

Canadian Unitarian Council

Annual Report 2025 for 2024



Annual General Meeting

May 31, 2025

Online on Zoom

Interdependence. Love. Justice

Table of Contents

Canadian Unitarian Council Goal and Strategic Priorities 2024 – 2026	3
CUC Co-Presidents’ Report for 2024-2025	4
CUC Board of Trustees 2024 – 2025	7
CUC Treasurer’s Report	8
Minister Observer to the Board Report	16
Youth Observers to the Board Report	17
Executive Director’s Report	19
CUC Staff Team 2024 - 2025	22
Organizational & Financial Administration	24
Congregational Life	27
Justice and Equity.....	29
Communications.....	32
Dismantling Barriers	35
Refugee Support.....	37
Lay Chaplain Committee Report	38
Living into the Future - Emergent Sustainability (LIFES) Crew Summary Report.....	39
Unitarian Universalist Ministers of Canada (UUMOC)	42
Report from the Unitarian Universalist Representative to the Interfaith Committee on Canadian Military Chaplaincy	44
Report from Captain (Reverend) Nicole McKay, CD, CAF Chaplain	45
Mirth & Dignity Report	48
Canadian Unitarian Council Committees and Task Forces 2024-2025	49
Canadian Unitarian Universalist Congregations - Membership Summary 2013 – 2024	50

Canadian Unitarian Council Goal and Strategic Priorities 2024 – 2026

Each year at the Annual General Meeting, congregations through their delegates approve the goals and strategic priorities that will guide the work of the Canadian Unitarian Council and staff for the following year. In 2024, this goal and strategic priorities were confirmed for 2024 – 2026:

GOAL:	Work together to enhance & strengthen existing successful approaches, & identify new ways to build a dynamic & sustainable Canadian Unitarian Universalism that serves our UU & wider communities, grounded in our 8 Principles
Communicate	Communicate with people to understand where the need & opportunities are;
Strengthen	Strengthen collaboration among CUC Board and Staff, UU Ministers of Canada, religious professionals, & UU congregations & communities;
Rework	Rework the CUC's internal systems and programming, to dismantle racism and systemic barriers to full inclusion;
Implement	Implement additional revenue streams to ensure we are thriving;
Enhance	Enhance content and resources that expand engagement and empower our congregations and communities to serve the wider world.



CUC Co-Presidents' Report for 2024-2025

Margaret Kohr & Rev. Debra Faulk

When we think about a word that would describe the Board focus since our last AGM in 2024, the word that comes to mind is collaboration. This actually started before this past year, when the Board set a goal and priorities to take us to the AGM of 2026. The wording for this goal and priorities stemmed from the Board inviting staff to provide input for both the wording and the focus of the priorities. Staff have the responsibility of putting our goal into action, so it just made sense, and while we had to work out some processes and communications, collaboration was front and centre for the Board during this past year.



Margaret Kohr, Co-President

We chose to continue this collaborative approach when we decided to serve as Co-Presidents. Over the last year we each took on different responsibilities. This didn't cut down the workload since we consulted about everything but there was a level of comfort in knowing that we shared responsibility for leadership and could count on each other for support. We texted each other a lot! Since we have different personalities and strengths, we brought different gifts to the table and approached issues from multiple perspectives. As we got to know each other better, and as our friendship deepened, the value and benefits of collaborative leadership became increasingly evident; neither of us could imagine doing this role differently.



Rev. Debra Faulk, Co-President

The theme of collaboration continued in our Board/staff retreat held in Edmonton in October 2024. There was a rich exchange of ideas, and we felt fortunate to be able to spend time in person together. There's nothing like being in person to discover some quirk or quality that just doesn't come across on Zoom. Because of financial and environmental considerations, we only hold one annual in-person Board/staff retreat (rather than two) so we work hard and play hard when we can. Once again, we will hold the Board/staff retreat in Edmonton in October 2025, and we have invited members of the executive of the Unitarian Universalist Ministers of Canada (UUMOC) as a further expansion of collaboration.

In November 2024, all were invited to participate in the first ever national Co-Lab. Led by CUC staff Rev. Anne Barker and Amber Bellemare, we were encouraged to gather in

regional in-person pods for a time full of innovative thinking and where we were asked to reflect on how we show up individually, in the community and ultimately in the world. Interspersed with these questions were videos, music, a group challenge on creating a sonnet in the style of Shakespeare on the theme of either rivalry between a unicorn & a beaver, or a moose playing hockey and, finally, using AI to come up with a solution to solve a world problem. We learned that we could work creatively, contributing our personal approaches and individual gifts for a good (and possibly funny) outcome.

Living into the Future: Emergent Sustainability (LIFES) Crew was a collaborative initiative initiated by the Board in 2023 with the broad mandate to coordinate and implement a strategic initiative process aimed at answering the question “How can the CUC and Canadian Unitarian Universalism be relevant and sustainable into the future?” While their full mandate has not yet been realized, they have provided significant groundwork to continue this timely and necessary strategic process. Others who are carrying on with this work are grateful for the insights and feedback from the committed folks on the LIFES Crew.

Transition is another word that seems appropriate in describing this past year – globally, nationally, and in our own Canadian Unitarian Council ecosphere. The longest serving staff member, Reverend Linda Thomson, is retiring from 23 years of service. She has contributed immeasurably through her wisdom and leadership to the life and health of congregations and to the CUC as a whole. She will be deeply missed. True to Linda’s nature, she is transitioning into retirement by offering her wisdom, insight, and inspiration as part-time Interim Minister with First Toronto.

More transitions of significance were shared in May with the announcement that after thirteen years, Vyda Ng has decided to retire from her Executive Director position in June 2026. Her years as Executive Director have enabled the CUC to accomplish much and be effective through significant challenges, and changes, least of which was working with numerous Boards and Board presidents each of whom had a slightly different vision for the CUC. We are just the last of many Boards to benefit from Vyda’s commitment, accomplishments, and leadership of the CUC. We are grateful that this coming year will provide opportunities to reflect and acknowledge her many contributions.

We are pleased that the CUC Board has contracted with Rev. Anne Barker as the Transitional Executive Director (TED) for the next three years. Rev Anne proposed the TED position, and the Board and staff recognized this as an innovative and emergent idea that generated curiosity and sparked energy. The TED position overlaps one year with Vyda’s last year, which will allow a gentler, more thorough transfer of knowledge and responsibilities followed by two years to discern the process and scope of the future

permanent Executive Director position. This transitional period will be a time to experiment with innovative ideas and events, to consult and collaborate, while maintaining the vital ongoing support that CUC provides to congregations. We are excited and looking forward to what the next three years will bring.

Another word that comes to mind for this year that has shaped and informed all of our efforts, is sustainability. Finding the balance of financial sustainability and what we envision for growing UUism into the future seems to be becoming more challenging every year, and especially in the current uncertainty of the world economy. Although we are working towards a sustainable budget it will be a slow process. The details of the work of the Treasurer and the Finance Committee towards a sustainable budget are laid out in more detail in the Treasurer's Report. We are tremendously grateful that Joanne Green agreed to return as the non-Board member Treasurer in 2024, after she retired from the Board last year.

On the recommendation of the Finance Committee, in April, the Board contracted with a Fractional Controller service, to support the staff and Finance Committee with sound financial oversight. This change will also support the volunteer Treasurer by reducing the expectations for in-depth financial knowledge.

Realizing that the CUC cannot sustain our vision into the future by relying solely on Annual Program Contributions from congregations and from investments, the Board in collaboration with staff are initiating ways to use resources more effectively, and increase income for the long term. This area of institutional health is a high priority for both the Board and staff.

