conferencing), to oversee the work of the Council. We use a modified policy governance model that focuses board work on *Goals* and staff work on *Actions*. The *link* between the two is through our Executive Director, Vyda Ng.



The Board's focus is on the policy level and the evaluation of whether goals are met, leaving staff to determine what actions are needed to meet the goals. However, if there is a challenge in meeting a goal, the board and ED will discuss and agree on the possible involvement of board members to help in meeting a goal. At times, the ED may also formally invite the board to participate in action plans in specific areas like fundraising or interviewing candidates for staff positions.

At every Annual General meeting, the Board submits the proposed overarching goals and the strategic priorities for the coming year. The delegates then approve these. The Executive Director provides a plan to the Board for meeting these goals, and at every Board meeting, provides an update on what staff have accomplished for each of these goal and priority areas.

While the CUC has made great strides in the communication priority with our stunning new website, there is still considerable work to be done in the sustainable revenue generation area, both in ensuring there is a reliable revenue stream through Annual Program Contributions (APC), and with a robust fundraising program. The APC Task Force has been working on the former; although the dollar amount for APC contributions from congregations has increased, the revenue received by the CUC office has continued to decline.

The CUC has had challenges in the last two years with retaining professional bookkeeping services. The Board will be working closely with the Executive Director to ensure reliable, timely monthly financial reporting, and sound bookkeeping practices.

In addition to this Board work, the CUC President, the CUC Executive Director, and a representative from the UU Ministers Association (UUMOC) form the CUC's National Voice Team (NVT) that is mandated to speak for Canadian Unitarians on important issues. For example, the NVT issued a statement in response to the Ontario government's decision to reinstate a sex education curriculum from 1998, and in the aftermath of shootings at places of worship.

The CUC is very dependent on support from our member congregations through the APC (Annual Program Contribution), sustainable transfers from our General Endowment Fund, and through the generosity of individual contributors (Friends of the CUC). I invite you to join me in



helping the CUC build vital Unitarian communities by becoming a Friend of the CUC. While the bulk of my Unitarian donations go to my local congregation, I also donate an amount monthly to the CUC because I know first-hand what important work is being done to connect us, support us, and inspire us in so many ways. I want a strong national Unitarian Council and that requires engagement and commitment from all of us. Please join me in being a financial supporter at www.cuc.ca

Another way you can support the CUC is by serving on the CUC Board of Trustees or the CUC Nominating Committee. When the Nominating Committee comes forward with requests for expressions of interest, reflect on your leadership skills and if these would be a good fit for the CUC Board. If you are an enthusiastic Unitarian and want to think broadly about the welfare and the culture of the CUC, then please consider coming forward. We are looking for broad diversity on our board, and we cover all related expenses of attending board meetings, regional conferences and national conferences.

I have personally found my 4 years on the CUC Board to be most satisfying; it has been such a gift to work with the talented team at the CUC office and also my great fellow Board trustees from all over Canada.

Yours in faith,
Jane Ebborn | President

The CUC acts as a beacon for Unitarian communities across Canada, providing them with leadership, support and advice as they strive to foster a just and sustainable world and to enrich the spiritual lives of their **members**

CUC Treasurer's Report | Tanya Cothran

The main source of CUC revenue in 2018 was from member congregations in the form of Annual Program Contributions (APCs) and a transfer from the general endowment fund. Income from events such as youth conferences, regional fall gatherings, and Annual Conference was used to help cover the costs of those events. Donations from individuals through the Friends of CUC fund made up an important part of revenue in support of CUC work. The CUC also received a \$26,000 grant from the UU Funding Panel's Social Responsibility fund for our work on Truth, Healing and Reconciliation. APCs received in 2018 increased from 2017 as a result of the increase in the per



member amount from \$93 per adult member to \$100. However, there was a decrease in our membership numbers last year (191 members; 4.4%). There has been a 17% decrease in members at Canadian UU congregations since 2010.

The following chart shows the changes in member numbers and APC amounts for the past nine years.

ANNUAL PROGRAM CONTRIBUTION SUMMARY 2010 - 2018						
Year	APC per member	APC per youth/young adult members	# Members	Full APC Amount	Actual APC Received	Percent of full APC received
2010	\$91		5,027	457,457	431,653	94%
2011	\$91		4,811	437,801	395,951	90%
2012	\$91		4,616	420,056	403,208	96%
2013	\$93		4,564	424,545	388,571	92%
2014	\$93	\$35	4,531	421,476	385,649	91%
2015	\$93	\$35	4,427	411,711	384,918	93%
2016	\$93	\$35	4,401	409,293	369,089	90%
2017	\$93	\$35	4,350	398,357	368,132	92%
2018	\$100	\$35	4,159	410,050	388,422	95%
Percentage decrease between 2010 and 2017			17% members	10% APC dues		

The CUC Board and a taskforce have been exploring a new model for collecting the APC and the resulting proposal will be considered at the 2019 Annual General Meeting. It is based on a combined method of a set amount per member and a percentage of donation income to a congregation. If passed, this will impact the 2020 APC amounts and the CUC budget.

The CUC finished 2018 with an operating surplus of over \$31,000. This was mostly due to some changes in staffing that resulted in savings on expenses, savvy event management, as well as the grant from the UU Funding Panel for our Truth, Healing, and Reconciliation work.

The CUC's financial holdings consist of the General Fund and the Endowment Fund. The other funds invested by the CUC are held for specific purposes and in some cases are the property of individual congregations. An amount is transferred each year from the General Fund to help pay for operations, based on a five-year moving average of return on investment adjusted for cost of living increase. In 2018, \$253,197.55 was transferred from the investment funds. This represents about 31% of total income.



