



**Canadian Unitarian Council
Conseil unitarien du Canada**

Interdependence. Love. Justice.

CANADIAN UNITARIAN COUNCIL Annual Report for 2020

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CUC President's Report | Margaret Wanlin



One of the features I have always like about Unitarian Universalism is our lollipop moments. You might have seen the YouTube “Drew Dudley – Leading with Lollipops”. Google it, it’s worth watching. The main point is about giving something special to someone who is not expecting it. It’s about how good it can make that person feel and what a difference it can make in their lives. The something special doesn’t have to be a thing, it can be a well-considered comment, an offer to help, an insight producing idea, a meaningful program.

2020 will be one for the history books. I don’t want to write about COVID. We all have access to sooooo much information on that topic.

I want to talk about lollipop moments, because at times like this they are more important than ever.

Vyda Ng, Executive Director, and all the CUC staff and contractors pulled many rabbits out of hats this year to create lollipop moments for us all. Vyda was quick to realize that the new world would be online, and the CUC was ready! A fully virtual conference and annual meeting, two National Sunday Services (plus one in February 2021), Regional Weekend events in two editions, a national shared summer Sunday service offering and oh so many webinars, discussion groups, coffee houses, film viewings. There were lollipop moments in there for all of us. Thank you to Vyda and the staff for making 2020 a year that strengthened the ties that bind us together as Canadian Unitarian Universalists.

A particular lollipop moment came to me twice this year. First from Reverend Debra Faulk at the in-gathering of Western and B.C. Regional Fall Gathering. Before lighting the chalice with the words of someone who would be the “other” to most of us, she reminded us of the importance of hearing the voices of people who different from ourselves. That was an important BGO (Blinding Glimpse of the Obvious) for me.

Indigenous author, broadcaster and cultural leader Jesse Wenthe was the speaker this year at Thunder Bay’s observance of the United Nations International Day for the Elimination of Racial Discrimination. You may have heard him on CBC Radio. Jesse said, “You can’t expect society to change if you have the same storytellers.” Isn’t that a succinct and compelling argument for listening to different voices and seeking to understand their perspectives?

So thank you Debra and Jesse for bringing this truth to my consciousness. A real lollipop moment for me, something I am continuing to ruminate on it.

Speaking of lollipop moments, our UU Ministers in congregations and in the community bring us so many lollipop moments. These moments are much-appreciated gifts, and for these we thank you.

Ministerial transitions are one of those inevitable things. Rev. Debra Faulk (mentioned above) is retiring from Calgary Unitarians. Rev. Victoria Ingram is retiring from Hamilton Unitarians. My church, Lakehead Unitarian Fellowship, joined a recent service with First Unitarian Church of Hamilton and so I heard a “Victoria Moment” in which a congregant shared the ways in which she had appreciated and been touched by Victoria’s ministry there. Lots of lollipop moments.

This year, like the Boards in your congregations, the CUC Board spent a lot of time on the ongoing business – financial processes, the audit, staying in tune with the work the staff is doing. Our leadership work has involved strengthening our risk management oversight, updating some policies, strengthening our committees, and thinking about our shared future in a changing world. It goes without saying that the Board did not meet in person in 2020 and did the best we could with Zoom – not perfect for personal connections – but a very effective way to keep the work going.

While it is the CUC’s mission “to grow vital UU communities” we know that as congregations you sustain yourselves. Our part is to help us be connected and in relationship across the country so that we can learn from and support each other, to assist you with transitions and when there are challenges, to help us work together on key themes and to help our youth connect with themselves and each other in life-changing ways. It is good work and important work. Thanks to member congregations, active people who reach out beyond their congregations, and Friends of the CUC, for believing in and supporting this work. At the CUC, we are about what you are about. Let’s keep in touch!



Oh, and thanks for the lollipop moments. Let’s all continue to be part of making lollipop moments for the people inside and outside our circles.

President	Margaret Wanlin, Thunder Bay Western Region
Vice President	Chuck Shields, Ottawa Eastern Region
Treasurer	Joanne Green, Regina Western Region
Secretary:	Kiersten Moore, Vancouver British Columbia Region
	Michael Scales, New Westminster British Columbia Region
	Rev. Rodrigo Solano Quesnel, Olinda Central Region
	Glenna Hanley, Fredericton Eastern Region
	Margaret Kohr, Toronto Central Region
Minister Observer	Rev. Debra Thorne, New Westminster
Youth Observer, Senior	Fiona Butler, Saskatoon
Youth Observer, Junior	Linnea Granberg, Thunder Bay

UU Ministers of Canada Report | Rev. Anne Barker | President



We can confidently say this year was like no other. It has been a year of learning, a strange combination of ‘urgent crisis’, ‘transformation’, and ‘long, slow waiting’. When COVID-19 landed in March 2020, Canadian ministers worked alongside religious educators, with local, national, and international leaders, to reimagine how we sustain and grow congregations, organizations, and groups when we couldn’t be together in our buildings, camps, conference centers, and other gathering places. All this took place in an increasingly politicized culture – where we are experiencing deep polarization in society, identifying our own places and

privileges within systems of oppression, and witnessing heart-breaking disappointments related to justice issues.

Our technical growth has been on a steep incline. Creativity, ingenuity, compassion, and grace are serving overtime. An important challenge has been to find ways to nurture traditions and rituals, and to maintain programs and campaigns, since physical gatherings became unsafe. Some things were postponed, some reimaged, and some moved to electronic platforms. Together, we have done what we might have thought impossible – and – we became acutely aware of the needs we could not meet.

Benefits of this complicated time have been increased accessibility, and a launch into online provision of services – two things that typically evolve slowly. Visitors can now attend services and programs from a distance, and from places where they are more ‘at home’. Closed captioning and volume control supports varied abilities. There are no construction barriers (stairs, washroom access, etc.) to join an event – although you do require tech and web access. New activities and programs have arisen to meet emerging needs – and have been shared across multiple congregations, because they are virtual. New ways of connecting (and old! snail mail anyone?) have spread across generations. Guest speakers visit services and events without the cost and hassle of travel. UUMOC is committed to a future with ‘hybrid options’ – so these advances continue when we can safely return to physical spaces.

And there have been significant losses. Physical separation has been an immense challenge to our organizations – whose commitments to connection, support, spiritual growth, education, justice initiatives, and service delivery have been deeply disrupted. Some of our organizations or programs are struggling financially, or functionally. All UUs (all people) across the country have experienced degrees of isolation, loss, grief, and suffering, with many also losing loved ones to the pandemic or its effects – in a time when our best tools for support are limited to ‘what we can do from a safe distance’.

An exciting 'first' in 2020 was the announcement of the Canadian Armed Forces' first ever UU Chaplain in training. Nicole McKay is breaking new ground for Unitarian Universalism in Canada, and we couldn't be more delighted to have her among us.

As a whole, we have been tried and tested. As a faith community, we have pulled together astonishingly well. As people planted in the present, with a vision for the future, we draw on our faith tradition for courage, wisdom, and strength, and we rely on one another for the support to make it through. With gratitude for the gift of life, in this heart breaking year, the UU Ministers of Canada continue to serve.

About us: Unitarian Universalist Ministers of Canada (UUMOC) is a thriving Chapter of the continental Unitarian Universalist Ministers Association (UUMA), as well as our Canadian National UU Ministers' Organization. UUMOC has 88 registered members, including student, parish, community, and retired ministers, as well as ministers in transition.

Our Executive Team this year is Anne Barker, Meghann Robern, Ben Robins, Norm Horofker, Samaya Oakley & Debra Thorne. UUMOCexec@gmail.com



Rev. Meghann Robern



Rev. Ben Robin



Rev. Samaya Oakley



Rev. Debra Thorne

CUC Treasurer's Report | Joanne Green



It has been a privilege to act as the CUC Treasurer for the past year and work with committed board members, volunteers and staff. I would like to thank the Executive Director, Board President and the CUC Finance & Investment Committee for their advice and support – it has been essential to the Treasurer's work. Normal schedules were upended, extra work was required and we

depended upon everyone's commitment to the CUC in a challenging year.

Finance & Investment Committee

The Finance & Investment Committee was formed shortly after the May 2019 AGM, becoming an essential part of the CUC Board structure. Our members for the past two years were Margaret Wanlin, Vyda Ng, Chuck Shields and Bob Willson of the Calgary congregation. Bob's assistance with complex calculations for APCs and investment income have been invaluable. He has decided to leave the committee so there will be an opening for a new volunteer in 2021.