All the work the Board and staff undertook this past year was to live into our 2024 - 2026 goal: *Working together, identify new ways to build a dynamic and sustainable Canadian Unitarian Universalism that serves the world, grounded in our 8 Principles*. We recognize that this is an aspirational goal that inspires our commitment to our liberal faith and the organization that supports it. While there is always more to do and great hopes to be achieved, there is also satisfaction with much that has been accomplished.

The final note is one of profound gratitude to the volunteer Board of Trustees and amazing staff of the Canadian Unitarian Council as well as the many other volunteers throughout our Canadian UU ecosystem.

This report is humbly and respectfully submitted to the members of the CUC.

Rev. Debra Faulk and Margaret Kohr, Co-Presidents | president-board@cuc.ca

CUC Board of Trustees 2024 – 2025

ROLE	NAME	REGION
Co-Presidents	Margaret Kohr Rev. Debra Faulk	Central BC
Secretary	Margo Ellis	Eastern
Treasurer	Joanne Green	Non-Board
At-large	Yvette Salinas	Eastern
	<u>Ilara Stefaniuk Gaudet</u>	Western
	James Garland	Central
	Liz Goodger	BC
	Alexandra <u>Okrainetz</u>	BC
Minister Observer	Rev. Arran Morton	Eastern
Senior Youth Observer	Lea Bomford Moore	BC
Junior Youth Observer	Dan Leduc	Western

Contact: board@cuc.ca



CUC Treasurer's Report

Joanne Green

Treasurer

The 2024 fiscal year saw several changes with 3 different people in the Treasurer role. Co-Treasurer's Yvette Salinas and Margaret Wanlin (both board members) finished their time at the 2024 AGM. No board or non-board treasurer was found to take over the role of Treasurer until October 2024. Joanne Green, Finance & Investment Committee member and past treasurer stepped forward to take on the role until May 31, 2025.



Joanne Green

Finance and Investment Committee

The Finance & Investment Committee has existed since 2019 when several new board members saw the need for a structured committee. Members included Kiersten Moore, Margaret Wanlin & Yvette Salinas, Joanne Green (non-Board member) and Vyda Ng until May 2024. For the remainder of 2024 members were Margaret Kohr & Debra Faulk, Vyda Ng, James Garland (Board member) and Joanne Green as a non-Board representative. Thank you to all members of this committee for their commitment to due diligence on behalf of the CUC.

The Treasurer reviewed income & expenses, payroll, monthly reports from the bookkeeper, and investment reports. The Finance & Investment Committee also reviews the monthly statements, investment reports, and budget reports. The Treasurer submits a monthly review to the ED and bookkeeper, as well as a monthly report to the Board. The reviews give the auditor evidence that the Treasurer and Board are carrying out their fiduciary duties.

Signing authority is assigned to the Treasurer, selected Board members and the Executive Director; we adhere to requiring two signatures for approval for payments, except for automated payments and an occasional transaction. The Treasurer and other Board members review transactions and backup materials prior to providing approvals.

The Treasurer, ED and Finance & Investment Committee also review the **Audited Statements** and **Annual Charities Return**.

2024 Audited Financial Statements and Annual Charities Return

The 2024 Annual Charities Return was completed and filed in June 2024 after initial reviews by the ED and Finance & Investment Committee. A subsequent review determined some corrections were required, and an amendment was filed in November 2024.

The 2024 Audited Financial Statements were completed by Doane Grant Thornton and reviewed by the Bookkeeper, Treasurer and the Finance & Investment Committee. The auditors assess financial controls, risks such as fraud, as well as the overall financial information provided by the CUC to the auditors. The audited financial statements were submitted to the full board and approved on April 22, 2025.

The 2024 audited statements present all income received from and expenses paid to entities outside the CUC, as well as unrealized gains and losses in the restricted funds. In contrast, the operating budgets presented at AGMs do not show investment income, investment management fees, or unrealized gains (losses).

2024 Financial Summary

2024 ended with the CUC in a good financial position overall which will help cushion uncertain markets in coming years. Factors which led to the positive results included higher Annual Program Contributions (\$38,000 from 2023 pledges), receipt of a UUA Funding Panel Grant for dismantling barriers, very careful monitoring of expenses, some staff positions left vacant for part of the year, and higher investment returns.

Total assets increased by just over \$1,000,000 with the unrestricted assets increasing by \$653,156. It is important to remember that 60.4% or \$5,097,526 are restricted assets and may not be used for operating expenses.

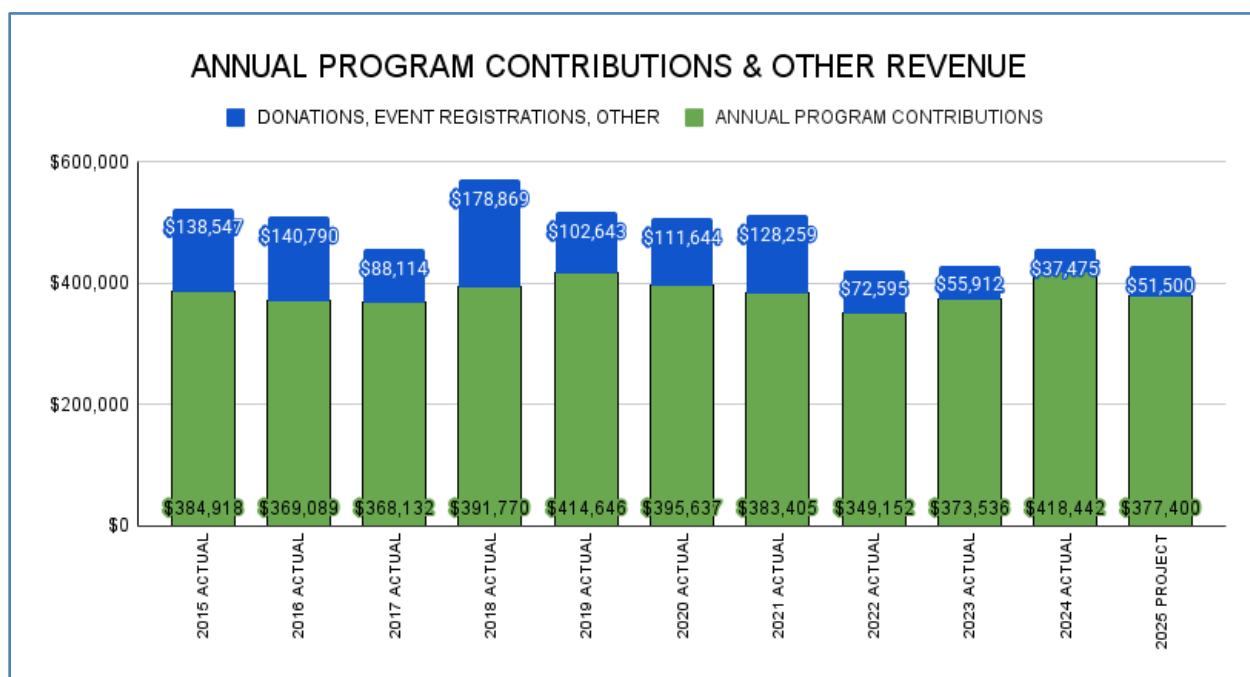
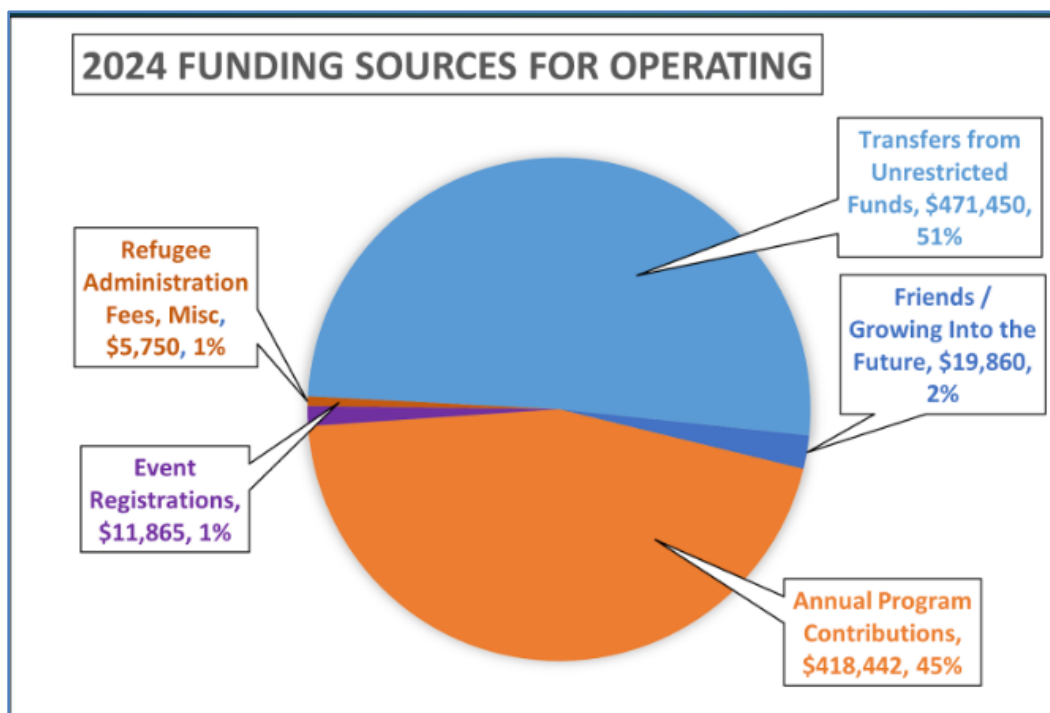
Operating Revenue Sources

