



Canadian Unitarian Council
Conseil unitarien du Canada

Interdependence. Love. Justice.

Canadian Unitarian Council

Annual Report

2021



Contents

Canadian Unitarian Council President's Report Margaret Wanlin	3
UU Ministers of Canada Report Rev. Anne Barker President	6
Canadian Unitarian Council Treasurer's Report Joanne Green	8
Investment Report Alan Harman CUC Portfolio Manager	15
Canadian Unitarian Council Executive Director Report Vyda Ng	17
Congregational Life Leads Report Rev. Linda Thomson & Joan Carolyn	24
Youth & Young Adult Ministry Report Casey Stainsby & Rev. Danielle Webber	28
Social Justice Report Erin Horvath & Amber Dawn Bellemare	34
Communications Report Margo Ellis, Brigitte Twomey, Shelley Motz & Kenzie Love	38
Refugee Support Report Samia Tecle	42
National Lay Chaplaincy Committee Report Yvette Roberts	44
Canadian UU Women's Association Jo-Ann Elder Interim Chair	46
Mirth & Dignity Liz James On Behalf of the Board	49
UniCamp of Ontario Yvette Salinas Executive Director	52
UU@UN Bruce Knotts Director	54
Canadian Unitarian Council Committees and Task Forces 2021-2022	56
Appendix A: Total Congregational Interactions – All Staff 2021	57
Appendix B: Canadian Unitarian Universalist Congregations – Membership Summary	59

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.

Canadian Unitarian Council President's Report | Margaret Wanlin



Have you heard of “Inbetweeners?”

Jody Wilson-Raybould (former and first Indigenous Minister of Justice and Attorney General for Canada) used the term in her address to Diversity Thunder Bay, in March 2022, for our annual honouring of the International Day for the Elimination of Racism and Discrimination.

An Inbetweeners is someone who walks between. Between the old and the new; between one siloed group and another; between the known and familiar and the unknown and unfamiliar. Inbetweeners can play an important role in breaking down barriers and building common ground. But it can be uncomfortable to be an Inbetweeners. Inbetweeners are not always appreciated, so they can find themselves in an uncomfortable spot.

A big event for the Canadian Unitarian Council and for Canadian Unitarian Universalists in 2021 was the adoption of an additional principal:

“To affirm and promote ‘Individual and communal action that accountably dismantles racism and systemic barriers to full inclusion in ourselves and our institutions’.”

This principle is calling on us to reach beyond our comfort zones and to make changes in ourselves and our religious communities to be radically inclusive.

Here’s an idea: Inbetweeners can play a key role in getting us there.

Early in 2022, the CUC offered three Inclusivity Forums to help us to learn how to be welcoming to people who may not be very numerous in many of our congregations. The forums helped us to better understand others so that we can work on removing barriers to their involvement. Removing these barriers and re-casting our organization to be more welcoming is the work of

being inbetweeners. By being inbetweeners, we can work to dismantle the barriers that create silos between us and others.

Work is also under way to make plans for the implementation of the recommendations of the Dismantling Racism Study Group which were adopted by the CUC Board of Trustees in 2021. That work will also call on us to be inbetweeners and to extend and change ourselves to welcome others.

The 8th Principle work is an exciting chapter in the story of Unitarian Universalism in Canada. I thank you for the enthusiastic support for taking this on, as indicated by a 95% endorsement in the vote at the November 2021 Special Meeting. Thanks to Vyda and the staff for taking on the challenge of helping us to prepare for the vote, while carrying on “business as unusual” given COVID conditions. Thanks also to the Board for courage and leadership.



*Top row (left to right): Glenna Hanley, Joanne Green, Margaret Wanlin, Eric James
Middle row (left to right): Chuck Shields, Linnea Granberg, Rev. Shana Lynngood, Michael Scales
Bottom row (left to right): Rev. Rodrigo Emilio Solano-Quesnel, Kiersten Moore, Margaret Kohr*

In 2022, like the Boards in your congregations, the CUC Board spent a lot of time on ongoing business – processes, the audit, maintaining the focus on our strategic priorities, staying in tune with the work the staff is doing. Our leadership has involved strengthening our risk management oversight, updating policies, strengthening our committees, beginning reviews of CUC bylaws and CUC decision-making processes, and thinking about our shared future in a changing world. The Board did not meet in person in 2021 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. In April 2022, I attended a memorial service for a much-loved member of Lakehead Unitarian Fellowship (LUF). Being there among so many LUFers (many of whom I haven't seen in person for two years) and knowing that it was LUFers who had done so much of the work to make this a perfect celebration of a life well lived, reminded me of the power and importance of the UU communities across the country. The truths in this reading (#468 in Singing the Living Tradition) were very present to me on that day:

We need one another when we mourn and would be comforted . . . We need one another in the hour of success when we look for someone to share our triumphs.

Our part at the CUC 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 emerging ideas, 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. We're stronger together. See you Inbetween!

CUC Board of Trustees 2021 - 2022

President	Margaret Wanlin (Western)
Vice President	Chuck Shields (Eastern)
Treasurer	Joanne Green (Western)
Secretary	Kiersten Moore (BC)
	Glenna Hanley (Eastern)
	Michael Scales (BC)
	Rev. Rodrigo Emilio Solano-Quesnel (Central)
	Margaret Kohr (Central)
Minister Observer	Rev. Shana Lynngood
Senior Youth Observer	Linnea Granberg
Junior Youth Observer	Eric James

Contact: board@cuc.ca

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

The UU Ministers of Canada (UUMOC) is our Canadian National UU Ministers' Organization and is a chapter of the Unitarian Universalist Ministers Association (UUMA)—our continental membership organization committed to:

*"Calling forth courageous and transformative ministries
empowered by love, committed to collective liberation . . .
because we need one another."*

We enjoy a strong and meaningful relationship with the Canadian Unitarian Council and are grateful for the many collaborative efforts that have taken place this year. During these times when so much seems difficult, whether from COVID, changing cultural contexts, controversial conversations, or global unrest, we proudly work alongside our faithful partners in national leadership.

Across the country, Canadian ministers have been partnering with religious educators, and with local, national, and international leaders, to reimagine how we sustain and grow congregations, organizations, and groups. This has taken place both when we couldn't be together in physical spaces, but also now, in the changing shapes and contexts of religious community and participation. *What does it take to provide meaningful multi-platform ministry? How do we remain, or become, relevant in a rapidly transforming society? What is required of us as we work together to accountably dismantle racism and systemic barriers to full inclusion?*

Our technical growth continues to be on a steep incline. While we successfully helped one another to shift online at the start of the pandemic, it feels a little harder to negotiate effective multi-platform engagement. Weariness is a critical factor within many congregations—along with a deep grief as we experience and acknowledge collective losses. So much change is occurring, and on the horizon, and it's sometimes hard to know what to do next.

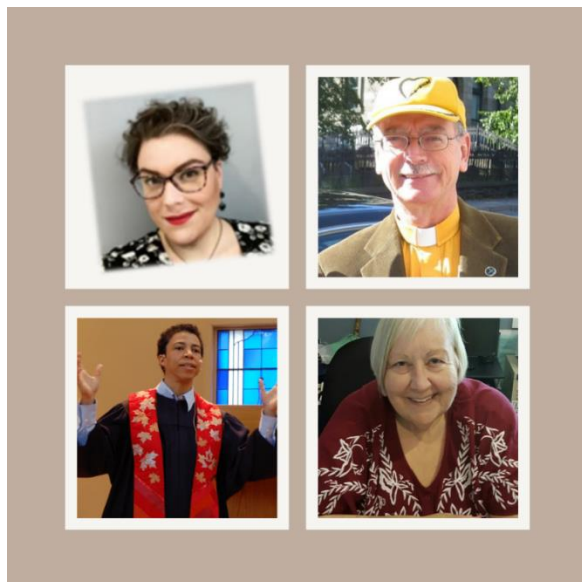


We celebrate our new 8th Principle: *Individual and communal action that accountably dismantles racism and systemic barriers to full inclusion in ourselves and our institutions.* And, we have witnessed and/or experienced much grief, frustration, and harm throughout the process. We (*Canadian ministers*) don't all think alike, but we are united in our desire for a thriving UU presence that sincerely welcomes all people into gracious, aware, and open UU communities, communities without barriers to full inclusion. We know this is the work of many people, many lifetimes, work we must each commit ourselves, daily, to manifest.



We are holding significant losses, both personally and within the communities we serve. Physical separation has been an immense challenge – interrupting many essential means of connection, support, spiritual growth, education, justice work, and service delivery. Some of our organizations or programs are struggling financially, functionally, or both. 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 – and the hope that “*it will pass and we will return to normal*” has not been realized. While many groups are meeting in person once again, not all are, and not everyone has returned to our physical spaces. In many ways, we are shaken.

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 bring our dreams and goals to fruition. With gratitude for the gift of life, in this profoundly transformative time, the UU Ministers of Canada continue to serve.



UUMOC has 87 registered members, including student, parish, community, and retired ministers, as well as ministers in transition.

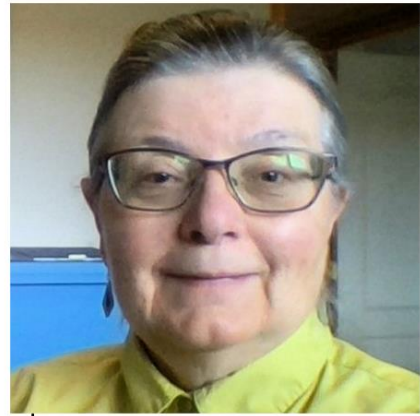
Our Executive Team this year is Anne Barker (previous page), Meghann Roborn (top left), Victoria Ingram (bottom right), Norm Horofker (top right), and Shana Lynngood (bottom left).

Contact us at UUMOCexec@gmail.com

Canadian Unitarian Council Treasurer's Report | Joanne Green

The Canadian Unitarian Council (CUC) Treasurer and the CUC Board have the responsibility to ensure the financial stability of the organization. In 2021 our expenses were managed to stay within spending guidelines established together by the CUC Board and the Executive Director.

I have tremendous appreciation for the work of the Executive Director, CUC administration staff, and the CUC Finance & Investment Committee. Year two of the pandemic saw systems flow reasonably smoothly. More transactions moved to electronic platforms, which have a financial cost but save considerable time.



Finance & Investment Committee

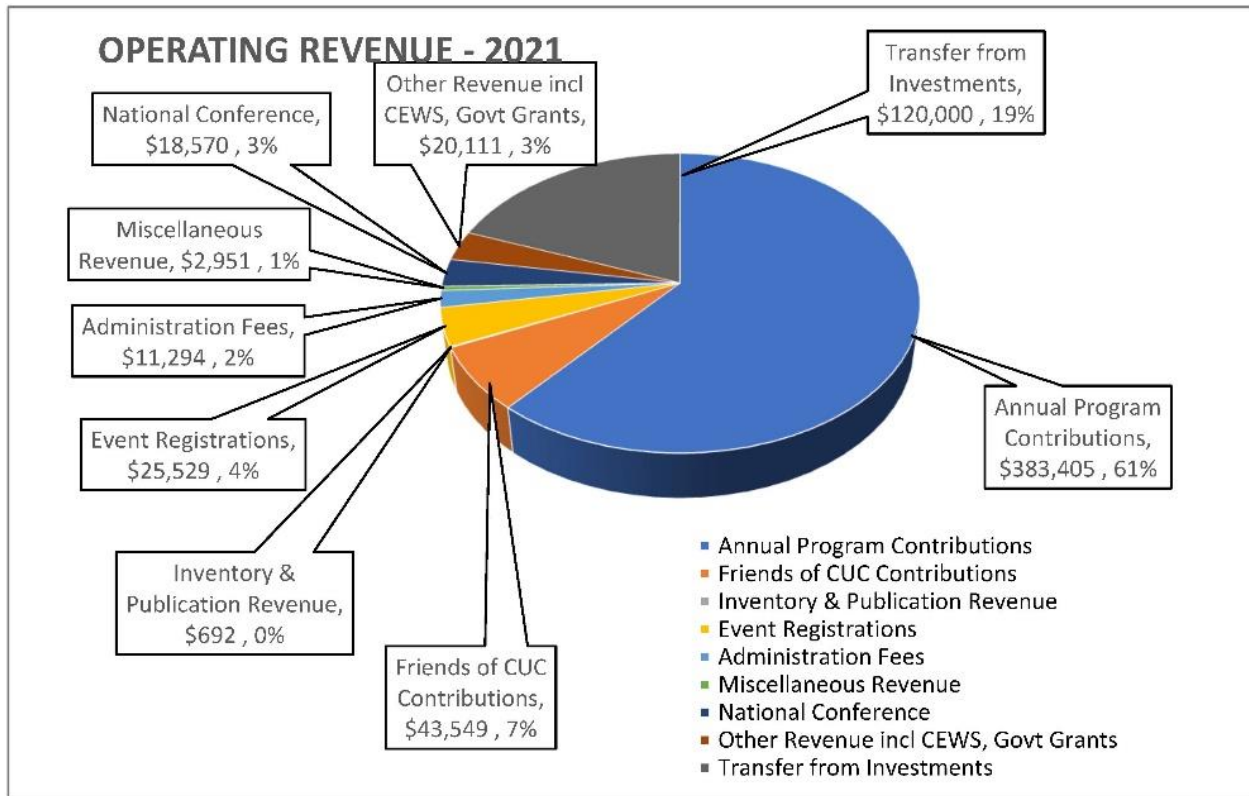
The Finance & Investment Committee has become an important part of the sound fiscal management of the CUC. Committee members for the past year were Joanne Green, Margaret Wanlin, Vyda Ng, and Chuck Shields. We have searched for a new member from outside the Board but have so far not been successful. Margaret Kohr contributed to policy review, and I extend my gratitude and thanks to all.