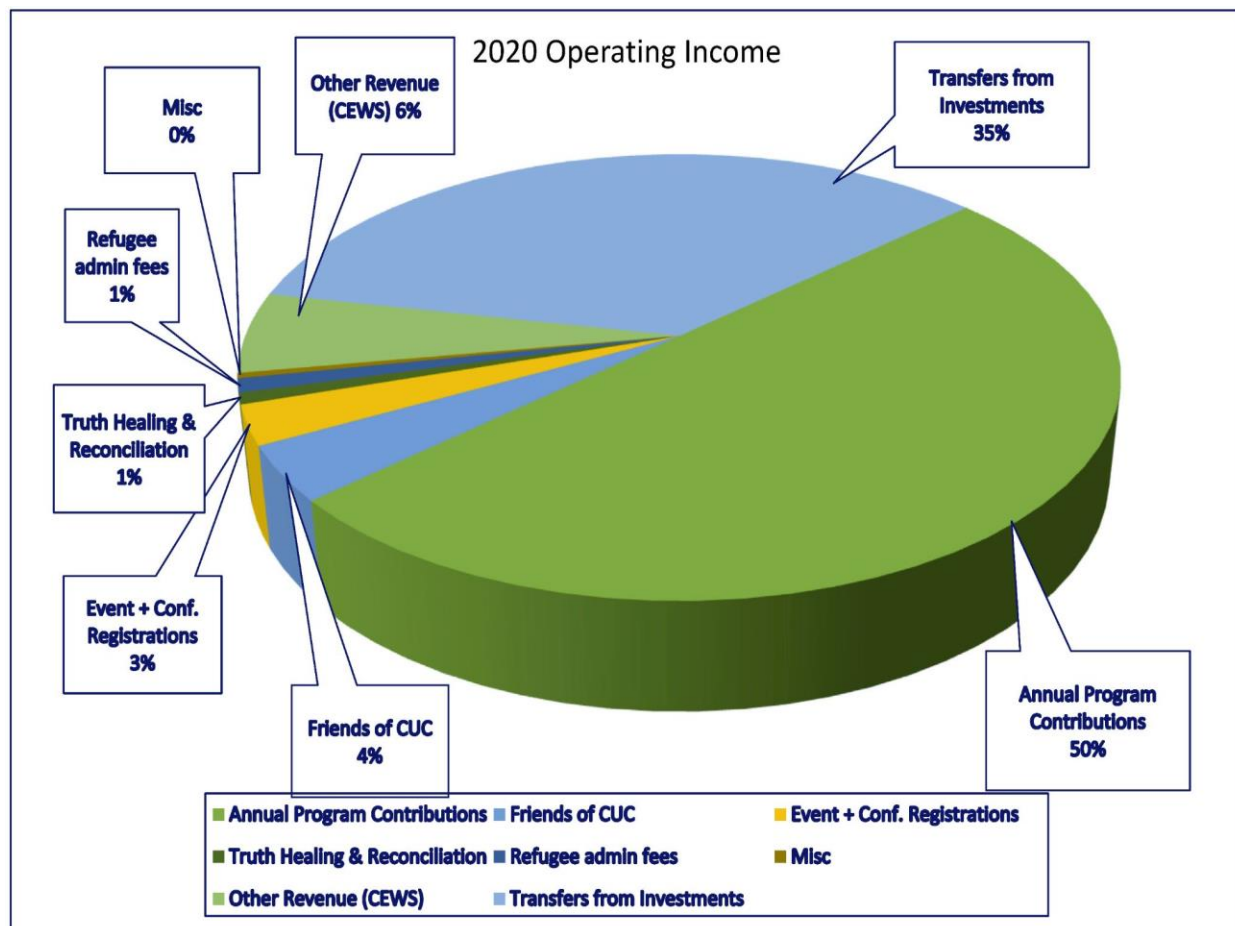
The committee's work included support & advice to the Treasurer & Executive Director for budget preparation, proper financial controls, and review of monthly statements. Other work includes review of financial policies, investment performance and overall financial health. The committee began work on an updated investment policy to guide our portfolio manager and a review of all restricted funds. As Treasurer, I submitted a monthly report to the board after my review of the monthly statements. The monthly reports give the member congregations and auditor evidence the treasurer and board are carrying out their fiduciary duties.

Annual Program Contributions and 2020 Revenue

50% of our 2020 revenue came from our member congregations and the annual program contributions (APC). At the time of writing, 95% of our congregations had paid their full 2020 APC. A huge thank you goes out to all the congregations for their commitment to the CUC - you came through in a big way in 2020.

When the APC calculations for 2021 were in progress, a few congregations asked questions which prompted a review of the calculation method. Work began in late 2020 on a proposed change which is being presented to the 2021 AGM. Please refer to the backgrounder for the proposed changes in the APC calculations.

Other 2020 Revenue Sources



Our second major source of income is a transfer from the income to the CUC Investment Fund. The amount we use each year is determined by calculating the 10-year average rate of return (7.364% at December 2019) and deducting the 12-month change in CPI on December 31st (2.0%). For 2020 the CUC Board determined we could use up to 5.364% of the CUC portion of the investment fund (\$4,660,715) for a total transfer of \$250,000. The transfer for January 2021 was done in December, so the actual 2020 transfer was \$278,500.

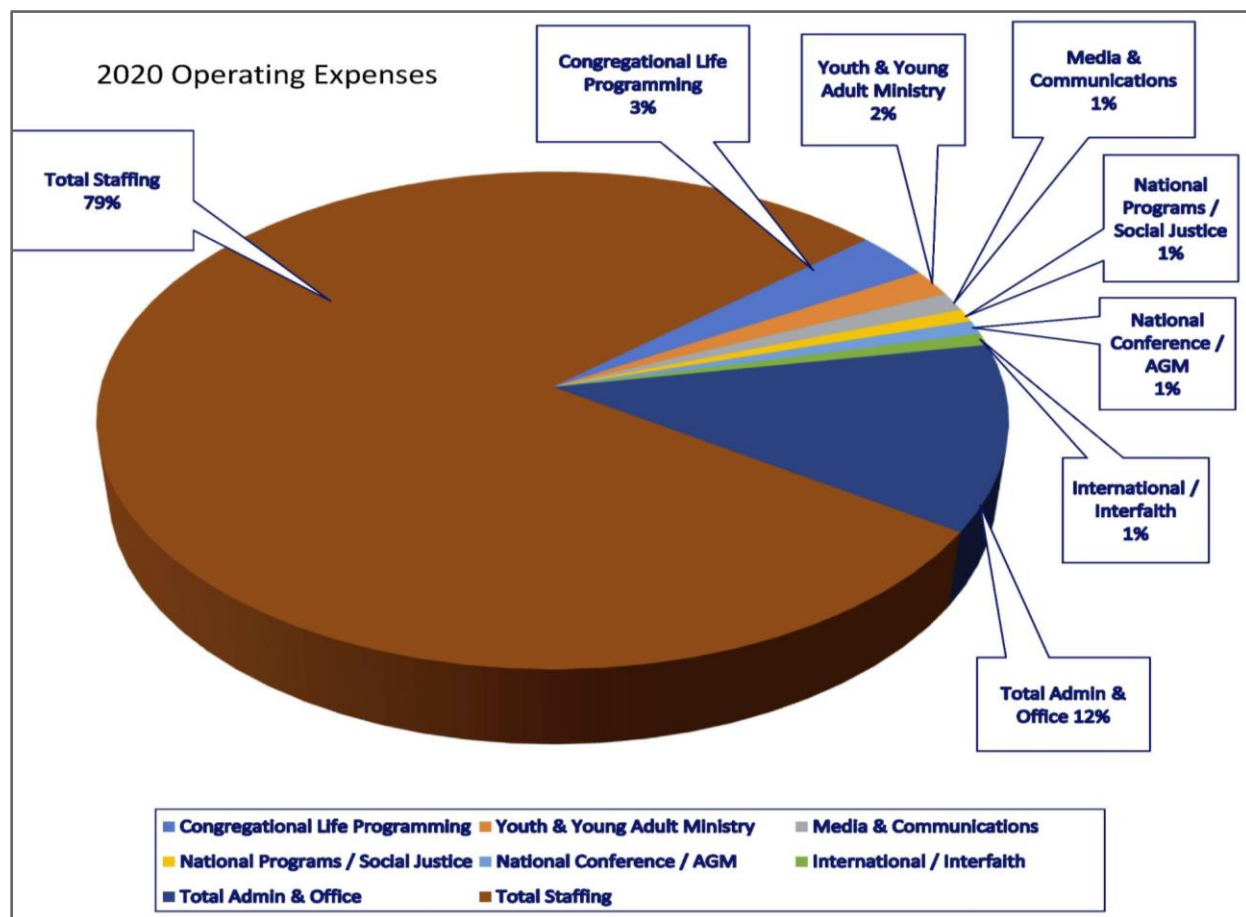
Donations to Friends of the CUC made up approximately 4% of our annual revenue. We are so thankful for the commitment of our regular donors - it helps pay for our national programming.