The CUC had five primary sources of income in 2024: transfers from CUC investments, Annual Program Contributions, event registrations, a UU Funding Panel grant for dismantling barriers work, and Friends of the CUC/Growing into the Future contributions. There was also a small amount of miscellaneous revenue from administrative fees and other miscellaneous revenue.

- **Annual Program Contributions (APC)**

The Board knows that recent years have been challenging for congregations, with several presenting deficit budgets to their own members. Thank you to all the congregations and communities for their financial commitment to the CUC.

The CUC bylaws require that each member congregation pay APCs to the CUC as part of their covenant with the CUC and other member congregations. At the time of writing all congregations have paid their full 2024 APCs. APCs provided 45% of the CUC's revenue - this amount included \$38,000 in 2023 APCs received in 2024.



- Donations, Event Registrations and Miscellaneous Income**

Donations to the Friends/Growing into the Future accounted for 2% of revenue and event registrations accounted for 1% of the total operating revenue. Administration revenue for Refugee applications and other administration revenue accounted for 1% of the annual revenue to the CUC.

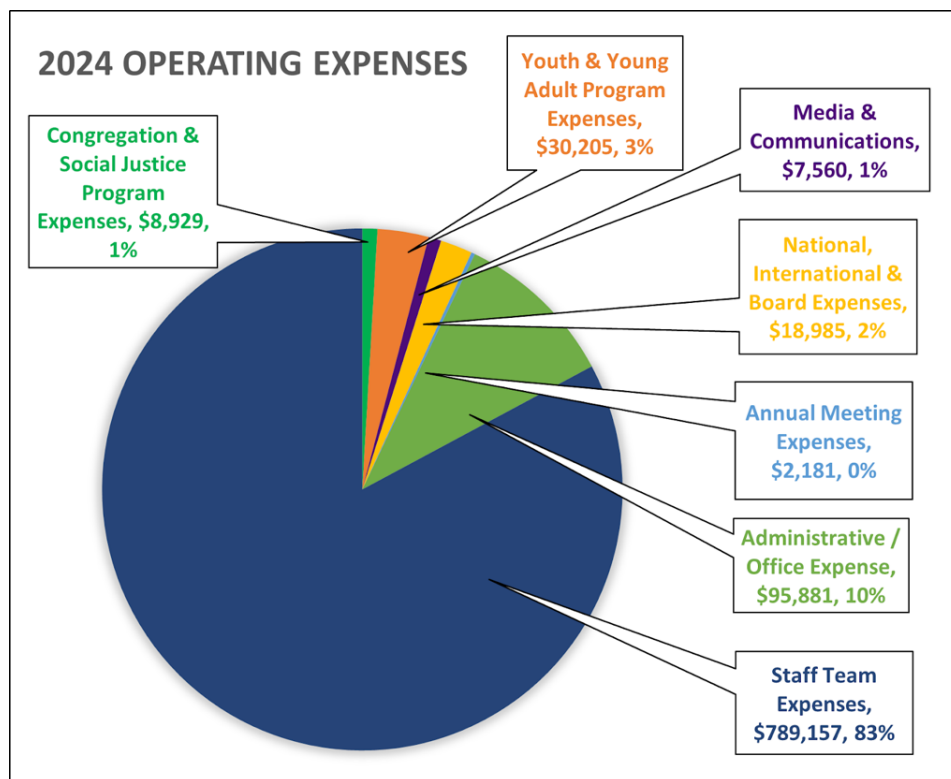
- **Transfers from the Investment Account**

In 2024, transfers of income from the CUC Investment account for operating expenses represented 51% of operating revenue sources. Monthly transfers are made from the investments to the operating account to ensure there is enough cash on hand to meet obligations.

- **UUA Funding Panel Grant**

A grant received from the UUA Funding Panel for work on Dismantling Barriers was received in 2024 but NOT recorded in operating revenue. The auditors recommended the grant be recorded in restricted fund revenue. See page 13 of the audited statements.

2024 Operating Expenses



Program expenses (congregational support, Youth and Young Adult, and national programs) amounted to 6% of the annual budget. Communications & annual meeting costs represent a further 1% of expenses. Staffing expenses include full and part time staff as well as contractors: in 2024 the costs represented 83% of the total budget. Administrative & office expenses sit at 10% of the total. The administrative staff manage the CUC's financial and administrative processes.

2024 Restricted Funds Revenue & Expenses

There are several national programs which are accounted for in Restricted Funds such as Sharing our Faith, Theological Education Fund, Lay Chaplaincy and Refugee Resettlement. Both the revenues and expenses for programs such as the Refugee Settlement Program are separated from regular operating revenue and expenses. Refer to Page 13 of the audited statements for details of the restricted funds.

The largest externally restricted fund is the Avalon Fund. As indicated in the 2023 annual report, work has begun to make the fund available to support the national work of the CUC. The second largest restricted fund is the Refugee Fund, which is kept in a separate bank account. It includes amounts for refugees who have not yet arrived in Canada.

2024 Budget vs Actual Income & Expenses

The short summary below shows areas of significant difference from the 2024 revised budget adopted at the 2024 Annual Meeting. See the summary below for the fuller picture.

Annual Program Contributions	\$ 28,442 higher (Note 1)
Growing Into the Future / Friends Contributions	\$(5,140) lower (Note 2)
Other Revenue (Grants, Admin Fees, Misc.)	\$(10,449) lower (Note 2)
Total Revenue (not incl investment income)	\$ 8,717 higher
Congregational Life, Social Justice, National Prog	\$(23,686) under (Note 3)
International / Interfaith	
Youth and young Adult Ministry	\$ 7,005 over (Note 3)
Staffing	\$(83,690) under (Note 4)
Total Operating Expenses	\$(102,899) under (Note 4)
Total Transfers from Investments	\$(115,150) lower (Note 5)

Note 1: 2023 APC payments were received in 2024 which is often the case. Upgraded tracking procedures enabled staff to ensure all 2024 payments were received in a timely manner.