The CUC values the covenant we have with our member congregations and take seriously the responsibility to be a beacon for Unitarian Universalist communities around Canada, helping them to thrive.

Respectfully submitted,
Tanya Cothran | CUC Board Treasurer



CUC Board of Trustees 2018 - 2019:

President	Jane Ebber, Calgary Western Region
Vice President	Margaret Wanlin, Lakehead Western Region
Treasurer	Tanya Cothran, Toronto Central Region
Secretary:	Kiersten Moore, Vancouver British Columbia Region
	Michael Riess, Capital British Columbia Region (resigned)
	Rev. Rodrigo Solano Quesnel, Olinda Central Region
	Carol Cumming Speirs, Montreal Eastern Region
	Charles Shields, Ottawa Eastern Region
Minister Observer	Rev. Debra Thorne, Beacon
Youth Observer	Liv Gardiner, Winnipeg



2018 Market Review - A Year to Forget

All major global equity benchmarks suffered heavy damage in December as global growth fears intensified. The MSCI AC World index dropped 7.2% in US\$ and the S&P 500 fell 9.2% - its worst monthly decline since February 2009. Hence, 2018 ended on a weak note with all equity indices we track generating negative returns for the year.

Canada was one of the worst performers posting declines of 19% in US\$ (-16% in C\$) for December to finish up the year with an overall return, including dividends, of -10.1%!



The reasons most often trotted out are a potential dampening on economic expectations because of the trade war with China and a sense that the current economic cycle, while currently robust (very strong employment and very strong wage growth), will end sooner rather than later and that the ensuing downturn could be dramatic. Uncertainty created by the inconsistent and economically damaging declarations and ruminations of President Trump continues to hamper the stock and bond markets.

In 2018 interest rates went up in the U.S. - 10 year yields climbed 28 basis points to 2.68%. Still, investors will likely remember the epic 55 basis point slide from their early November high (3.23%) as lower oil prices and growth fears bit into inflation expectations. This move crushed the preferred share market. In Canada, 10 year yields declined 8 basis points in 2018 to 1.97% (-46 basis points in the fourth quarter!) as the Bank of Canada back-tracked on its proposed tightening path.

Our portfolios suffered their first losing year in 10 years. The entire loss happened in the last six weeks of the year when the stock market slid and interest rates turned. This hurt our interest rate sensitive bank stocks but more importantly it had a sudden and dramatic negative impact on our preferred shares. Many dropped as much as 15-20% in a few weeks. In the 32 years that I have been managing investments here at Scotia I have never witnessed such a sudden decline in fixed-income markets. As investors headed for the exits they sold technology stocks (which we also own) adding to our pain. Despite this "triple whammy" we managed to slightly outperform the TSE.

While everyone expects more volatility ahead, we firmly believe that the current relatively strong business and economic cycle is intact and I like to think that "trade wars" will be avoided and markets will normalize somewhat. Valuations on the stocks that we like have never been lower and the preferred share market presents perhaps the best value given where rates are and where the market seems to think they are headed that I have ever seen. We are



maintaining our current asset mix and expect to continue holding all of our current stock and fixed income positions over the first quarter of 2019.

In 2005, the CUC Board of Trustees instructed the financial manager of the funds of the CUC to make all reasonable efforts to avoid the holding of securities issued by corporations and agencies involved in nuclear power, military weapons, tobacco, gambling and all corporations that persist in human rights violations or persist in non-sustainable environmental practices.

The Sustainability screen is used as the measure for ethical and socially responsible investing.

By 2012, the CUC had also divested of all carbon stocks.

Executive Director Report | Vyda Ng

In this report, I will focus on areas that lie outside of the President, Treasurer and staff reports.

Revenue generation: “Sustainable revenue generation” was intentionally included as a strategic priority by the CUC Board because generating income takes concerted effort, and determines how much or how little can be done by the CUC staff team. Generating enough revenue for the complex work of supporting congregation and communities is increasingly challenging. As stated in the Treasurer’s Report, with membership generally declining across the country, relying on the current method of Annual Program Contributions is not sustainable, hence the need to explore different methods of calculation, and creative methods of generating revenue.



With very careful planning and doing things as economically as possible, the 2018 budget came in with a surplus of over \$31,000. This is due in part to event management which generated healthy revenue, temporary underspending in some areas, and the generosity of the Friends of the CUC.

Friends of the CUC are dedicated UUs who believe in and support the work of the CUC. Every year, they contribute directly to the CUC, which enables the work of growing vital Unitarian communities to continue. We are very grateful to the Friends of the CUC!



Communications:



Website: The CUC’s new website successfully launched in May 2018, one week before the National Conference! This was accomplished with the hard work of Margo Ellis (now CUC’s Communications Manager), Ann Cascarano – Web Developer, and the whole CUC staff team which ploughed through many, many pages of edits and revisions.

Video: The “We Are Canadian Unitarian Universalists” video, which was created and produced by Amber Bellemare, was launched in September 2018. This is featured on the homepage of the CUC website, and many congregations have embedded it within their own websites. The video features UUs of all ages from across the country, overlaid by a narrative of the CUC Vision and Aspirations.

eNews: The CUC eNews underwent a couple of changes in 2018. Originally a monthly publication, it updated its format in June and became a PDF. Starting in January 2019, this will be a weekly newsletter with a completely new look.

Social Media: The CUC’s Facebook page is being used to good effect, with two to three new posts a week on a variety of topics. Engagement has increased among the Canadian UU community and beyond, especially with the addition of the “Love and Justice” FB page, which shares information and encourages discussion on social justice matters.