Emergency Assistance - The CUC reviewed the requirements for the Canada Emergency Wage Subsidy programs and determined we would likely qualify. Assumptions were made about the types of income to include based on our interpretation of the guidelines. In the first calculations, we did not include investment income (\$595,686) or funds

received for refugee sponsorships (\$348,044). Review indicated that investment income would need to be included. Grant Thornton has determined we need to include the funds received for refugee sponsorships despite the fact the funds are restricted and may not be used for the benefit of the CUC. We do not agree and will be seeking a ruling from CRA, but the auditor's requirements had to be met in order to complete the audit. The result is that in 2020, we qualified for CEWS support of \$46,560.

Event and Annual Conference Registrations – Event registrations are charged to cover the cost of events, whether online or in person. Some events may be subsidized if there are funds in an appropriate restricted fund such as the Youth and Young Adult Leadership Fund. The online gathering in November proved to be successful and self-funding.

2020 Expenses



Staffing expenses (79%) are the primary expenditure of the CUC and 2020 reflected that reality. Staff expenses included a one-time vacation payout as several staff were unable to use all their time in 2020. The payout recognized the extraordinary circumstances in 2020 and the hard work of all staff.

Administration costs (12%) include office rental, management of CUC's governance & financial processes, website hosting, Zoom hosting, communications and tech support.

Direct programming costs include office & telephone expenses for Youth & Young Adults (2%), Congregational Life Programming (3%), National Programs & Conference (2%), International/Interfaith connections (1%), and Media & Communications (1%) make up the remaining 9% of our annual expenses.

Annual Charities Return

The Government of Canada extended the deadline for submission of the 2019 Charities Return in recognition of the challenging circumstances faced by charities. The Charities Return was completed in October 2020 and submitted before the extended deadline of December 1, 2020. Normally the return is completed and submitted prior to the end of June each year. However, other work such as applications for CEWS pushed the timeline later in the year.

2020 Budget vs Actual Income & Expenses

At the May 2020 AGM, the Board presented an operating budget that reduced both anticipated income and planned expenses as much as possible. The budget presented also included revenue to the Lay Chaplain Fund and the Truth, Healing & Reconciliation Fund. However, we have modified our reporting to keep restricted revenue and expenses separate from operating revenue & expenses. Information about all funds can be seen on pages 12 of the audited financial statements.

The short summary below shows areas with significant differences from the 2020 budget:

- | | |
|---|------------------------------------|
| 1. Annual Program Contributions | \$ 27,537 higher than budgeted |
| 2. Canada Emergency Wage Subsidy | \$ 46,560 added to revenue |
| 3. Event & Conference Registrations | \$ 12,554 higher than budgeted |
| 4. Truth, Healing & Reconciliation revenue reported in restricted fund income. | \$(15,595) lower than budgeted |
| 5. Congregational Life Programming
Unplanned costs for congregational support | \$ 5,236 higher than budgeted |
| 6. Staffing Costs (operating budget) (added accrued vacation but offset by transfer from THR grant) | \$ 2,900 lower than budgeted |
| 7. Staffing Costs THR now shown in restricted fund | \$(17,100) previously in Operating |
| 8. Investment Management Fees (difficult to budget) | \$ 68,214 for 2020 |

A year-end surplus of revenue over expenditures (before unrealized gains) amounted to \$351,808. The surplus is primarily due to healthy 2020 investment income, use of the

Truth Healing & Reconciliation grant received in 2020 and the Canada Emergency Wage Supplement.

Audited Financial Statements

The CUC uses the restricted fund method of accounting which requires that grants, donations and other income must be recorded in the year received. A good example is the Lay Chaplain Fund - income received in 2020 for Lay Chaplain training was credited to the fund, and expenses for the Lay Chaplain training sessions are subtracted from the fund. The restricted fund method of accounting is currently under review by the Accounting Standards Board and the Public Sector Accounting Board. A separate set of notes has been issued with the audited financial statements.

CUC Investment Fund

March 2020 saw a significant decline in the value of the Investment Fund to \$5,286,737 from \$6,009,317 in February 2020. However, active management of the investments and market adjustments led to significant gains for a total value of \$6,711,193 by the end of 2020. The rate of return for 2020 was 16.31% and the average rate of return 8.47% for the past 10 years. Investment fees are charged quarterly (1% of the monthly balance) so were considerably higher in 2020 at \$68,214). Figures presented in this report include all cash and cash equivalents (money market funds, etc..

The Investment Fund contains the CUC Legacy Fund, the CUC General Fund, and all externally restricted funds such as the Avalon Fund or Congregational Investment Funds. The externally restricted funds amount to approximately 20% of the Investment Fund. Refer to the audit for the exact dollar values at the end of December 2020.

The Portfolio (Wealth) Manager makes decisions about the portfolio, within criteria established by the Board, to protect our investment fund as well as possible during good and bad economic times. A formal review of the CUC's policy objectives is done every three years with ScotiaMcLeod. Informal reviews of the Investment Fund's status were done several times in 2020 with Alan Harman, Portfolio Manager to keep the Board updated on the status of the Investment Fund.

The overall objective for our Investment Fund is Balanced Growth, with some opportunity for income and a primary focus on long-term capital appreciation. Although we enjoyed significant gains in 2020, the Investment Fund returns are of course subject to economic forces and market fluctuations.

Investment Report | Alan Harman, Wealth Advisor



Market Summary

In the first quarter of 2021 (Q1) the two biggest obstacles to this bull market were to a large degree removed: Trump and COVID-19. The latter, of course, has not been “removed” but a strong vaccination campaign in the U.S. had businesses reopening and consumer confidence building in the world’s largest economy. The Biden government rolled out an aggressive economic support/stimulus plan that amongst other things put cash into everyone’s pockets. Unemployment numbers crumbled and GDP estimates were bumped up. Corporations reported better than expected

earnings.

Here in Canada the COVID news was not so good, nor was the economic data, but our government continued financially supporting industries, businesses and individuals. The assumption has been that the U.S. economy would drag ours up and as we enter into a “growth phase” of the business cycle the industries that dominate our economy – resources – will benefit.

This translated into strong stock markets – the U.S. market (S&P 500 total return in CD\$) - was up 4.89% and the Canadian stock market (S&P/TSX total return) – mostly because of a surge in resources – was up 8.05%.

The only hiccup for equity markets was the collapse of a large hedge fund in the U.S. (Archegos Capital Management) and the impact it had on two very large international banks (Credit Suisse and Nomura).

The market had a few very bad days and then shrugged it off, but was this a “canary in the coal mine” event like Lehman Brothers defaulting back in September 2008? Stay tuned 😊

Bond markets around the world put in another negative quarter. Here in Canada the bond market was down 5.04% (this number includes interest payments)! Rates have not yet budged but the feeling is that inflation will be coming soon and that interest rates will start migrating higher so long bonds in Canada and in the U.S. went up from their record lows – the U.S. 10 year note moved from .60% to 1.75%. A move of this magnitude causes a 5% decline in bond prices. Sometimes what is good for equities, and a strengthening economy, is bad for bonds.

Over the next quarter we expect to see the Bank of Canada begin withdrawing monetary stimulus and for other Central Banks to follow suit. That will likely cause the bond market

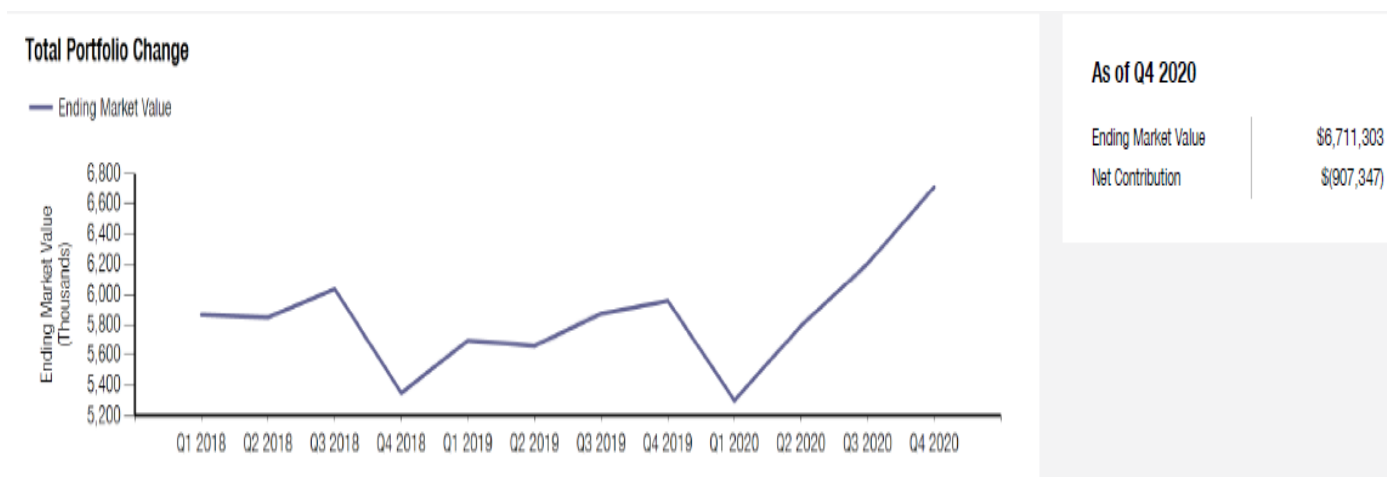
to continue to struggle. It is very hard to predict what the impact on equity markets will be. How much of the stock market strength is due to monetary and fiscal policy stimulus and what will happen when those supports are removed? The easy answer is “it will struggle”. But there is no precedent for what is happening now. Never before have we come out of a shut down economy and we may, as the stock and bond markets are expecting, experience very strong economic growth.