Note 2: Growing Into the Future / Friends contributions, admin fees & miscellaneous income were all lower than expected. It is possible that the option to pay on a sliding scale for events may have resulted in reduced income.

Note 3: Spending in all program areas except Youth & Young Adults was below budget due to careful management of spending. Support to the YaYA community is a high priority.

Note 4: Spending on staffing was below budget due to vacancies throughout the year. That combined with reduced program spending led to the reduction in total operating expenses.

Note 5: Total budgeted transfers of \$586,600 included the special transfer for Dismantling Barriers. The 2024 Actual column shows that reduced amounts were taken for both Extra Transfers and Dismantling Barriers.

Note 6: Please note that transfers are being shown differently in the budget vs actuals report following the notes. The change was made to more clearly illustrate that the Net Operating Loss of \$496,982 was the amount funded by transfers from the Investment Account.

CODE	Updated April 22, 2025	2023 Actual TO Dec 31	2024 Budget Approved May 2024	2024 Actual Updated April 30/25	Difference Over or Under Budget
INCOME - OPERATING BUDGET					
4010	Annual Program Contributions	\$325,538	\$390,000	\$418,442	\$28,442
4015	Emerging Group Contributions	\$0	\$700	\$0	(\$700)
4020	Growing into the Future/Friends	\$26,519	\$25,000	\$19,860	(\$5,140)
4025	Administrative Fees	\$625	\$1,500	\$0	(\$1,500)
4040	Inventory & Publication Revenue	\$486	\$500	\$275	(\$225)
4070	Advertising Revenue & Fees		\$500	\$0	(\$500)
4050	Event Registrations	\$23,574	\$16,000	\$11,865	(\$4,136)
4160	Refugee revenue - administration	\$2,000	\$7,000	\$5,200	(\$1,800)
4280	Miscellaneous Revenue	\$2,708	\$1,000	\$275	(\$725)
	Services and Sales of Product			\$0	\$0
4810	National Conference / AGM	\$38,834	\$0	\$0	\$0
4075	Other Revenue incl Govt Grants, Other Grants	\$0	\$5,000	\$0	(\$5,000)
	Total Income to Operating	\$420,284	\$447,200	\$455,917	\$8,717
EXPENSES - OPERATING BUDGET					
5330	Congregational Life Programming	\$4,915	\$13,000	\$7,829	(\$5,170.55)
5499	Youth & Young Adult Ministry	\$26,255	\$23,200	\$30,205	\$7,005.33
5600	Media & Communications	\$11,518	\$12,700	\$7,560	(\$5,140.42)
5149	National Programs	\$23,045	\$30,800	\$17,412	(\$13,387.65)
5520	Social Justice	\$2,555	\$4,600	\$1,100	(\$3,500.00)
5049	Nat'l Conference / AGM	\$97,271	\$3,650	\$2,181	(\$1,468.65)
5199	International / Interfaith	\$3,739	\$3,200	\$1,573	(\$1,627.31)
5299	Admin & Office	\$93,969	\$91,800	\$95,881	\$4,080.74
5955	Total Staffing	\$750,177	\$872,847	\$789,157	(\$83,690.04)
	Total Operating Expenses	\$1,013,443	\$1,055,797	\$952,898	(\$102,899)
	NET OPERATING INCOME / LOSS	(\$593,158)	(\$608,597)	(\$496,982)	
	Sustainable Transfer for Operating Expenses	\$29,230	\$221,600	\$221,600	\$0
	Transfer from Dismantling Barriers Fund (grant rec'd 2024)				
	BALANCE TO BE FUNDED	(\$563,928)	(\$386,997)	(\$275,382)	\$111,615
	Special Transfer - Dismantling Barriers Work for 2 Years	\$0	\$80,000	\$26,667	\$53,333.00
	Extra Transfer for Operating Exp	\$569,270	\$285,000	\$223,183	\$61,817.00
	NET SURPLUS (DEFICIT)	\$5,342	(\$21,997)	(\$25,532)	\$3,534.75

CUC Investment Account

The CUC Investment Portfolio is managed by ScotiaMcLeod on behalf of the CUC for a 1% fee. The management by an outside party is intended to ensure that informed decisions are made by experienced investment managers. The Portfolio Manager makes those decisions using criteria established by the CUC Investment Policy.

The Investment Policy requires the Portfolio Manager to keep no more than 75% in equities, and avoid investments in the carbon economy, weapons, alcohol, mining and other commodities. This policy has insulated the CUC somewhat from turbulence caused by tariffs.

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 Portfolio Manager indicates that for long-term investments, it is best to “stay the course” rather than responding immediately to the ups and downs of the market. In 2024 the investments enjoyed a 22.65% net rate of return (slightly below the TSX) and the average rate of return since inception was 9.07%. The total value of \$8,122,550 rebounded to just under the December 2022 high.

The net rate of return is the increase or decrease in value after accounting for all transfers to operating, dividends and interest, gains or losses from the sale or purchase of equities, management fees, withdrawals by congregations (CIFs) and all deposits. For reporting purposes, the auditors show investment cash on hand & cash equivalents as part of the cash assets in the audited statements.

The Investment Account (audited) breaks down as follows:

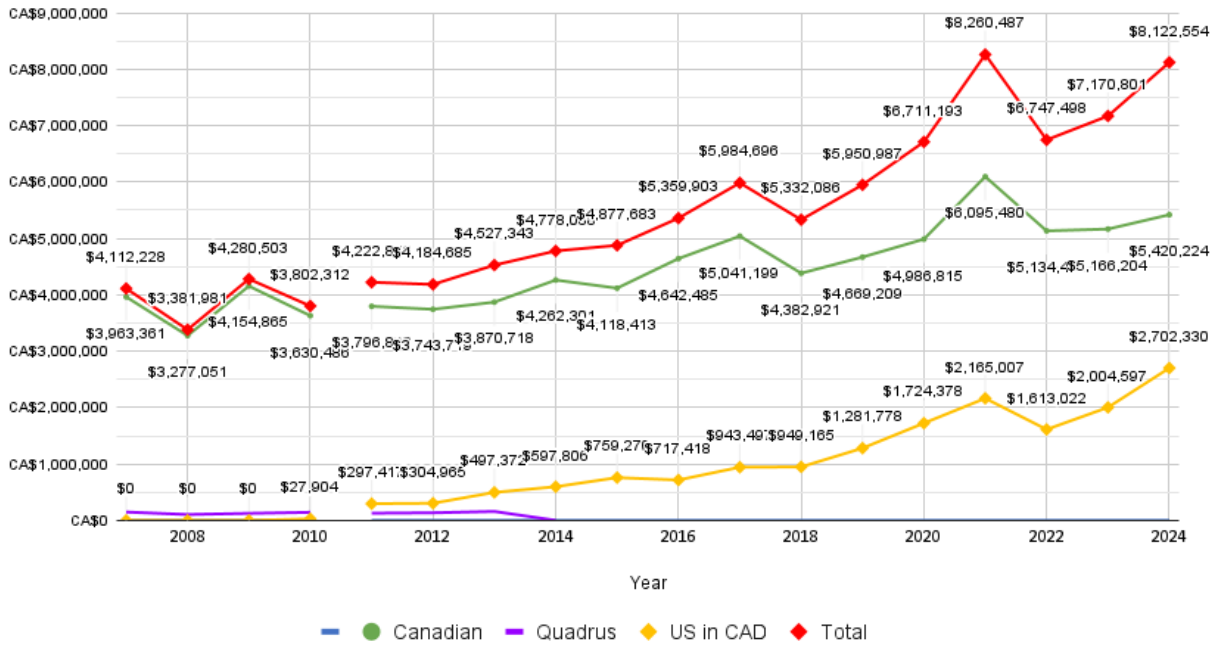
CUC Legacy Fund	\$2,780,332
Internally Restricted Funds (Lay Chaplain, THR Fund, Other)	\$51,231
Externally Restricted Funds (Dissolved Societies, Other)	\$133,934
Congregational Investment Funds	\$1,067,773
Endowment Funds (2) plus Avalon Fund	\$830,646
Total investment Amount in Restricted funds	\$4,863,916
Balance (Unrestricted Funds in the Investment Account)	\$3,258,634

The following graph shows the year-end values for the past 16 years. The second graph shows the net rate of return for the same time period. The second graph illustrates the cycle of a downturn in the markets every 3 - 4 years.