The CUC continues to share the Zoom web meeting platform with congregations for their own meetings when members aren’t all able to be in the same room. Zoom is handy for web meetings, online training, webinars, and roundtable discussions. Congregations are able to access the CUC’s Zoom by emailing info@cuc.ca to set up meetings.

In the fall of 2018, a Communications Strategy was presented which aims to broaden the reach and impact of CUC communications to congregations and individuals, and which is being implemented.



Democracy Processes in Action

In fulfillment of 2013 Active Democracy resolutions, the AGM was fully available for online voting and participation for the second year in 2018. Each AGM holds new challenges and learnings, as each year's event is in a different location. The AGM tech team has learned from previous mistakes and continue to successfully provide online capability for AGMs, no matter where they are held.

Staff Team

The CUC staff team is constantly evolving and growing. In the summer of 2018, four new staff members joined the team. The team now consists of:

- Lead for Central and Eastern Regions: Rev. Linda Thomson
- Lead for BC and Western Regions: Joan Carolyn
- Youth & Young Adult:
 - Asha Philar – YaYA Ministry Specialist
 - Casey Stainsby – YaYA Events & Programs Coordinator
- Communications Manager: Margo Ellis
- Social Justice Lead: Erin Horvath
- Organizational Administrator: Ahna DiFelice
- Administrative Assistant: Caitlyn Seale
- Executive Director: Vyda Ng

April Lilley, previous Social Justice Lead, is on long-term leave.

In addition, the following were contracted in 2018 for specific tasks/initiatives; each position has a job description and terms:

- Amber Bellemare: Truth, Healing & Reconciliation Administrator
- Kenzie Love: Writer & eNews
- Samia Tecle: Refugee Support
- Jo-Anne Elder Gomes: Conference Convenor
- Galit Korngold: Graphic Designer
- Wins McDonald: Tech Support
- Heather MacLean-Smith: CanUUdle Coordinator
- Clyde Harris: Bookkeeper

Job descriptions, staff evaluations, interviews, hiring, exits, and all other human resource matters are managed by the Executive Director.

CUC's Financial Processes in 2018

There were major challenges with the external bookkeeper in 2018, resulting in incomplete books for 2018. This has led to difficulties in completing the audit. In consultation with Grant Thornton, the CUC's auditor, a new accounting firm has been hired to deal with the 2018 books and audit. Once completed, this will be shared with members later in 2019.



Funding and Grants

The CUC administers a number of grants and subsidies that support growth and development of UU congregations, communities and individuals, both in Canada and beyond our borders.



- Sharing Our Faith: these funds support congregational growth initiatives, and come from congregations which hold a Sharing Our Faith Sunday service each year. The First Unitarian Congregation of Toronto sends an amount from its Foundation Fund.
- Theological Education Fund: this fund supports students in the ministerial process, and monies are collected from ordinations and installations.
- Northern Lights: a program where individuals sign up to be Northern Lights supporters, the funds donated support innovative projects that further Unitarian Universalism.
- The Dawning Future Youth & Young Adult Subsidies: support youth and young adults in attending leadership development opportunities, and is part of CUC's work of nurturing young people into leadership.
- EB Ratcliffe Leadership Development Fund: Originally started by a grant from Elinor Ratcliffe in honour of her husband, Edward, this fund provides opportunities to adults for leadership development through attending workshops, training, regional and national events.
- Every Child is Our Child Program, Ghana: See International Connections section.
- International Council of Unitarians and Universalists Leadership Fund: See International Connections section.

Political Activity, Policies and Compliance:

2018 saw movement and advancement for the charitable sector. The government's Consultation Panel on Political Activities had issued its report in March 2017 with four recommendations for changes to the Income Tax Act and Canada Revenue Agency guidance for charities; the CUC had been part of government consultations leading up to the report.

In December 2018, the Budget Act was passed, with all four of the recommendations being enacted, and part of the Income Tax Act. This means that the "10% rule" previously limiting political activity for charities has been removed. Charities can now engage, without limit, in "public policy dialogue and development activities (PPDDA) that further their charitable purposes. These activities have to remain non-partisan.



Lay Chaplain Program

The CUC's Lay Chaplain Program was conceived in 1971 when the CUC was in its infancy, for those congregations which didn't have a settled minister. Through the years, the Lay Chaplaincy Program has grown and evolved. Lay chaplains are trained and supported by the CUC to perform rites of passage such as weddings, memorials and child dedications. Today, the CUC's national Lay Chaplain Committee plans programs and training, approves lay chaplains appointed by their congregations, assists the Executive Director on matters pertaining to lay chaplaincy, and ensures that training material is current. Lay chaplain training is financially supported by fees remitted by lay chaplains for each rite of passage performed.



From 2017 – 2018, an issue arose with the Ontario Marriage Office where an updating of their internal processes resulted in a refusal by the Office to issue marriage licenses to Ontario lay chaplains. After much persistence and dogged determination on the part of Margaret Kohr (First Unitarian Congregation of Toronto), a former lay chaplain and retired government lawyer, the issue has been resolved. Ontario lay chaplains are once again receiving marriage licenses!

International Connections:

The CUC has formal agreements with the International Council of Unitarians and Universalists (ICUU) and the UU-United Nations Office (UU-UNO) in New York, which is a program of the UUA's International Office. In compliance with Canada Revenue Agency requirements where Canadian charities can only send money outside of Canada in very specific ways to organizations which are not recognized as Canadian charities, these agreements specify how the CUC's charitable purposes can be furthered through these two organizations.