The Treasurer, along with the Finance & Investment Committee, reviews monthly statements, investment reports, and budget reports. After the review of the monthly financial statements and bank reconciliations, the Treasurer submits a monthly review to the Executive Director and accountant, as well as a monthly report to the Board. The monthly reports give the auditor evidence the Treasurer and Board are carrying out their fiduciary duties.

In 2021, we completed a review of the CUC investment policy and renewed our Investor Agreement with ScotiaMcLeod. During that review we determined there would always be two responsible parties to sign agreements or changes with the Portfolio Manager. We also started a review of the Congregational Investment Fund policy and agreements.

2021 Revenue Sources

The CUC has four primary sources of income: Annual Program Contributions (APCs), Donations by Friends of the CUC, event & National Conference registrations, and transfers from the CUC Investment Fund. The Finance & Investment Committee members know that we need stable funding to continue the work of the CUC.



Annual Program Contributions

Sixty-one per cent of our 2021 revenue came from the annual program contributions contributed by our member congregations. At the time of writing, most congregations had paid the full 2021 APCs. For the small number that were not able to pay the full amount, alternative arrangements were made. Thank you goes out to all the congregations for their commitment to the CUC in 2021.

At the 2021 AGM, a motion was passed to remove the cap on decreases to individual congregations' APC amounts. In 2022 the cap on increases continued at 10% but was to be removed for the 2023 fiscal year. The Board recommended keeping the 10% cap on increases for the 2023 APCs.

Transfers from the Investment Fund

Our second major source of operating funds is a transfer from the CUC Investment account. The transfers are made when the cash on hand in the RBC operating account is depleted. When cash on hand is sufficient, the assets are left in the Investment account.

The earnings (both realized gains and dividends) in the Investment Fund are allocated to each fund according to its specific terms. The amount available for transfer each year is determined by calculating the 10-year average rate of return (9.298% at December 2021) and deducting the 12-month change in CPI on December 31st (4.8%). For 2021 the CUC Board determined we could transfer up to \$287,610; we used only \$120,000.

Bequests and Donations by Friends of the CUC

In 2021 the CUC most gratefully received two bequests totalling \$55,000 from Eryl Court and Shirley Grant. Other Friends of the CUC donors were extra generous in 2021. We received 7% of our annual revenue from these special donors.

Canada Emergency Wage Assistance

The CUC qualified for a small amount of support from the Government of Canada in 2021. A letter was sent to Canada Revenue Agency (CRA) requesting a ruling on the types of income that had to be included as regular revenue when calculating eligibility for government assistance. We have not yet received a reply, but the auditor has indicated this is not unusual.

One type of revenue that has been included in regular revenue is the funds received for refugee sponsorships. We are not allowed to use the funds for any other purpose, but for accounting purposes, the funds were included as part of our operating revenue. In 2020 and 2021 we accumulated \$177,000 in Canada Emergency Wage Subsidy payments which may have to be refunded, depending upon the outcome of the letter to the CRA.

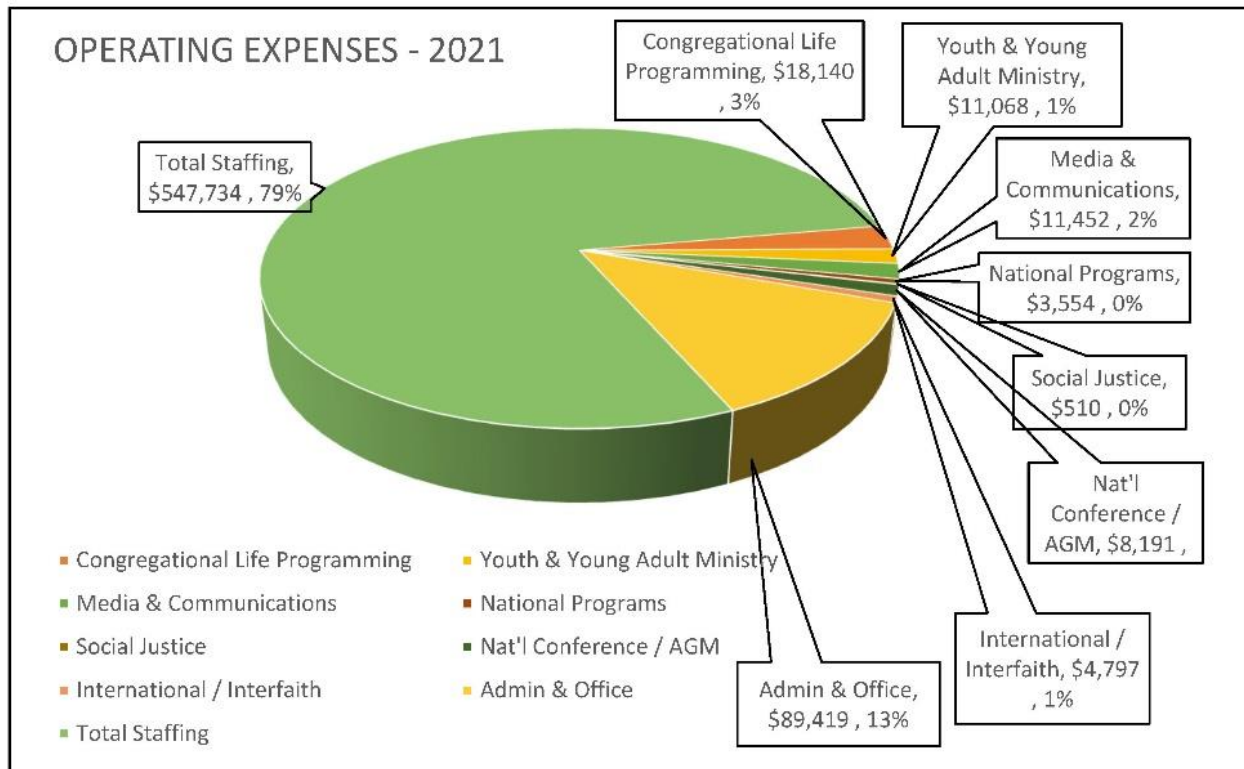
Event and National Conference Registrations

2021 event and Annual Conference registrations far exceeded expectations, even with the use of a sliding scale. Fees are charged for events with speakers and presenters that are paid a fee, or where we have to recover costs.

2021 Operating Expenses

Staffing expenses (79%) are the largest budget line each year. Congregational Life, Youth and Young Adult (YaYA) Ministry, Social Justice and Communications staff provide programs and services to congregations and individuals. A second YaYA staff position was filled in summer of 2021 as projected in our 2021 budget.

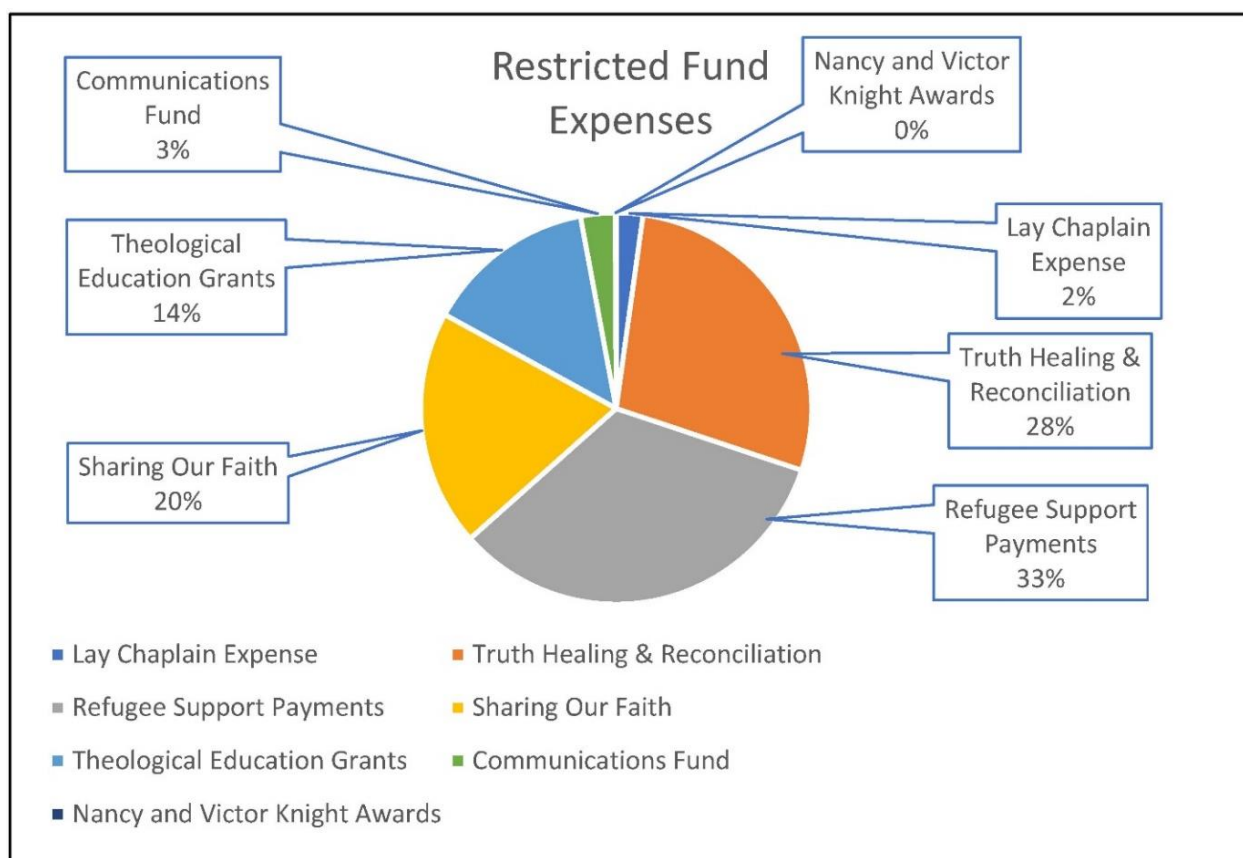
Direct programming costs (office, phone, travel) of \$38,069 or 5.5% include costs for Youth and



Young Adult, Congregational Life, National, Social Justice and International/Interfaith programs. Administration costs (13%) include office rental, management of CUC's governance and financial processes, website hosting, Zoom hosting, communications, and technical support.

Restricted Fund Expenses for Programs

There are several national programs which are accounted for in Restricted Fund categories. Both the income to and expenses for programs such as the Truth, Healing and Reconciliation (THR) Program are separated from regular operating expenses. The pie chart shows the breakdown of spending in seven categories.



Annual Charities Return

The 2020 Annual Charities Return was completed and filed in June 2021. No issues were identified. The return has been accepted by the Charities Directorate.

Audited Financial Statements

The 2021 Audited Financial Statements were completed by Grant Thornton, who issued an unqualified opinion, and reviewed by the Accountant, Executive Director, and the CUC Finance & Investment Committee. The audited financial statements have been submitted to the full Board and approved.

