



ANNUAL REPORT 2022

CANADIAN UNITARIAN COUNCIL



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CANADIAN UNITARIAN COUNCIL (CUC)

PRESIDENT'S REPORT | CHUCK SHIELDS



The past five years that I have been serving on the CUC board have seen changes either thrust upon our faith community, like the pandemic, with the many modifications all of us made to adjust to it, or changes that we as Canadian Unitarian Universalists (UUs) have chosen, such as the development and adoption of an 8th Principle.

As I am writing we are approaching Easter, a time when many Unitarian Universalist (UU) sermons turn to thoughts of renewal and change. This led me to think of the central place that change plays, and has always played, in our faith.

To me, the UU embrace of change is a key factor that helps define who we are. Our 4th Principle calls us to “a free and responsible search for truth and meaning.” The central verb “search” to me points to the importance of change for UUs. If one searches, one is open to, and is inviting to, change.

Change has been at the centre of Unitarian/Universalism for centuries. Our forebearers in the 1500s and 1600s in Europe defined new ways of believing and often paid with their lives for advocating what was seen as radical change.

In Canada, those who established Unitarian/Universalism were often among those advocating for, and implementing, changes in their communities. In the mid-1800s, this ranged from UUs being early supporters of new forms of expression, including fiction and theatre, to UUs serving in the vanguard for the establishment of public education, mental health care and prison reform, and support for women’s suffrage. In more recent times, we have been pioneers in supporting and advocating for 2SLGBTQIA+ rights, including performing same-sex marriages. We embrace change in our faith journeys and in the way we act in our communities.

Change is also present currently in many of our congregations. Several congregations are in the process of searching for new settled ministers and many have been making major changes in their physical situations. Toronto First and Neighborhood congregations have each moved from their established spiritual homes and, in Ottawa, my home congregation has just decided to redevelop our campus to add a significant amount of rental housing, including a large proportion that will be deeply affordable. We have decided to partner with an Indigenous organization, Ontario Aboriginal Housing Services (OAHS), for the construction of one of the buildings and are exploring how we can transfer ownership of the land occupied by that building to OAHS. These changes have already presented challenges but will also

present opportunities—new ways to live out our principles and create connections with new communities with the possibility of introducing our faith to new circles.

More broadly, the UU faith, and indeed other faith groups, are facing significant challenges and likely changes. For example, we need to consider how we do church. Will it continue to be predominantly in congregations that are gathered in a physical place and have a building, or will that be just one of many different approaches to creating and supporting faith communities?

As we consider these and other changes, we need to ensure that we undertake these processes as communities, keeping positive relations and listening to each other as we consider how to move forward. We need to avoid becoming trapped in set positions and keep in mind that our ultimate goal is to build and nurture vital UU communities across the country.

Contact us: board@cuc.ca



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

CUC Board of Trustees 2021 - 2022

President	Chuck Shields	Eastern
Vice President	Margaret Kohr	Central
Treasurer	Joanne Green	Western
Secretary	Kiersten Moore	BC
Trustee	Rev. Rodrigo Emilio Solano-Quesnel	Central
Trustee	Margaret Wanlin	Western
Trustee	Rev. Debra Faulk	BC
Trustee	Yvette Salinas	Eastern
Minister Observer	Rev. Shana Lynngood	
Senior Youth Observer	Eric James	
Junior Youth Observer	Artemisia Frolic-Smart	



Top Row: Yvette Salinas, Eric James, Joanne Green, Rev. Shana Lynngood

Middle Row: Rev. Debra Faulk, Margaret Wanlin, Kiersten Moore, Chuck Shields

Bottom Row: Rev. Rodrigo Emilio Solano-Quesnel, Artemisia Frolic-Smart

Not pictured: Margaret Kohr

UU MINISTERS OF CANADA (UUMOC)

REPORT | REV. ANNE BARKER | PRESIDENT



The UU Ministers of Canada (UUMOC) is our Canadian National Unitarian Universalist (UU) Ministers' Organization and is a chapter of the UU 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.”

It has been a time of significant transition in ministry—across Canada and continentally. Our congregations, organizations, and professional groups have been working faithfully to navigate a return to in-person activities, at the same time balancing the need for multiplatform service delivery. While some people are physically returning to events and services, others require or prefer to attend online. We are grateful for the increased accessibility that grew throughout our movement—initiated by the pandemic emergency—and don't want to lose the connections that were so carefully built. Friends and members in distant locations are now integrated into communities they couldn't access before, continuing to be important participants. And . . . it can be a challenge to create meaningful experiences in blended settings. The work is ongoing. We are all learning together.

We are all noticing the changes in what membership means, how people volunteer, and the resources (both human and fiscal) that are available. Life is more expensive, people are being pulled in ever-expanding directions, and some difficult decisions are being made. The work of ministry calls us to put the health and well-being of our people and our communities first, a challenging task when many people feel stretched to their limits, yet there is still so much to be done. Many congregants are giving more than is reasonable to expect of them—often out of a sense of devotion to the communities that have meant so much throughout their lives. We are all seeking a meaningful balance that shares the workload, the financial support, and the vision of a thriving future.

In this time, it is clear that “how it was” is not “how it will be.” Whether we are referring to pre-pandemic or some other time in our UU history, so many cultures are shifting, and we are no different. This is a time that calls for transformation . . . and especially trust. We trust that what we have built over the years, religious and spiritual communities, is rich with meaning and value . . . and . . . we recognize that to exist into the future, we all need to



evolve. We can't keep trying harder to do the same things in some "better" way. This is a time ripe for courage, for new vision, for finding ways to build on our strengths without being overly attached to past styles of being. We are all different, having survived a global crisis, and the ways we move through the world are different. Unitarian Universalism is different too. Not better or worse . . . we are entering a season of renewal. What will we choose to plant and feed? What will we allow to lie fallow?

As with many professions, culture change and the pandemic have also changed our organization. Many ministers delayed plans during the initial years of Covid—choosing to stay put for both congregational and personal stability and well-being. Now, there are many transitions taking place. Continentally, there are fewer ministers seeking congregational work than there are congregations in search—a challenging reality that our churches are facing. Our present Canadian ministry students are leaning more to community ministry than parish. And some of our congregations are struggling to financially sustain the levels of ministry they once enjoyed. Again, we are seeking renewal. How will we reorganize ourselves, as a faith tradition, to meet the many needs we see emerging?

As people planted in the present, envisioning a thriving future, we draw on our faith tradition for courage, wisdom, and strength, and we rely on one another for the support to bring our shared 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 89 registered members, 70 currently living in Canada, including student, parish, community, and retired ministers, as well as ministers in transition. Our Executive Team this year was Anne Barker, Meghann Robern, Norm Horofker, Rosemary Morrison, and Shana Lynngood.

Contact us: UUMOCexec@gmail.com



CANADIAN UNITARIAN COUNCIL

TREASURER'S REPORT 2022 | JOANNE GREEN



As I write my final report as Canadian Unitarian Council (CUC) Treasurer, I am struck by the number of external impacts on our finances over which we had no control. For three of the past four years, Covid has been the overarching influence on our congregations' finances, investments, salaries, and inflation to name a few.

While 2021 was a record year for rising markets, we also saw the beginnings of rising inflation. 2022 has ended with an annualized inflation rate of 6.8%, a negative return of -17.22% in our investment account, and a reduction of approximately \$25,000 in Annual Program Contributions (APCs) paid. More details will be provided further on in the report.

The CUC Board of Directors is responsible to the member congregations to ensure the financial stability of the organization. At the same time, it is responsible to deliver the services needed by the member congregations. In 2022, that meant maintaining staffing levels, and maintaining fair and equitable rates of pay.

At the Fall 2022 Staff-Board Retreat, the Board created a three-person Compensation Study Group, with the following principles kept in mind: fair compensation embodies the UU principles of justice and dignity, removal of barriers to full inclusion, and additionally, supports the ethic that "justice begins at home."

Fair is seen as comparable with similar work in similar organizations. What we do within our congregations and communities allows us to speak with integrity when we seek justice "in the world." Data was gathered from sources as diverse as the United Church of Canada, the 2022 Charity Village Compensation Report, job postings from across Canada, and the Unitarian Universalist Association. Comparisons of hourly rates, annual salaries, vacation and other benefits, and hours of work were completed.

Additionally, in 2022 the Congregational Investment Fund Program was reopened to new congregations, with a few bumps in the road while new processes were worked out. Three congregations joined the program, and one indicated their intention to withdraw. New agreement forms were drafted after a review of language and terms.



Finance and Investment Committee

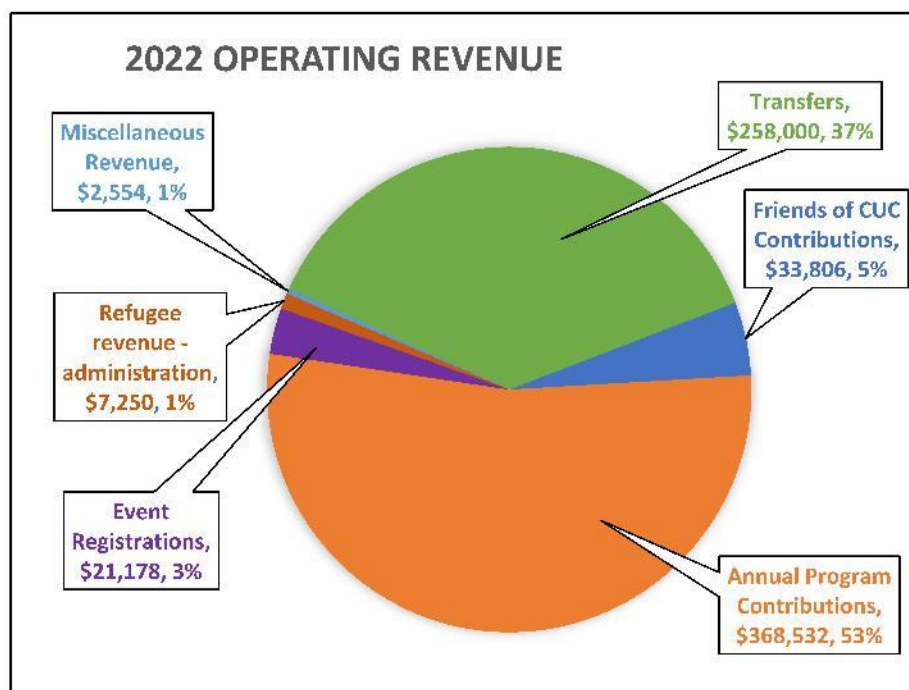
The Finance & Investment Committee is an important part of fiscal management by the CUC. Committee members for 2022 were Joanne Green, Margaret Wanlin (until May 2022), Vyda Ng, and Chuck Shields. Margaret Kohr contributed to policy review, and I extend my gratitude and thanks to all. You are an essential part of the due diligence exercised by the CUC Board.

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 order to maintain financial stability, the CUC grants signing authority to selected Board members and staff, with all transactions requiring two signatures for approval. The Treasurer and other board members spend considerable time reviewing transactions and backup material prior to providing approvals.