UU-United Nations Office: With the UU-UNO, the CUC supports the "Every Child is Our Child" (ECOC) program in Ghana. This program provides school supplies and National Health Insurance Scheme (NHIS) health care cards to children made vulnerable by HIV/AIDS.

The UU-UNO gives out Blue Ribbon awards to congregations which prove their continued support for the UU-UNO by meeting four criteria. In 2018, five Canadian congregations are recipients:

UUEstrie North Hatley QC, Mississauga ON, Halifax NS, Kingston ON, and Olinda ON.



International Council of Unitarians and Universalists: The agreement with the ICUU provides leadership development support for UUs from ICUU emerging groups around the world. Funds collected by congregations go towards attendance at the ICUU's conference in February 2018. These will assist UU leaders from areas like Rwanda, Kenya, and Asia.





In February 2018, the ICUU held its Council Meeting and Conference in Kathmandu, Nepal. I attended this conference, and spent time with UUs from the UK, South Africa, Rwanda, Kenya, Germany, Czechoslovakia, USA, India, the Philippines, Transylvania, and Switzerland, to name just a few countries. We explored the markets and squares of Kathmandu, shared meals together, and had conversations about our similarities and differences. In addition, I had the opportunity to share a meal with Rev.

Susan Frederick-Gray, President of the Unitarian Universalist Association (UUA) and talk about the UUA-CUC relationship. The ICUU's 2019 Council Meeting and Conference will be held in Montreal, QC in late October.

In conclusion, I am grateful to be working within my faith community, and to be part of Growing Vital Unitarian Communities in Canada, and beyond.

Contact Vyda at executivedirector@cuc.ca.

Congregational Life Leads Report

Rev. Linda Thomson: Lead for Central and Eastern Regions

Joan Carolyn: Lead for Western and British Columbia Regions

The Congregational Life Leads portfolio engage with congregations on the spectrum of matters that relate to congregational sustainability, health, growth, vitality, and ministerial and lay leader transitions.



Stories of Strength: We share two stories which celebrate the power and strength of networking.

1. One congregation's experience: In 2013, the Unitarian Fellowship of Fredericton reached out to CUC staff for help with a particular issue they were having. Through conversations about that specific issue, other related topics were identified. As a result, the congregation has worked hard to build on their solid foundations and engaged with the CUC in many ways. Together, we've explored growth and welcoming, congregational covenants, planning and visioning, safe congregation policies and more. Through these processes, the congregation and leaders have deepened their engagement with both the CUC and other congregations. They've networked with other Atlantic congregations and have taken advantage of many of the CUC webinars, so that they could learn more about best practices and how other congregations implement them. Today, they report they are more vital and stronger than they have been in the past. They have good results with their Stewardship campaign, are seeing a good response to their welcoming initiatives, and are beginning to look more closely



at their policies and procedures, along with their By-laws to ensure good management and legal compliance.

2. Young Adult Ministry: Rev. Steven Epperson of the Unitarian Church of Vancouver, following the 2016 CUC National Conference, wanted to link up with others interested in supporting the development of a “Young Adult Welcoming Project” which would help congregations develop new approaches to young adult ministry. Rev. Epperson offered some funds, linked with the UU Ministers of Canada (UUMOC) and CUC, and together created the “Young Adult Welcoming Project, facilitated by Rev. Carly Gaylor and Asha Philar. Six congregations from across Canada joined this year long project [you can find the report and resources on the CUC website under Congregations & Leaders].

One of these six congregations provided additional hours to their Director of Lifespan Faith Development role, which allowed for more intense involvement in the Young Adult Welcoming Project. The young adults in this congregation now meet regularly, using a variety of formats, and have created a home for themselves. This has also led to the young adults assuming wider leadership roles within the congregation and region.

2018 was a busy year! The following list is just a glimpse into some of the wide ranging types of our engagement as Congregational Life Team Leads with congregations:

- a. Use of CUC-trained facilitators to extend CUC support
 - Two BC Region Visioning Workshops lead by CUC facilitators
- b. Congregational and Professional Interactions:
 - Workshops and Retreats:
 - Workshop: Sustaining Practices for Volunteers [x 2]
 - July/East, 28 Participants. 18 on-line and 10 in person
 - August/West- 27 Participants. 21 On-line and 6 in person
 - Workshop: Building Sustainable Community- Western Region congregation
 - Theme: Volunteer Engagement
 - Workshop: Leadership - Central Region congregation
 - Workshop: Sermon writing- Central Region congregation
 - Workshop: Future Options - Central Region congregation
 - Workshop: Social Justice- Central Region congregation
 - Gatherings:
 - Metro Vancouver UU Gathering, April/18
 - Theme: Catalysts For Change: Gather Connect Inspire | 83 participants
 - Western Regional Fall Gathering- Winnipeg, Oct./18
 - Theme: Building Beloved Community | 101 youth, children & adults
 - Central Regional Gathering - Guelph, Oct./18
 - Theme: Creating Theology Together | 35 participants



- Eastern Regional Gathering - Kingston, Nov./18
 - Theme: Creating Theology Together | 40 participants
- Religious Professional Supports:
 - Exit/Transition Interviews & Process
 - One Western Region and three BC Region
 - Three Central Region congregations
 - Start Up workshop- One BC Region and one Central Region
 - Immigration Letter of Entry to Canada
 - Consultation regarding local board-specific agendas:
 - Conflict Management strategies and support
 - Organizational structure
 - Human resource concerns
 - Planning for the future
 - Stewardship