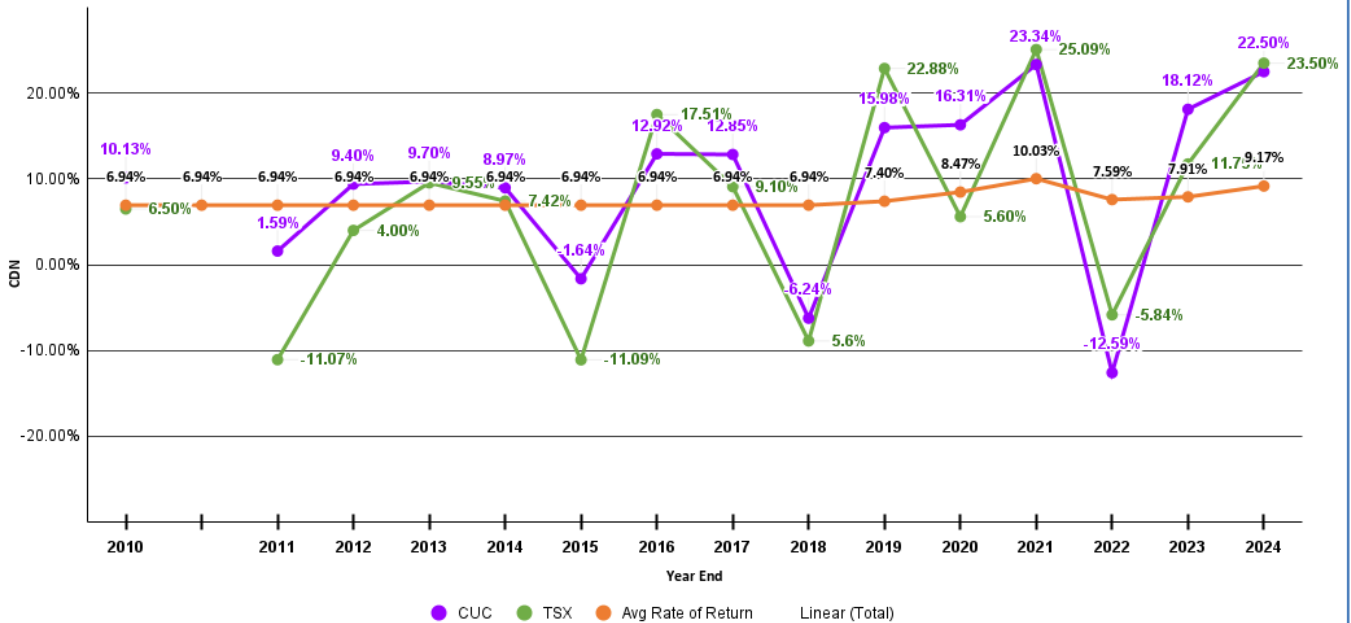
Respectfully submitted,
Joanne Green

Contact: treasurer@cuc.ca

Year End Values Invested Funds



Historical Annual Rate of Return



Minister Observer to the Board Report

Rev. Arran Morton

In my one-year term as Minister Observer to the Board, I have deeply appreciated the engagement and commitment to our uniquely Canadian form of Unitarian Universalism from the CUC Board members.

In the last year, the CUC has grappled with what the future might bring to the liberal religious landscape and how we might rise to meet those challenges. The primary issues are not new: financial sustainability, how to best connect with and engage each other, and how to structure our organizations to be in the best position to adapt and evolve into the robust and radically inclusive communities, organizations, and spiritual movement we aspire to be.

It has been particularly exciting to be in this role in a time of increasing collaboration between CUC Board and Staff, UUMOC, CUURE, and lay leaders that has led to the “Activating the Canadian UU Ecosystem” proposal. We are all needed in this work and I'm really looking forward to seeing how this evolves over the coming year.

I am grateful for the warm welcome I have received from the CUC board, and it has been heartening to see the focus on the opportunities for creative change in facing the future.

Warmly,

Rev Arran Morton

Contact: minister@cuc.ca



Arran Morton

We covenant together to promote excellence in ministry. Through personal learning and growth and mutual support, we equip ourselves to be visionary leaders within the Unitarian Universalist movement in Canada and internationally. Together, we advocate for and uphold the profession of our liberal ministry within the guidelines of the UUMA code of professional practice.[Cite your source here.]

Unitarian Universalist Ministers of Canada



Youth Observers to the Board Report

Dan LeDuc & Lea Bomford-Moore



Dan LeDuc



Lea Bomford-Moore

Outreach and Connectivity

Connecting UU youth across Canada is a major part of the role of the Youth Observer to the Board. This year we maintained these connections in three ways:

- The MyceliUUm Discord server, which we have updated to be in keeping with CUC youth event guidelines. This gains renewed interest after every CanUUdle, and this year we hope to maintain that interest and keep the space engaging year-round.
- The @cucyob Instagram account, which we have recently resumed using to post updates (with fun hand-drawn doodles and typography).
- Email connections with DREs, youth centered staff, and other youth group advisors from across the country. Established last AGM year, we now have contacts in every region of Canada with UU youth groups.



CanUUdle



CanUUdle, the national Unitarian Universalist youth convention, continues to be a big hit! This year had a high proportion of newcomers, as well as plenty of familiar faces, meaning that more youth were able to become a part of the national-scale community. Hooray!

A New Junior Youth Observer!

Similar to last year, we saw a high interest in youth leadership opportunities, with two enthusiastic applicants for Junior Youth Observer. An election was held on the last morning of the con, as well as online voting the following week for those who could not attend CanUUdle (or slept in). As a result, I am pleased to announce that **Lila Grierson** is our new Jr. YOB! They unfortunately were unable to attend the AGM, but we are all looking forward to working with her over the coming two years.

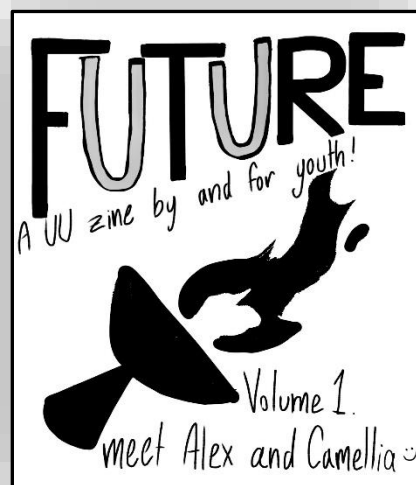
The FUTURE Zine

In addition to the usual YOB activities detailed above, we have also started a new project, the “FUTURE” zine, which we hope will help us reach a greater number of youth and foster effective communication between the CUC and the youth community. A zine is an amateur-made, physical publication, which can be distributed to youth groups and posted online.

One volume, with interviews with board member Alex Okrainetz and Dismantling Barriers Lead Camelia Jahanshahi, has already been distributed at CanUUdle, and we are looking into distribution options for future volumes.

Any youth, or folks in youth-facing positions, who would like to be interviewed for the zine, or submit artwork or poetry with UU aligned themes, should email Dan at dan.leduc@cuc.ca!

Contact: yob@cuc.ca



Executive Director's Report

Vyda Ng

We are powered by dedication. The CUC Board, CUC staff, all of you are the fuel that energizes the Canadian Unitarian and Universalist community.