Portfolio Summary

Our portfolio performed very well in Q1, up 6.71% net vs the blended benchmark at 2.81% (60% TSE total return index and 40% Canadian Universal Bond Total Return Index). The long-term performance number is up to 9.06% net, almost 300 basis points above the blended benchmark (6.26%).

The out-performance came from several areas. Our asset mix; overweight equities, underweight fixed-income in a quarter when equity markets were up and bond markets were down was one. Also, security selection; our Canadian bank stocks were outperformers. But mostly the outperformance this quarter was due to our fixed-income portfolio. In a quarter when bonds were down 5% our fixed income portfolio was up almost 5%. It is because we own no long bonds (they were hit the most) and have almost all of our fixed-income in preferred shares which did very well in Q1.

We expect to maintain our current asset mix over the coming quarter. We intend to lighten our exposure to technology a little and add to our renewable energy stocks a little.



Executive Director Report | Vyda Ng



It's a given that 2020 was a year unlike any other. It was challenging and exhausting, but on the whole, the staff team was able to adapt and subsequently develop and offer resources and supports to congregations and leaders during the pandemic.

What worked:

Online & digital platforms and work environment:

What served us well was the fact that we had already transitioned to a largely online work environment. Of the 11 full-and-part-time staff, 8 work remotely. We had spent time implementing and learning systems like Dropbox, G-Suite and Google Drive, Asana (for project management and task-tracking), QuickBooks Online, DonorPerfect, etc, which enable us to share, store, and access information online from any location.

In addition, we had selected Zoom as our online meeting platform in 2014, after conducting research into available platforms, features and pricing. This turned out to be an unanticipated advantage, as we had several years of our members getting used to Zoom meetings and webinars, and staff was already well versed in using Zoom when the lockdown started.

In 2017, we had held our first hybrid AGM with both online and in-person participation and voting. By 2020, we had had three years of trial, error and learning behind us, and our congregations and delegates had learned along with us. We were able to transition to a fully virtual AGM with relatively little work, as we already had all the systems in place.

Communications:

Our online communications tools had been in consistent use for a number of years – google email groups, the website, electronic newsletter, and social media platforms. We made expanded use of these to inform, connect and communicate.

Karen McKay started as Communications Manager on March 8, 2020, a week before the lockdown. Having her on staff was a huge advantage, as we were able to benefit from her experience, skills and guidance in planning and communications.

On March 13, we [released a statement](#) about closing the office, the national conference and AGM, and offering support and resources to congregations.

What Has Been Challenging:

Many times over the year, like most of the world, it felt that we were reacting rather than being proactive. While a lot of the situations could not have been anticipated, the

staff team wanted to be ‘present’ for our congregations and leaders, and to provide supports during uncertain times. We imagined and implemented a number of new events (summer service series, national fall gathering, national Sunday services), and monthly leaders’ roundtables. In the meantime, the business-as-usual aspects of the CUC needed to continue.

What We’ve Learned:

Many things can be done in innovative, hybrid ways. We are no longer bound by geography and physical locations. Now that the initial adapting to the pandemic is behind us, the staff team is focusing attention on hybrid and multi-platform connections and resources.

This past year has brought home more clearly than ever the question of the future of Canadian Unitarian Universalism - the staff team has been functioning in survival and maintenance mode. We want to deliver the best possible product because that is our work ethic and because our faith community is important to us – our mission is to grow vital Unitarian Universalist communities. But. If we take on new initiatives and plan new programs, what do we stop doing?

The work of the QUUest Task Force paves the way for all of us to consider the questions of how we sustain ourselves and remain vital into the future, and it is important for all Canadian UU perspectives to be included and considered.

Strategic Priorities:

CUC staff work is guided by the four Strategic Priorities approved by the CUC Board and delegates:

- Ensure sustainable revenue generation to continue the work of building vital Unitarian communities;
- Optimize communications capabilities so that they are flexible, robust, and effective, with a continuing focus on the CUC website to make it a useful and appealing communications tool for both members and visitors;
- Advance social justice initiatives, including truth, healing, and reconciliation amongst Indigenous and non-Indigenous peoples;
- Encourage innovation and sustainability in the growth and development of UU communities, including on youth and young adults, as they strive to foster a just and sustainable world and to enrich the spiritual lives of their members.

While adapting to meet the demands imposed by the pandemic, staff also strove to fulfill these strategic priorities. In all, we planned and implemented over 100 online events, large and small, in 2020.

EVENT	TIMES HELD
AGM-related	8
Coffeehouse Connections (Social)	7
Congregational Webinars	7
Connect & Deepen	18
Covid-related	5
Dismantling Racism	7
Gathered Here	16
Lay Chaplain	1
Leaders' Roundtables	9
National Services & Events	6
Summer Sunday Service Series	8
Truth, Healing & Reconciliation	8
Youth & Young Adult	10
Zoom/Tech Support	2
TOTAL	109

Financial Considerations

- **Annual Program Contributions:** In March 2020, the budget was adjusted to take the pandemic into account, and the possible decrease in Annual Program Contributions (APC) from congregations. There was a lot of uncertainty about individual and family income levels, and the decision was made to decrease the budgeted amount of APC from \$405,203 to \$368,100. At the end of the year, congregations demonstrated their commitment to this national faith community by sending in a total of \$395,637! THANK YOU.



- **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 (see Northern Lights section further in this report).
- 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.
- **Restricted Funds:**
Funds that are held for specific purposes feed into some of the above funds, for example, the Percy Simpson Bailey Fund has discretionary income that is contributed annually to the Theological Education Funds. The management and tracking of these funds are carefully overseen by Treasurer, Joanne Green, and the Finance Committee. Several congregations invest their funds with the CUC and these are co-mingled into the CUC's investments.

Communications

Karen McKay came on as the CUC's Communications Manager in March 2020, just before the onset of the pandemic. In her 11 months with us, she expertly guided us through pandemic communications, event planning and publicity, put in place strategic communications plans, and significantly increased the calibre of CUC communications. Karen resigned in January 2021, as it was overly challenging for her to find a work-life balance with two demanding part-time jobs. We are grateful for the systems that Karen has put in place for us, and we continue to benefit and learn from them.

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@UN, 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.

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 leadership development opportunities for UU leaders from areas like Rwanda, Kenya, and Asia.

The ICUU is in the midst of change – together with the UU Partner Church Council, they are re-imagining a different kind of Unitarian Universalist global community and presence. Read the [A New Vision report here](#).



Unitarian Universalist Association:

CUC staff have formal and informal relationships with the UUA. Ministerial transitions, religious educator and faith formation resources, staff compensation information, and youth and young adult connections are areas where CUC staff intersect with UUA staff. The Executive Director maintains friendly relations with the President's and International Offices, and values the richness of the connections.