- c. Worship & Speaking Opportunities & follow-up connections:
 - West: Two BC and three Western Region Congregations
 - East: One Eastern and five Central region congregations (8 occasions)
- d. Ritual Events: Participation and Attendance:
 - Installations- Rev. Meghann Robern [Winnipeg]; Rev. Beckett Coppola [Kingston]
 - Ordination- Rev. Christopher Wulff
 - Memorial Service for noted Canadian UU- Rev. John Morgan

- e. Fostering congregational networking regarding best practices, including:
 - Membership Resources
 - Annual Stewardship
 - Governance
 - Conflict Resolution
 - Branding- Congregational community profile
 - Addressing Change- moves, organizational shifts, staff recognition, etc.
 - Meetings with Erin Horvath re Social Justice congregational connections
 - Contract Ministry



- f. Webinars & Roundtables, with thanks to those who shared their experience and wisdom
 - Topics chosen were based on congregational requests, and needs expressed by leaders and ministers
 - Congregational Data Base Management [Feb/18]- Greg Olynyk
 - Alternative approaches to worship [Feb/18]



- Stewardship [Nov/18]
 - Volunteer Practices [Oct/18]
- g. The Shining Lights Program was launched. This celebrates congregational initiatives of strength and sustainability. The first award recipients, **First UU Church of Hamilton**, were announced at the 2018 national Conference.



Areas for Development

The following are some areas of concern which need development

1. Emerging and very small group challenges- working with Canadian UU resource people and materials as well as the UUA in order to creatively link small, new groups in ways which simplify organizational demands
 - After two years of gathering, the Pembina Valley UU Community in Manitoba has decided to close. They shared a passionate search for truth and meaning, a desire to build a liberal religious community with family programming and a deep connection to the Pembina Valley community, its justice concerns and wider justice concerns in the world
 - Lower Columbia UU Group, BC: For approximately 2.5 years, a group of vibrant UUs have gathered in the Lower Columbia area of BC, meeting in Trail. They have reached out to the CUC, some other BC congregations and linked up with Nelson Unitarian Spiritual Centre for some of their foundational services.
 - Towards the end of 2018, Lower Columbia UUs felt themselves ready to reach out in ever wider circles. They began planning an Open House which will take place April 17, 2019 and have asked to have their location listed on the CUC website.

These examples highlight the need to be creative regarding small congregation vitality. There have been conversations over the past few years regarding alternative ways in which small Canadian UU groups can link up to not only survive but to thrive. It is one of the reasons behind the invitation to Rev. Joan Van Becelaere to do a full day workshop on: “Stronger Together: Planning for Partnership” on August 10, 2019. Rev. Van Becelaere has experience in creating multi- site congregations in the USA and will be sharing those strategies, both online and in person.

- Prince Edward Island: In 2018, after many years of working to understand how to organize to foster greater vitality, the remaining members of the PEI congregation made the decision to dissolve.



2. Established Congregations' Challenges-

- a. Decisions and processes to address moves and changes in organizational structure
- b. Stewardship - several established and larger congregations have reported that their annual stewardship campaigns have not yielded the targets. As our congregational demographics change, this is anticipated to be an ongoing issue. Many younger members do not have the financial security that many in earlier generations did. This reality, coupled with high housing costs has impacted some congregations capacity to generate annual incomes at levels they previously enjoyed.

Professional Networking



Together with related organizations, CUC staff continues to address challenges as we seek cooperation to build best practices. Some of the groups with which we are working include, but are not limited to:

- UU Ministers Association/ Unitarian Universalist Association
- UU Ministers of Canada
- Canadian UU Religious Educators [CUURE]
- Parliament of World Religions

We also share with congregations the resources researched and developed by CUC staff, as well as Unitarian Universalist Association (UUA) materials and those other organizations:

- Volunteer Support Strategies
- Growth Resources and Contacts within UUA & CUC member congregations
- Public Relations Development resources [website, program brochures]
- Stewardship
- Ministerial and Internship contracts
- Programming for children

Contact Linda and Joan at congregationallife@cuc.ca

Youth and Young Adult Ministry Report | Asha Philar and Casey Stainsby

2018 was an exciting and very busy year in the world of Canadian youth and young adult ministry. Throughout the year, about 229 participants from 33 congregations attended in-person and online youth and young adult events organized by the CUC, including youth cons, trainings, webinars and retreats. These events are



important venues for faith formation, community building and leadership development for youth and advisors, young adults and adult allies. Through events, young people develop a deeper understanding of Unitarian identity and their place in this faith.

Key Definitions:

Youth: 14-20 year olds - usually participating in congregational youth groups and/or regional and national youth cons (weekend long events).

Young adults: 18-35 year olds - some based in a congregation and others only connected through regional and national events, online gatherings and social media.

Youth advisors: Adults 25 and over who support youth ministry in congregations, help plan and lead programs, and accompany youth to youth cons.

Highlights of the Year:

Two staff are better than one:

Casey Stainsby joined the CUC staff team in August, with a focus on youth and young adult programs and events. She and Asha each work 25 hours per week on different parts of the “YaYA” portfolio and collaborate on high-level decision making and strategic planning. Increased hours and a team approach have helped several new projects get off the ground, and allowed for new approaches to ongoing programs.



Flexible support and connections for young adults:

In late 2018, we launched Gathered Here: monthly online gatherings for young adults. We also set the groundwork for the CUC’s new Pastoral Care Team, which now provides flexible, accessible pastoral care and listening to young adults across Canada. The team of three ministers also supports Gathered Here by co-facilitating monthly gatherings with CUC staff. This helps young adults get to know the Pastoral Care Team, and brings in new spiritual elements to our gatherings.