We have been through a lot – individually and collectively – in the past five years. The pandemic now seems a long time ago, but it has changed the ways in which we make decisions and interact with each other and the world. While we were navigating the pandemic, as a faith community, in 2021, we were also navigating the incidence of the 8th Principle and the process and conversations which followed. That process resulted in the adoption of the [8th Principle](#) in November 2021. That process also both energized and bruised us. But we persevered through the whole tangly, messy, uncertain, uplifting process; we held, and came back in together. We have learnt and grown together.



Vyda Ng

Now, as the CUC enters a transitional period, both in terms of leadership and the global context, we have more need of each other than ever. Many congregations face similar challenges – membership, capacity, finances – and are also discovering opportunities for renewal and change. The Congregational Conversations facilitated by Revs. Linda Thomson and Anne Barker have taught us that these connections matter, and together, we can solve problems and do remarkable things.

Elsewhere in this report, the CUC Co-Presidents, Treasurer, staff, committees and associates describe the work that they all undertake in the name of Canadian Unitarian Universalism. I commend and honour this work, and the work that all of you do within your congregations and communities.

I'd like to share with you some aspects of what I and the staff team do.

Imagining and planning

The work that the CUC staff team does is always in service to our Vision, Five Aspirations, Eight Principles, and approved Goals and Strategic Priorities. In 2024, when delegates at the Annual General Meeting approved a goal and strategic priorities for two years, the staff team used these as guidelines for planning engagement, events and resources for congregations, always centering relationships, connection, dismantling barriers to

inclusion, and co-creating a thriving future. These plans are activated in different forms – through workshops, resources, conversations, engagement, and feedback mechanisms.

Gatherings, Events and Learnings

2024 was a year where the only in-person events held were for youth and young adults, recognizing that that community is precious. The National Symposium in Ottawa in May 2023 showed us that a lot has changed since the pandemic with travel, costs, and how people choose to gather. We are collectively faced with the question of how we gather and create meaningful community in changing times, while remaining honest about fiscal realities.

To maintain and strengthen connections, CUC staff offered online events in the areas of youth and young adult ministry, lay chaplaincy, decision-making exploration, national worship services, congregational conversations, dismantling barriers, IBPOC (Indigenous, Black, People of Colour), UUs without congregations, Indigenous relations, and more.

With the strategic priorities as a guide, we knew that we needed to be different to imagine and create a resilient UU future. We became braver about experimenting; we encouraged each other to imagine and go beyond the bounds of what we usually do and how we usually do them. We didn't pretend to know everything or offer solutions. We approached with curiosity and a willingness to explore and learn. This resulted in "Co-Lab: Experiences of Transformation" and in UU Expressions. When Camellia Jahanshahi joined our team in October as the Dismantling Barriers Lead, our journey continued into sometimes uncomfortable areas of examining ourselves and dismantling barriers to inclusion. The CUC Board also partnered in making decision-making processes more accessible, following the recommendations of the Decision-Making Exploration Team.

We offered multiple opportunities for you to engage with us and with each other, and hope that you found these to be valuable and impactful experiences.

Partnerships and Collaboration

Military Chaplaincy and the Canadian Armed Forces: this is a new, first-time partnership for the CUC. Rev. Nicole McKay is the first Unitarian Universalist Chaplain in the Canadian Armed Forces. A significant progressive step, this move also ensures that we have representation on the Interfaith Committee on Canadian Military Chaplaincy through Rev. Rebecca (Beckett) Coppola.

Unitarian Universalist Association (UUA): our connections with the UUA go back a long way with a shared history. CUC and UUA leadership have been meeting more recently to

discuss common work and vision, including ministerial transitions, fair compensation, shared areas of interest, and collaboration.

Financial Responsibility

Awareness of our financial resources underlies much of what we do. One of the strategic priorities commits us to implementing additional revenue streams to ensure we thrive. The staff team and Board are exploring possibilities and developing plans. We applied for and received a grant from the UU Funding Panel to fund the Dismantling Barriers position.

CUC Board

This dedicated group of volunteers works behind the scenes and are responsible for long-term visioning and planning. Two Board members are leaving the board this year – Yvette Salinas and Liz Goodger. As well, the Minister Observer to the Board Rev. Arran Morton and Senior Youth Observer Lea Bomford Moore have completed their service on the Board. Joanne Green stepped back into the Treasurer role as a non-Board to see us through another year. I thank you all for your work on our behalf and for showing up for all of us.

Staff Team: Roles and Transitions

Staff transitions are a regular occurrence, and because our team is so small, every transition has a major impact. Job descriptions, interviewing, hiring, orientation and onboarding are mainly handled by the Executive Director, with some administrative and interviewing support. Each staff who departs, and each new staff who joins our team equals approximately 20 – 30 hours of human resource and onboarding time, which happens on top of the business-as-usual matters. When a position is vacant for a time, the remaining responsibilities are covered by other staff.

In 2024 and early 2025, we had these staff transitions:

- Deoluwa Atayero joined us as the Communications Manager in April
- Casey Stainsby left her position as Youth and Young Adult Program Manager in September to pursue theological studies
- Rev. Danie Webber was called to be the minister at the First Unitarian Congregation of Hamilton, and exited in August
- Camellia Jahanshahi joined us in October to focus on the work of dismantling systemic barriers to full inclusion.
- In March 2025, Erin Horvath left the CUC after almost seven years. Originally, Erin signed a six-month contract!
- In June 2025, Rev. Nicoline Guerrier joins us as the new Congregational Life Lead for the Central and Eastern Regions when Rev. Linda Thomson retires.

Currently, the staff team has six full-time and five part-time positions, with contract staff added as needed.

CUC Staff Team 2024 - 2025

ROLE	NAME	FULL / PART TIME
Congregational Life: Lead, Central & Eastern Regions	Rev. Linda Thomson / Rev. Nicoline Guerrier	FT, 37.92 hours/week
Congregational Life: Lead, BC & Western Regions, & TED	Rev. Anne Barker	FT, 37.92 hours/week
Administration: Organizational Administrator	Ahna DiFelice	FT, 37.92 hours/week
Administration: Administrative Assistant	Shirley Marquez	PT, 22 hours/week
Justice & Equity: Truth, Healing & Reconciliation & Special Events	Amber Bellemare	PT, 30 hours/week
Justice & Equity – Dismantling Barriers	Camellia Jahanshahi	FT, 37.92 hours/week
Communications: Manager	Deoluwa Atayero	FT, 37.92 hours/week
Communications: Web Specialist	Brigitte Twomey	PT, 18 hours/week
Communications: Writer & Researcher	Kenzie Love	PT, 10 hours/week
Refugee Support	Mary Hailu	PT, 9 hours/week
Executive Director	Vyda Ng	FT, 41.25 hours/week
Accountant	Jane Meng	Contract, 20 hrs/mth
CanUUdle Coordinator	Raven Booth (2025)	Contract
Youth & Young Adult Program Manager	Casey Stainsby (to Sep/24)	PT, 22.0 hours/week
Youth & Young Adult Ministry Specialist	Rev. Danie Webber (to Aug/24)	PT, 30 hours/week
Justice & Equity Lead	Erin Horvath (to Mar/25)	PT, 30 hours/week