2022 Revenue Sources

The CUC has four primary sources of income: Annual Program Contributions, donations by Friends of the CUC, event & ACM registrations, and transfers from the unrestricted portion of the CUC investments. Secondary sources of revenue include Refugee Claim Administration fees and miscellaneous revenue.



Annual Program Contributions (APC)

The launch of the 2022 membership certification and 2023 APC calculation process was delayed until late fall. Our bylaws require that each member congregation pay APCs to the CUC as part of their covenant with the other member congregations. We know that, in 2022, some congregations had difficulty meeting their APC pledge amounts—the CUC addresses these difficulties with each individual congregation. We know, too, that the high inflation in 2022 is of concern as it has affected the per member amount of the calculations. No changes are proposed for the 2023 formulas, but the form will need modification for clarity.

Fifty-four per cent of our 2022 revenue came from the Annual Program Contributions (APCs). At the time of writing, most congregations had paid the full 2022 APCs. Thank you to all the congregations for their commitment to the CUC in 2022.

Transfers from the Investment Fund

Our second major source of operating funds is transfers from the unrestricted portion of 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 (realized gains and dividends) in the Investment Fund are allocated to all restricted funds according to the terms of the donor or CUC policies. In 2022 the unrestricted portion of the Investment Account decreased by approximately \$1,600,000 to \$2,640,000 (unaudited). This drop is primarily due to the drop in value of both Canadian and US equities.

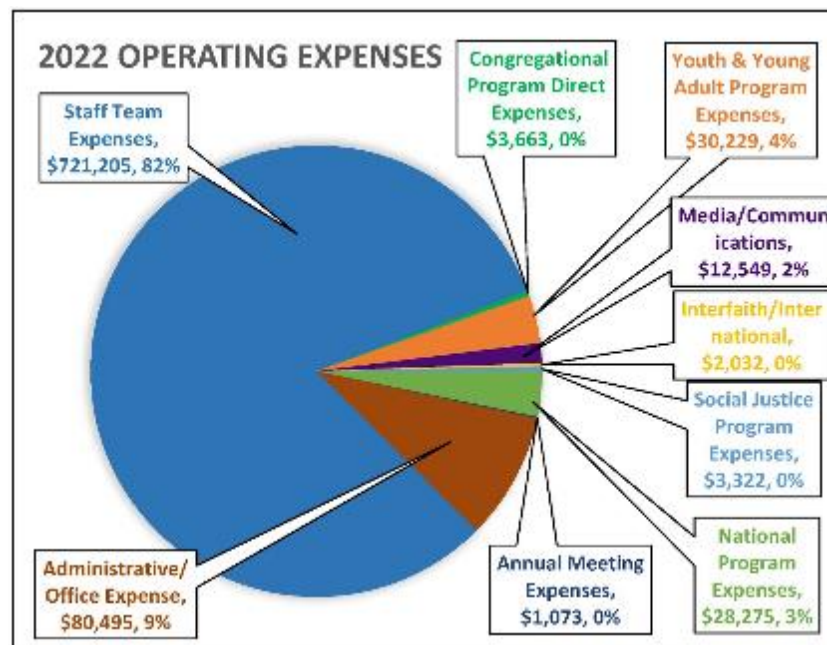
Refugee Claim Administration

We charge \$250 for each refugee claim processed and the amount is deducted from the resettlement amount deposited with the CUC. In 2022 we processed 29 claims.

Event and Annual Conference Registrations

2022 event registrations exceeded our projected revenue. Many events were held, including: Widening the Circle, Inclusion Forums, Lay Chaplain training, and Renaissance training. The associated expenses are reflected in national program costs.

2022 Operating Expenses



Staffing expenses are the largest budget line each year; staffing costs by program are not shown here. Congregational Life, Youth & Young Adult (YaYA) Ministry, and Social Justice staff provide programs and services to congregations and individuals.

Direct programming expenses (office, phone, travel) are shown for Youth & Young Adult Programs, National Programs, Social Justice programs, Congregational Life, Media & Communications, and International/Interfaith programs. Administration costs include office rental, management of CUC's governance & financial processes, website hosting, Zoom hosting, communications, and tech support.

Restricted Fund Expenses for Programs

There are several national programs which are accounted for in Restricted Fund categories. Both the revenue and expenses for programs such as the Refugee Resettlement Program are separated from regular operating expenses. Refer to the audited statements for a breakdown.

Annual Charities Return

The 2021 annual Charities Return was completed and filed in June 2022. No issues were identified, and the return has been accepted by the Charities Directorate.

Audited Financial Statements

The 2022 Audited Financial Statements were completed by Grant Thornton 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 review and approval will be done prior to the annual meeting.

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, as well as unrealized gains and losses on the restricted funds. In contrast, the operating budgets presented at AGMs do not show investment income, investment management fees, or unrealized gains (losses).

Starting in 2021, the restricted fund revenue and expenses were separated from operating revenue and expenses in our proposed budgets. The change makes comparing the audited statements to the annual budget simpler to understand. The largest restricted fund is the Refugee Fund, which is held in a separate bank account. It includes amounts for refugees who have not yet arrived in Canada.

CUC Investment Fund

The CUC Investment Account, managed by ScotiaMcLeod, suffered a significant drop in value since December 2021; the market value decreased over 17% to \$6,667,856 (ScotiaMcLeod valuation). The US portion of the fund was valued at \$1,613,022 Cdn or 24.2% of the total.

ScotiaMcLeod advised the 2022 net rate of return was -17.22% and the 10-year average rate of return dropped to 6.94%. The net rate of return is the increase or decrease in value after accounting for all transfers, dividends and interest, gains or losses from sale or purchase of equities, management fees, and all deposits.

The net rate of return for 2022 was considerably lower than the TSX; the difference is due to our choice to avoid investment in the carbon economy, weapons, alcohol, and other commodities. Renewable energy equities also fell in 2022. Figures presented in this report include all cash and cash equivalents (money market funds, etc.). Investment management fees (1%) are charged quarterly.

The Investment Account (unaudited) breaks down as follows:

CUC Legacy Fund	\$2,592,377
Internally Restricted Funds (Lay Chaplain, THR Fund, other)	\$ 22,155
Externally Restricted Funds including CIFs	\$1,064,870
Endowment Funds (two) plus Avalon Fund	\$ 188,825
Unrestricted Funds	\$2,810,675

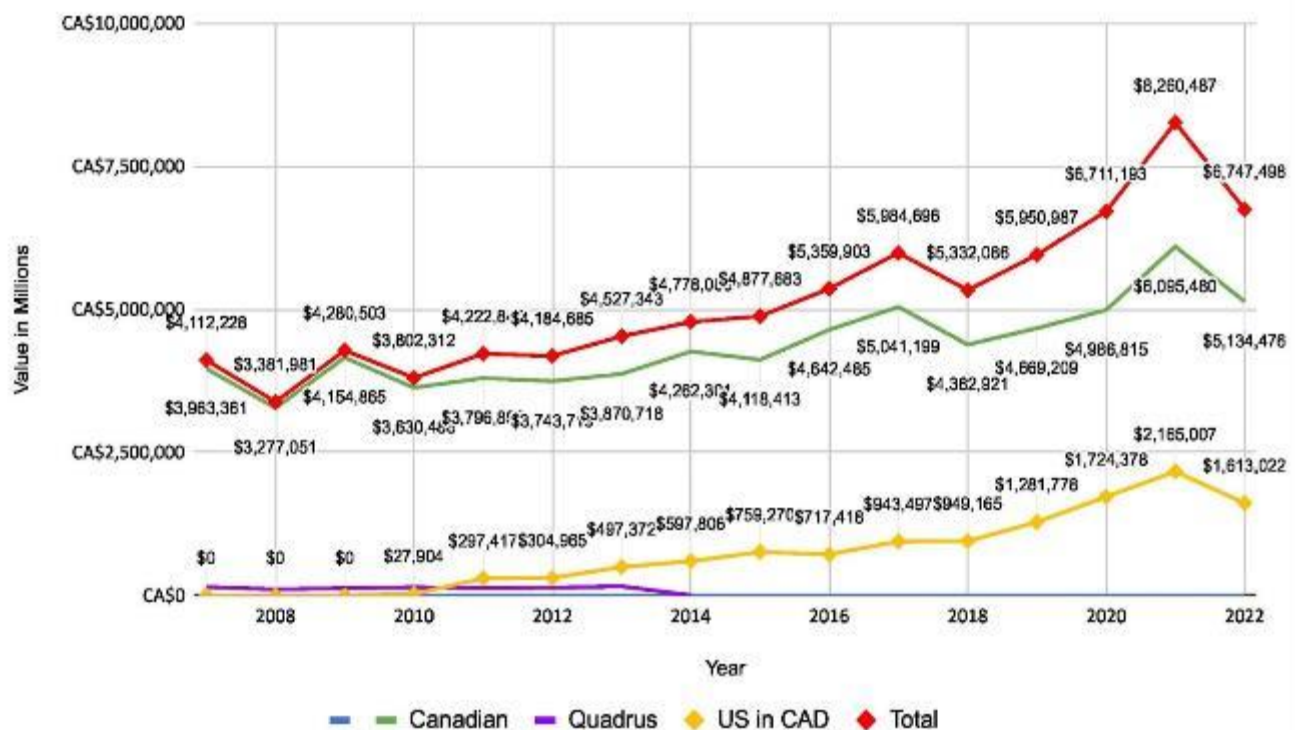
The Portfolio (Wealth) Manager makes decisions about the portfolio, within criteria established by the Board, to protect our investment fund as well as possible during good and bad economic times. The CUC Investment Policy requires the portfolio advisor to keep no

more than 75% in equities. Formal and informal reviews of the Investment Fund were done in 2022 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. As is usual in turbulent times, the investment advisor 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.

The following graph shows the year-end values from year to year for the past 15 years:

Year End Values Invested Funds



2022 Budget vs Actual Income & Expenses

At the May 2022 AGM, the Board presented an operating budget that included expenses for the usual program expenses, as well as a Dismantling Racism (or 8th Principle) staff person. The budget presented operating revenue and expenses separately from restricted fund 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 2022 revised budget adopted at the 2022 Annual Meeting:

Annual Program Contributions	\$ (11,468) lower (Note 1)
Event & Conference Registrations	\$ 6,178 higher
Transfers from Investments for Operating Costs	\$ <u>(212,000)</u> lower (Note 2)
Total Revenue	\$ (218,881) lower
Congregational Life Programming	\$ 12,637 under
Youth & Young Adult Ministry	\$ (10,229) over
Media & Communications	\$ 2,451 under
National Programs & Workshops	\$ 2,975 over (Note 4)
International / Interfaith	\$ 5,768 under
Administration Costs	\$ 7,506 under
Staffing Costs (includes travel, prof development)	\$ <u>45,600</u> under (Note 3)
Total Expenses	\$ 65,196 under

Note 1: APC payments received in January and February 2023 for the 2022 year are included. As of May 9, the audited statements do not include the amounts deposited after Dec. 31, 2022.

Note 2: Cash on hand in the operating account was sufficient to cover cash flows. Therefore, the projected transfers were not all used, and funds were left in the investment account.