The CUC uses the restricted fund method of accounting, which requires that grants, donations, and other income must be recorded in the year received. The audited statements show the income received and expenses paid to entities outside the CUC. The operating budgets presented at Annual General Meetings (AGMs) do not show investment income, investment management fees, or unrealized gains (losses). In contrast, audited statements do include those amounts.

In previous years, the restricted fund revenue and expenses for some categories were included in the operating budget. In 2021, the restricted fund revenue and expenses were separated from operating revenue and expenses. The change makes comparing the audited statements to the annual budget simpler to understand. Funds currently in the Refugee Fund include amounts for refugees who have not yet arrived in Canada. The funds are set aside in a trust account.

Refer to the Audit narrative that accompanied the audited financial statements.

CUC Investment Fund

The CUC Investment Fund has experienced a significant gain in value since December 2020; the market value increased over 22% to \$8,260,487. The United States (U.S.) portion is valued at \$2,165,007 Canadian or 26.2% of the total.

ScotiaMcLeod advised the 2021 net rate was 23.34% and the 10-year average rate of return 10.03%. The ten-year average is higher than the TSX by 0.7%. Figures presented in this report include all cash and cash equivalents (money market funds, etc.). Investment management fees (1%) are charged quarterly.

The Investment Fund breaks down as follows:

• CUC Legacy Fund & Other Internally Restricted Funds	\$2,416,976
• Externally restricted funds Avalon Fund or CIFs	\$2,082,889
• Endowment Funds (two)	\$ 176,015
• Unrestricted General Fund	\$3,567,999

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. The CUC Investment Policy requires the Portfolio Manager to keep no more than 75% in equities. As noted, the Investor Policy Statement was reviewed and renewed. Formal and informal reviews of the Investment Fund were done in 2021 with Alan Harman, Portfolio Manager, to keep the Board updated.

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 2021, the Investment Fund returns are subject to economic forces and market fluctuations.

As is usual in turbulent times, the Portfolio Manager indicates that for long-term investments, it is best to “stay the course” rather than responding immediately to the ups and downs of the market. US investments continue to be mainly technology equities, although there are some shares in Starbucks and Visa Inc.

2021 Budget vs Actual Income & Expenses

At the May 2021 AGM, the Board presented an operating budget that reduced planned expenses as much as possible while allowing the hiring of the second YaYA staff. The budget presented showed restricted revenue and expenses separate from operating revenue and expenses. Information about all Restricted and Endowment Funds can be seen on page 12 of the audited financial statements.

The short summary below shows areas of significant difference from the 2021 budget:

1. Donations to Friends of the CUC	\$ 18,549 higher than budgeted
2. Annual Program Contributions	\$ 33,405 higher than budgeted
3. Canada Emergency Wage Subsidy	\$ 20,111 added to revenue
4. Event & Conference Registrations	\$ 17,541 higher than budgeted
5. Transfers from Investments for Operating Costs (transferred only when operating account low)	\$167,610 lower than budgeted

Total Revenue	\$ 71,758 lower than budgeted
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1. Congregational Life Programming Unplanned costs for congregational support	\$ 8,140 higher than budgeted
2. National Programs (THR, Elder Circles, other) some expenses reported in restricted fund income.	\$ 5,146 lower than budgeted
3. Administration Costs	\$ 12,975 higher than budgeted
4. Staffing Costs THR Expenses moved to restricted fund expenses	\$ 25,946 lower than budgeted

Total Expenses	\$ 6,991 higher than budgeted
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1. The 2021 budget approved in May 2021 included expenses for the Lay Chaplaincy Program and the Truth, Healing & Reconciliation Program. The actual operating expenses reported in the audited statements do not include those two programs. The income & expenses were moved to the Restricted Fund Expenses.
2. The budget approved in May 2021 projected a deficit of \$3,269.71. However, the report shows a deficit of \$68,613, primarily because the amount of transfers from the Investment account were lower than budgeted.

Contact: treasurer@cuc.ca

Investment Report | Alan Harman | CUC Portfolio Manager



Market Summary

Global equity and bond markets faced stiff headwinds in the first quarter of 2022 (Q1). Coming off two unusually strong years, a pullback was to be expected.

We had very strong economic growth and inflation data in January and February, so analysts ratcheted up their inflation numbers (to 5-7% across Europe and North America). This caused markets to anticipate an even stronger response from the Federal Reserve in the United States (and central banks everywhere).

Expectations moved from three or four interest rate increases of 25 basis points (BPs) to four or five increases. There was speculation that the increases would be implemented earlier in the year than had been anticipated previously. That was enough to send bonds spiraling downward and to cause stock markets to sag. Then came the Russian invasion of Ukraine which, besides the obvious human horror it entailed, rattled markets. War causes uncertainty (especially this one as it involves a nuclear superpower). Plus, this war caused resource prices (mostly oil and gas) to soar. Russia is a large supplier of oil and natural gas to Europe and elsewhere.

At the end of Q1 the U.S. market (S&P 500 total return index) was down 5.67% in Canadian dollars. (It fared worse in U.S. dollars.) The bond market (FTSE Canadian Universe Bond Index) was down 6.97%. The Canadian market (S&P/TSX total return index) scraped out a 3.82% gain solely on the back of a huge move in commodity stocks. Without the energy index, it would have been up only 0.4%.

Portfolio Summary

The portfolio was down 1.48% net in the quarter while the bond market (Universal bond index total return) was down 6.97% and the stock market (S&P/TSX total return index) was up 3.82%. All the Canadian market's gain was due to a big move in oil and gas stocks and mining stocks. Considering we own no extraction industry stocks, we fared quite well.

Outperformance came from our asset mix. We continue to be overweight in equities and underweight in fixed-income; in Q1 equities did better than fixed-income. (World stock indices were down about 2% while bonds were down, on average, about 6%.) Within the fixed-income

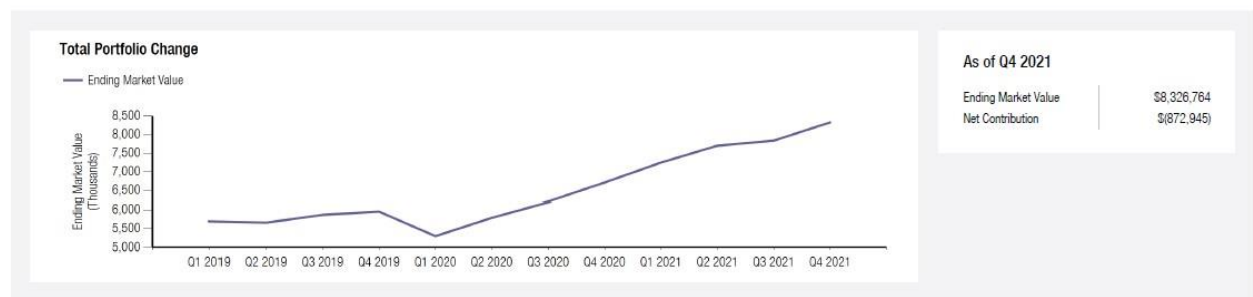
category our overweight position in preferred shares versus bonds helped performance; preferred shares, while down, yield more than bonds.

Within equities our performance was mixed. The renewable stocks went up with the price of oil. Canadian bank stocks, excited by the prospect of higher interest rates and thus bigger margins, rallied to new all-time highs. On the downside, growth stocks fell by 10% or more so our holdings in U.S. technology companies suffered and dragged down performance.

Coming into Q2 we expect to maintain our current asset mix, but we expect to be a little more active in the stock market to take advantage of the volatility. I would like to add to renewables.

On the fixed-income side, as preferred shares come due, we will replace them with other preferred shares. (For example, we will not buy bonds unless they are green bonds.)

2021 Portfolio Performance



Rates of Return

														As of December 31, 2021		
		Quarter 1 2019	Quarter 2 2019	Quarter 3 2019	Quarter 4 2019	Quarter 1 2020	Quarter 2 2020	Quarter 3 2020	Quarter 4 2020	Quarter 1 2021	Quarter 2 2021	Quarter 3 2021	Quarter 4 2021	QTD	YTD	Since Inception
42503709 (LGNT)	Since Jan 01, 2013	7.88	1.66	3.71	1.97	(12.36)	11.49	8.62	9.58	6.71	6.26	1.76	6.89	6.89	23.34	10.03
S&P/TSX Comp Tot Rtn		13.29	2.58	2.48	3.17	(20.90)	16.97	4.73	8.97	8.05	8.54	0.17	6.47	6.47	25.09	9.35
TSX Univ Overall Bond		3.91	2.51	1.19	(0.85)	1.56	5.87	0.44	0.63	(5.04)	1.66	(0.51)	1.47	1.47	(2.54)	3.23

Canadian Unitarian Council Executive Director Report | Vyda Ng



In 2021, Canadian Unitarian Universalists (UUs) achieved a first in our history – we added an 8th Principle. On November 27, 2021, delegates at the Canadian Unitarian Council’s Special Meeting voted 96% in favour of adopting a principle that covenants to affirm and promote *“individual and communal action that accountably dismantles racism and systemic barriers to full inclusion in ourselves and our institutions.”*

The road to that accomplishment would not have been possible without Beverly Horton and Rev. Julie Stoneberg, who had the vision and the daring to imagine that our UU congregations and communities could be free of racism and be radically inclusive. Their initial conversations in 2016 led us on a journey over the next few years that had dips and obstacles, as well as high points. Others joined along the way. The Dismantling Racism Study Group was formed in 2018 to identify efforts and explore possible actions to dismantle racism in our congregations. UUs of colour and allies who had long been engaged in anti-racism work became co-navigators and change-makers.

The journey did not end with the vote on November 27th. In many ways, the vote signaled a recommitment to the CUC’s vision of “a world where our interdependence calls us to love and justice.” This vision wraps around all CUC programming, which is further refined by focusing on strategic priorities, approved by delegates at the 2021 Annual General Meeting (AGM) With the addition of the 8th Principle, CUC staff immediately embraced a planning approach to dismantle as many systemic barriers as possible through our programming. One of the first things to be implemented was a removal of financial barriers for most online CUC events - participants can choose to pay \$0, with no questions asked.

The strategic priorities for 2021 – 2022 were:

- A. Ensure sound financial management, including sustainable revenue generation, to continue the work of building vital Unitarian and Unitarian Universalist communities;
- B. Strengthen the national fabric of our UU community by:
 - a. Nurturing and enhancing innovation and sustainability
 - b. Enhancing and optimizing connections and relationships among UU communities in intentionally inclusive ways; and

- c. Ensuring that the CUC and its congregations and communities are well positioned to welcome and embrace those who seek Unitarian Universalism
- C. Advance these social justice initiatives:
 - a. Truth, Healing and Reconciliation
 - b. Dismantling racism
 - c. Climate justice
 - d. Refugee support
- D. Develop, curate, and focus on Canadian resources to advance religious exploration and spiritual growth in a multigenerational context.

The staff team reports in this Annual Report describe the continuing work to fulfill these strategic priorities. However, at the 2021 AGM, when a delegate spontaneously proposed a motion to adopt an 8th Principle on dismantling racism (one of the recommendations from the Dismantling Racism Study Group) that set in motion a series of events that required even more pivoting. You can read about this process in two documents: [A Way Forward for the 8th Principle Process](#) and [The 8th Principle Process: Next Steps 2021-06](#).

A Retrospective of the 8th Principle Process

To prepare for the Special Meeting on November 27th, 2021, which had been called to address the vote on an 8th Principle, staff designed a series of dismantling racism forums. These were aimed at inviting participation, asking difficult questions of ourselves and about racism in our congregations and communities, and helping congregations and delegates be as informed and aware as possible about adopting an additional principle.

Roundtable conversations were held, which invited contributions from individuals about their perspectives. Email exchanges also allowed sharing of thoughts and opinions, and congregational feedback on the motion was shared. The six-month process showed cracks and differences of opinion within our communities; harm was caused and experienced. There were those who believed strongly that a specific principle on dismantling racism was not necessary. And there were those who experienced deep hurt and alienation because of their race and ethnicity, and allies who were firmly committed to having such a principle.