Staff Leadership Transitions

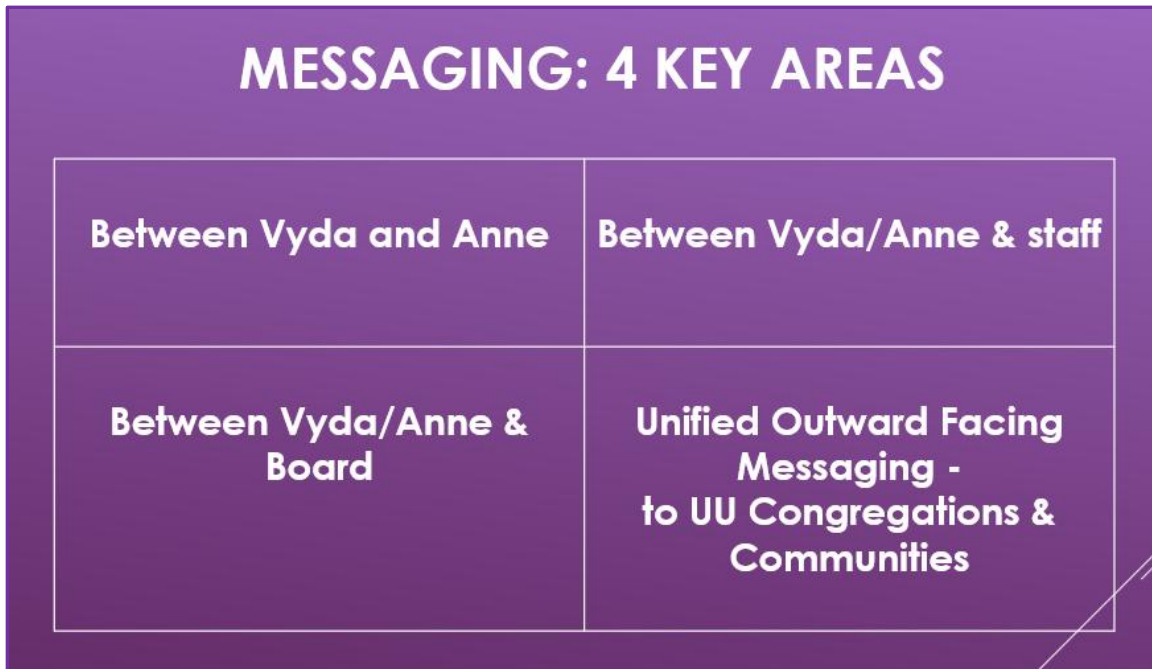
Rev. Linda Thomson is leaving the CUC in June 2025 after 23 years. Linda has been a knowledgeable, compassionate and steady force within our staff team for our congregations. For as long as I've been a volunteer and staff with the CUC, Linda has been there. I will miss Linda beyond words, and wish her so much love and care for her next phase.

In May 2025, I shared [a message](#) that I will be exiting this position in June 2026. A sound three-year transitional plan is in place.



During this year of overlap between Rev. Anne Barker and myself, our priorities are:

- Transfer of knowledge in a thorough, organized way that equips Anne to be successful;
- Focus on strengthening the staff team and providing clarity on our roles;
- Defining clear lines of responsibility and authority for communication to Board, Staff, congregations and UUs;
- Clear and ongoing communications with you



For the second and third years, the next steps will be built on learning throughout the first year and the ongoing transitional term.

I am honoured to do this work for another year.

Vyda Ng | executivedirector@cuc.ca



Organizational & Financial Administration

Ahna DiFelice, Organizational Administrator

Shirley Marquez, Administrative and Financial Assistant

The Administrative and Financial Assistant reports to the Executive Director and works closely with the Organizational Administrator. Focus of work includes:

- Administration (*answering email inquiries, membership data management*)
- Financial (*managing payments, processing donations, Refugee payments, QuickBooks Online bookkeeping data entries*)
- Event Management (*managing registrations, assisting in planning of events*), and
- Staff Support



Ahna DiFelice

The Organizational Administrator reports to the Executive Director and works closely with the Administrative & Financial Assistant. Focus of work includes:

- Program Support (*event planning troubleshooting, enrollment registration and attendance reporting*)
- Lay Chaplain support (*processing Lay Chaplaincy applications for new, moving and retiring officiants, maintaining up to date records*)
- In Person Meeting Logistics Support (*coordinating travel, logistics, accommodation and meal plans for Staff & Board in person retreats*)
- Overseeing staff Onboarding and Offboarding
- Contracts Management for short term contractors to the CUC
- Policies (*centralizing and completing Cyber Security Policy and AI Usage Governance Policy*)
- Special Projects *such as Executive Director Transition and organizing interview schedules with candidates, CUC Store rollout, coordinating of graphics work for print and downloadable resource*
- Staff support and general enquiries.

Merging of APC Certification Forms, Calculation Forms and Pledge Letters

Simplified the process of sending/receiving and filling out Annual Program Contribution forms to congregations by creating one-document template that makes it easier for congregations to fill-out their information.

Tracking Sheet of Received APC Forms

In addition to the APC Payment sheet in Dropbox, we created an excel document that tracks APC activities [*i.e. when forms were received, choice of method of payment,*

balance outstanding, etc.] This makes it easier to gather info and keep track of important information during our back-and-forth communications.

APC Email Reminders

Ensured that payments were received by the end of the year, email reminders are now being sent to those with outstanding balances by the middle of the year. Email reminders are sent individually to congregations and churches in July, September and November.



Shirley Marquez

Refugee Payments

Tracking Refugee Admin Fees. Shirley works closely with Mary Hailu, CUC Refugee Support staff, to ensure that invoices for these fees are created and sent on a timely basis. Shirley also creates the payment schedules for the Refugees for resettlement support as needed.

In addition, Shirley has been working with Joanne Green, Treasurer, to take over the Refugee Interest calculations upon Joanne's departure on May 31st. She has been taking notes of their communication as a point of reference should future inquiries arise.

Tax Donation Receipts

The task of sending annual task receipts from Donor Perfect has now been passed from Ahna to Shirley as of January 2025.

To further organize tasks and information regarding the DonorPerfect membership database, Shirley will also spend some time during the summer of 2025 to compile a detailed manual listing steps on how to perform certain donations tasks (*for ex: how to send consolidated receipts to donors, how to change general ledger codes in DP, how to assign split-gifts, etc*).

Board Staff Retreat, October 2024

Ensured smooth coordination of logistics and budget tracking for the fall Board & Staff Retreat including airline bookings, ride sharing, meals, meeting room and accommodation details and working with Providence Renewal Centre in Edmonton.

Ensured accurate reporting of expenses relating to this event.

Lay Chaplaincy & Minister Licenses to Solemnize Marriages

Simplified the process of tracking registrations and applications, locating and retiring licenses, re-organized the database and tracker documents for active and archived applicants.

Processed approximately a total of 40 applications for new, temporary, moved and retired licenses in 2024.

Orientation, Onboarding and Offboarding Formalized

Ensured smooth orientation and offboarding of staff tasks, timelines and responsibilities have been formalized with the creation of checklists, guides and tasks added to ClickUp.

Events Listing and Tracking

Ensure Communications Plans are completed, and that the event listing details are consistent with ClickUp, website calendar, and registration and confirmation forms.

Report numbers of registrants, attendees, expenses and honoraria paid, income from registration fees and donations made at the time of registration.

Contracts Management

Simplified the process of electronic signing of contracts for subcontractors.

Policies

2025 projects include integrating all the CUC's policies into one place and completing the Cyber Security and AI Usage policies.

CUC Store

Worked with the Web Specialist by providing item descriptions and information for the new online CUC Store; tested and supported roll out.

Executive Director Transition

Created a transition plan for administrative procedures.

To finalize approvals and plan the next steps for ED transition according to the proposed Succession and Transition Plan of Assets and Authorizations for the Executive Director.

Contact: info@cuc.ca



Congregational Life

Revs. Linda Thomson and Anne Barker

The Congregational Life Team has had an incredible year, working with you to serve and strengthen our Canadian UU Congregations.

We have many roles in support of Congregational and Community vitality across the country. We work with leaders, often acting as a sounding board and sharing resources, to assist you as you manage priorities. Coaching, training and consultation are key parts of the work, as is helping congregations make connections for support, inspiration, and collaboration. Programming reaches an even broader audience.