Youth events:

CanUUdle, our annual national youth conference, was a resounding success. Hosted and supported by the First Unitarian Church of Hamilton, CanUUdle welcomed 75 youth and adults from 18 congregations. Almost half of attendees were at CanUUdle for the first time! The leadership team of youth and adults planned and coordinated a great program, including workshops, small groups, outdoor activities and worship.

In October, 36 youth and adults gathered in Winnipeg for the Western Regional Gathering and Youth Con, with all Western Region congregations represented at the event. As usual, the



gathering balanced youth-only time with engaging multigenerational activities, including a lively Hallowe'en party and costume contest.

In November, the CUC partnered with North Shore Unitarian Congregation to host a Peer Chaplaincy Training for youth, young adults and advisors. Led by Eric Bliss from the UUA's Pacific Western Region, and Karoline Moore of B.C., the training gave participants skills to support their peers at events and in other contexts.

Young adult events:

Almost 50 Canadian young adults gathered in Hamilton for the CUC's National Conference and Chorus - the newly titled annual young adult gathering. This was the biggest contingent of young adults the Conference has ever seen, and it reaffirmed the important role that young people play in our national community. During the weekend, young adults attended conference workshops, held their own social events, and joined the youth of CanUuddle for the important bridging ceremony and dinner.



Young adults also helped plan and run several successful multigen workshops at the Conference, which helped foster intergenerational connections, faith formation and fun! In September, 26 young adults from Ontario and Quebec shared a beautiful weekend at the Unicamp Young Adult Retreat. This annual event is an important venue for community building, UU identity development, rest and relaxation. With recent and ongoing support from CUC staff, this retreat is becoming a big part of the church year for many young adults.

Congregational support and consultations:

Asha continued and increased her congregational consulting work - through Zoom and in person visits - to support congregations in their youth, young adult and multigenerational ministry. She made several visits to speak to congregations about young adult ministry and inclusion, drawing on material and insights from the 2017 Young Adult Welcome and Inclusion Project. In 2018, the CUC printed and distributed a postcard inspired by that project, to promote the many ways that young adults can connect with each other and the CUC. It was a pleasure to work with many congregations throughout the year, including Winnipeg, Montreal, Guelph, Vancouver, Kingston, Winnipeg, Toronto First and Saskatoon.

Website and communications:

Consistent with the CUC's strategic priorities, the staff worked hard to streamline and improve communication to members. In the spring, Asha spent considerable time working with website creator and Communications Coordinator Margo Ellis on the development of the new CUC website and wrote content for the youth, young adult and OWL sections.



The new website has helped us communicate with our membership, support congregational staff and leaders, and connect youth and young adults to upcoming events. Website statistics show that young adults are some of the main users of the website, so Casey and Asha have been continuously improving and adding to the website through 2018 and 2019 with a focus on young adult content.

Financial support and accessibility:

Financial accessibility remains a high priority for all of our events and programs. In 2018, we continue to offer sliding scale registration fees, or a discounted young adult price at every event. Youth and young adults continue to tell us that financial accessibility enables them attend events, and shows them that their participation matters. In 2018, we continued to grant registration and travel subsidies through the Dawning Future Subsidy Fund to help youth, young adults and advisors attend events. By the end of 2018, the fund had granted \$20,803, using money received from event profits, donations and the Youth and Young Adult Program Budget.



Strategic planning:

In 2018, we continued to think big and plan for the future of our faith. Throughout the fall, Casey and Asha regularly evaluated programs, and re-envisioned some of the ways we do national youth and young adult ministry. Two examples of this planning include:

- The creation of the Youth Engagement Task Force of the CUC Board, which has been evaluating how the Board supports meaningful youth engagement with our national leadership. Casey also worked with the task force to improve the YOB election process, and provide information for youth groups to engage with CUC governance. As a result of the task force's work, 2019 will see a second "Junior YOB" elected to help represent youth on the CUC Board.
- Staff undertook a consultation about the youth age range of CanUUdle to see whether the CUC's age range matched the reality of congregational youth programs. After extensive consultation, the CUC decided to pilot a new 13-19 age range for CanUUdle 2019. We will evaluate the change after CanUUdle and decide whether to make the change permanent.

Onward and Upward

Building off the successes and lessons of 2018, we continue to find new ways to support youth, young adults and their allies - within and beyond congregations. More than ever, we are all called to create the vibrant, inclusive, multigenerational Unitarian Universalist communities we dream of. Your CUC staff are honoured to walk with you every step of the way!



Contact Asha and Casey at youth@cuc.ca.



Social Justice Lead Report | Erin Horvath | Social Justice Lead

The two overarching goals of the National Social Justice portfolio continue to be:

1. Provide a balance of internal and external SJ initiatives
 - Maintain pressure on government (letters, petitions)
 - Support people in their personal journey
 - Provide support for current or emerging issues
2. Connect and share what is happening in both UU and outside communities
 - Recognition and reward
 - Find a champion
 - Passion driven initiatives from the grass roots (not chosen by CUC)
 - Integrated work is more focused and powerful

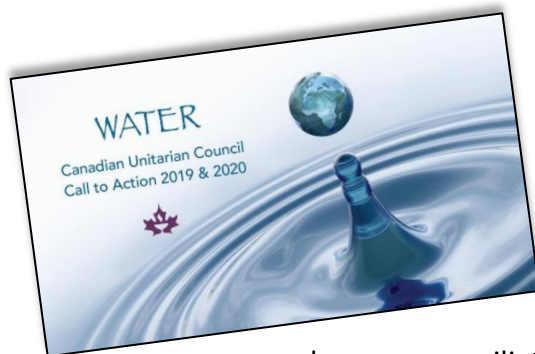


National Social Justice Team

The National Social Justice Team grew out of the previous monitoring groups model, and provides a more coordinated, overarching view of national issues and actions.