Note 3: Higher than budgeted costs for benefits were balanced by reduced staffing costs.

Note 4: National program costs are shown under National Programs in the CUC's unaudited reports. The audited statements include national program costs in Congregational Services.

INDEPENDENT PORTFOLIO MANAGER'S REPORT | ALAN HARMAN



Market Summary

Stock and bond markets continued to track expectations around inflation and interest rate increases in the fourth quarter (Q4) of 2022. The old axiom “don’t fight the Fed” (i.e.: if interest rates are going up, stock and bond prices WILL go down) came home to roost again.

That said, we finally received economic data in November and December showing inflation waning a bit so pundits felt they could see a glimpse of “peak interest rates”—signs that the Fed will slow their rate increases and then stop them, and markets rallied as a result. The TSX was up 5.96% in Q4 (down 5.84% on the year), the S&P was up 5.45% in Q4 (down 12.32% for the year), and the bond market fell .10% (down 11.69% for the year).

At year-end, the consensus was that we are within six months and 75 basis points of “peak interest rates.” A sigh of relief after the worst year for stock markets since 2008 and the worst back-to-back years for the bond market in over 40 years!

How bad and unusual was 2022? It was THE WORST year for a balanced portfolio (60/40) of stocks and bonds SINCE WORLD WAR TWO!!



The following graphic highlights what an outlier 2022's performance was in both the United States and Canada:

Scotiabank

The Chart Book

January 2023

A Year for the History Books: Both Stocks and Bonds Generated Sustained Losses

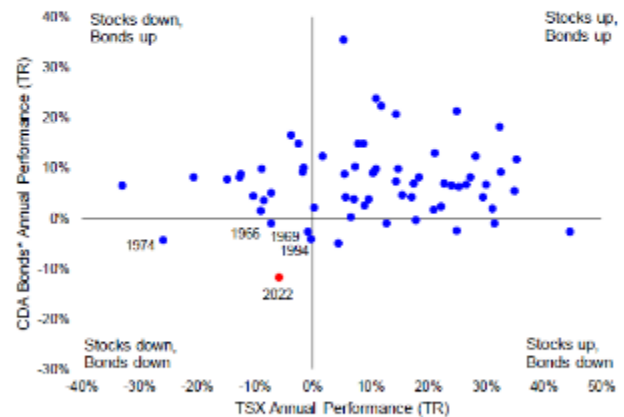
- The charts below explain why 2022 was a very challenging year, even for conservative retail investors. The traditional 60/40 portfolio endured heavy losses.

US Equities & Bonds Annual Performance (TR) Since WWII



*Bloomberg US Treasury Index from 1973 to 2022; and the 10-yr US Treasury bond prior to 73.
Source: Scotiabank GUM Portfolio Strategy, Bloomberg

TSX & CDA Bonds Annual Performance (TR) Since 1957



*FTSE CDA LT Bond Index (TR) prior to 1980, and the FTSE CDA Universe Bond Index (TR) since then.
Source: Scotiabank GUM Portfolio Strategy, Bloomberg, FTSE TMX

Now, assuming that pundits are finally correct and that we are very near the end of the rate-tightening cycle, we turn our attention to the next phase of the business cycle and agonize over how “soft” or “hard” the economic “landing” from this end-of-COVID-fueled economy will be. It’s hard to imagine, given that today unemployment is at record lows (employment at record highs), consumer spending is robust, and corporate profits are strong, but a slow-down and perhaps a recession (defined as two quarters of negative GDP growth) is right around the corner. Will we get the “goldilocks” slow-down—not too soft and not too long—or will the extreme boom-and-bust economic reverberations of the COVID economic shutdown continue into the next phase of the business cycle?

Companies are playing it safe; reporting good earnings (so far, most 2022 earnings reports have beat estimates) but preparing investors with muted outlooks. They are also reducing headcount in anticipation of slower demand. Leading indicators are not yet definitive. My feeling, consistent with the Bank of Canada’s forecast, is that we are in for two or three quarters of something between slightly negative to slightly positive GDP growth. A slowdown but not a deep nor long recession. This economic forecast should be supportive of stocks and will be very positive for fixed-income investments.

Performance Review

Returns, as of December 30, 2022

	Q4 2022	Year to Date	Annualized since Inception January 1st, 2013
Portfolio (Net)	-0.95%	-17.22%	6.94%
S&P/TSX Composite Total Return	5.96%	-5.84%	7.73%
FTSE Canada Universe Bond Index	0.10%	-11.69%	1.63%

Portfolio Summary

The portfolio was down 0.95% net in the quarter. For the year, the portfolio dropped 17.22%. Why the poor performance in 2022?

Energy (oil and gas companies) and materials (mostly mining companies)—the two industries that we do not own for SRI reasons—make up just over 30% of the TSX and they were up significantly in 2022 as a result of strong demand and tight supply (partly a result of the war in Ukraine). The energy sector was up 28% while the materials sector was up 15%. We estimate that the TSX would have been down 16% in 2022 without these two groups and estimate that the CUC blended benchmark without the TSX energy and materials groups would have been down approximately 12%. That accounts for most, but not all, of the underperformance. Some of the underperformance was due to industry selection. We are overweight renewables and technology. Both sectors, in particular technology, fared poorly in 2022. I have commented on this in previous reports but the fall in technology stocks is unprecedented and we feel this will correct itself in 2023. Similarly, for a variety of reasons, we continue to like renewable energy.

Consistent with our economic outlook for 2023 we will make a small adjustment to our asset mix in early 2023—modestly increasing fixed-income allocation.

I feel that 2022 was an anomaly and that in 2023 we can expect performance more in line with historical averages.

CONGREGATIONAL LIFE | REV. LINDA THOMSON & JOAN CAROLYN, M. DIV



The Canadian Unitarian Council (CUC) website says that the Congregational Life Leads:

- Promote congregational vitality.
- Help leaders manage congregational priorities.
- Offer congregations training, coaching, and consultation.
- Connect people across congregations, helping to build our national Unitarian Universalist (UU) community.



Those are grand statements but what does reality look like? We welcome you to consider the narratives below as windows into some of the work with which we've engaged this past year.

Training, Coaching, & Consultation with Congregations & Boards

Working in close collaboration with congregations and colleagues, we led programs and retreats for individual congregations and for UUs nationwide. Our work addressed a wide range of needs, including start-up programs for leaders, capacity building, and living into the 8th Principle. We also produced Sunday services grounded in congregational vision.

Highlights include two successful board retreats. At each retreat, Congregational Life Leads facilitated two sessions designed to help the boards clarify their vision, plan for implementation, and consider alternatives. We also role-modeled healthy ways to name and address areas of strength and concern.

The team also delivered two retreats that explored living into the 8th Principle. These retreats were attended by members of the board as well as the congregation it represented. The high level of engagement within these two retreats highlighted the strong interest UUs have in alternative ways of being together—an interest that shows up in the desire to review how UU congregations and communities make decisions and in how we welcome (or alienate) people in a group.

The Congregational Life team created a workshop on governance and decision-making processes like sociocracy and consensus. It drew on congregational wisdom, UU programming and outside resources, including the University of Victoria Indigenous Law Research Centre. This workshop was first set for October 2022, and then postponed to February 2023.

The collaborative approach we, Linda and Joan, have adopted has created great opportunities for congregations to network and gain strength, share the wisdom of their experiments, support each other in ongoing challenges, and grow toward greater UU vitality. This report covers 2022 but the actions have continued into 2023—with high levels of participation in roundtables and workshops addressing issues like networking for strength (especially for smaller congregations) and radical inclusivity.



In 2021, we noticed a significant number of transitions among religious professionals. These shifts continued in 2022. Just over 50% of Canadian UU congregations with ministers will experience a period of transition between 2021 and 2024. We celebrate the many contributions of the departing ministers and are eager to welcome new interim and settled ministers to their positions.

It also became apparent in 2022 that fewer ministers were seeking new positions. This presents a challenge for us. Most UU ministers are based in the United States. We are very appreciative of those retiring ministers who have been able to maintain a strong and active presence through short-term ministry positions and/or consultation.

In September 2022, the Congregational Life Leads hosted two regional meetings (one for ministers in the Eastern region and one for ministers in the British Columbia and Western regions). We invited ministers to share their challenges with ministry, reasons for celebration, and examples of collaboration. In October we collaborated with the Unitarian Universalist Association and the UU Ministers Association to host a conversation with prospective ministerial candidates about options within Canadian ministry.

The Congregational Life Leads have done the typical work to support ministers and other religious professionals during transition. This includes conducting transition and exit interviews, helping professionals from the United States navigate border crossings, and supporting individuals as they prepared for transition. The inability, in some cases, to secure contract or interim ministers has changed the nature of the support needed. We have worked with all involved to find alternatives.

We were pleased to hear from the UUA Transitions office that the number of ministers available to work is growing once again, albeit slowly, after being at a significant low. Although there are still challenges, we want to celebrate the work we have done with UU colleagues on the UUA Transitions Team and ministers from the UU Ministers Association, especially some retired professionals who have taken on active roles to support congregations. We would also like to acknowledge congregational leaders who have taken active roles in pursuing potential ministers while remaining linked with the CUC. Thanks to all of you who have been—and continue to be—active participants in congregational vitality and shared ministry.

In 2022, as in most years, we spent a significant amount of time helping individual congregations and groups navigate systemic and interpersonal conflict. In this work, we connect with community leaders, Good Officers, and UUA Transitions staff. Our goal is to help congregations recognize that conflict is inevitable, and to help them address it in a way that fosters greater vitality.

Regional & National Outreach

Our National CUC Fall Gathering was once again held online, and we were delighted to welcome 66 participants to a great weekend of events. Leadership was shared between CUC staff, ministers, congregational leaders, and guests as we explored “Living into Covenant.”

Being part of a faith community provides us with a place where “we practice what it means to be human.” (James Luther Adams) And 2022 certainly revealed our human and growing edges, as well as our strengths. As a national community we were able to join in deep reflection on the value of covenantal relationships and important elements that are part of the commitment.



Participants’ responses indicated high interest in pursuing practical ways of remaining connected and developing congregational systems that truly welcome all. This affirmed the planning for three events early in 2023: the “Small Congregation Vitality” workshop as well as a workshop and roundtable on “Uncolonizing Democratic Processes.”



In 2022, staff continued to meet regularly with the Canadian UU Religious Educators (CUURE) executive team. This work resulted in the CUC’s support for two events: a UU Theology Renaissance training program and a well-attended Odyssey Lecture on “Community, Connection and What Really Matters,” featuring Lynn Sabourin, who recently retired after 40 years as a religious educator.

As the Canadian UU congregations and groups national office, it is CUC’s privilege and responsibility to work with Canadian UU groups and areas of interest. This type of CUC cooperation with regional and national groups led to the support for development of a Canadian version of the UUA Widening the Circle of Concern program. It also allowed for Joan Carolyn to provide support for the development of “UnSettling our Spirituality,” an art therapy experience, through which Canadian Unitarian Universalists were invited to explore how colonization has shaped their identity and spirituality. We express our deep gratitude to the incredible religious professionals, and Indigenous and UU leaders who formed the planning groups for both these important programs.