Staff Team

The CUC staff team is constantly evolving and growing. At the end of 2020, the staff team consists of four full-time and five part-time staff:

- Lead for Central and Eastern Regions: Rev. Linda Thomson
- Lead for BC and Western Regions: Joan Carolyn
- Youth & Young Adult Events and Program Coordinator: Casey Stainsby
- Web Manager: Margo Ellis
- Communications Manager: Karen McKay
- Social Justice Lead: Erin Horvath
- Truth, Healing & Reconciliation Coordinator: Amber Bellemare

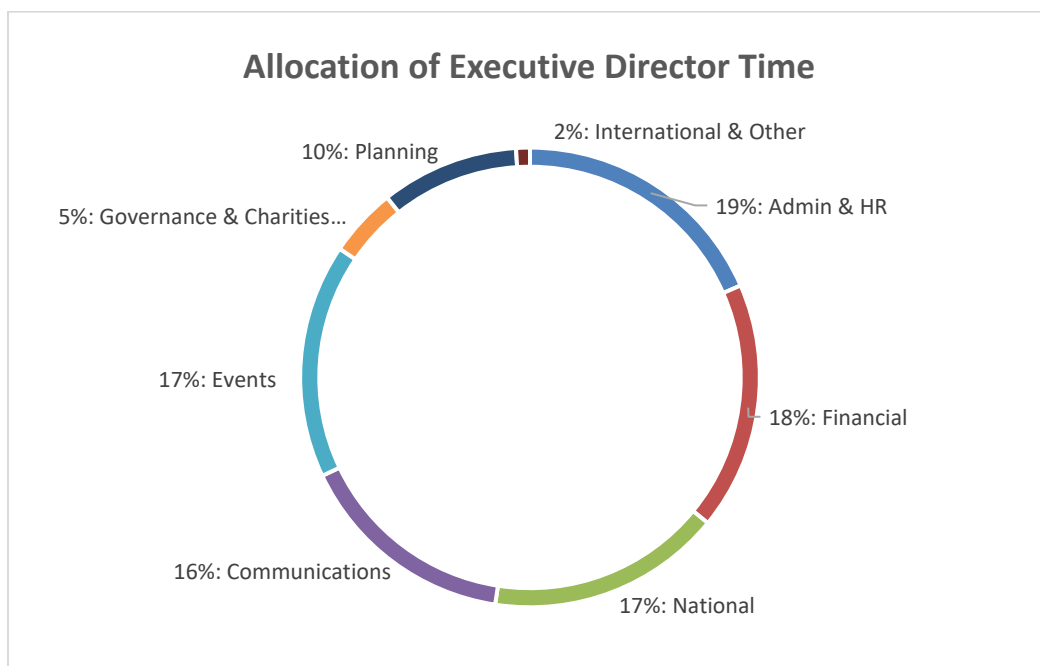
- Organizational Administrator: Ahna DiFelice
- Administrative Assistant: Caitlyn Seale
- Executive Director: Vyda Ng

In addition, the following were contracted in 2020 for specific tasks/initiatives; each position has a job description and terms:

- Kenzie Love: Writer & eNews
- Samia Tecle: Refugee Support
- Vidya Sudama: Accountant

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

Contact Vyda at executivedirector@cuc.ca.



Northern Lights Initiative Update



A joint announcement from the Canadian Unitarian Council and the Unitarian Universalist Ministers of Canada

The Canadian Unitarian Council and the UU Ministers of Canada are writing together to let you know that the Northern Lights Chalice Lighters Fundraising Program is closing. Following thoughtful consideration, the time feels right to retire the program and to shift to other fundraising to grow UU initiatives.

We are grateful to all the people who have worked on the program over the years, and are delighted for the eight projects Northern Lights has funded.

There is one final project under way for Unitarian Commons - and the recipients still welcome your contributions. A generous response would be a lovely way to end this project. Details about the project and how to donate can be found in [this letter](#).

Northern Lights has been a proud effort, and intentional collaboration, between the UU Ministers of Canada and the Canadian Unitarian Council, with many wonderful benefits and outcomes. Excellent ideas and projects were brought to life, strengthened, reinvigorated and/or repaired. Religious leadership was expanded across the country and new organizations have come into existence. We are grateful for the experience, for the learning, and for the relationships built through this joint effort.

It is also the case that this method is not ideal for our changing times and modern fundraising culture. Efforts to reorganize have reaped some benefits, but in recent years, applications for grants and contributions to projects have been in decline.

We wish to celebrate a generous effort. And, after many conversations within our respective organizations, we affirm the idea that it is time to gracefully close the Northern Lights Chalice Lighter's program.

Sincerely,

The UU Ministers of Canada and the CUC Board of Trustees

Congregational Life Leads Report | Rev. Linda Thomson & Joan Carolyn

Rev. Linda Thomson: Lead for Central and Eastern Regions

Joan Carolyn: Lead for Western and British Columbia Regions



COVID - 19 Response

When we began 2020, we were making plans for a series of congregational development webinars, and a summer program, on Healthy Congregations as part of the Serving with Spirit leadership series. However, as we know, the way we began the year is not the way we ended. It is a source of pride that we were able to quickly respond and adapt to the realities of Covid-19,

Within the first few days of the pandemic being declared, the staff team had begun pulling together resources, meeting with leaders and had begun providing support. Some of the activities and programs included:

- CUC Coffeehouse connections - this gave us an opportunity to meet across differences and to use music and other arts to connect.
- Leaders Roundtables - these were monthly sessions where we shared information and heard about the concerns leaders were facing. Many program and support choices were made based on these and other conversations.
- Cross-Country Summer service program - Based on a brainstorming conversation with a member of the UUA staff, we coordinated a summer worship program. Congregations and key groups were given the opportunity to plan a Sunday service, which was open for others. This resulted in weekly service offerings during July and August, and in some cases, this offloaded the need for weekly service planning at the local level.
- Resources - We worked and researched, building a resource bank of faith based and other resources, for use by UU communities. Topics included: effective use of Zoom, copyright issues, children's programming, reopening planning and more.

- Extra Webinars and Roundtables - we monitored the Leaders email list, reviewed event evaluations and moved forward with extra events related to pandemic related and other congregational challenges. These included, hybrid services, music, appropriate conflict management strategies, and strategies in case of a leader's illness. Our Connect and Deepen program which had been once a month moved to a bi-monthly schedule. Our Fostering Healthy Congregations workshop moved to an on-line only format and was attended by 30+ people.

One of the benefits of this effort and the move by congregations to virtual programming has been the capacity for strengthened connections and enhanced networking. Many of us have felt a stronger sense of connection to the national UU community, and many have welcomed participation from those who would have been unable to participate in-person.

Congregational Transitions

As Congregational Life Team staff:

- * We promote congregational vitality.
- * We help leaders manage congregational priorities.
- * We offer congregations training, coaching, and consultation.
- * We connect people across congregations, helping to build our national UU community.

Those are grand statements but what does the reality look like? In this narrative, we want to celebrate just one element, Congregational Transitions work. This is an element of our roles which isn't always visible.

- Transitions refers to those times when a congregation and religious professional are in change. We work closely with the Unitarian Universalist Association's Transitions Office to do this work, and regardless of the FTE (full-time equivalent) of the religious professional, your CUC staff are responsible for offering assistance to all parties in times of change.
 - NOTE: In most cases, ministers who are $\frac{3}{4}$ FTE or higher, are supported directly by the UUA Transitions Office. There are elements of Transition that still remain the responsibility of your CUC staff.
- For relationships which are coming to an end: The CUC staff will do interviews with both the congregational board/leaders' group [Transition Interview] and the religious professional [Exit Interview]. These interviews have been designed and periodically reviewed by the UUA Transitions Office with input from CUC staff involved.