During 2018 there were two members on the National Social Justice Team: Colin Read and Danielle Webber. The need to expand this group has been identified, and Erin and Colin are taking steps to connect with others about being involved. Specifically we are seeking people with current knowledge in the following areas:

Refugee | Racial Justice | Economic Justice | Medical Assistance in Dying
Climate | Affordable Housing | Criminal Justice | Indigenous | Water
Politics | Peace | Gender equity



National Campaign – Focus on Water

The fall of 2018 was dedicated to researching and discussing the structure of the National Campaign:

The Ripple Effect. The fact that water is interconnected with so many other social justice issues has made it a broad platform upon which to explore a range of interrelated issues (i.e. bottled water, climate

change, reconciliation with First Nation communities, pollution of water by industry, fluoride in tap water, dams and flooding, plastic in oceans, fracking, privatization of water) and encouraged congregations to explore issues that are most relevant to their region.

The campaign will be two years in length and will have a video, Facebook group, resource site. All information will be posted on the CUC website under Social Justice. We will be assisting



groups to connect with resources, experts and potential guest speakers as we become aware of the issues they are working on.

Congregations

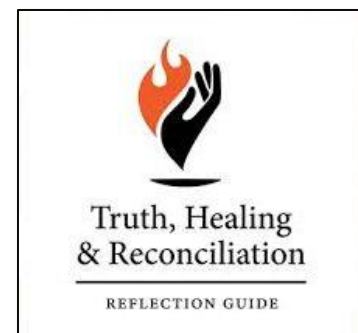
In 2018, I spent time with other staff to share contact information for those leading social justice work. In 2019 I will contact social justice coordinators in each congregation to inquire about the work they are doing and how the CUC can best support them. A semi-structured interview will be used and answers tracked digitally to allow information to be easily analyzed and shared.

Truth, Healing & Reconciliation

The program has moved into Phase II, and the Truth, Healing and Reconciliation (THR) program was fortunate to receive funding from the Unitarian Universalist Funding Panel via the Unitarian Universalist Association (UUA) in the amount of \$26,000. This will be used to sustain and further the work during 2018 – 2020.

During the fall of 2018 much work was put into orientating the new Truth, Healing and Reconciliation (THR) Resource Team to define the vision, mission and tasks as well as creating a process that would allow Team members to work independently within agreed upon parameters. Each member will take on specific tasks that relate to their areas of interest and/or help us fulfill our obligations under our funding grant:

- Connecting UU elders with Indigenous elders and/or traditional teachers
- Develop a workshop to help UU's connect with people with a different worldview from their own (with the intention that it will help congregations build relationship with Indigenous peoples and communities).
- Develop elders council (as per grant)
- Build sustainability plan to increase revenue generating opportunities for THR work
- Interview people who have participated in the guides to share their experiences
- Assess where the CUC is in relation to the Truth and Healing Commissions calls to action
- Exploring how our beliefs and worldview today is furthering colonization without us necessarily meaning to.



Additional effort was put into revising the Youth and Young Adult guides which were reviewed by Indigenous editors in January 2019 before sending them to two congregations to pilot.

I have been asked to provide coaching/support to groups that request it and have begun speaking in congregations about my experience as a non-Indigenous person challenging my own assumptions and privilege.

Contact Erin at socialjustice@cuc.ca.



Refugee Support Report | Samia Tecle

In my refugee support role, I work with congregations to prepare sponsorship applications and provide support throughout the application and post-arrival process. I ensure that sponsors have the most current information available about sponsorships, programs and supports, and I also remain informed and updated on current refugee process, information and programs through the Sponsorship Agreement Holders Council (SAH), Refugee Assistance Training Program (RSTP), IRCC, and other sources



In 2018, nine congregations sponsored refugees. The CUC also works directly with Capital Rainbow Refuge on LGBTQ2+ sponsorships. 28 individuals arrived in Canada in 2018, and settled in Victoria BC, Oakville ON, Mississauga ON, Ottawa ON, and Hamilton ON. They came from Syria, Eritrea, Burundi, Iraq, Rwanda, Nigeria and Afghanistan.

There remain some applications from 2017 and 2018 where refugees haven't yet arrived.

Some congregations have participated in funding programs where the government or organizations provide full or partial funding for the first year of resettlement. There are a number of programs where the spaces given to a sponsoring group does not affect the quota that a Sponsorship Agreement Holder (SAH) is allocated each year. These include the Blended Visa Office Referred (BVOR) program, and the Rainbow Refugee Assistance Program.

Contact Samia at refugee@cuc.ca.

Communications Report | Margo Ellis | Communications Manager

A communications plan was developed and presented to the CUC Board in late September of 2018. Its focus was to define long-term goals and objectives to increase awareness of Unitarian Universalism in Canada, to increase awareness about the CUC in Canada while engaging in support for the UU community, and to support the CUC in achieving its overall organizational objectives.



CUC Website

The new CUC website was successfully launched in May 2018 just before the 2018 National Conference and Annual General Meeting. New content is constantly being added, and improvements made for a smooth user experience.