After several successful in-person “Serving with Spirit: Nurturing UU Leaders” programs we adapted the material and offered it virtually over five sessions in January and February 2022. Liz James was our partner in the planning and delivery of the well-received program. In the evaluation, one participant noted it was particularly valuable to share the challenges that arise in communities and to gain ideas on how to present new ideas to your community.



We are close to finalizing the reworking of the leadership training program. The work follows years of assessment, the development of program pilots, and efforts to expand the Canadian UU Leaders (CUUL) school program. An overview document created this past year by Linda and Joan, highlighting and categorizing the Serving with Spirit program offerings, is in the final phase of editing. It will be shared soon. There will be a roundtable where the material is shared, and UUs can provide input into the proposed roll out. We have consistently heard that training programs are needed and are pleased to be almost ready to share our plans.



There is a powerful narrative to be found within all elements of this report—the power of sharing our wisdom! The Shining Lights webinar at the end of April exemplifies that strength by sharing the innovative engagement within Canadian UU congregations and groups. The 2022 webinar highlighted the great work of four such groups, all with an eye to not only celebrating their stories but to sharing potential ideas and resources with others. Sound interesting? We welcome you to explore an overview of the four nominees and then pursue further contact as your interests guide you.

- [Vancouver Unitarians IBPOC Caucus](#)
- [Ajashki Food Security Project from First Unitarian Congregation of Ottawa](#)
- [Unicamp of Ontario](#)
- [First Unitarian Congregation of Toronto’s You’ve Got Mail project](#)

A word of gratitude to our exceptional Shining Lights Team—Kim Turner; Nicole McKay; Rev. Stephen Atkinson and Laura McNaughton—which worked with Joan and Linda. As a team we have been awed by the powerful projects UU congregations and groups have created. May the stories linked above inspire you as well!

Thank you for the opportunity to work with Canadian and other UU leaders in support of vital UU communities.

YOUTH & YOUNG ADULT MINISTRY DEVELOPMENT | CASEY STAINSBY & REV. DANIELLE WEBBER



Youth and Young Adult (YaYA) ministry development is supported at the national level by a team of two part-time staff: Casey Stainsby (she/her) manages events and programs both in-person and online; Rev. Danielle Webber (they/she) supports communities in their local YaYA ministries and develops resources to support the training and growth of these ministries. Rev. Danielle also holds the *Our Whole Lives* (OWL) portfolio.



Religious professionals from across the country (and from Unitarian Universalist communities elsewhere) have told us that youth ministries are struggling to regain the momentum they had before the pandemic. So, it was with great enthusiasm, and perhaps a little trepidation, that we held in-person events again this year. We also experimented with a new approach to young adult ministry, empowering young adults to create their own events and programs.

2022 ended with significant grief and anger within the young adult community. Dani (Maiken) Cooper, a young adult who grew up at the North Shore Unitarian Church, was killed by the RCMP during a mental health crisis on November 12. Initial gatherings of support and care were offered to those who knew Dani, and we continue to support the efforts that call for justice in this heinous act of needless violence.



We are honoured to serve the young people of our national faith community. In a perfect world, we would not need programs specifically targeted to young people—a fact that has come up recently in national conversations about inclusivity. Ideally, young adults would be seamlessly included in all aspects of UU community. However, since youth and young adults are still among the least-represented age demographics in our congregations, it is critical that we continue to respond to the needs of the young folk among us with targeted programs and resources. Meanwhile, we all must engage in the important work of implementing the 8th Principle and midwifing our faith into the fully inclusive spiritual and justice seeking movement it promises to be.

Key Definitions

- *Youth*: 14 to 19-year-olds, who typically participate in congregational youth groups and/or regional and national youth cons (weekend long events).
- *Young adults (YAs)*: 18 to 35-year-olds, some of whom are based in congregations and others who only connect to the UU community through regional and national events, online gatherings, and social media.
- *Emerging adults (EAs)*: 18 to 24-year-olds, a particularly under-served group within the YA umbrella.
- *Youth advisors*: Adults 25 and over who support youth ministry in congregations, help plan and lead programs, and accompany youth to youth cons.

Highlights of the Year

Youth events

CanUUdle, the national youth conference, took place in person for the first time since the pandemic. Thirty-five youth and nine youth advisors from across the country attended the con in Vancouver, BC. We had great fun with the theme *Mystery and Magic*, uncovering the magic that lies within each of us. The Bridging Ceremony, which honours those transitioning into, between, and beyond youth and young adult age groups, was especially meaningful, as it provided a chance for those who had bridged during Covid to be recognized again, and for younger youth to hear powerful testimonies of what this community means to them.

CanUUdle provided a hopeful success story. The con had an invigorating effect on the youth programs in the Lower Mainland of British Columbia, and the Vancouver Unitarians youth group was even inspired to host a fall youth con in November, with some support from CUC staff.



The **MyceliUUm Youth Network of Canada** had its second year as an experimental initiative that provides a forum for youth to stay connected with their community in between cons. Youth engagement with online programs has remained low this year, but we continue to hold the space through our Discord server and occasional games nights.

The Fairy Ring is the name of the small committee of youth and adults who host MyceliUUm gatherings and other events. The Fairy Ring gained new members after CanUUdle, and this wonderful team continues to bring forward ideas to strengthen the youth community.

Rising Together is a program for youth and emerging adults of colour led by Camellia Jahanshahi. This small but dedicated group continued to meet monthly in 2022, with a summer break. All are welcome to subscribe to the Rising Together newsletter, regardless of race or ethnicity.

Young adult events

The national young adult conference, **Chorus**, had its in-person comeback in May alongside CanUUdle. Twenty-four young adults attended in person and six more participated virtually. The theme *With Love* referred to the UU call to loving justice as well as our deep need for self and community care after three years of being physically apart. Participants were touched by the warm welcome from the hosting congregation, the North Shore Unitarians, who prepared that Sunday's service with them in mind.



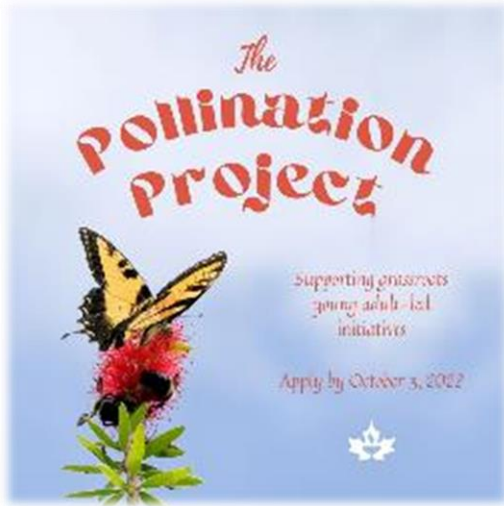
The **Unicamp YA Retreat** also returned for the first time since 2019. It was wonderful to see old friends and to meet in person those who had connected with the YA community online in recent years. Sixteen YAs attended the event at Unicamp in Ontario, some from as far away as Vancouver and Victoria, British Columbia.

Gathered Here, our monthly young adult online check in, continues to be an important mainstay in our YA programming. Beginning in September 2022, the hosting of this event has been passed to two young adults, Brenagh Rapoport and Ilara Stefaniuk-Gaudet. This change is part of a larger strategy to empower and equip young adults to run with their ideas for ministries. Gathered Here hosted 24 individual YAs this year, with an average attendance of eight and an overall attendance of 69 people.



Gathered Here also provides an important point of connection with the ministers of the **YA Pastoral Care Team**, who co-host with either Brenagh or Ilara during the month that they are on-call. The YA Pastoral Care Team responded to 13 care requests in 2022. Additionally, Revs. Diane and Lynn supported Rev. Danielle in holding a vigil for YAs after the death of Dani/Maiken Cooper.

Since the options for virtual participation in Chorus were minimal, we held a fully **Online Fall YA Con** in November, the week before the Virtual Fall Gathering. Longtime community member Andrew Pollock coordinated this event, themed *Answering the Call*. Thirteen young adults attended.



Another new initiative this year was **The Pollination Project**, which encouraged experimental ministry projects led by young adults. It provided regular mentorship and modest stipends. We received applications for four projects, and two were chosen for this pilot year. For various reasons, one of the projects has folded; the other, **UUConnecting**, is going strong.

UUConnecting, led by Xenia Menzies and Zoë Henderson, is a monthly virtual drop-in open to UUs and the UU-curious of all ages, with the goal of building relationships. Casey and Danielle also occasionally provide less structured support to various YAs as they try out different projects.

Supporting congregations

There have been very few direct requests from congregations for consultations with Rev. Danielle about their youth and young adult ministries in 2022. Perhaps this is because of pandemic burn out, or leadership focus being directed at major transitions within the congregation. Maybe everyone is doing their best to keep their communities afloat, and adding one more committee meeting or taskforce seems overwhelming. One of the resources that Rev. Danielle has been referring to regularly articulates “that both prioritizing and having a strategy for young adult engagement are strongly related to higher percentages of young adults within congregations, regardless of the size and location of the congregation.” Similar results can be assumed of youth programming. If your community is looking at supporting youth and young adults and would like support in prioritizing and developing a strategy, please be in touch!

While supporting congregations on a one-to-one basis is part of this work, creating resources for training and events for volunteers and staff members has also been a big part of this work:

We hosted a **Leaders’ Roundtable on Youth Ministry** in October. It brought religious professionals and volunteers from across the country together to discuss and support one another as we come back to in-person gatherings that have low attendance. The group had an excellent conversation, recognizing that they were not alone in the struggles they were experiencing in their communities.



Additionally, the current training used to support congregations in their youth ministry (the Chrysalis Youth Ministry Training Programs) needs to be updated, with new schedules and timelines taken into consideration. Historically, these programs have been scheduled as weekend conferences, which have both pros and cons given how spread out our communities

are. There was an attempt to offer **Youth Advisor Training** in March-April 2022 as a three-week training program offered online on Saturdays. However, this also proved insufficient to meet the needs and restrictions of youth volunteers. We took a step back to determine what is needed—and what would be supportive in our busy lives—and look forward to launching a re-visioned program in the late summer of 2023.

Rev. Danielle continues to meet with Congregational Life Leads and CUURE (Canadian UU Religious Educators) to **support religious educators**, and the programs they create.

Our Whole Lives (OWL) Sexuality Education



OWL events have taken off again this year, and it is so exciting to hear all the good news stories happening across the country! Communities from Victoria, BC to Toronto, ON—and likely beyond—have all reported successful programs.

Rev. Danielle has been in communication with Unicamp about offering OWL during the summer. Plans originated for a weekend event in August 2022, but needed additional planning. We hope the collaboration of Unicamp, congregations, and Rev. Danielle will lead to the delivery of High School OWL around Southern Ontario during late spring and Summer of 2023.