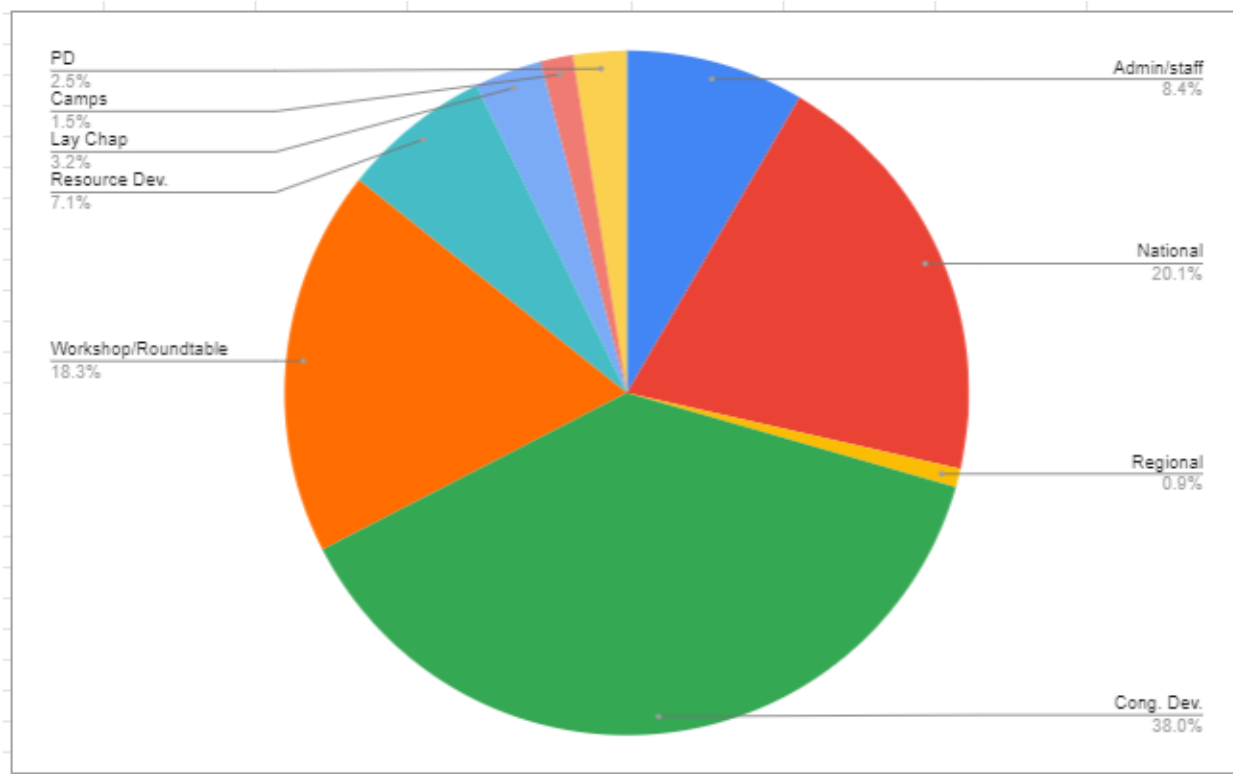
- These interviews have questions within them designed to assist congregations and professionals to review their relationship, identify areas of strength and growth as well as consider plans for the future.
- During these times of Transition, prospective candidates for any position may also connect with CUC Congregational Life staff for conversations regarding the local congregation and the wider Canadian UU network. We welcome these conversations as it creates awareness regarding religious professionals seeking employment and the potential to build relationships with those who may be taking on leadership positions.
- Via the UUA Transitions Office, there is another great resource available to congregations in Transition- the Interim Ministers. These ministers are trained in interim ministry and supported by the UUA Transitions office. They are also encouraged to connect with regional staff; for those congregations in Canada, that is your CUC Congregational Life Team Leads. Most Interim relationships are in place for two years and we have been privileged to connect with these ministers and the congregations with which they work, to share future plans, brainstorm and debrief. The information shared in these conversations is done complementarily to the work of the UUA Transitions team. The various transitions connections creates an understanding of local congregations' strengths, areas of concern and plans for the future.
- All of the above information and connections are pursued with care so that we as your national staff have the best possible perspective from which to offer support. This support may come in the form of consultations, trainings, networking and national program design.

Regional & National

- Regular reviews with Canadian UUs have revealed a strong desire to remain connected. One of the ways in which we have sought to support this desire for connection is with the ongoing practice of hosting Regional and National gatherings.
- 2020 posed a strong challenge to that as plans for Spring and Fall regional gatherings were let go, especially as congregations struggled to continue creating their own services and gatherings.
- The CUC staff rallied, with support from religious professionals and UU leaders across Canada, and worked to create an online national event in November. With flexibility and networking, this national event was an innovative success, finding creative ways for workshops, gatherings and a national service to be shared.

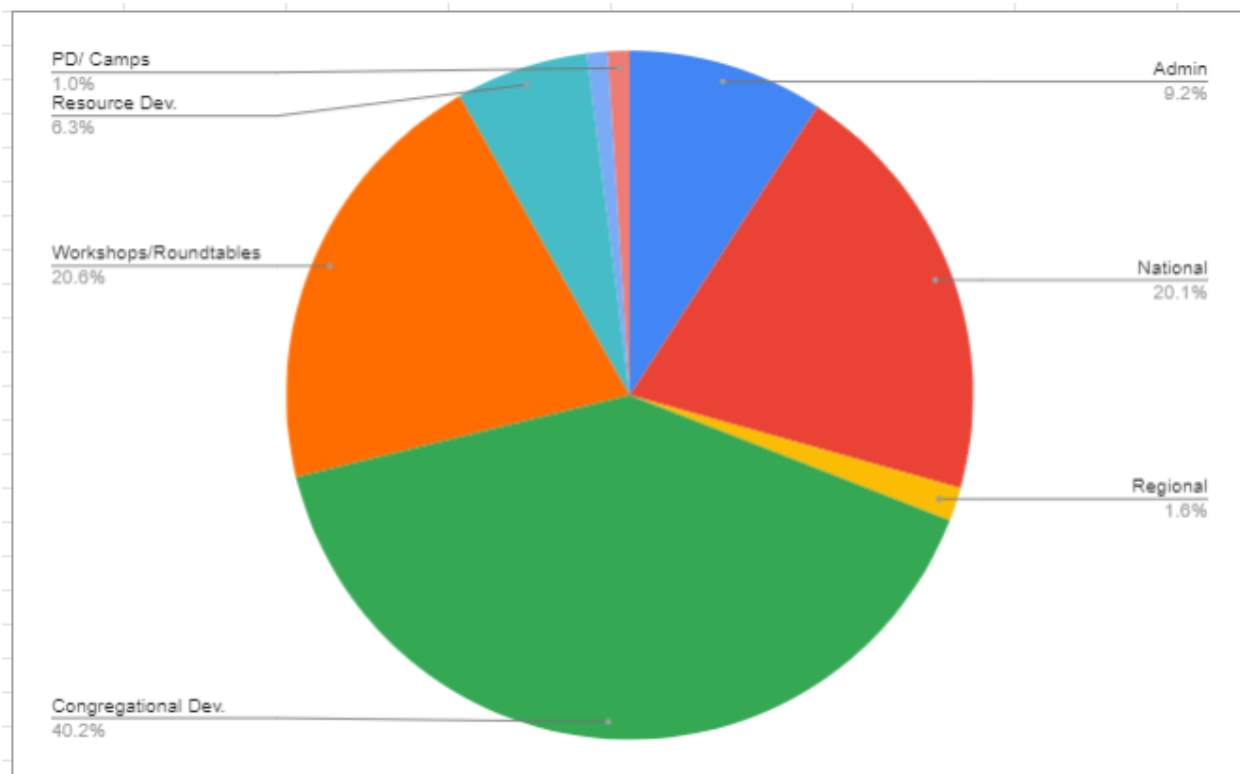
Reviews were highly positive and people are still sharing the powerful impact, especially of the national service, in 2021.

Contact Linda and Joan at congregationallife@cuc.ca



Linda Thomson: Proportion of Time Spent | Central and Eastern Regions

- Administration/ Staff Planning, Collaboration & Meetings: 8.4%
- National: 20.1%
- Regional: 0.9%
- Congregational Development: 38%
- Workshops & Roundtables: 18.3%
- Resource Development: 7.1%
- Lay Chaplain Program: 3.2%
- Camps: 1.5%
- Professional Development: 2.5%



Joan Carolyn: Proportion of Time Spent | B.C. and Western Regions

- Administration/ Staff Planning, Collaboration & Meetings: 9.2%
- National: 20.1%
- Regional: 1.6%
- Congregational Development: 40.2%
- Workshops & Roundtables: 20.6%
- Resource Development: 6.3%
- Professional Development/ Camps: 1.0%

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



This has been a year like no other! We started strong, with two in-person weekend events in the early months of the year, and looking forward to being together in Halifax for the National Conferences in May. But 2020 had other plans for us. Come March, the pandemic took hold in Canada, and collectively, we pivoted from the in-person gatherings we were planning to virtual ones. For me, this whole year has been an

opportunity to work more closely than ever with the communities I serve as we navigated each uncertainty together. I've been so humbled by the creativity and resilience of the young people of our Canadian UU scene. It's real magic that we've been able to keep alive the spark that is the essence of our community, though the shapes of the containers that hold it have been so altered. And somehow, what's left is the most important thing of all: knowing that we are not alone.

Key Definitions:

- Youth: 14-19 year olds - usually participating in congregational youth groups and/or regional and national youth cons (weekend long events).
- Young adults (YAs): 18-35 year olds - some based in a congregation and others only connected through regional and national events, online gatherings and social media.
- Emerging adults (EAs): 18-24 year olds - a particularly under-served group within the YA umbrella.
- 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:

"Regular" Youth events:

- The first ***Truth, Healing and Reconciliation Youth Con Pilot*** took place at Vancouver Unitarians (Feb 28-Mar 1, 2020). 21 youth, adult advisors and guest facilitators experienced this deep and inspiring program, learning about histories of colonization, how they continue to shape our lives today, and how to move forward toward healing and justice.
- The national youth conference, CanUUdle, was on track to welcome high numbers of youth and adult advisors to Halifax. Though the cancellation due to COVID-19 was disappointing, the planning team was able to transform the weekend into the

first ever **CazUUm**! 41 youth and advisors logged in from 14 congregations to enjoy many favourite aspects of this beloved event, such as youth-led worship, games and discussions, and the traditional Bridging Ceremony. They even pulled off a Talent Show and a Movie Night!