During one of the dismantling racism forums, we used the metaphor of traveling on a river. People use different crafts and travel at different speeds. Sometimes they might pause to rest or step off for a while to explore different terrain. Others plot a direct route or choose the fastest current. Some travel alone, or in pairs, or in community with others in larger vessels. Others leave

altogether. However we choose to travel, our journey will almost always involve moments of discovery, self-doubt, discomfort, and bursts of joy and happiness. How we choose to travel to our destination is up to us. Yet, we cannot do this work in isolation. We must sustain ourselves if we wish to remain vital in changing times. How we do so matters. Dismantling racism is one opportunity before us.

Virtual Conference



The last time that UUs had gathered in-person as a national community was in 2018 in Hamilton. Plans for the 2020 National Conference in Halifax, were, of course, cancelled. In May 2021, we launched a fully virtual conference with the theme “Sustaining Our Light” which brought over 240 adults, young adults and youth into virtual community. Planning for the service was a living example of collaboration, generosity, skill and creativity. Two original compositions were written for the occasion – “Keep It Alight” by Rev. Lynn Harrison and “Light of Love” by Wendy Luella Perkins. You can watch the National Sunday Service from May 16, 2021 [here](#) on the CUC’s YouTube channel.

National Sunday Services

We learnt in 2020 that we could do many things virtually that we had not considered possible before. In May 2021, when we had to cancel the conference in Halifax, we conceived of a national virtual Sunday service, which we launched on May 16, 2021 with great success. That proved to be so popular that virtual national services are now a fixture several times a year.

60th Anniversary

2021 was also a remarkable year, as the CUC commemorated 60 years. Born on May 14, 1961, the CUC was launched when about 50 Unitarian Universalists from Halifax to Vancouver voted the Canadian Unitarian Council into being. Our journey to 2021 has been eventful, filled with significant milestones in human rights and social justice areas.

We invited some Canadian UUs who had a part in the formation and journey of the CUC to gather for a virtual coffee hour for reflection and story-telling. We captured snippets of that conversation in a video titled “[Agents of Change](#).” Tribute is paid to our visionaries, and recollections are shared about how the CUC began, the commitment of those involved, the transition away from the

Unitarian Universalist Association, the influence of youth and young adults..... you'll want to watch this!

Financial Sustainability

"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 congregations and communities is increasingly challenging.

During the preceding two years of the pandemic, staff, and Board intentionally lowered expectations of the Annual Program Contribution (APC) amounts, to recognize the difficulties that congregations might have in generating their own revenue. Many congregations have been able to maintain their levels of APC giving, and for this, we are grateful. Some have also indicated that they are not able to contribute their full fair share. We understand this and will continue to work with congregations through these challenges.

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!

Funding and Grants

The CUC administers several 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 collections from Sharing Our Faith Sunday services each year. The First Unitarian Congregation of Toronto maintains a Foundation Fund which contributes to the total amount available for grants.
- Theological Education Fund: this fund supports students and congregations with expenses related to professional ministry and consists of monies collected from ordinations and installations. The First Unitarian Congregation of Toronto makes contributions from the Rouff Mackie-Jenkins Fund, which is maintained for this purpose.
- 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, the fund provides grants to adults for leadership development opportunities.

- UU@UN (Unitarian Universalists at United Nations): this fund was established by formal agreement with the Unitarian Universalist Association originally to provide funding for the “Every Child is Our Child” program in Ghana. The UUA is no longer in partnership with the Ghanaian association, and the UU@UN fund now supports leadership development through UU@UN with specific focus for Black, Indigenous, people of colour, and those living with disabilities and mental health challenges.

International Associations

The CUC enjoys relationships with international organizations like the Unitarian Universalist Association (UUA). Sadly, in 2021, two international Unitarian Universalist groups dissolved – the International Council of Unitarians and Universalists and the UU Partner Church Council. After an intentional consultation process with global partners, both associations made the decision to dissolve and make way for a re-imagined global Unitarian Universalist presence. This process is under way with participation from UUs from around the world.

UU@UN is a non-governmental organization in association with the United Nations Department of Global Communications and in consultative status with the United Nations Economic and Social Council. The CUC’s relationship with UU@UN continues, and your Executive Director is a regular participant in planning sessions and meetings.

CUC Affiliates



The CUC also has partnerships with national, regional, and continental organizations whose values are closely aligned with the CUC’s. The CUC and Affiliate relationships are mutually beneficial, and each makes commitments to the other regarding their respective obligations within the relationship. The basis of the relationship is specified in a formal covenant between the two parties.

The official representatives of CUC Partners have the privilege of participating in the CUC’s Annual General Meetings, on equal standing with voting delegates of member congregations, members of the Board, the Executive Director or designate, ministers of member congregations, retired and community ministers, staff, and CUC’s public accountant.

The CUC’s current Affiliates are:

- Canadian Unitarian Universalist Women’s Association
- Canadian Unitarians for Social Justice

- Unicamp
- Mirth and Dignity

CUC and Professional Ministry

Additionally, the CUC staff and Board work closely with the Unitarian Universalist Ministers of Canada, and are partners in planning and delivering the virtual Sunday National Services that were a fortunate outcome of the pandemic. Staff consults with ministers in planning program delivery and resources, and we are grateful for the leadership that our religious professionals provide.

CUC Staff Team

The CUC staff team is constantly evolving and growing. At the end of 2021, the staff team consisted of four full-time and six part-time staff, as well as several contractors. Since then, a full-time Communications Manager has joined us.

TEAM	WHO	HOURS/WEEK
Congregational Life	Lead for Central & Eastern Regions: Rev. Linda Thomson Lead for BC & Western Regions: Joan Carolyn	FT: 37.92 FT: 37.92
Youth & Young Adult Ministry	YaYA Program & Events Coordinator: Casey Stainsby YaYA Ministry Specialist: Rev. Danielle Webber	PT: 18.0 PT: 30.0
Social Justice	Lead: Erin Horvath Truth, Healing & Reconciliation, and Special Events Coordinator: Amber Bellemare	PT: 30.0 PT: 30.0
Communications	Communications Manager: Shelley Motz Web Weaver: Brigitte Twomey eNews: Kenzie Love Canadian Content Initiative: Margo Ellis	FT: 37.92 PT: 18.0 Contract: 10.0 PT: 9.0
Office Administration	Organizational Administrator: Ahna DiFelice Administrative Assistant: Caitlyn Seale Accountant: Vidya Sudama	FT: 37.92 PT: 20.0 PT: 4.0
Executive Director	Vyda Ng	FT: 41.25

Contracts As needed	Refugee Support: Samia Tecle CanUUdle Coordinator Chorus (YA con) Coordinator Conference Convenor	Contract: 10.0
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Job descriptions, performance reviews, hiring, exits, and most human resource matters are managed by the Executive Director.



*Top: Amber Bellemare, Vyda Ng, Casey Stainsby, Brigitte Twomey
Middle: Joan Carolyn, Caitlyn Seale, Margo Ellis, Danielle Webber
Bottom: Linda Thomson, Erin Horvath, Shelley Motz, Ahna DiFelice*



Contact Vyda at executivedirector@cuc.ca.

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



Rev. Linda Thomson (left): Lead, Central & Eastern Regions
Joan Carolyn (right): Lead, Western & British Columbia Regions

The West and East Congregational Life Leads respond to the needs of Unitarian Universalist (UU) congregations and groups. The work is often designed with an individual community in mind, developed through consultation with leaders. At other times, programs and supports are developed with more general needs in mind. In these cases, the plans may be in response to common issues, conversations on the CUC Leaders list, and input from leaders across congregations.

Of course, even the best plans shift and change in response to circumstances. 2021 has been a year of planning, pausing, considering, and recalibrating. The ongoing COVID situation has required this of all of us. COVID guidelines have changed more than once. In-person events, for the most part, shifted to Zoom. And yet, we have provided responsive and proactive supports. Here are some highlights.

COVID Ongoing Development

2021 brought us a full year of ongoing COVID challenges, both for the congregations and groups with whom we work as well as for all national planning. A note of gratitude to the full Canadian Unitarian Council (CUC) staff team—administration, communications, social justice, and youth and young adult ministry—for their great support in building a shared response to Canadian UU needs. Within our report below you will also note the wide range of professional colleagues and Canadian UU leaders who have also contributed greatly to our work.

Online Support for Congregants and Congregations

The Congregational Life Leads facilitated several online groups and events to ensure congregants and congregations could connect with each other, share resources, and access support. For example:

- To help congregations and other UU groups adapt to the COVID pandemic, we worked with Executive Director Vyda Ng to create a slideshow that incorporated updates to much of the information we collated in 2020. We added contributions from congregations, including great resources on technology and hybrid service planning.
- We participated in half of the CUC *Leaders' Roundtables* in 2021. These are effective forums for sharing information with leaders across the country. Topics included: best

practices for creating welcome during COVID; hybrid services, including tech support; 8th Principle Process and multi-platform plans for 2022.

- We also held several *webinars and training sessions*, including training on mental health. This session arose in response to a need expressed through the Leaders' group, youth programs, and other contacts. Twenty-nine people from across Canada joined us in this workshop to explore a wide range of mental health concerns. We considered mental health as a continuum for all to consider, youth and mental health, and other questions.
- *Connect & Deepen* continued to meet twice a month for those UUs who are not connected with a local congregation as well as those who are part of a local congregation but have chosen to broaden their UU connections.

Congregational Transitions

As Congregational Life Leads:

- 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 how does this translate into reality? Here, we want to celebrate just one element: "Congregational Transitions." Some of you may not be familiar with this often "unseen" work we do. "Transitions" refers to those times when a congregation and religious professional are undergoing change. We work closely with the Unitarian Universalist Association (UUA) Transitions Office to do this work. Regardless of the full-time equivalency (FTE) status of the religious professional involved, CUC staff are responsible for assisting all parties in these times of change. In most cases, ministers who are three-quarter FTE or higher, are supported directly by the UUA Transitions Office. There are, however, elements of transition that remain the responsibility of your Congregational Life Lead.

When relationships are coming to an end, the CUC staff conducts interviews with both the congregational Board/Leaders' group (Transition Interview) and the religious professional (Exit Interview). These interviews have been designed (and are periodically reviewed) by the UUA Transitions Office with input from CUC staff involved. These interviews have questions within them designed to help congregations and professionals review their relationship, identify areas of strength and growth as well as consider plans for the future.

In 2021, we became aware of a significant level of upcoming Ministers' Transitions. Just over 50% of the congregations with ministers will be involved in a transition within a three-year period

from 2021 to 2024. We celebrate the many contributions of these ministers retiring and/or leaving and look to welcome with open arms the new Interim and Settled ministers to come. We are also aware that the continuity of ministers' presence in Canada will be affected, and we will be challenged as a country to welcome new ministers in to replace this leadership.

We are grateful to retiring ministers who can maintain a strong and active presence through short-term ministry positions and/or consultation, to name just a few examples. We are connecting with the UUA and Unitarian Universalists Ministers' Association (UUMA) to bring attention to this significant time of transition and to build awareness with prospective candidates in the United States about the wonderful option of Canadian ministry.



Regional & National Events

In 2021, COVID once again posed a strong challenge to in-person plans, including plans to hold in-person *regional gatherings* in the fall. With assistance from UUs across Canada, we hosted successful online events in the November. Regional gatherings were held on Friday evening, followed by two special events on Saturday—the Special Meeting regarding the 8th Principle and the CUC 60th Anniversary—and a wonderful National Worship Service on Sunday.

The Congregational Life Leads held regular meetings with the Canadian UU Religious Educators (CUURE) Executive, which grew from one person to a four-member team in 2021. This has been critical to creating awareness of the needs and concerns of Religious Educators. It has also enabled us to plan shared events. The *Experifailurephenomenon training* was one such event. The 21 participants expressed deep gratitude for the wisdom, stories of experiments, risking failure, and best practices development shared by the four-member panel.

In cooperation with UUs from across the country, Canadian versions of the UUA's *Widening the Circle of Concern* program and *UnSettling our Spirituality* (a 10-session series focused on young adults) were developed. We would like to express our gratitude to the incredible religious professionals and the Indigenous and UU leaders who formed the planning groups for both these important programs.

In conclusion, we want to share a special story. Training for current and prospective leaders has high interest within all our member congregations and groups. This story begins with one congregation planning an introductory training program, which would include a full day offering on UU grounding for engagement and then highlight some of the many ways of getting involved. The planning started with one congregation, then grew to encompass a provincial sub-region. The provincial ministers' group expressed interest in the program, and then all the congregations in the province wanted to be involved. The CUC invited the group to provide the training to Canadian UUs across Canada; they accepted. Flexibility, shared interest, and commitment to engage led to a full-day program for 49 people, all of whom shared positive reviews.