There were several requests to host OWL facilitator training online, as the UUA has been able to offer for a little over a year. However, the administrative and technological work that this platform requires has dictated that we won't attempt to replicate the work. We encourage communities to attend online training programs offered by the UUA if that works, and we will continue to support the organization of local training programs where possible. There has also been a collaboration with the Canadian UU Women's Association, with regards to getting facilitators to trainings, and the possibility of hosting a "Train the Trainer" event here in Canada. This will take lots of planning, but we are continuing to explore the possibilities.

Collaborations

Young adults participated in many of the CUC's national events in 2022. Both the Inclusivity Forums and the Widening the Circle of Concern workshops had significant YA representation. Young adults also supported the development of all four of the national worship services in 2022. The Fall Gathering, *Living into Covenant*, used material that was developed within the youth and young adult communities. Creating covenantal communities has always been part of YaYA culture, and we were glad to be able to use some of this experience to add to the national conversation.



SOCIAL JUSTICE REPORT | ERIN HORVATH & AMBER BELLEMARE



The 2022 congregational year has been a time of expansion and challenge for many Unitarian Universalists (UUs) as they become pioneers for change within Unitarian Universalism. In more than one area, UUs have been challenged to not only learn about how injustice manifests in the world, but to get real about how it is manifesting within our own movement.



Following the passing of the 8th Principle, and the conversation it invited, we have seen an awesome thing happen: UUs from all over the country have come together to learn about unearned privileges and have the difficult conversations around the lack of inclusivity that exists within UUism.

Within this group, we have witnessed the passion grow to see UUism become a beacon of inclusion in a segregated, siloed, power-imbalanced, and divided world. Before we can do that though, we must address the segregation, siloing, power imbalances, and division within our own literal and metaphorical walls. Exclusion and injustice are alive and well in the ways we relate to each other, create policies and procedures, conduct worship, handle money, and tackle social and environmental justice causes. This group of pioneers have been coming together to mourn the version of ourselves that we thought we were to accept how things truly are. Many are finding a new sense of interconnectedness within this place of vulnerability. It is safe to say that for many UUs they have been transformed this year and they are taking the energy of transformation with them into their UU communities.

Our work this year has revealed some interesting trends which we'll share here while providing an overview of the work that has happened this year in each strategic area. We'll also highlight our direction for 2023.

Dismantling Racism & Barriers to True Inclusivity Inclusivity Forums

Following the 8th Principle Forums in the fall of 2021, the CUC hosted five other Inclusivity Forums related to diverse family and relationship structures, disability, class, gender, and ageism. The first three forums were attended by 70 to 90 people. The ageism and gender inclusion forums were attended by 40-50



people. It took a fair amount of advertising to get people to attend the last two. Ageism and gender are two topics that young adults have identified as barriers to inclusion for UU young adults once they age out of the more inclusive youth and young adult communities. As was seen in the extraordinary amount of effort it took for us to get UUs to engage with these topics, the importance of these types of inclusion are not yet recognized.

It is worth mentioning that most of the facilitators for the forums and inclusivity actions groups were young adults. This role was a natural fit as their experience in youth and young adult communities has been far more inclusive and progressive than in many traditional UU congregations. They have lived experience with how a community can function in an inclusive way. Additionally, they are keen to see change within the movement, are not afraid to deal with resistance, and have a strong set of skills. We have learned through this process that young adults are highly invested in a future within UUism, however, a culture shift needs to occur for them to feel at home within it.

We created a [resource site](#) for those engaging in inclusivity work which includes interviews with UUs experiencing various forms of exclusion.

Inclusivity Action Groups

In February 2023 we began hosting a series of three Inclusivity Action Group meetings where participants chose an area of inclusivity to address within UUism in Canada. There are 50 people involved in this, the majority of whom have lived experience with some form of exclusion within their UU community. Our CUC Elder, Sharon Jinkerson-Brass, is joining us for each of these sessions, offering guidance and ensuring that we work to the core of colonialism, regardless of the area of inclusivity being addressed.



Areas of focus are a) gender discrimination (non-binary & trans focus), b) ageism, c) classism, d) inclusion of diverse families/relationships, e) ableism, f) racism, g) uncolonizing our UU spaces, and h) engaging men in inclusivity work. Each group will share its findings with the national UU community at the end of their time together.

Some general trends we have noticed in regard to inclusivity work:

- **The vast majority of people participating are women, non-binary, or trans folks. The missing demographic is cis-gendered, heterosexual men.** We saw men present in large numbers during the 8th Principle forums but their participation has decreased to only a handful since the work has shifted towards actually becoming inclusive. We have created an action group devoted to engaging men.
- **Many people participating have lived experience with a particular type of exclusion and are involved because they want to feel more included within UUism.** We have been

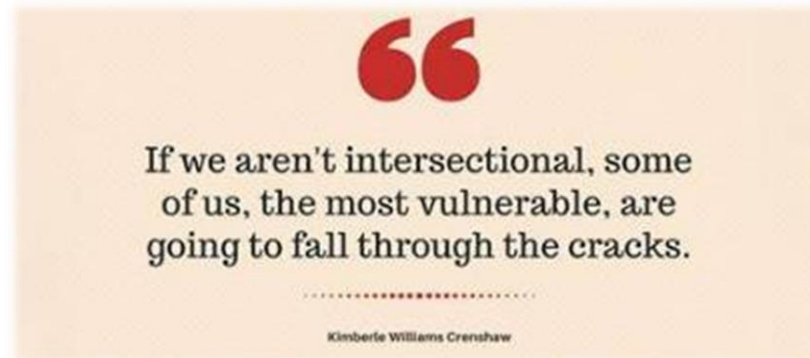
trying to encourage more allies to shoulder the responsibility of inclusivity work, so it doesn't fall on those who are already feeling marginalized and excluded.

- **Classism has been identified as a big issue for some UU communities and is manifesting in behaviours such as financial bullying.** This occurs when UUs that donate large amounts of money withhold, or threaten to withhold, their usual financial offerings if people do not do what they want. This pits those with money against those without it and has resulted in instances where staff members or ministers have been fired and UU communities fractured. Oftentimes the disagreement is around removing barriers for inclusion.
- **Ageism is part of why UU membership across the country is declining.** Currently there is a drastic difference between the UU culture of youth and young adults and that of UU congregations, which consists largely of seniors. These groups operate as silos and there is a missing middle demographic. This siloed approach results in three time periods where membership drops off: a) when youth age into young adults, b) when young adults age out of the YA stream, and c) when older UUs age and die.
- **People are comfortable talking about doing things differently, but not actually doing things differently.** We see high enrollment in one-off workshops, and less enrollment in action groups. We see resistance to change at a congregational level.
- **Young people advocating for change are being met with resistance.** This has been brought to our attention in several areas, including one situation where a handful of young adults are being faced with incredible resistance to the point of being labelled disruptive, or being expected to endure an unsafe environment (i.e., without access to gender neutral washrooms or the proper use of pronouns and exposure to wealthy people flaunting their wealth).
- **People do not yet see the connection between lack of inclusivity and declining membership.** The UU movement will not grow as long as our culture is set to privilege the comfort of a particular demographic: white, older, upper class, well-educated, able-bodied, able-minded, wealthy, monogamous, cis-gendered folks. Shifting towards a co-created, inclusive culture and away from a performer-centred, exclusive culture is what is needed to become the kind of liberal faith community that a diversity of peoples will want to be a part of, including our own young UUs.



Watch for the CUC's Intersectional Welcoming Guide

A UU young adult who experiences various barriers to inclusion, reached out to the CUC with a draft of an Intersectional Welcoming Guide that encourages UUs to take concrete steps toward making their congregations more inclusive by removing barriers to full inclusion. The Inclusivity Action Group members will help shape this guide, which will be focused on actions that people can take to shift their UU culture, not on “check-the-box” gestures of inclusivity. Watch for this in the fall of 2023.



8th Principle Work within UU Communities

On November 26th, 2022 a roundtable discussion occurred considering where we are with our inclusion efforts a year after the additional principle was added. You can read the [highlights](#) of what representatives shared. There appears to be quite a range in terms of UU communities' engagement with inclusivity work and their understanding of the connection between this work and increasing membership. Some are being met with much enthusiasm and others, much resistance. In terms of leadership, the youth and young adults have been actualizing inclusivity work for years and continue to voice their need for the rest of the UU movement to do so as well.

Truth, Healing, and Reconciliation

In this work we have been challenged to live into Indigenous sovereignty rather than simply talking about doing so. Uncolonizing our UU movement and decolonizing the land and our relationship with Indigenous nations/peoples is distinctly different from educating ourselves about Indigenous history, worldviews, and experiences of colonialism. It requires us to change our ways and relinquish privilege. Once again, we have found that people are eager to learn, but less eager to change.

Uncolonizing Focus Groups

The [Un-colonizing Focus Group](#) materials have been made available for congregational use with a recommendation that groups be facilitated by those who were trained to facilitate discussions using the [Truth, Healing, and Reconciliation Reflection Guides](#) (THRRG) or have equivalent knowledge and experience. It is designed for people who have taken the THRRG guides want to take action to uncolonize themselves individually and collectively as Unitarian

Universalists. Topics include differentiating between uncolonizing and decolonizing work, identity, worldview, origin stories, protocols and privilege, white fragility, land acknowledgements, and examining the UU principles. Given that it encourages inward reflection, we include materials that are relevant expressions of contemporary Unitarians, including the 8th Principle process and responses. We provide monthly coaching to facilitators doing this work within their congregations. Feedback has been very positive although it is challenging for participants and facilitators.

Experiments in Uncolonizing National Worship Services

On Sunday, September 25, the CUC along with Elder Sharon Jinkerson-Brass hosted “Unsettled and Unafraid,” a National Worship Service to honour the Day of Truth and Reconciliation. It was structured similar to typical worship services, but the content was not so typical, and was designed to model how to find comfort in discomfort. Woven into the poems, music and visual art by contemporary Indigenous artists were reflections by UUs about what it means to uncolonize. It was confrontational, vulnerable, courageous, and honest.

One-hundred-and-sixteen people attended the service. Following the event, a free 2.5-hour Indigenized art therapy workshop was facilitated by Rev. Karen Fraser Gitlitz and Carey Sinclair. Thirty-five people attended. Feedback from both was positive and encouraging.



Earlier in the year a service was created that was intentionally less colonial in its design, and non-confrontational in its content. It was a) circular, instead of linear (not modelled after a typical linear church service), b) experiential, instead of performance centred, c) open-ended as opposed to plot driven, and d) heart-focused instead of head-focused. Visual art, music, spoken word, collective meditation, and repetition were used in a ceremonial way.

Some people responded with deep appreciation for the way it engaged them holistically. Others expressed that they did not like the change and wished it was conducted in the way that they were familiar with. Some went so far as to say it was a waste of their time.

We found it fascinating that there were no objections to a service that was very confrontational in its content about the ongoing nature of colonialism when the service itself was conducted in a very colonially/familiar way and focused on talking about the issues. The service that was less colonial in its design, and not at all confrontational in its message, is the one that got a more negative reaction. We will likely experiment with more ways for UUs to experience themselves within colonialism and reflect upon it as these experiences are far more useful than any workshop on the topic.