- The other regular youth event I support every year is the Western Region Fall Gathering Youth Con. Western Region youth were the primary hosts for what became **HalloUUeen Con**, a costume-filled weekend for 30 youth and advisors from across the country.

“Regular” Young adult events and programs:

- The annual young adult conference, Chorus, also had to reimagine itself. So it became **Ensemble: a Collection of Virtual Young Adult Gatherings** on the theme of thresholds. 25 young adults logged in, many of whom wouldn’t have been able to make it to Halifax and were grateful for the opportunity to connect.
- The **Unicamp YA Retreat**, which usually happens in early September, was not able to be held safely. Since this event is so much about just spending time together in the beautiful setting that is Unicamp, we did not try to replicate it virtually. However, young adults took advantage of the many opportunities, new and old, to meet online.
- **Gathered Here**, a [virtual drop-in](#) program that began in 2018, increased in frequency during the first few months of the pandemic. 2020 saw 56 unique participants take part, compared to 29 in 2019. Each month, a minister from the **YA Pastoral Care Team** co-hosts Gathered Here with Casey, providing an important point of connection to this [spiritual care service](#). In 2020 the CUC partnered with the Unitarian Universalist Association’s Pacific Western Region Emerging Adult Task Force to help them seed their own team. To this end, Rev. Marcia Stanard of Oregon City has joined the CUC team, which is extending its care to PWR EAs.
- The **November Regional and National Fall Gathering** was a multigenerational affair, with two workshops being hosted by young adults, and presentations from youth at regional events, the Coffee House, and the Sunday Service.

Pandemic-specific events & experiments

A number of new, experimental programs popped up in response to the new circumstances of our lives, especially over the summer. In June and July, in collaboration with the YA Pastoral Care Team and the Youth Observers on the Board (YOBs), we hosted two **Grief Rituals**, one for Emerging Adults and then one for all YAs. 37 young adults came, to process in community the many big and small ways the pandemic had been affecting their lives. The **Informal YA Hang OUUts** was a series of community-initiated, CUC-supported chances for YAs to simply spend more social time together. Both the youth and young adult communities embraced the opportunity to create a worship

service as part of the **National Summer Services** series. Religious Educators in all regions experimented with **regional youth group programming** in the fall, and the CUC provided support for these efforts where appropriate.

New Projects in Support of Youth and Emerging Adults

One of the amazing things about this year is that, as certain obligations fell away, more space was created to imagine what could be next for us. These are two projects I'm so excited to be able to support as they bloom:

- Camellia Jahanshani, a youth advisor from Montreal, brought her passion for creating community among young people of colour to the CUC. She now facilitates **Rising Together**, an every-other-month [spiritual drop-in](#) for Black, Indigenous, and other youth and emerging adults (ages 14-24) of colour.
- The Youth Observers on the Board, Fiona Butler and Linnea Granberg, have been working on a plan for a new, national youth organizing body, the **MyceliUUm Youth Network**, which we hope to launch in 2021. Inspired by the natural world, this fluid structure would allow regular opportunities for engagement, leadership development, and spiritual deepening for all Canadian youth.

Professional Development

Two professional development experiences in 2020 are deeply informing my ministry to and with YaYAs going forward:

- **Beloved Conversations Virtual: Within**, for white religious professionals (which guides participants in unpacking the ways that white supremacy culture impacts and is upheld by us on a personal level, and offers tools for moving beyond these ways of being);
- and a book club with other religious educators surrounding adrienne maree brown's **Emergent Strategy** (which is about drawing inspiration from the natural world in our organizing and lives).
- The CUC has also been working more collaboratively with young adult ministries in the United States, including the new [Young Adult Revival Network](#) (YARN), the Pacific Western Region's Emerging Adult Task Force, and a network of YA Ministry professionals including [UUA](#), [UUMFE](#) and affiliated organizations' staff.



Supporting Congregations

Asha Philar completed 122 pages of **new and updated resources** to support congregations' youth and young adult ministries. This rich collection can be found on the [CUC website](#).

In early 2020, the CUC supported a **Youth Advisor Training** led by Rev. Samaya Oakley and hosted by the North Shore Unitarians in West Vancouver at which new advisors were trained and experienced advisors were able to deepen their skills and commitment. The pandemic made clear the need for new [Online Youth Safety Policies](#), which were developed and introduced by way of a webinar for religious education professionals and volunteers and at adult advisor orientations prior to all online youth events.

Note: our focus in 2020 has been on supporting the development of regional/national YaYA communities through CUC-supported programs and events. We are looking forward to returning to supporting congregational YaYA programs more intensively when the YaYA Ministry Specialist position is filled later this year.

Our Whole Lives (OWL) Sexuality Education:

Vyda continues to hold responsibility for the OWL portfolio while the YaYA Ministry Specialist position remains unfilled. Congregations are asked not to hold OWL programs online for safety reasons, and are being directed to the UUA's [excellent resources](#) addressing OWL-related concerns during the pandemic.



Contact Casey at youth@cuc.ca.

Social Justice Report | Erin Horvath | Social Justice Lead



Strategic Priority A: Ensure sustainable revenue generation to continue the work of building vital Unitarian communities

In an effort to ensure sustainable revenue generating we implemented sliding scale fees for many aspects of our programming with the exception of roundtables and staff-led workshops. This is working well to ensure we have ample funds to pay Elders and presenters well for their time. This is particularly important to us when we are asking Black, Indigenous and People of Colour (BIPOC) and other peoples who experience marginalization, to spend their time teaching us. It is also resulting in some net profit which we are able to re-invest into supporting social and environmental justice work.

In the spring of 2020, we hosted Dr. Niigaan Sinclair via Eventbrite and experimented with charging a fee. It was well received, so in fall 2020, we held our Elders circle, THR

films, and guest speakers related to Anti-Racism Education using a sliding fee. See the attached chart for a breakdown of all the events we did and the revenue that was generated as a result.

Call Out for Donations: We invited UU's to make a donation which we used for the matching portion of the UU Funding Panel's Social Responsibility grant. We received a total of \$5725 from congregants for the matching portion of the grant, in addition to the \$19,000 from the grant itself.

Strategic Priority B Advance these social justice initiatives:

i) Truth, Healing and Reconciliation amongst Indigenous and non-Indigenous peoples

In 2020 we hosted one high profile Indigenous speaker (Dr. Niigaan Sinclair), offered our workshops with film series (3 events; total 136 registrations), opened another intake of the Decolonizing Focus Group (for people who have taken the Truth, Healing and Reconciliation guides), introduced the CUC Elders at a the November National conference with their first Elders Circles (2). Sharon Jinkerson-Brass and Stephen Paquette have agreed to be Advisors/Elders to the CUC for the 2020-2021 congregational year. This will include hosting 2 circles each in 2021 and Sharon will present at the 2021 May National Conference . In addition, they will be available for the Board and staff to give 2.5 hours (each) of guidance on how to respond to issues within the media, society and our congregations.

The Decolonizing Focus Group mentioned above will be completing its 2nd pilot phase in June 2021 after which time we will be releasing the materials for groups to use with their congregations with a recommendation that it be facilitated by those who were trained to facilitate the THRRG (Truth, Healing and Reconciliation Reflection Guides) or have equivalent knowledge and experience. It is designed for people who have taken the THRRG guides and want to take action to decolonize themselves individually and collectively as Unitarians. Topics include identity, worldview, origin stories, protocols & privilege, white fragility, land acknowledgements, and the examining UU principles. Given that it is inward reflecting, we include materials that are relevant expressions of contemporary Unitarian Universalist expression.

In the fall of 2020 we created a [THR Booklist](#) and in 2021 we will invite people to join a Facebook Group to discuss their reading.

ii) Dismantling racism

In June 2020 we hosted our first Black Lives Matter Roundtable which had over 100 participants and followed with three additional workshops in the fall of 2020

focused on recognizing our internal biases (led by Erin Horvath), addressing systemic racism within UU congregations (led by Beverly Horton & Kiersten Homblette Allen), education for anti-racism (led by Katharine Childs), and responding to systemic racism (led by Jessica Motherwell McFarlane). We had a very strong turn-out for all these events averaging 50-75 participants.

In 2021, [Dr. David Campt](#) of the White Ally Toolkit/ Dialogue Company are contracted for a keynote address (Feb 22) and two workshops (Mar 6 & 13).

In the fall of 2020 we created a [Black Lives Matter \(BLM\) Bookclub List](#) and in 2021 we will invite people to join our Facebook Group to share their learning.

Approximately 10 staff and Board members took the online [Beloved Conversations](#) course which focuses on identifying unconscious biases and racism within ourselves and our congregations. The CUC staff are looking forward to engaging in a conversation with the Board about what we have learned and how we might apply it to anti-racism work within our congregations and communities.