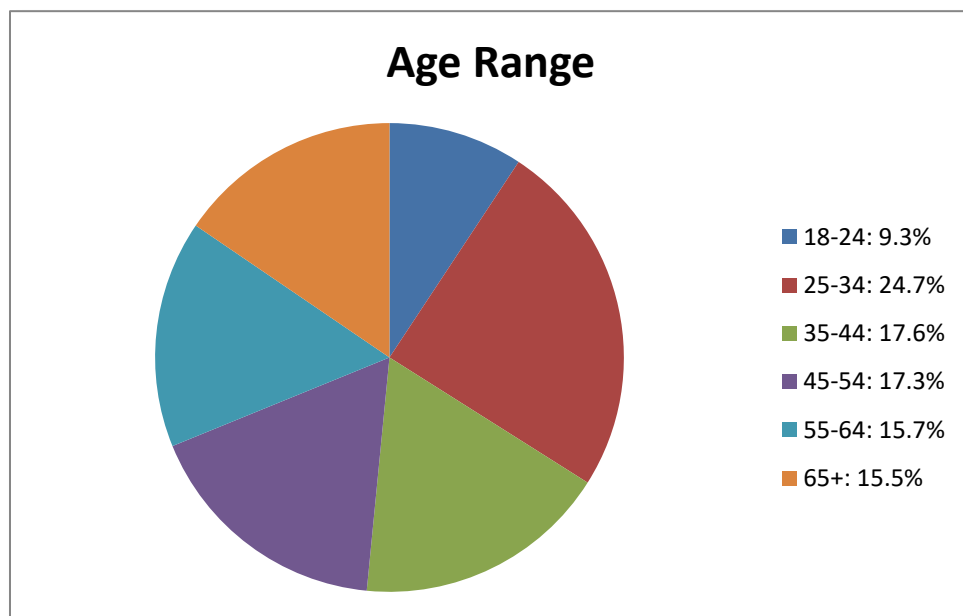


The CUC video “*We Are Canadian UUUs*” was launched in September on the homepage of the website and shared with many Canadian congregations. By December 31, the video was viewed 6.7 K times on Vimeo.

Graphics use has been increased particularly for events, and continuity in registration forms has been accomplished. More content additions are planned through the coming year.

Statistics:

- From June 1 – December 31, 2018 the website has had 9,035 users with 14,845 sessions and 35,483 page views.
- Monthly, the website has 2.4 K users; 780 weekly users; and 82 daily users.
- Most of those users are from Canada and the US.
- 63% are desktop users, 28.95% are mobile and 7.68% are tablet users.
- The majority of visitors are Windows and Chrome users.
- In terms of age range, website users come from across the age demographic:



Most users enter the website through the homepage. Top pages that get consistent views are [Find A Congregation](#), [Congregations & Leaders](#), [Jobs & Volunteering](#), [Contact Us](#), the [Events Calendar](#), [Refugee Sponsorship](#), [Staff](#) and [Principles and Sources](#).



Publications

The CUC eNews has been a monthly publication with various formats. In July 2018, that format became a PDF that was delivered by email generated through MailChimp. It is planned that, starting in January 2019, the CUC eNews will be produced weekly with between 4 – 6 short articles. The Canadian Unitarian (CanU) was originally produced twice a year and published electronically. Hard copies could be printed. This publication has now been discontinued and any content that it once covered is included throughout the year in the online CUC eNews.

Statistics:

- Approximately 3100 people are on our mailing list
- Statistics collected 24 hours post eNews mailing for 2018, show that 30 - 37% of those on the mailing lists opened the email to which the eNews was attached as a PDF
- Approximately 9% clicked through and opened the attached eNews PDF

Facebook and other social media

Regular posting on Facebook is being done 3-5 times a week and features national, international events, and CUC information and events. Readership is highest between 10 a.m. and 9 p.m. ET with equal readership on all days of the week. Facebook events are listed consistently. Readership and involvement have increased. A weekly post featuring a different congregation each week has been very successful with a consistent readership. We will have featured all Canadian UU congregations within 2019.



Statistics:

- 'Follows' have increased in the last quarter of 2018
- Page views and click have increased over 2017's posts to a range of 100 – 600 views (varying with the topic)
- The CUC "We Are Canadian UUs" video received over 3K views with 691 engagements and 260 shares
- The Ontario sex-ed post from September was viewed 4K times with 396 clicks and 260 shares
- An April Fool's Day post changing the conference theme to the Royal Wedding received 3.7 K views with 798 clicks and 272 shares.

The CUC also maintains a Love and Justice Facebook page, and one for The Ripple Effect.

Webinars and Roundtables

Webinars and roundtables continue to be an effective medium for reaching UUs across the country for training and discussion topics. In 2018, over a dozen were held, and more are planned for 2019.

Contact Margo at communications@cuc.ca.





CUC Committees and Task Forces 2018 – 2019

Annual Program Contribution Task Force:

Bob Willson, Joanne Green, Tanya Cothran

National Lay Chaplaincy Committee:

Ann Steadman, Ellen Newman, Anne Coward, Mary Anna Louise Kovar, Joy Silver, Rob van Wyck, Peter Scales, Rev. Anne Barker, Yvette Roberts, Rev. Linda Thomson

Nominating Committee:

Wendy Schusterman, Maury Prevost, John Mitchell, Molly Hurd, Rev. Debra Thorne, Rev. Helen McFadyen

Northern Lights Committee:

Rev. Norm Horofker, Susan Ruttan, Chuck Shields, Rev. Julie Stoneberg

Polyamory Task Force:

Rev. Meghann Robern, Shoshanna Green, Rev. Beckett Coppola, Margaret Kohr

Theological Education Funds Committee:

Rev. Wendy McNiven, Robbie Brydon, Rev. Christopher Wulff, Rev. Debra Faulk, Rev. Debra Thorne

Truth, Healing and Reconciliation Team:

Rev. Meg Roberts, Amber Bellemare, Forrest Smith, Rev. Helen McFadyen, Melissa Horvath-Lucid, Erin Horvath