Uncolonizing Climate Justice

Recently, we, Erin Horvath and Amber Bellemare, hosted two Uncolonizing Climate Justice events: a roundtable on June 25th, 2022 and a workshop on September 7, 2022. We are asking UU climate activists to fundamentally reimagine their relationship to the land (as settlers) and to actively honour the sovereignty of Indigenous nations and the wisdom they hold about how to reverse climate change.



Slowing down capitalism by greenwashing it is not the solution; it is a harm-reduction strategy. Settler activists busy themselves with harm-reduction initiatives without modeling the shift we want to see in the world where Indigenous voices are centred in our climate actions, locally and nationally, and lands are returned to Indigenous care (see the Landback movement). This [Uncolonizing Climate Justice resource site](#) is a tool we are creating for those who want to actualize this work within their local climate movement.

We had intended to begin three sessions of Uncolonizing Climate Action Groups in January 2023 to dig deeper into what it means to uncolonize, decolonize, and live into Indigenous sovereignty within our Climate Justice movements. CUC Indigenous Teacher Dave Skene was planning to join us for those events. Not enough people registered for the event and so we had to cancel it.

Areas we planned to cover included:

- What we mean by colonization, decolonization, and uncolonization
- Identifying colonial characteristics in our movements
- Settler wounds of disconnection from Mother Earth and how mourning this loss may help heal how settlers relate to the earth.
- “Not another Stakeholder”
- Amplifying Indigenous Leadership

Climate Justice resources, workshops, and speakers offered by the CUC will continue to advocate that we uncolonize our climate movements lest we contribute to what has been called [Green Colonization](#); a contemporary form of colonialism that occurs when environmental movements continue to function from a place of colonial entitlement without fundamentally changing their relationship to the land and Indigenous peoples.

Contact us: socialjustice@cuc.ca

COMMUNICATIONS REPORT | SHELLEY MOTZ, BRIGITTE TWOMEY & KENZIE LOVE



The communications team is responsible for positioning the Canadian Unitarian Council (CUC) as a positive and impactful organization that supports congregations, congregants, and the broader community.

Highlights of 2022

Official Statements from the National Voice Team

The National Voice Team—the Executive Director of the Canadian Unitarian Council (CUC), the President of the CUC Board of Trustees, and the President of UU Ministers of Canada—issued three statements in 2022. These statements were published on the CUC’s website; shared on social media; distributed to CUC members via Google Groups; and included in the CUC’s newsletter. Each statement reached 2,000-3,000 readers.

- [“CUC Issues Statement on a Call for Truth and Compassion”](#)
- [“Canadian Unitarians Reaffirm Commitment to Reproductive Justice”](#)
- [“Canadian UUs Honour Death of Her Majesty Queen Elizabeth II”](#)



Summer Reflection Series

The CUC communications team launched a self-guided reflection series to maintain the national conversation about the 8th Principle—and how we live into it, personally and collectively. Every Monday, from July 4 to August 29, 2022, we sent a reflection and related question(s) to eNews subscribers. We also published the reflections on the CUC website and promoted them on social media.

Nine reflections were written and produced by CUC staff, volunteers, and community members. On average, the reflections were read by 1,200 people or 42% of eNews subscribers. The series was successful when compared to email campaigns launched by other religious organizations. The average open rate, for example, was 53% higher than the benchmark. (Source: [“2022 Email Marketing Statistics and Benchmarks by Industry”](#))

We received positive feedback and testimonials from readers as well as some criticism from those who wondered why we limited the series to reflections on the 8th Principle.

You can [read the reflections](#) online.

Leaders' Roundtable on Digital Ministry & Communications with Liz James

On August 27, 2022, Liz James, founder of Mirth & Dignity, and the CUC Communications Manager co-hosted a 1.5-hour roundtable, providing tips and tools to help congregations experiment with digital ministry and communications. Twenty-six people from congregations across Canada registered for the roundtable. The [presentation](#) and a [summary of the Q & A](#) were published in the September issue of the CUC's eNews to make the information more widely available to congregations.

Canadian Content Project

In July 2022, Margo Ellis, the lead for the Canadian Content Project at that time delivered a report with recommendations for the [Canadian Content Project](#), including:

- Refocus/possible re-architecture of the CUC website, including the rewriting of existing pages and metadata to emphasize Canadian content.
- Development of new content in the areas of religious exploration, worship, and social justice (with the possible inclusion of other areas).
- Definition and planning of the CUC LearnHub learning centre, currently on hold.

Enhancing Website Security

In 2022, the CUC website was subject to some security breaches. We installed a few WordPress security plugins to protect the site from malware, brute-force attacks, and hacking attempts:

- Sucury Security - Auditing, Malware Scanner and Hardening
- Malcare
- Anti-Malware Security and Brute-Force Firewall
- Force Reinstall

CUC Communications Channels

The CUC Communications Team continues to develop and maintain cohesive yet segmented communications channels to support the organization's programs and initiatives, and to share relevant information about programs, events, and strategic priorities with our audiences.

CUC Website

The CUC website is the primary channel used by Canadian UUs to access information about webinars, roundtables, focus groups, and national gatherings. In 2022, 40,401 people visited the CUC website. There was a total of 54,550 website sessions and 94,015 page views. On average, 3,367 people visit the website each month (111 per day).

The website analytics reveal that information-seeking behaviours and interests have evolved in some ways since 2021. 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 (45%) instead of a desktop (55%)—an increase of 10% over the previous year. Most users continue to access the website directly (57%), which tells us they are familiar with the CUC and with the website. Close to one-quarter (23%) of visitors access the site through a Google search,

while approximately 10% are directed to the site from email or social media links. There is an opportunity to increase referrals to the website from these sources. In 2023, the communications team will explore ways to attract spiritual seekers, especially those who identify as “religious nones” or those who are looking for an “eco-faith.”

In 2022, we noticed a change in what drew people to the CUC website. The previous year, visitors to the site were primarily interested in pages related to events, the Annual General Meeting, and finding a congregation. Last year, interest in finding a congregation remained high. Visitors also demonstrated a desire to learn about the principles and sources of our faith and our history. The five most-visited pages accounted for approximately 20% of all visits:

- Find a Congregation (5.50%)
- Principles & Sources (4.59%)
- eNews November 15, 2022 (3.67%)
- History (3.54%)
- Jobs & Volunteering (3.12%)

Interest in our principles, innovation, and inclusivity is also demonstrated by the terms most often entered in the search field:

- Widening the Circle
- 8th Principle
- Shining Lights
- Sharing our Faith
- Principles

Significantly, youth and young adults accounted for the highest percentage of visits to the CUC website in 2022. Young adults between the ages of 18 and 34 accounted for 38% of the visits to the CUC website in 2022, 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 (36%) and over 55 (25%).

eNews

Approximately 1,200 subscribers open and read the newsletter each month. It continues to be an effective tool for sharing news and information with Unitarian Universalists in Canada. (We see the most traffic to the CUC website on the days the eNews is published.) The average open rate from January to December 2022 was 10.14% higher than the average for email newsletters produced by faith organizations in general; the click rate was 7.3% higher. (These numbers do not include people who may have viewed these issues of the CUC eNews on the website.)

The most popular issue was *ScandaloUUUs*, a spoof of the eNews published on April 1, 2022.

You can read all back issues of the [eNews](#) online. You can also subscribe to receive the eNews.

Facebook



In 2022, the CUC Facebook page had 1,807 followers, an increase of 9.4% from the previous year. The CUC posts reached over 19,000 people—an increase of 5.9% from the previous year. Compared to other charities and religious organizations, the CUC Facebook page has a high range of content interactions: 170 compared to the average of 60. (Meta Business Suite)

The three most popular Facebook posts for the year reflect UUs' interest in inclusivity and in learning about the work of people in the broader community:

- “Rainbow blessing” for Pride month had a reach of 1,314 and 64 content interactions.
- A post advertising Lynn Sabourin’s Odyssey Address for the Canadian UU Religious Educators (CUURE) on August 16 had a reach of 1,196 and 110 content interactions.
- A post highlighting Rev. Sean Neil-Barron’s participation in the Sunday service at the Unitarian Universalist Association’s General Assembly on June 26 had a reach of 1,126 and 102 content interactions.

Instagram



The CUC Instagram page, which launched last year, had 305 followers and a reach of 2,118.

The level of content interactions with the CUC Instagram profile is slightly higher than it is for other charities and religious organizations: 141 compared to 88. (Meta Business Suite.)

The three most popular Instagram posts for the year revealed the community’s interest in inclusivity and in fostering connections with the broader UU community. They also show a preference for reels, or videos, on Instagram:

- A reel advertising the Fall Gathering had a reach of 279 and 12 content interactions.
- Another reel advertising Fall Gathering on November 14 had a reach of 181 and 9 content interactions.
- A reel featuring Alex Capitan and Teo Drake of Transforming Hearts Collective advertising their gender inclusivity forum on September 27 had a reach of 177 and 11 content interactions.

Contact us: communications@cuc.ca

REFUGEE SUPPORT REPORT | SAMIA TECLE



2022 was another busy year for refugee sponsorship at CUC. Immigration, Refugees and Citizenship Canada (IRCC) is clearing the backlog created by the pandemic. 2022 was the first full year of normal operations for Immigration, Refugees and Citizenship Canada after the pandemic. Like essentially everything in 2020, refugee sponsorship in Canada was greatly impacted by the COVID-19 pandemic.

Refugee Arrivals & New Sponsorship Applications

It was a busy year for the Canadian Unitarian Council's (CUC's) Refugee Sponsorship activities. There was a total of 22 sponsorship arrivals for a total of 37 people.

New applications continue to be submitted. Many congregations and individuals remained very active submitting new refugee sponsorship applications. A total of 32 new applications were submitted by nine CUC congregations. CUC continues to partner with Capital Rainbow and in 2022 submitted five new applications for LGBTQ2+ refugees. A total of 57 people is represented in the 32 applications submitted by CUC.

Introducing Mary Hailu

At the beginning of 2023, CUC welcomed a new Refugee Support Worker, Mary Hailu. Mary is a dedicated, compassionate person who has been working in refugee sponsorship and settlement support for over five years. As a refugee herself, she understands firsthand the challenges and struggles that refugees face when trying to rebuild their lives in a new country. She holds a bachelor's degree in psychology from Addis Ababa University. She is deeply interested in social justice and human rights which led her to focus on refugee settlement.



Mary started working with refugee settlement organizations, providing counseling and support services to newly arrived refugees. She quickly became proficient in demonstrating a keen ability to connect with people from diverse cultures and backgrounds, and great understanding of the unique challenges that refugees face in their resettlement.

Mary will continue to work with congregations to prepare sponsorship applications and provide support throughout the application and post-arrival process. CUC's Refugee Support Worker ensures that sponsors have the most current information available about sponsorships, programs and supports, and remain informed and updated on current refugee process, information and programs through the Sponsorship Agreement Holders Council (SAH), Refugee Assistance Training Program (RSTP), IRCC and other sources.