The Dismantling Racism Study Group has completed their research and released some of their preliminary findings during one of the BLM workshops at the National Fall Gathering and will be releasing their official report in the coming months.

A small group of Unitarians leaders, in connection with CUC staff, are meeting to plan how we might approach the UUA's [Widening the Circle of Concern](#) initiative here in Canada in 2021.

iii) **Climate justice**

We are currently working on making a supplementary resource that groups and congregations can use if they want to learn more about how to approach climate justice with a decolonizing lens. In particular, this resource is intended to be used alongside the UUA's [Climate Action Teams](#) initiative. In May 2021 at the National Conference, we will be hosting a networking session to share this resource and help groups doing this work connect with each other.

National Social Justice Team

Due to other priorities and limited time, this did not progress in 2020. The concept of a national team will be re-imagined in 2021.

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.

2020 was a year like no other. Like essentially everything in 2020, refugee sponsorship in Canada was greatly impacted by the COVID-19 pandemic. For refugees still abroad, it placed them in further limbo as processing of sponsorship files was essentially halted in mid-March. Not knowing when to expect people to arrive was also disheartening for CUC sponsors here in Canada. The agony of knowing the very difficult situations refugee friends and family find themselves in overseas and not being able to provide any concrete answers to those waiting abroad didn't help. Due to the pandemic, CUC did not welcome as many refugees over the last year as initially anticipated. In 2020, four CUC Congregations received five sponsored individuals and families arriving in Ottawa, Guelph, and Vancouver.

While overseas processing was impacted by the pandemic, the good news was that in-Canada processing of applications continued to happen. Many congregations and individuals remained very active submitting new refugee sponsorship applications.

In 2020, six congregations submitted several new applications to sponsor refugees. In addition, the CUC also worked directly with Capital Rainbow Refuge on LGBTQ2+ sponsorships. There was a total of 11 applications submitted for 17 refugees. In addition, this year CUC partnered with 15 individuals to submit applications for family members abroad.

In past years, some congregations have participated in funding programs where the government or organizations provide full or partial funding for the first year of resettlement. The Blended Visa Office Referred (BVOR) Program, which was quite popular among many of our congregations, has been put on pause due to the pandemic until further notice. We hope the program will resume shortly.

In large part due to the pandemic, there remain some applications from 2018 and 2019 where refugees haven't yet arrived.

Contact Samia at refugee@cuc.ca

National Lay Chaplain Committee Report | Ellen Newman | Chair



The CUC National Lay Chaplaincy Committee reports 60 Lay Chaplains practicing across the country in 2020, and they officiated 127 rites (17 of 38 congregations reporting). This is compared to 2019 with 68 Lay Chaplains officiating 237 rites. The final number for 2020 will likely increase as due to Covid many congregations do not have office staff, and the

CUC admin staff have been working from home as well. We do expect numbers for 2021 to increase as opportunities for gathering expand, and as our lay chaplains adapt to offering services online.

The Committee said goodbye to Joy Silver (North Shore) who has served on the various forms of the National Committee for more than two decades. Her contribution and leadership has made a permanent impact on the program, and the Committee and the CUC is grateful for her service.

An intrepid task force of Ann Steadman (Sarnia-Port Huron), Shoshonna Green (Montreal) and Meg Roberts (Beacon) completed a long, arduous and overdue revision of the Lay Chaplaincy Program Manual, which is now easily accessible via the CUC's website.

The Covid 19 pandemic forced the Committee to quickly modify the basic lay chaplaincy training "Designing and Leading Rites of Passage" and offered it online in April 2020 with great success. The Committee is grateful to Rev. Anne Barker (Westwood) and Brenda Jackson (Calgary) for accomplishing this feat and paving the way for other online trainings.

It has long been a goal of the Committee to adapt the basic training to an online format. To allow for the challenges of doing so, a portion of the training covering the history, description and expectations of, as well as administrative workings of the program is now available as a downloadable Introduction to Lay Chaplaincy Self Study Guide. This Guide and the accompanying Quiz now form Part 1 of the 2 mandatory educational requirements for potential lay chaplains to complete prior to approval by the National Committee. The Guide and Quiz have been well received. The Guide itself can be used as part of a congregational information session for the lay chaplaincy program or when initiating a search for a lay chaplaincy candidate.

The Committee has established quarterly live online Q&A sessions. The first one took place in November 2020, and was very well received.

Going forward into 2021, two enrichment modules - Ceremonies at the End of Life and Self Care for Lay Chaplains - as well as a basic training and two Q&A sessions will all have taken place prior to June 2021. The Committee will also have conducted a training needs survey of lay chaplains and congregations. As of writing, preliminary data indicates some clear directions for training development that will meet the needs of Lay Chaplains and congregational Lay Chaplaincy Committees going forward into 2022.

Contact the Lay Chaplain Committee at lcc@cuc.ca

QUUest Task Force Report



The QUUest Task Force (formerly the Envisioning the Future task force) was created by the Board of Directors of the CUC following the 2019 Annual General Meeting. The task force was initially charged with consulting Canadian UU congregations and individuals on the future of our faith community in Canada, with the goal of informing future priorities and goals of our movement, and work of the CUC through 2032, marking the 200th anniversary of the first Unitarian sermon preached in Canada in Montreal.

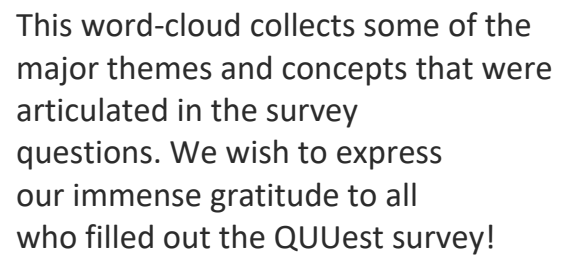
In the wake of the immense changes that came to our Canadian UU congregations in the spring of 2020 with the advent of the Covid-19 pandemic, the work of the task force shifted to the more immediate future. Our plan to survey Canadian UUs and congregations about their imagination of our UU future beginning at the Halifax 2020 Annual Conference became instead an online survey about how we were living out our faith in the current moment and about how we might begin to imagine our post-pandemic world.

In November/December of 2020 we collected 83 responses from individuals and congregations to a 10-question survey. Longer form questions included "What can we do as a national faith community to help ourselves, each other, and our communities through the pandemic?", and "What makes you feel most connected to Canadian Unitarian Universalism?" We also asked more statistical questions related to participation in our congregations and communities, and financial giving.

Responses to the long-form survey questions were grouped into categories including:

- Connecting locally
- Hybrid / Multi-platform congregations
- Hope & Positivity: what inspires us
- Connecting nationally
- Articulating our faith
- Social justice and climate change

In 2021, we will continue our exploration of both the big picture imagining of our UU future, and to the ways that our congregations continue to adapt: through consultation, listening sessions, and national events. We look forward to working with the CUC Board, the UU Ministers of Canada, Canadian UU Religious Educators, and the CUC staff to create and imagine our future together.



In 2021, the task force will expand, especially to include young adults. If you are interested in the task force, please email us at ququest@cuc.ca.

CUC Committees and Task Forces 2020 - 2021

National Lay Chaplaincy Committee:

Ellen Newman (Mississauga), Bob Armstrong (Ottawa), Anne Coward (Kingston), Ann Steadman (Sarnia/Port Huron), Rob Van Wyck (Lakehead), Mary-Anna Louise Kovar (Calgary), Peter Scales (Victoria)

Nominating Committee:

Maury Prevost (Ottawa), John Mitchell (Calgary), Molly Hurd (Halifax), Lynn Armstrong (Vancouver)

Northern Lights Committee:

Rev. Norm Horofker (Halifax), Susan Ruttan (Edmonton), Rev. Julie Stoneberg (Peterborough)

Theological Education Funds Committee:

Rev. Wendy McNiven (Courtenay), Robbie Brydon (Toronto), Rev. Debra Faulk (Calgary), Rev. Debra Thorne (Nanaimo)

Dismantling Racism Study Group:

Rev. Julie Stoneberg (Peterborough), Beverly Horton (Hamilton), Charmaine Ferworn, Ashlyn Noble (Winnipeg), Douglas Ennenberg (Vancouver), Pamela Smith-Loeters (Mississauga), Catherine Strickland, Tamiko Suzuki (Vancouver)

QUUest Task Force:

Fiona Butler (Saskatoon), Katharine Childs (Montreal), Linnea Granberg (Thunder Bay), Vyda Ng (Toronto), Chuck Shields (Ottawa), Rev. Debra Thorne (Nanaimo), and Margaret Wanlin (Thunder Bay).

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**