Youth & Young Adult Ministry Report | Casey Stainsby & Rev. Danielle Webber



Casey Stainsby (left) & Rev. Danielle Webber (right)

2021 was quite a year - in many ways, youth and young adults (YaYAs) have been simply doing their best to make it through the pandemic while taking the best care they can of themselves and

their communities. At the same time, we have been through a momentous landmark in our Unitarian Universalist (UU) community with the adoption of the 8th Principle and all the conversations and work happening because of it. Like many others, YaYAs are both energized and exhausted.

The two communities we serve have been affected by the pandemic in different ways. Overall, youth have struggled with not being able to gather in person and engagement with online programming (both in congregations and nationally) is low. In March 2021, the youth community also suffered the loss of one of its members, Amélie Barreto-Labossiere. They are eager to gather in person at CanUUdle in 2022 to begin the healing journey together. Young adults (YAs) are, overall, much better served by online programming. YAs have been strongly engaged this year with local, national, and YA-specific UU community; a series of new, strengthened programs testify to this.

We know that we have been changed by the last few years, and we are looking forward to having more conversations with you to collectively imagine the youth and young adult ministries of the future.

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 under 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

Staff Transitions

In August 2021, Rev. Danielle Webber joined our team as the Youth and Young Adult Ministry Specialist. Some of the ways Danielle supports Canadian youth and young adult ministries are by:

- Consulting with congregations on Youth and Young Adult (YaYA) Ministries,
- Maintaining current knowledge on YaYA ministry trends and innovations,

- Envisioning long term strategic planning for youth and young adult ministry in Canada,
- Creating and curating resources for event planning, workshops, learning opportunities, and resources for congregations, and
- Supporting Our Whole Lives programs across Canada.

Casey Stainsby continues to support the CUC's direct programs for and with YaYAs and has reduced her hours to pursue a Master of Divinity degree part-time.

Staying Connected Through the Pandemic

We have been able to lean on the strengths of our *virtual ministries* to keep YaYAs connected to each other and to their faith. Regular gathering spaces with familiar faces and rituals offer some comfort and consistency, and a place to process the uncertain world we live in. The *YA Pastoral Care Team* has continued to be a resource for YAs, where they can access pastoral care that meets them where they are. Eight young adults used this service in 2021.

Our *Facebook and Instagram* pages are central for sharing events and opportunities not just from the CUC but from other UU organizations as well. One new addition is that of the *YA Discord server*, which was launched as part of Ensemble (virtual YA gathering) and has continued to be a space for YAs to connect directly with each other on various topics.

Engaging with the Work of the 8th Principle

The young adult community was very involved in the conversations surrounding the 8th Principle. Virtual conversations erupted after the May AGM, and we hosted an 8th Principle Forum specifically for YaYAs facilitated by five young adults and the Youth Observers to the Board (YOBs), and had more than 12 participants. From this gathering a video was created, inviting YaYAs to express support of the 8th Principle. (You can watch the video [here](#) on the CUC's YouTube channel)

The YOBs also supported the Fairy Ring to facilitate a conversation at the MyceliUUm gathering in September specifically related to the 8th Principle (read more about the Fairy Ring and MyceliUUm network below).

In addition to these age-specific forums, many young adults participated in the Dismantling Racism forums hosted by Amber Bellemare and Erin Horvath (Social Justice team) throughout the fall, with at least seven Young Adults representing congregations as delegates at the Special Meeting.

In the aftermath of the 8th Principle vote, young adults and youth have continued to participate at a national level. Many of the presenters and facilitators for the 2022 Inclusivity Forums have been young adults.

Finally, the CUC Board announced at the Special Meeting that a decision-making exploration team will be led by young adults to support the work of dismantling barriers to inclusion when it comes to the procedures that govern our national community. This group will have a preliminary report to 2022 Annual General Meeting, to the Board in the fall of 2022, and will be presenting an update to the AGM in May 2023.

Youth Events

CazUUm, the national online youth conference in the spirit of CanUUdle, took place for the second time virtually in May. Thirty-one youth and nine adult advisors participated from across the country. We had great fun with the theme *Finding Treasure*, playing games, connecting through worship and in small groups, and even managing a virtual dance party, movie night and coffee house. The Bridging Ceremony, which honours those transitioning into, between, and beyond youth and young adult age groups, was especially meaningful.



CazUUm-ers in 2021

This year also saw the launch of the *MyceliUUm Youth Network of Canada*, a new initiative that hopes to provide a forum for youth to build community, develop leadership skills and organize around issues that matter to them. There have been three MyceliUUm gatherings in 2021 and 2022 so far, in September, January, and March, welcoming 30 youth and adults. While engagement has been slow to start, we remain optimistic that this unique program will grow and strengthen in time.

The Fairy Ring is the name of the small committee of youth and adults who plan MyceliUUm gatherings and carry forward actions that come out of them. This year the Fairy Ring has been building relationships with the Canadian Unitarians for Social Justice (CUSJ). They are looking

forward to creating opportunities for youth and elders to connect and share skills around important social justice issues.

Rising Together is a program for youth and emerging adults of colour led by Camellia Jahanshahi. At the request of participants, this gathering space transitioned from bi-monthly to a monthly event in the fall of 2021. This desire for more frequent connection speaks to the importance of the community that is being built among young Indigenous, Black and People of Colour UUs within a faith that is predominantly white. All are welcome to subscribe to the Rising Together newsletter, regardless of ethnicity.

Young Adult Events

The second ever all-virtual national young adult conference, *Ensemble*, took place in May alongside CanUuddle and other National Conference events. Thirty-nine YAs took part, reflecting on our many constellations of connection with the theme *The Space Between Stars*.

Gathered Here, our monthly YA online check in, continues to be an important mainstay in our YA programming. This drop-in event hosted 24 individual YAs in 2021, with an average attendance of eight participants. That means that we are seeing many people regularly returning month after month. Gathered Here also provides an important point of connection with the ministers of the YA Pastoral Care Team, who co-host with either Danielle or Casey on their month that they are on-call.



We are also supporting *Célébrons ensemble*, a new volunteer-led monthly worship space for young adults that takes place in French. This group is small but very significant for those who take part.

The Unicamp YA Retreat did not happen in 2021 due to the pandemic, but we expect it to resume in 2022.



Supporting Congregations

Rev. Danielle Webber started their position as Youth and Young Adult Ministry Specialist in August 2021 and is looking forward to working with congregations. Most of the work that has

been done in their first five months with the CUC has been focused on relationship building, and networking with others in similar positions across the continent. Rev. Danielle has participated in conversations with the CUC and CUURE (Canadian UU Religious Educators) to support religious educators, and the programs they create, across the country. They have also spoken with a few congregational leaders on a one-to-one basis. Rev. Danielle and Casey are looking forward to having further conversations with key groups involved in both youth and young adult ministry about how to support this work in new and innovative ways.

Our Whole Lives (OWL) Sexuality Education

Rev. Danielle has taken on this portfolio as part of their work and has been in conversation with a few congregations about their congregational programming. Due to the pandemic, and the limits of in person gatherings, congregations have not been able to offer OWL programming for the last two years, though there are many who are interested in training / retraining facilitators. The Unitarian Universalist Association is now offering OWL facilitator training online, in hopes of accelerating the wait time that can happen when congregations have no OWL facilitators. If your congregation is looking at starting up OWL programming or needs facilitator training, please be in touch with Rev. Danielle as they hold information about updated material, best practices for programming and, also, a list of non-UU individuals and families who have contacted the CUC looking for local programs.

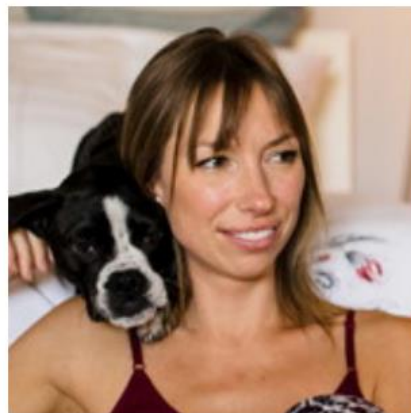
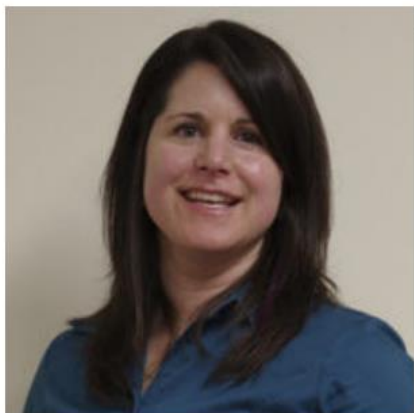


Contact: youth@cuc.ca





Social Justice Report | Erin Horvath & Amber Dawn Bellemare



Sustainable Revenue Generation

The Canadian Unitarian Council (CUC) is committed to ensuring sustainable revenue generation to continue the work of building vital Unitarian communities. We implemented sliding scale fees for many aspects of our programming except for things like roundtables, forums, 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 peoples who experience marginalization to spend their time teaching us. It is also resulting in some net profit which we can re-invest into supporting social and environmental justice work. Note that a large portion of our work in the fall of 2021 and early 2022 has been forums, which we have not charged a fee for attendance to ensure they are completely inclusive. We have, however, paid small-group facilitators and guest speakers so there is some financial loss for these events.

Social Justice Initiatives

In 2021, the CUC worked to advance the following social justice initiatives.

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

In 2021 we hosted one high-profile Indigenous speaker (Christine Genier) and offered our Elders Circles with Stephen Paquette (three in 2021) and Sharon Jinkerson-Brass (four in 2021 and one during early 2022). This is the second congregational year that they are working with us in this capacity. They both agreed to be Elders for us during the 8th Principle process in addition to their original commitments.

The [Un-colonizing Focus Group](#) materials were made available for congregational use with a recommendation that groups be facilitated by those who were trained to facilitate the Truth, Healing and Reconciliation Reflection (THRR) guides or have equivalent knowledge and experience. The Un-colonizing Focus Group is designed for people who have completed the THRR guides and want to act to un-colonize themselves individually and collectively as Unitarian Universalists. Topics include identity, worldview, origin stories, protocols and privilege, white fragility, land acknowledgements, and examining the Unitarian Universalist (UU) principles. Given that the Un-colonizing Focus Group encourages inward reflection, we include materials that illustrate contemporary expressions of Unitarian Universalism in Canada, including the 8th Principle process and responses.

Dismantling racism

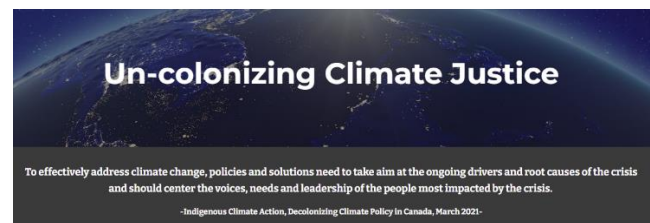
In early 2021, we hosted a keynote (February 22) and workshop (Mar. 6 & 13) with [Dr. David Campt](#) of the White Ally Toolkit/ Dialogue Company.

In the summer of 2021 Erin Horvath and Amber Dawn Bellemare were approached by members of the Dismantling Racism Study Group to ask for facilitation support for the 8th Principle Forums, which took place in September, October, and November 2021. The forums created quite a stir within the national UU community, including some resistance. We saw a large turnout of people who do not normally attend our training events. Some opposed the adoption of the 8th Principle on the grounds that the UU principles were already inclusive, and no additional principles were required. Once the 8th Principle was passed, we noticed a return to the usual demographics (mostly white females) at our events. However, some of the people who had been opposed to the 8th Principle continued to attend events related to inclusivity. This suggests that there has been a shift in their perspective.

A small group of Unitarian leaders, in connection with some CUC staff, created a Canadianized version of the UUA's [Widening the Circle of Concern](#) initiative and began hosting a series of eight workshops in March 2022.

Climate Justice

In May 2021 at the National Conference, Erin Horvath hosted a networking session for climate justice activists interested in un-colonizing their practice and decolonizing the land. The [Un-colonizing Climate Justice site](#) was created and shared at the gathering and is now available for groups to engage with on a congregational level. In particular, this resource is intended to be used alongside the UUA's [Climate Action Teams](#) initiative.