For any inquiries related to refugee sponsorship, contact Mary: refugee@cuc.ca

WIDENING THE CIRCLE OF CONCERN (WTTC) CANADA REPORT | WTCC TEAM



Building on the work of the Unitarian Universalist Association's Commission on Institutional Change's final report, Widening the Circle of Concern, this volunteer team came together to create tools and to provide alternative lenses by which to look at all congregational systems and overall culture, to map a plan, and path for concrete steps, i.e., decision-making, bylaws, worship, membership, etc. The team has been grateful for and relied heavily on the work of the CUC's Dismantling Racism Study Groups' Final Report.

Part of the team's work was discerning the distinct Canadian differences that the Widening the Circle of Concern's study guide did not address. It took several iterations of the intent for this program and months of dialogue before the final direction emerged.

The intention for the initiative as expressed in the promotion: *"Join us in the Widening the Circle explorations designed to "till the soil for institutional change in Canadian congregations." You will come away with:*

- *A clear set of prioritized actions that you can begin to put into place in your congregations;*
- *A team of people in your congregation who are engaged in the process; and*
- *A community of peers where you can support each other in doing the work in your congregations."*

At the team's final planning meeting in February 2022, there were 38 participants registered. By March, 70 interested leaders registered for the program, representing 28 congregations across Canada. As a result, extra facilitators were recruited for small group breakout sessions.



The experiential program was offered over four days with two sessions of 1.5 hours each. The dates were March 12, March 26, April 9, April 30 and broken down as follows:

Session 1

- Worship
- Theology/Beliefs
- Hospitality and Inclusion [Values]

Session 2

- Governance
- Congregations and Communities
- Living our Values in the World

Session 3

- Education of Liberation
- Innovations and Risk Taking

Session 4

- Reconciliation and Reparation
- Accountability and Resources
- Where Do we Go from Here

Participants were encouraged to create Widening the Circle Groups in their congregations to create a nexus of engaged people to adapt and action the learning to their individual situations.

After the four sessions, we invited participants into three Community of Practice online sessions to engage in reflection and sharing about how the work was progressing in their congregation.

What We Learned

- Evaluations of the sessions echo the importance of becoming more aware of the racist (and other oppressive) practices and limiting institutional structures within our congregations. This initiative focused on providing congregational leaders with adaptive skills for today's uncertain and ever-changing world, calling for a mindset and worldview shift.



- More resources are needed to examine unconscious bias and structural oppression. We were continually asked for a curriculum to engage with this work in their congregations.
- People are looking for alternative decision-making processes and engaged, embodied practices that will transform the current culture.
- Let's be real: we are a predominately white faith, with policies and practices that reflect our colonial past. The current institutional structures and policies nationally and in our congregations no longer serve us.
- A profound recognition that the tension between moving forward in living into the 8th principle and where we're at now, creates discomfort, dissatisfaction, and conflict.
- The Widening the Circle groups that were created for this initiative need continuing support to help congregations become more adaptable and bold to ensure that we become accountable for living into the 8th Principle. We're unsure where this can and will exist structurally.
- In January 2023, the Widening the Circle team held a listening circle for input and ideas.

Next Steps

- Openness to further engagement in shaping the CUC strategic direction.
- Planning and offering a WTCC stream at the CUC's Symposium in May 2023.

We are certain that the way forward is to learn to live into the promise of our faith. As the Dismantling Racism Study Group's Final Report summarizes:

"The promise of our faith is a spiritual home in which all can live authentically, seek meaning, and foster interdependence. To manifest this promise, we must address the racism and bias in our congregations and communities, both for the times we are in and for future generations. Doing the spiritual work of anti-racism will allow us to build resilience and remain relevant. Doing the spiritual work of anti-racism will create the beloved community of which we dream."

Gratitude to the CUC for support of this initiative—from early planning meetings with Rev. Linda Thomson and program support from Vyda Ng.

The Widening the Circle team members are Beverley Horton, Rev. Shana Lynngood, Kiersten Moore, Rev. Samaya Oakley, Janet Pivnik, and Diana Smith.

NATIONAL LAY CHAPLAINCY COMMITTEE

REPORT | YVETTE ROBERTS



Our committee continues to meet monthly. We are currently rotating Chair, Minutes and Opening /Closing Words duties to various committee members on a rotating basis. In 2022 we had 62 Lay Chaplains across Canada. CUC Lay Chaplains officiated at 188 rites or services (based on current submissions) compared to 148 in 2021.

“Designing and Leading Rites of Passage” was offered online over three days in late February and March 2023 with great success; there were 11 participants from across Canada. The National Lay Chaplaincy Committee is seeking online training facilitators for Basics 2024 as well as other online information or training sessions relevant to Lay Chaplaincy.

A portion of the training covering the history, description, and expectations of, as well as administrative workings of, the program is now available as a downloadable “Introduction to Lay Chaplaincy Self Study Guide.” This guide and the accompanying quiz now form Part One of the two mandatory educational requirements for potential lay chaplains to complete prior to approval by the National Committee. The guide and the quiz have been well received. Thirty-five 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.

Lay Chaplains Chat is a new initiative that is showing great success based on numbers of participants at the first couple of online gatherings. It will continue every three months or so and we have Lay Chaplains offering to provide information sessions at upcoming chats on topics including Ceremonies during Medical Assistance in Dying (June 5) and Trans-ition Ceremonies for trans people as well as Renaming ceremonies (Oct.2). All are 90 minutes starting at 8:30 pm AT, 7:30 pm ET, 6:30 pm CT, 5:30 pm MT, 4:30 pm PT. See the CUC website calendar for more information or to register.



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

MIRTH & DIGNITY REPORT | LIZ JAMES



Mirth and Dignity is an organization founded on a belief in the viral power of joy. We are best known for our Facebook group, the Unitarian Universalist Hysterical Society, but we also create worship resources, run an online store, and produce UU podcasts and videos. Most of what we create is humour based, and all of it is grounded in an expansive idea of UU community.

This year, we welcomed Andrea James to Mirth and Dignity as our half-time Managing Director. This has been absolutely transformative. Andrea's calm and sunny presence has been grounding and delightful to work with. Her talent for process and organization has allowed us to streamline all our processes. This has freed up a huge amount of capacity for new projects.

This year, we've broadened our mandate to include more partnerships with new creators. This has included coaching for anyone who has an idea for an outside-the-box ministry (with a very inclusive definition of "ministry", of course), and two formal partnerships. In September, we acted as supporter and fiscal agent for the Role Playing Game Project, which is a Dungeons and Dragons style worldbuilding curriculum for UU youth . . . More information on this and other amazing game-based UU resources can be found at Rev Craig Schwalenberg's website, at <https://www.yourgameminister.com/>.

This spring, we also partnered with Karishma Gottfried, the UU young adult behind the highly successful TikTok channel [@unitarianuniversalist](https://www.tiktok.com/@unitarianuniversalist), to apply for a second grant to fund the expansion of her work. We're very excited about the potential of this project, as well!

This coming year, we're launching The Laughter Project, which will focus on equipping congregations, communities, and individuals to "up the joy quotient" in the expression of their UUism. This project will include indirect resources, such as how-to comedy courses and our coaching program. It will also include the direct provision of humour materials through the Laugh on Sundays Package, our livestreams, and our preaching program.

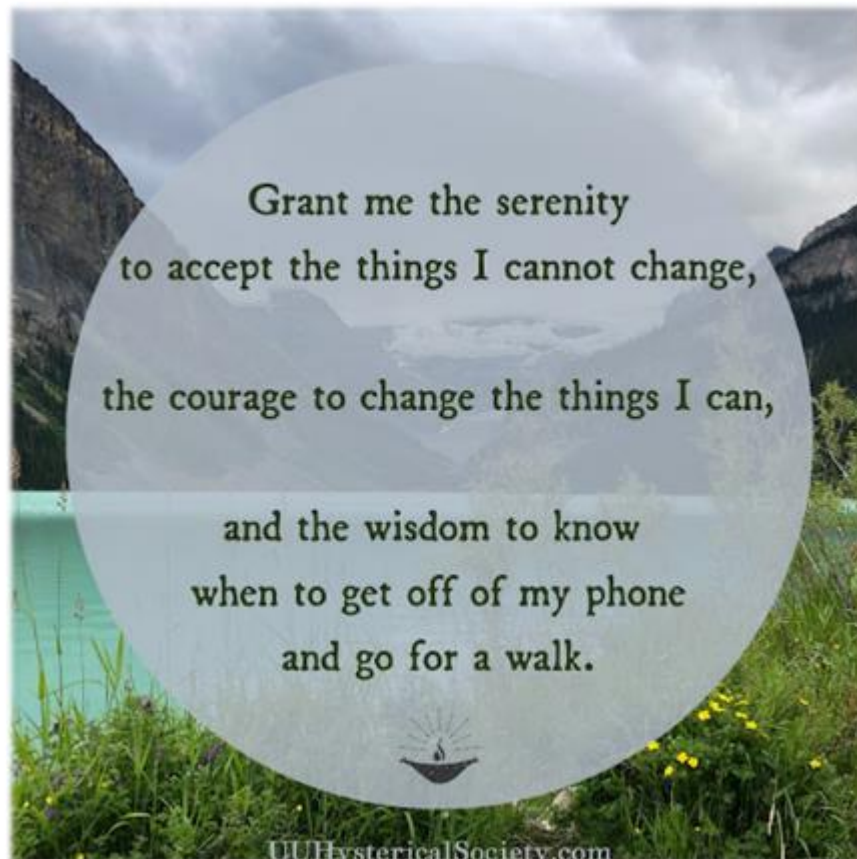
What preaching program, you ask? In fall of 2023, Mirth and Dignity will be taking to the road, to preach in person at congregations across Canada! Do you think that your congregation might benefit from a humour-based Sunday Service, class, or fundraiser? Email MirthAndDignity@gmail.com for more information.

Through all of this, the CUC has been there for us. Staff have helped with everything from "Ack! I have a very quick but important question about taxes!" to "We need a letter for our charity application that explains how we are a legitimate religious organization." We are very grateful to the CUC for its continued partnership and support.

We are also indebted to individual Canadian UUs, many of whom have stepped up to support us financially this year. To fund our vision of an expanded mandate, we launched a monthly donor program called the Saints. Saints generally pledge between five and twenty dollars per month, to support a vision of Unitarian Universalism that is expansive, experimental, and creative. No dying or performing of miracles is required to become a Saint, and you can learn more at <https://www.uuhystericalsociety.com/shop/patron-saint>.

While you are there, you can check out the rest of our website, which features funny jokes, worship resources, and a sign up for our mailing list. We also have an online store, with many free pdfs designed to help add levity to congregational life. We also sell products, and every penny of the profit from our online store and our holiday fundraiser goes to support Flaming Chalice International, a Canadian UU charity that does refugee and development work.

We're grateful for the ongoing support and encouragement of UUs from across the country, and we look forward to seeing you (many of you in person!) this coming year.



UNICAMP OF ONTARIO | YVETTE SALINAS



Unicamp of Ontario is a Unitarian Universalist camp committed to providing a safe and welcoming seasonal camp and spiritual retreat to a diverse community, serving all regardless of faith. Its intergenerational community in an outdoor environment allows for personal and spiritual growth. Unicamp's campers, participants, and visitors form a respect for our natural assets, for each other, and for the interdependent web of all existence.

Though there were many challenges to face during our 2022 season, there was much to be optimistic about, including:

- Utilizing outdoor spaces to reduce the spread of the virus (outlook was good for programming)!
- Diligent record keeping from financial software gave us access to and insights from previous seasons that allowed us to project reliable estimates for income and expenses.
- The funds remaining in our bank account are sufficient to cover a years' worth of operating expenses: tiding us over in the case of the very worst.

And we did find ourselves facing the worst: another closure in July:

"The morning that Kids Camp started, everyone's world flipped upside down. From the time the first positive covid test came up for one of our staff, to the time almost every staff member had gone home, made for a very long day. Despite the news, it was great to see how we worked together as a Senior Staff team to pivot and make quick but very important decisions." - Joanna Barrington, acting Camp Director



Despite needing to cancel one week of programming, and sending home a dorm, in 2022, there were a total of 189 registrations for our Kid's and Youth Camps, representing 88% of available spots.

“Once Kids’ Camp and CIT/LIT opened up, it was great to see camp flooded with children and youth. Our counselors did a wonderful job in all the programming, but . . . most of them were new . . . but otherwise we had a strong staff team. The children’s and youth’s camps turned out wonderfully.” - Joanna Barrington

The programs for Children and Youth have always been at the heart of Unicamp’s identity, and we are proud of what we have accomplished for over fifty years with these programs! Unicamp has become a safe space that young campers can look forward to returning to, a place where they really are allowed to bring their whole selves—while playing, singing, crafting, building.

To ensure access to Unicamp for those with financial constraints, Unicamp offers three types of Camperships: Kid’s Camperships, Adult General Camperships, and BIPOC Camperships. These funds are maintained through generous donations from our community members.

At this moment in time, registrations for Kid’s Camp and Youth Programming are well under way! There are five weeks of Youth Programming, four weeks of Kid’s Camp, three weeks of Family Camp, and over twenty adult programs to look forward to during our 2023 season!

Our 2023 brochure, full 2022 Report, bookings information, and more can be found at unicampofontario.ca!



PROJECT PLOUGHSHARES



An Interview with Colin Read, the Canadian Unitarian Council (CUC) representative on the Governing Committee of Project Ploughshares. Colin is a member of Grand River Unitarian and has been connected with Project Ploughshares for 16 years.

CUC: In a nutshell, what is Project Ploughshares?

CR: Project Ploughshares was formed in 1976 in Waterloo, Ontario under the umbrella of the Canadian Council of Churches. It is now considered one of the premier peace organizations in Canada, and journalist Douglas Roche, in an article in *The Hill Times*, called executive director Cesar Jaramillo the “new leader” of the peace movement in Canada. Over its 45 plus years of operation, Ploughshares has been working with government agencies, the United Nations, and national and international non-governmental organizations to promote policies that lead to peace.

CUC: Working for peace has so many different facets and approaches. What is the focus of Ploughshares?

CR: There are four main areas that Ploughshares has focused on, which has allowed the staff to become renowned experts in their respective areas. They are nuclear disarmament, global arms trade, outer space security, and emerging technologies that enable autonomous weapons to identify and eliminate enemy targets with or without human oversight.

CUC: Peace-building is often a slow and winding process. What are some of the success stories that have come out of Ploughshares' work?

CR: The first one that comes to mind, because I had a very small part to play in it, was the passage of the Arms Trade Treaty in 2014. This is an international treaty that regulates the international trade in conventional arms and seeks to prevent and eradicate illicit trade and diversion of conventional arms by establishing international standards governing arms transfers. Ploughshares started work on this treaty over 20 years before it was finally signed into force. Working with other organizations as a member of the International Action Network on Small Arms (IANSA), Ploughshares was a part of the Million Faces Petition back in 2006 that reached its goal of gathering the photos of a million different people in support of an arms trade treaty (my small role involved speaking at a few events and taking people's photos to be added to the collection). Moving in small steps, it took another eight years to build enough support to get the treaty passed at the United Nations.

Ploughshares was also a part of the International Campaign to Abolish Nuclear Weapons (ICAN) that received the Nobel Peace Prize in 2017, and Project Ploughshares participated actively in the development of the Treaty on the Prohibition of Nuclear Weapons (TPNW), which entered into force in 2021.

Another concrete sign of the respect that Ploughshares has attained was the invitation that Cesar Jaramillo received from Global Affairs Canada to be part of the Canadian delegation to this year's Nuclear Non-Proliferation Treaty (NPT) Review Conference. In the invitation, they said, "Your perspective—as an esteemed civil society voice in this field—is a valuable one. I am confident that your participation will greatly benefit our delegation's efforts." It has not been common practice for Global Affairs Canada to invite representatives from non-governmental organizations to join them!

CUC: Ploughshares operates under the umbrella of the Canadian Council of Churches (CCC), of which the CUC is not a member. Why do we have a voice at Ploughshares, and why is it important?

CR: In the very early years, one of the main people working to get Ploughshares off the ground happened to be a UU, and the space for a CUC representative on the governing committee has been passed along through the years. Having a CUC representative gives us access to cutting edge research and a front row seat on many of the issues and activities that are forging a path towards greater peace, which has and can benefit the social action component of our congregations, and it increases awareness of the CUC and Unitarian Universalism in general.

To learn more about Project Ploughshares, please visit its [website](#).

CANADIAN UNITARIAN COUNCIL

COMMITTEES AND TASK FORCES 2022-2023

Nominating Committee:

Carey McDonald (Central Region)
 Lesley Giroday (BC Region)
 Maury Prevost, Chair (Central/Eastern Region)
 Kim Turner (Eastern Region)
 Alex Schumacher (Western Region)
 Michael Dailly (BC/Western Region)

Lay Chaplaincy Committee:

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

Decision-making Exploration Team:

Robbie Brydon
 Rev. Danielle Webber
 William Ward
 Juensung Kim
 Eric James
 Linnea Granberg

Widening the Circle of Concern Canada Team:

Beverley Horton, Rev. Shana Lynngood, Kiersten Moore, Rev. Samaya Oakley, Janet Pivnik, and Diana Smith



APPENDIX A: CANADIAN UNITARIAN UNIVERSALIST CONGREGATIONS – MEMBERSHIP SUMMARY

Canadian Unitarian Universalist Congregations - Membership Summary 2013 - 2022												
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Number change 2013 - 2022	% change 2013 - 2022
BC Region												
Beacon	68	64	67	74	69	73	75	71	73	68	0	0.00%
Capital	42	41	40	26	26	31	38	35	34	35	-7	-16.67%
Comox Valley	60	63	63	63	65	63	58	55	52	47	-13	-21.67%
Kamloops	28	22	18	20	20	22	17	16	0	0	-28	-100.00%
Kelowna	50	45	46	46	48	49	53	53	52	52	2	4.00%
Nanaimo	60	63	65	64	64	65	63	61	72	71	11	18.33%
Nelson	-	-	-	-	25	25	25	25	10	10	-15	-60.00%
North Shore	214	194	197	184	178	191	172	168	165	167	-47	-21.96%
Salt Spring Island	17	15	15	15	17	13	13	9	8	8	-9	-52.94%
South Fraser	51	42	45	42	42	41	44	45	38	35	-16	-31.37%
Vancouver	358	358	339	357	343	337	328	345	340	288	-70	-19.55%
Victoria	282	287	282	286	286	287	296	309	315	286	4	1.42%
Total BC	1230	1194	1177	1177	1183	1197	1182	1192	1159	1067	-163	-13.25%
Western Region												
Calgary	165	166	161	160	160	162	161	165	163	148	-17	-10.30%
Edmonton	210	216	216	179	179	174	165	168	140	147	-63	-30.00%
Lethbridge	21	21	18	18	20	0	10	0	0	0	-21	-100.00%
Red Deer	11	10	10	10	12	0	0	0	0	0	-11	-100.00%
Westwood	92	90	78	79	79	75	78	80	77	78	-14	-15.22%
Regina	40	42	40	36	36	33	30	29	28	29	-11	-27.50%
Saskatoon	60	63	63	65	65	65	67	67	73	62	2	3.33%
Arborg	26	26	26	26	-	0	0	0	0	0	-26	-100.00%
Winnipeg	186	187	179	179	183	217	213	202	177	157	-29	-15.59%
Lakehead	107	103	102	89	89	89	80	84	81	78	-29	-27.10%
Total West	1856	924	893	841	823	815	804	795	739	699	-239	-0.25%
Central Region (Ontario except Thunder Bay, Kingston, & Ottawa)												
Don Heights	61	62	62	62	64	60	64	64	63	65	4	-17.95%
Durham	29	29	29	29	31	37	32	40	38	40	11	-5.88%
Elora Fergus	17	14	11	11	13	0	13	0	0	0	-17	-100.00%
Grand River UC	165	153	153	169	169	162	170	167	157	154	-11	-4.85%
Guelph	55	50	50	50	52	54	54	56	64	57	2	16.36%
Hamilton	241	243	240	227	227	212	212	194	201	201	-40	-16.60%
Huron	16	19	9	7	8	6	14	17	16	11	-5	0.00%
London	79	72	72	68	68	76	73	68	66	64	-15	-16.46%
Mississauga	137	149	138	138	138	136	131	128	120	100	-37	-12.41%
Neighbourhood	115	130	138	154	140	134	136	112	107	108	-7	-6.96%
Niagara	57	54	50	49	49	46	39	40	32	33	-24	-43.86%
Northwest Toronto	16	13	14	14	14	12	11	10	7	12	-4	-56.25%
Olinda	57	57	62	57	56	56	56	58	53	58	1	-7.02%
Peterborough	108	111	107	114	114	109	100	105	110	116	8	1.85%
Samia-Port Huron	37	36	42	44	44	43	42	41	38	35	-2	2.70%
First Toronto	291	292	302	302	309	302	293	286	294	290	-1	1.03%
Windsor									0	0	0	
Total Central	1481	1484	1479	1495	1496	1445	1440	1386	1366	1344	-137	-9.25%
Eastern Region												
Fredericton	44	44	33	35	32	32	32	46	42	43	-2	-4.55%
Halifax	90	86	87	87	89	89	100	86	85	83	-5	-5.56%
Kingston	104	103	93	93	93	93	97	100	96	92	-8	-7.69%
Lakeshore	34	34	34	38	38	38	31	33	33	36	-1	-2.94%
Montreal	178	163	149	168	158	158	145	132	150	133	-28	-15.73%
North Hatley	32	27	28	34	29	29	30	26	27	27	-5	-15.63%
Ottawa Fellowship	60	67	66	66	68	68	64	69	66	61	6	10.00%
First Ottawa	347	359	342	321	318	318	294	292	270	270	-77	-22.19%
Prince Edward Island	6	6	6	6	-	0	0	0	0	0	-6	-100.00%
Saint John	40	40	40	40	-	0	0	0	0	0	-40	-100.00%
Total East	935	929	878	888	825	825	793	784	769	745	-166	-17.75%
Total Canada	4564	4531	4427	4401	4327	4282	4219	4157	4033	3855	-709	-15.53%