In a nutshell, we are asking UU climate activists to fundamentally reimagine their relationship to the land (as settlers). We are asking them to consider how they actively honour the sovereignty of Indigenous nations and the wisdom they hold about how to reverse climate change. We are calling for a shift away from the current focus on harm-reduction strategies. Instead, we invite UUs to model the shift we want to see in the world. One where Indigenous voices are centred in our climate actions—locally and nationally—and lands are returned to Indigenous care (see the Landback movement).

Contact: socialjustice@cuc.ca



Communications Report | Margo Ellis, Brigitte Twomey, Shelley Motz & Kenzie Love



*Top: Margo Ellis (left) & Kenzie Love (right)
Bottom: Brigitte Twomey (left) & Shelley Motz (right)*

The Canadian Unitarian Council (CUC) had limited communications capacity in 2021. The Communications Manager position was vacant from March 2021 until February 2022. Margo Ellis worked closely with Executive Director Vyda Ng, Kenzie Love (a contracted writer) and other CUC staff to ensure all communications objectives were met despite challenges. Margo also worked with the Executive Director to screen and hire a new Web Weaver and a new Communications Manager. Both positions were filled, with Brigitte Twomey and Shelley Motz joining the CUC in early 2022.

In general, the communications team is responsible for positioning the CUC as a positive and impactful organization that supports congregations, congregants, and the broader community. We do this by:

- Communicating relevant information about CUC programs, events and specifically about areas of interest outlined in our strategic priorities to our target audiences.
- Elevating the perception of the CUC in public-facing communications by demonstrating relevance in areas of spirituality and social justice.

- Integrating our communications goals with our strategic priorities and our program goals to effectively communicate and demonstrate the value of the CUC to our membership.
- Developing multi-pronged feedback loops to help assess the effectiveness of all aspects of CUC programs, events, and communications to assist in strategic and operational planning.
- Continuing to develop both cohesive and segmented communications channels which can be used to support CUC programs and initiatives.
- Developing, curating, and focusing on Canadian resources to advance religious exploration and spiritual growth in a multigenerational context.

CUC Website and Technology Infrastructure

Throughout 2021, the Communications team made improvements to the CUC's web content, systems, and software. Highlights include:

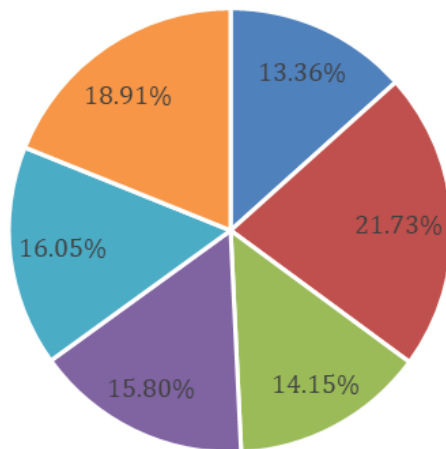
- Improving webmail distribution and migrating to a new email service (in addition to other tactics) to optimize communications capabilities.
- Linking all donation sources and/or funds to DonorPerfect in support of the strategic priority of ensuring sustainable revenue generation.
- Transferring all domains to a Canadian company based in Toronto.
- Publishing web forms and content to promote CUC events.
- Editing and updating content on webinars, roundtables, online support groups, and national gatherings to ensure Unitarian Universalists and congregations have timely, accurate, up-to-date information that helps them connect to programs, services, and each other.
- Initiating a comprehensive project focused on developing and sharing Canadian Unitarian Universalist content online. This project is continuing into 2022.

Website Analytics

Website behaviours have not changed considerably since 2020. As in previous years, we continue to see an increase in the percentage of people who are accessing the [CUC website](#) from a mobile device (36%) instead of a desktop (59%). Most users continue to enter the website through the homepage. The five pages that received the most views show that our website is a key channel for connecting people to the UU community:

- Homepage
- Events Calendar
- Find a Congregation
- AGM and Conference
- Events

Demographic Profile of Website Visitors: Age



■ 18-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ 65+

Youth and young adults play a critical role in ensuring Unitarian Universalism remains vital. Often, they are under-represented in UU congregations and groups. Yet, young adults between the ages of 18 and 34 accounted for 35% of the visits to the CUC website in 2021, indicating that there is a strong interest in the work of the organization among this important demographic as well as those between the ages of 35 and 54 (30%) and over 55 (35%).

Facebook

The communications team posted to the main CUC Facebook page three to five times per week, with more frequent posting taking place for CUC month in February. Posts featured national and international events and CUC information and events, as well as poems and posts marking or celebrating holidays, the last of which were among the most popular posts.

Statistics

- In 2021, the CUC Facebook page had 1,636 followers, an increase of 27% from the previous year.
- The CUC posts reached over 23,000 people—an increase of 95% over the previous year.
- On May 8, 2021, the CUC published a statement about the adoption of the 8th Principle. It reached 5,833 people, and elicited 674 reactions, comments, and shares. (The statement also was published on the CUC website, where it was viewed 846 times.)

- The second most-popular post was related to the events of January 6, 2021 in the United States. Close to 3,000 people viewed the post, and it received 295 reactions, comments, and shares.
- The third most popular post, A Litany of Comfort for Blue Christmas, was viewed by 273 people, and resulted in 18 reactions, comments, and shares. (This is more typical.)

The CUC also maintains a Love and Justice Facebook page, one for UU youth and young adults in Canada, and religious educators. These pages are not maintained by the communications team.

The CUC eNews

The CUC eNews is a newsletter hosted on the CUC website and emailed to subscribers via MailChimp. In 2021, it featured articles on the adoption of the 8th Principle and other social justice issues; and promoted events of interest to Canadian Unitarian Universalists. Each issue included a letter from Executive Director Vyda Ng and a Meet the Minister profile.



In February 2021, the eNews became a monthly publication. (Prior to that it was published weekly.) Due to the communication team's limited capacity in 2021, the CUC did not publish the CUC eNews in September, October, or November 2021.

Statistics

- As of December 31, 2021, 2,949 people subscribed to the eNews
- On average, 27% of subscribers open the eNews within 24 hours of it being sent
- More than 10% of subscribers clicked through to read an article within 24 hours
 - The three articles that received the most click-throughs were:
 - "Congregations Experience Ministerial Transitions" (August 24, 2021)
 - "The 8th Principle Process: Next Steps" (June 22, 2021)
 - "After the 8th Principle Vote: What's Ahead?" (December 15, 2021)

In March 2021, we observed that the number of people opening the eNews had decreased as had the click through rate, which had reached a low of 5%. It appears that this was due to an increase in the number of emails being caught in spam filters. We investigated and made changes as necessary. By the end of the year, the click through rate had doubled and the open rate (at 27%) was approaching its previous range of 30 to 35%. We will continue to monitor this issue.

Contact: communications@cuc.ca

Refugee Support Report | Samia Tecle



In my refugee support role, I work with Canadian Unitarian Universalist (UU) congregations across Canada 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 processes information, and programs through the Sponsorship Agreement Holders Council (SAH), Refugee Assistance Training Program (RSTP), IRCC and other sources.

After over a year with the government's travel ban in place, which prevented sponsored refugees from entering Canada, CUC began receiving requests for arrivals from Immigration, Refugee and Citizenship Canada (IRCC). Both sponsors and newcomers breathed a huge sigh of relief to have the travel ban for sponsored refugees lifted and to begin receiving requests for arrivals. In 2021, CUC received 15 requests for arrivals for sponsored refugees of which 13 family units arrived consisting of 33 people. Five congregations across Canada in British Columbia, Alberta, and Ontario were busy receiving and settling the newcomers. Many of our outstanding files from 2018 and 2019 continue to experience movement. People are being invited for interviews overseas and attending medical examinations and requests for arrival are being sent to sponsors.

One particularly special story from 2021 is about Kibrom Adhanom Okubazghi and Alem Tesfay Abraham, nationals of Eritrea who had been held in detention in Egypt for the last eight and 10 years respectively. Facing deportation several times throughout their detention in Egypt, there has been quite a lot of media campaigning for their release over the years by international organizations like Amnesty International. In the early fall of 2021, CUC was approached by the Eritrean Canadian Community Centre (ECCC) of Metropolitan Toronto (www.eccctoronto.ca) to request that sponsorship applications be submitted for both individuals, although they were still in detention. Online fundraising for the refugee sponsorship was quite successful and CUC decided to form a partnership with the ECCC, knowing that the applications submitted were not yet complete due to lack of access from detention. In partnership with UNCHR Canada (United Nations High Commissioner for Refugees) and the International Organization for Migration (IOM) Egypt, a request for urgent processing was submitted for the two individuals, and their

applications were processed in an astonishing two months. The two individuals arrived in Canada on January 20, 2022.

While overseas processing continues to be impacted by the COVID pandemic overseas (and the increasing backlog the pandemic created) in-Canada processing of applications continues to happen. Many congregations and groups remained very active submitting new refugee sponsorship applications in 2021. A total of 25 new applications were submitted in 2021 by the CUC in partnership with congregations, co-sponsors, and families across Canada. In addition, the CUC continues to work with Capital Rainbow Refuge in Ottawa on LGBTQ2+ sponsorships. There was a total of six applications submitted for nine refugees.

Contact: refugee@cuc.ca



National Lay Chaplaincy Committee Report | Yvette Roberts

Transitions

The National Lay Chaplaincy Committee said goodbye to Ann Steadman in June 2021. Ann had served on the various forms of the committee since 2014. Ann acted as Chair for the East Committee beginning September 2016 until the time that the East and West committees amalgamated in 2017 to become what we are now, the National Lay Chaplaincy Committee, where she continued in the role of Chair until 2020. We are grateful to Ellen Newman who then stepped in to take on the leadership role as Chair. Ellen was a member of this committee from June 2017 to December 2021. She was chair from September 2019 to June 2021, and Vice Chair until Dec 2021. Ellen has also stepped down from the committee. Their contributions and leadership have made a permanent impact on the program, and the committee and the CUC is grateful to them for their service.

We welcomed Ministerial Liaison Rev. Patricia Trudeau (Unitarian Fellowship of Northwest Toronto) to our committee in 2021.



Rites

Currently, we have approximately 72 Lay Chaplains practicing across the country. In 2021, they officiated at least 148 rites. This is comparable to 2020, when 60 Lay Chaplains officiated at 127 rites. Still, we anticipate the number of rites conducted in 2021 is higher than we've reported. To date, only 17 of 38 congregations have provided the committee with a report on their activities in 2021. This is due, in part, to the COVID pandemic, which has affected the administrative capacity of some congregations. (If you have an update, please send it to this committee via email lcc@cuc.ca.)

In 2022, we expect the number of rites and services to increase as opportunities for gathering expand, and as our Lay Chaplains adapt to offering memorial services online. This is a topic that we added to this years Basic Training. We believe online memorials will continue to be requested post-COVID as they offer loved ones around the world the opportunity to grieve together.

Training

The Committee has established quarterly live online Q&A sessions for current and prospective Lay Chaplains and committee members to attend.

A training survey was sent out and collected from Lay Chaplains. Twenty were returned. The top five topics identified for future training sessions were:

- Cultural Sensitivity and Awareness (4);
- Difficult Memorials/Eulogy Writing (14);
- Ceremonies for the End of Life (12);
- Transitions and Other Rites of Passage (11) and
- Promoting Lay Chaplaincy (10).

“Designing and Leading Rites of Passage” was offered online in April 2021. There were 13 participants from across Canada. (It was offered again in winter 2022 to nine participants.)

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, expectations, and 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 two mandatory educational requirements for potential Lay Chaplains to complete prior to approval by the National Committee. The guide and quiz have been well received. Twenty-four people have completed the quiz to date. 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.

Going forward into 2022: basic training occurred via Zoom over a three-day period (February 26 & 27 and March 5) and two Q&A sessions took place prior to April 2021. A session on “Ceremonies at the End of Life” with a focus on supporting people through the Medical Assistance in Dying (MAID) process was facilitated by Amanda Tarling on April 2 via Zoom.

Contact the National Lay Chaplain Committee at lcc@cuc.ca

Canadian UU Women's Association | Jo-Ann Elder | Interim Chair



The Canadian Unitarian Universalist Women's Association (CUUWA) (www.cuuwa.org) was founded in May 2011 and received associate status with the Canadian Unitarian Council in September 2011.

Our vision is that the Canadian Unitarian Universalist Women's Association (CUUWA) will have a national and international profile with respect to the personal, public, professional, and political aspects of women's lives and will reflect our core denominational principles. We have a budget to purchase and produce materials. We also have special funds designated for significant projects.

The national CUUWA Council consists of five members of the core leadership committee representing, if possible, five regions of Canada (Pacific, Prairie, Ontario, Quebec, and Atlantic Canada). The Council oversees and organizes programs and activities of interest to women and gender non-conforming folx in congregations and other groups affiliated with Unitarian Universalists in Canada. We support women-centred projects that raise awareness about women's history, rituals, and perspectives, and develop and distribute educational materials that highlight a woman-centred lifespan perspective. We have an active Facebook page and a primary Google group (now open to friends as well as members), maintain other groups and mailing lists for specific activities, and offer several activities a month online. In 2020-2021, we offered the *Cakes for the Queen of Heaven* program online.

Our two primary activities are an Annual Tea and General Meeting, and International Women's Day (IWD). We encourage all congregations in Canada to hold an IWD service on a Sunday close to March 8. To this end, we prepare and distribute materials that can be used for services, lead services, and/or compile resources from members and congregations each year. In 2021 we produced a creative multimedia International Women's Day service which is now available on our Facebook page.

Our Annual Tea is a wonderful occasion for CUUWA members and friends to get together in May or June. It takes place during the CUC Conference weekend when a conference is held in person. Since 2019, we have met online for a Cross-Canada Conversation on Zoom. We have decided to make the conversation and meeting accessible and affordable to all interested by providing online access.

Decisions are made collectively, and only the Chair and Treasurer/Membership Secretary have had specific roles since 2017. We are an adaptable, dynamic group. Betty Donaldson completed her full term (five years) as Council Chair in 2016, followed by Jo-Anne Elder until 2021. The elected Chair was not available after fall 2021 and Jo-Anne has served as interim Chair. Our 2022 Annual General Meeting is scheduled for June 11, and we have issued a call for nominations to renew and expand our Council. The new Council will determine how work is accomplished.

Terms of office of our regional members and other Council members are listed below:

Atlantic Region	Joan McFarland (with the support of Najat Abdou-McFarland): completing first year of first three-year term in 2022)
BC Region	Vacant: BC Rep resigned mid-way through first year of second three-year term
Ontario	Kathy Sage: completing first year of second three-year term in 2022
Québec/francophone	Vacant
Prairies/Western Region	M. Gibson completing first year of first three-year term in 2022
At Large	Margaret Linton, Treasurer/ Membership, extended
Chair	Vacant: Jo-Ann Elder completed two three-year terms in 2021; Interim Chair: October – June 2022
Ministerial Liaison	Rev. Linda Goodnewardene, completing third year of appointment in 2022

Activity Report, 2021-2022

Our 2021 Annual Tea and General Meeting took place online on June 12. The Council met on Zoom for the following quarterly meetings: fall, October 21, 2021; winter, February 21, 2022; spring, April 9, 2022. We also had a special meeting on October 1, 2021 to discuss the 8th Principle. At each meeting we do a themed check-in, a territorial acknowledgement, and closing

words. We share information about activities of interest to feminists in Canada and around the world. Most importantly, we support and minister to each other as we do our work in hard times.

We posted the video recording of the IWD service woven in 2021 by Rev. Kathy Sage (retired), Ilara Stefaniuk-Gaudet, Rev. Wendy Luella Perkins, Margaret Linton, and other friends, on our Facebook page, making it available to individuals and congregations. We suggested that donations be made to the artists.

Jo-Anne Elder represented our CUC associate organization at the Special Meeting on the 8th Principle.

We continued to share a variety of news items and opinion pieces on our Facebook page and post information about CUUWA activities on our website.

We continued the CUU Feminist Book Group one Sunday a month; this year Jo-Anne led discussions on the five waves of feminism. The discussions were informed by our commitment to learn about Indigenous women, Black women, and women of colour. A list of resources on each wave is being prepared.

We co-operated with Mary Bennett and Vancouver Unitarians' women's groups to participate in and share resources from the Women's Meditative Poetry Circle (each Saturday and Sunday) and a monthly movie-viewing group.

Four congregations provided CUUWA with information about their IWD services on March 6, 2022:

- First Unitarian Congregation of Ottawa: On Becoming an Ally (Dr. Rosemary Nagy)
- First Unitarian Congregation of Toronto: Thunder Woman Healing Lodge Society
- Universalist Unitarian Church of Halifax: Celebrating women's lives and learning from women refugees
- Unitarian Fellowship of Fredericton: Five Waves of Feminism

Please join us and support our work: honouring and engaging feminists in our congregations and our lives, dismantling patriarchy, racism, and all oppressions, and creating a compassionate world for all.

Contact joanne.elder.nb@gmail.com

Mirth & Dignity | Liz James |On Behalf of the Board



Mirth and Dignity is an organization founded on the belief that humour can be a spiritual practice and a powerful force for good. We believe that the good Unitarian

Universalism (UUism) has to offer should not be limited to people in congregations. Or even to people who are Unitarian Universalists (UUs).

We are grateful to be a Canadian organization, to have had the support of Canadian UUs right from the beginning. This year that support was very tangible. We were honoured to receive the Shining Lights award in the spring of 2021 and delighted to sign an affiliate agreement with the CUC Board in March 2022. The CUC has been incredibly supportive to us since the beginning, as have individual UUs across the country. In particular, we are grateful to the many Canadian UUs who make monthly pledges to Mirth and Dignity through our Patreon.

Our highlights of this year include:

Our Facebook humour group, The UU Hysterical Society, has doubled its membership again this year. It now has 145,000 members.

We also crossed an important sustainability threshold this year: We are now fully funding our moderators' work without any grant support. More importantly, they are now at a compensation level that reflects their skills as UU religious professionals.

The Cracked Cup podcast—a UU humour podcast hosted by Anne Barker and Liz James—continued to grow. We also held three worship services this year, as well as periodic Zoom gatherings for our Patreon supporters.

Like other Canadian UUs, we grapple with our role in dismantling racism and other systems of oppression. We reflect our commitment to this through our budget. We serve economic justice by having our suggested Patreon pledge rate be three dollars a month, so more people can contribute. We keep all of our core programs free. And we give nearly a quarter of our budget away—Flaming Chalice International (FCI) received more than \$15,000 this year from Mirth and Dignity's store proceeds and direct fundraising.

We are able to do this because of the generosity of so, so many people. UUs from around the world (with Canada being WAY over-represented) make small pledges to allow us to function this way, and we're deeply grateful.

Because we think in webs, not boxes, we're very aware of our role in UUism, and in supporting congregational growth. Studies show that people will need to hear about UUism five to seven times before they begin to recognize it. Last month alone, Mirth and Dignity put the words "Unitarian Universalist" in front of 1.6 million people. Most of whom were smiling.

In addition to this, it's also in our mandate to learn-via-experiment about Digital Ministry skills and bring that learning back to UUism as a whole. This year, we launched our behind-the-scenes blog to share what we learn as we go. We also produced the Reach Podcast, a ten-part series that explores Digital Ministry from a personal angle. It follows the story of Liz James' journey out of ministerial formation, how she learned Digital Ministry, the founding of the UU Hysterical Society, and more. It's a light, humorous, and story-based look at "congregations and beyond" style thinking.

Want to be a part of the story?

We'd love to have you!

If you're on Facebook, you can join the [UU Hysterical Society](#), or like the page "Mirth and Dignity."



If you're interested in fabulous UU humour products (with 100% of the profit going to FCI), you can check us out at [UUHystericalSociety.com](#). You'll also find links to more UU humour, (I particularly recommend our bylaws and committee lists), lots of free materials for worship, and our behind-the-scenes blog. Also, while you're there, you can sign up to our mailing list.

Our UU Humour podcast, The Cracked Cup, is available on all podcast players, or at [crackedcuppodcast.com](#). And our newest offering "Reach", is also available on all podcast players.

Believe in what we are doing? Want to help us in our goal of fully self-sustaining? We would love to have you as a monthly Patreon subscriber ([patreon.com/MirthandDignity](#)). Or, you can make a one-time donation through our website, [UUHystericalSociety.com](#). There's also a

contact form on our website, if you're interested in having us come to preach at your congregation—which is a great way to support us and have a little fun as well.

Whether you're in a position to donate or not, we are deeply grateful of the support you have offered, as a member of the CUC. Truly, we could not have asked for a more supportive context in which to run our experiments in joy and community.

Members of the Mirth, and Dignity's Board: Liz James (top, left), Rev. Fulgence Ndadigimana (top, right), Rev. Anne Barker (bottom, left) and Casey Stainsby (bottom, right).



UniCamp of Ontario | Yvette Salinas | Executive Director



In 2021 (COVID Summer Two), we were able to run much of our programming and services, much to the benefit of our intergenerational community. A key reason for our success last year was getting awarded a Canada Summer Jobs grant of \$116,837 to cover up to 28 seasonal jobs for Youth and Young Adults. Our seasonal staff members ensure Unicamp provides a meaningful space of retreat for Unitarian Universalists (UUs) of all ages. Having support from Employment and Social Development Canada to cover their pay and additional fees relieves so much strain from our budget.

We also received a \$50,000 grant from the Ontario Trillium Foundation's Community Building Fund. With it, we were able to transform operations to meet public health requirements, maintain viability, ensure sustainability, and adapt to new ways of working, all to provide vibrant programs, services, and experiences to enhance community health and well-being.

"The Ontario Trillium Foundation is helping Unicamp of Ontario, located in the beautiful hills of Mulmur, stay connected with campers of all ages. The Community Building Fund—Operating Stream has provided Unicamp with opportunities to build on their programming outreach and safely plan for welcoming campers back for their next camping season." -

Dufferin-Caledon MPP Sylvia Jones.

Lastly, the funding from the Ontario Trillium Foundation helped us finally make the upgrade to CampBrain, a camp registration and registration program that staff members have been dreaming about for years. It's helped to make registration for Kid's and Youth Camp simpler for camp families, though we are still working out the kinks on the occasional camping side.

As our opening day for 2022 (COVID Summer Three) draws nearer, we are preparing to welcome campers once again. The property staff have plans to upgrade Rosie's Cottage as well as further improve accessibility for those with mobility issues. We will be running three weeks of Kid's

Camp (pre-Pandemic, we'd run up to four weeks of camp), as well as our Junior Youth, Junior Volunteer, Counselor-in-Training, Leadership-in-Training, and Maintenance-in-Training programs. In August, we'll welcome people of all ages to our beloved Family Camps and adult programs.

We are seeking donations to our [Sponsor-a-J-Staff fundraiser](#), in order to show our staff members love and appreciation for all the hard work they do. Other fundraising plans include preparing a special edition Unicamp Stamp, available for sale at our Admin Office.

Camperships are available for visitors of all ages—there are funds for Kid's and Youth Campers, Adult Campers, as well as BIPOC, to access programming, meals, and/or accommodations. For information about Unicamp, please visit unicampofontario.ca or email exec.director@unicampofontario.ca at anytime.





The pandemic years have brought many changes to our office. In 2020, the United Nations (UN) Office of Legal affairs asked us to change our name, noting that calling ourselves the UU United Nations Office could be confused with our being the United Nations, which clearly, we are not. The fact of the matter is that occasionally we got calls to our office with the caller thinking they'd reached the United Nations.

We wanted our name to be Unitarian Universalist Office at the United Nations to include the congregations we represent in both Canada and the United States. The UN pointed out that there are many entities that use the title of Unitarian Universalist, some of which have status at the United Nations, such as the Unitarian Universalist Service Committee. So, we reluctantly settled on the Unitarian Universalist Association Office at the United Nations, noting that this office also represents congregations that are members of the Canadian Unitarian Council. The UN has authorized us to use UU@UN as our short, easy-to-remember name.

Beginning in March 2020, we have operated virtually. Our Spring Seminar in 2020 was virtual as was our Seminar in 2021. It was substantially virtual in 2022. We mentored our interns virtually, attended meetings with ambassadors to the UN, UN staff, Non-Governmental Organization (NGO) colleagues and others virtually. All the while, we paid significant rent for an office we were not using, and we have other costs such as rental fees for a copy machine and other costs. We decided we could operate as many other NGOs at the UN do, without a physical office. We let the lease go in 2021.

I live within a 45-minute commute to the United Nations, so I have been able to attend the few in-person meetings that have taken place there, and I'll be able to attend more meetings as they materialize.

Our virtual operations have allowed more engagement with Canadians who can invite me to speak to their congregations without travel costs. Canadians can attend our seminar-planning meetings and participate in the annual Spring Seminar without travel costs.

Both the United Nations and the UU@UN will operate in hybrid ways that involve both in-person participation and virtual options. Much has changed, but our mission remains the same.

Our core advocacy areas remain climate justice, global demilitarizing of policing, nuclear disarmament, and the defense of human rights for everyone. We have close relationships with the:

1. Office of the High Commissioner for Human Rights
2. The UN Office of Disarmament Affairs
3. The UN Department of Global Communications
4. The UN Framework Convention on Climate Change (UNFCCC) Secretariat

I serve on the following committees:

1. The Steering Committee of the Working Group on the UN Security Council
2. Chair of the NGO Committee on Disarmament <https://ngodisarm.org/>
3. Co-Chair of the NGO Committee on Human Rights
4. Co-Moderator Religions for Peace USA
5. Trustee Parliament of the World's Religions, Chair Human Resources Committee

From September 2021-May 2022 we've had four wonderful interns:

1. Amanda Newlove, Master of Social Work Student at New York University
2. Brooklyn Darling, Undergraduate Student in the Global Studies Program at State University of New York, New Paltz
3. Halley Mistry, Master of Social Work Student at Fordham University
4. Rosern Singleton, Master of Social Work Student at Adelphi University

For seven years, Allison Hess has served our program as envoy coordinator, communications coordinator, Spring Seminar Planning Chair, and so much more. She has done amazing work in crafting our advocacy on climate justice. On April 8, 2022, she left us to take a senior position at the World Resources Institute Climate Action Team. Allison is irreplaceable, but we will look for someone in the coming weeks to carry on her work.



Canadian Unitarian Council Committees and Task Forces 2021-2022

National Lay Chaplaincy Committee:

Bob Armstrong (Eastern), Anne Coward (Eastern), Mary-Anna Louise Kovar (Western), Yvette Roberts (Central), Peter Scales (BC), Rev. Patricia Trudeau (Minister Liaison), Rob Van Wyck (Western)

Nominating Committee:

Lynn Armstrong (Vancouver), Michael Dailly (Nelson), Julien LeBourdais (Durham), Maury Prevost, Chair (Ottawa), Alex Schumacher (Calgary), Kim Turner (Halifax)

Theological Education Funds Committee:

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

Dismantling Racism Study Group:

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

The Dismantling Racism Study Group presented their [final report and recommendations](#) to the May 8, 2021 Annual General Meeting.

Decision-making Exploration Team:

Robbie Brydon, Chair (Burlington), Rev. Danielle Webber, Eric James, Linnea Granberg, Will Ward, Juensung Kim.

Polyamory Task Force:

Rev. Beckett Coppola (Kingston), Shoshanna Green (Montreal), Margaret Kohr (Toronto), Rev. Meghann Robern (Winnipeg)

The Task Force has completed its mandate and submitted the [CUC Polyamory Task Force Report](#) with recommendations to the Board and Council.

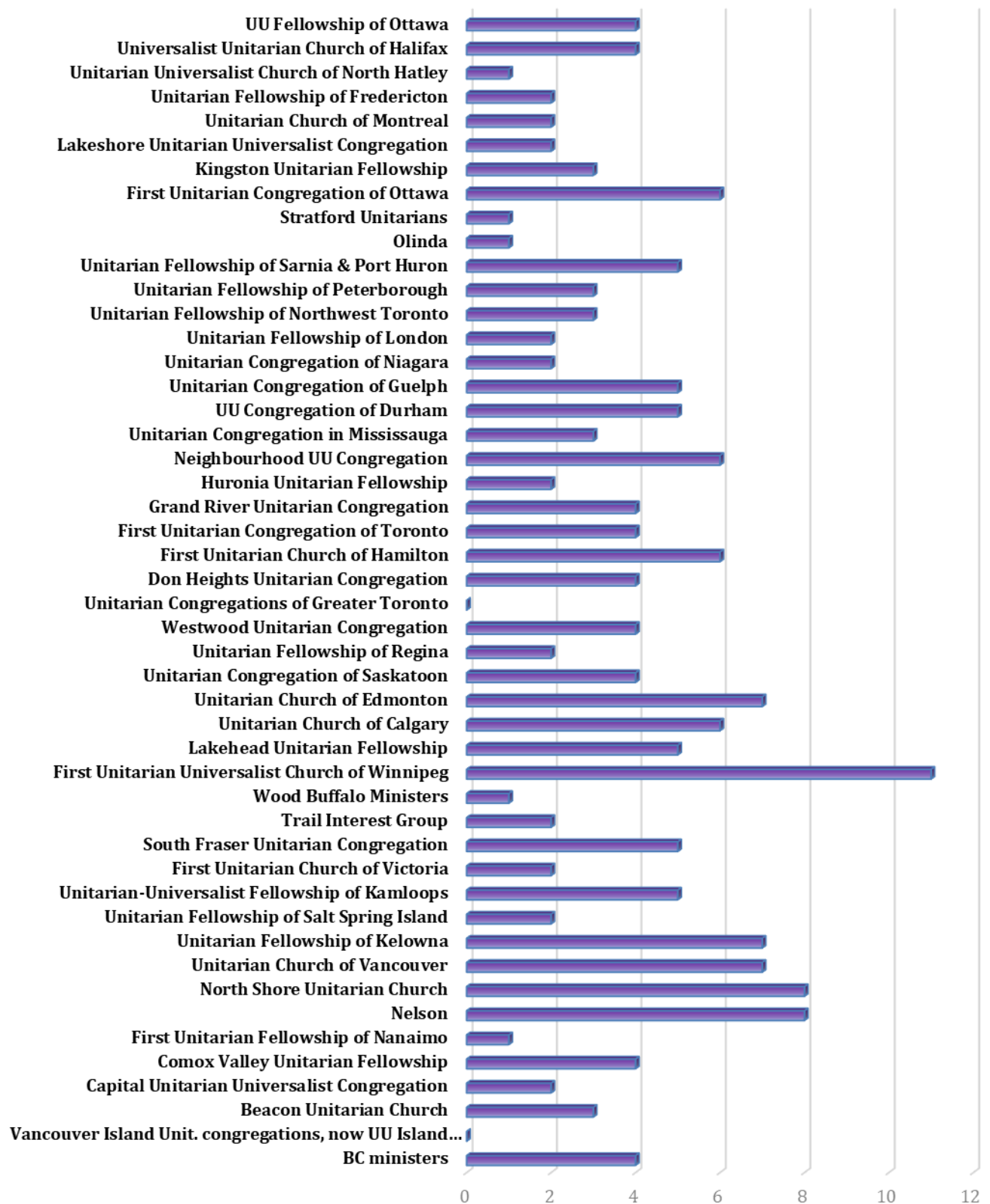
QUUest Task Force:

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).

Appendix A: Total Congregational Interactions – All Staff 2021

The table on the following page shows the amount of time spent with congregations by all Canadian Unitarian Council (CUC) staff in 2021. Time is tracked according to the following key:

1	1 to 3 hours (minimal - query, general info, email exchange)
2	3 to 5 hours (moderate - conversation, problem solving, governance, more than 1 exchange)
3	5 to 10 hours (high moderate - planning workshop, guidance through issues)
4	> 15 hours (significant - transitions, conflict, in-person, refugee support)
5	Well beyond 20 hours



Appendix B: Canadian Unitarian Universalist Congregations – Membership Summary

	2013	2014	2015	2016	2017	2018	2019	2020	2021	Number change 2013 - 2021	% change 2013 - 2021
BC Region											
Beacon	68	64	67	74	69	73	75	71	73	5	7.35%
Capital	42	41	40	26	26	31	38	35	34	-8	-19.05%
Comox Valley	60	63	63	63	65	63	58	55	52	-8	-13.33%
Kamloops	28	22	18	20	20	22	17	16	0	-28	-100.00%
Kelowna	50	45	46	46	48	49	53	53	52	2	4.00%
Nanaimo	60	63	65	64	64	65	63	61	72	12	20.00%
Nelson	-	-	-	-	25	25	25	25	10	-15	-60.00%
North Shore	214	194	197	184	178	191	172	168	165	-49	-22.90%
Salt Spring Island	17	15	15	15	17	13	13	9	8	-9	-52.94%
South Fraser	51	42	45	42	42	41	44	45	38	-13	-25.49%
Vancouver	358	358	339	357	343	337	328	345	340	-18	-5.03%
Victoria	282	287	282	286	286	287	296	309	315	33	11.70%
Total BC	1230	1194	1177	1177	1183	1197	1182	1192	1159	-71	-5.77%
Western Region											
Calgary	165	166	161	160	160	162	161	165	163	-2	-1.21%
Edmonton	210	216	216	179	179	174	165	168	140	-70	-33.33%
Lethbridge	21	21	18	18	20	0	10	0	0	-21	-100.00%
Red Deer	11	10	10	10	12	0	0	0	0	-11	-100.00%
Westwood	92	90	78	79	79	75	78	80	77	-15	-16.30%
Regina	40	42	40	36	36	33	30	29	28	-12	-30.00%
Saskatoon	60	63	63	65	65	65	67	67	73	13	21.67%
Arborg	26	26	26	26	-	0	0	0	0	-26	-100.00%
Winnipeg	186	187	179	179	183	217	213	202	177	-9	-4.84%
Lakehead	107	103	102	89	89	89	80	84	81	-26	-24.30%
Total West	938	924	893	841	823	815	804	795	739	-107	-8.48%

	2013	2014	2015	2016	2017	2018	2019	2020	2021	Number change 2013 - 2021	% change 2013 - 2021
Central Region (Ontario except Thunder Bay, Kingston, & Ottawa)											
Don Heights	61	62	62	62	64	60	64	64	63	2	-17.95%
Durham	29	29	29	29	31	37	32	40	38	9	-5.88%
Elora Fergus	17	14	11	11	13	0	13	0	0	-17	-100.00%
Grand River UC	165	153	153	169	169	162	170	167	157	-8	-4.85%
Guelph	55	50	50	50	52	54	54	56	64	9	16.36%
Hamilton	241	243	240	227	227	212	212	194	201	-40	-16.60%
Huron	16	19	9	7	8	6	14	17	16	0	0.00%
London	79	72	72	68	68	76	73	68	66	-13	-16.46%
Mississauga	137	149	138	138	138	136	131	128	120	-17	-12.41%
Neighbourhood	115	130	138	154	140	134	136	112	107	-8	-6.96%
Niagara	57	54	50	49	49	46	39	40	32	-25	-43.86%
Northwest Toronto	16	13	14	14	14	12	11	10	7	-9	-56.25%
Olinda	57	57	62	57	56	56	56	58	53	-4	-7.02%
Peterborough	108	111	107	114	114	109	100	105	110	2	1.85%
Sarnia-Port Huron	37	36	42	44	44	43	42	41	38	1	2.70%
First Toronto	291	292	302	302	309	302	293	286	294	3	1.03%
Windsor									0	0	
Total Central	1481	1484	1479	1495	1496	1445	1440	1386	1366	-115	-7.77%
Eastern Region											
Fredericton	44	44	33	35	32	32	32	46	42	-2	-4.55%
Halifax	90	86	87	87	89	89	100	86	85	-5	-5.56%
Kingston	104	103	93	93	93	93	97	100	96	-8	-7.69%
Lakeshore	34	34	34	38	38	38	31	33	33	-1	-2.94%
Montreal	178	163	149	168	158	158	145	132	150	-28	-15.73%
North Hatley	32	27	28	34	29	29	30	26	27	-5	-15.63%
Ottawa Fellowship	60	67	66	66	68	68	64	69	66	6	10.00%
First Ottawa	347	359	342	321	318	318	294	292	270	-77	-22.19%
Prince Edward Island	6	6	6	6	-	0	0	0	0	-6	-100.00%
Saint John	40	40	40	40	-	0	0	0	0	-40	-100.00%
Total East	935	929	878	888	825	825	793	784	769	-166	-17.75%
Total Canada	4564	4531	4427	4401	4327	4282	4219	4157	4033	-531	-11.63%