Rev. Linda Thomson

CONGREGATIONAL INTERACTIONS:

Our work plan is focused on ***intentional, regular contacts with congregations to provide support, resources, collaboration, and connections for and between congregations.***

We communicate regularly with: update letters; check-ins with a leader (*board member, minister or religious educator, lay chaplain, or someone with a question*); supporting events (*ordinations, installations, national services, conferences, etc.*); providing programming for multiple congregations; sharing available resources; regular eNews articles; and simpler email or phone exchanges. Deeper connections include: congregational visits (*in person or on-line*); Zoom events; programming for a single congregation or team; ministerial or leadership transition support; concentrated help for a specific topic or urgent situation; resource sharing that includes research or development; and discernment support.

This year, we were fortunate to visit many congregations and even more congregational leaders in person. Zoom filled in the distance, and programming helped to close the remaining gaps. We love to gather with you, and it's a special treat when it's 3D.

If you have not been receiving our communications, or are feeling disconnected, please send a message to congregationallife@cuc.ca to provide current contact information. We work hard to keep roles and contacts updated, but changes happen frequently, and we don't want to lose track of one another!

2024 Program Highlights:

- **Congregational Conversations!** Where leaders came together to discuss the issues, needs, opportunities, and experiments, supporting one another and strengthening our interdependence. We are moved by your willingness to share vulnerabilities and enlivened by the creative options emerging across the country!

In 2024, we hosted 21 of these conversations, with a total attendance of 340, on topics including Pastoral Care, Hard Conversations, Success Stories, and Communication.

It is encouraging to see ‘new faces’ at these online events, and exciting to see people inspiring and learning from one another.

We’ll be expanding on this programming to cover more ground and to broaden the impact, based on your requests and suggestions.

- **CUC Co-Lab: Experiences of Transformation**

In November, we hosted a National Zoom weekend - with 114 registrants and 8 in-person Saturday Satellites!

CUC Co-Lab 2024 was a time to come together

- * to connect in a spirit of hopeful collaboration,
- * to invoke the creative energy that emerges when we gather,
- * to encourage one another’s curiosity & courage, &
- * to compassionately support one another as we navigate our changing global & local experiences.

We LOVED gathering with you in this slower, more experimental creative space - and it sounds like many of you loved it too! Here’s the resource guide if you weren’t able to join us: [CUC Co-Lab Resources 2024-11](#)

- **Connect and Deepen** Our monthly online Small Group Ministry program continued in 2024. The conversations had themes like Caring, Connecting, Leading, and Reflecting. In October and December, we met together with Gathered Here - the CUC Young Adults Small Group Ministry - making new connections and mixing it up joyfully for all of us.

Partnerships and Collaborations

As part of a larger staff team, we partner and collaborate with others. We meet regularly with volunteers and staff from other UU-related groups, in both Canada and the US. One of our commitments is to increase active collaborations in the coming year.

Staffing Changes

In June 2025, after 23 years, Linda will retire from her work with the CUC. *“I am beyond grateful for the opportunity to journey with so many of you as you have imagined and strengthened your beloved religious communities”.*



Rev. Anne Barker



Anne will miss Linda immensely. “*She has been a fabulous work partner and friend.*”

Anne will continue working with congregations and looks forward to welcoming her new Congregational Life team-mate Rev. Nicoline Guerrier. Anne’s expanding portfolio as Transitional Executive Director will have her also learning the ropes from Vyda, and focussing on Forward Facing Initiatives for the CUC.

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

Respectfully submitted, Revs. Anne Barker and Linda Thomson
Contact: congregationallife@cuc.ca



Justice and Equity

Amber Bellemare

Context: Building on a Transformative Year

The 2023 congregational year marked a turning point in how the Canadian Unitarian Council approaches inclusivity, community expression, and systemic change. In the years following the racial justice uprisings of 2020, our national movement grappled with hard truths—about who we have excluded and how our structures may limit full participation. Through forums, action groups, and truth-telling spaces, a critical insight emerged: *true inclusivity is not about inviting diverse people into fixed forms of UUism, but about co-creating diverse expressions of our faith.* This insight became the foundation for the *UU Expressions: Love in Real Life* research project, which documented 17 grassroots expressions of UUism across Canada (including the congregational model) and inspired our evolving strategy.



Amber Bellemare

We entered 2024 with a spirit of curiosity and courage, committed to lifting up the voices and practices that reflect where UUism is truly thriving and where we have the potential to grow. Building on this foundation, we continue to explore what it will take to co-create a spiritually grounded, relationally connected, and sustainable future for Unitarian Universalism in Canada.

A Year of Turning Toward the Future

The Work: Listening, Weaving, Creating

Hosted by Erin Horvath and me, [UU Expressions: Love in Real Life](#) is a 10-episode podcast series featuring the voices of 27 Unitarian Universalists from across 17 diverse expressions of UU life. From community ministries to alternative worship models, from

social enterprises to youth and young adult gatherings, the series explores what it means to live UU values authentically and sustainably today. We successfully launched all 10 episodes by October 18, 2024, which are now available on the CUC website, Spotify, and Apple Music. Additionally, there are accessibility videos and transcripts for each episode available on the CUC website.



Bringing UU Expressions to life was labour-intensive and heart-intensive. It required us to slow down, to build trust, and to steward stories with care. You can find details on our research methodology and analysis on the webpage, as well as additional research notes and descriptions of our very generous participants. It was a shared effort between Erin and me, who both brought our culture shifting skills as researchers, storytellers and documentarians. Our goal was to reflect back to UU's how layered and diverse we truly are, while making meaning out of the narratives we so humbly received from participants. Each episode covers various interconnected themes that emerged through the interviews and offers opportunities for further exploration with discussion questions.

What We Learned

While there are numerous insights within the series, I would like to offer the following highlights:

- There are young UUs with vision but little to no resources (and often energy) who find themselves in precarious work and housing situations. Finding ways to fertilize the next generation is an important piece
- The reciprocal nature of honouring our elders who then can make room for what's coming is a beautiful opportunity for relationship building between the generations
- Finding out what wants to be carried forward, what needs to be let go of is the spiritual work of regeneration
- Affinity groups are important spaces for folks to recharge, but to remember the real spiritual growth comes from being in relationship with those who are different: we must take great care to cultivate a balance and flow between both
- Generating money is an uncomfortable topic for many. Adapting new economic models is essential to sustainability
- UUism can be expressed in endless ways: thoughtful experimenting will help us figure out our way forward together
- Vulnerability is our best asset: our stories are valued contributions

After the October launch we shifted our focus toward promoting the series and identifying ways forward. Our hope is that all UU's in Canada will feel connected to the greater collective and be able to join the conversation with a deeper understanding of the bigger picture.

Intersectional Welcome Guide

A UU young adult who faces multiple barriers to inclusion approached the CUC with an early version of an Intersectional Welcoming Guide. This guide is designed to support UUs in taking meaningful, practical steps to make their communities more inclusive by addressing and removing systemic barriers. Members of the Inclusivity Action Group have been actively involved in developing the guide, ensuring it focuses on cultural transformation through intentional action rather than superficial inclusivity checklists. As the work has evolved, so has its scope—highlighting the need for a wider range of UU expressions, not just the inclusion of diverse individuals within existing congregational structures. This expanded vision has led to the addition of new sections and a delay in the guide's release. The Intersectional Welcoming Guide is near completion, with some final revisions and styling left to do. We included lessons and information learned through the UU Expressions interviews and it contains activities that groups can do to engage authentically with each other in a dynamic way. When we say dynamic relating, we are juxtaposing this with safe relating. We have noticed that the desire to be politically correct may be getting in the way of people relating authentically together. For more information about this, we encourage you to listen to UU Expressions, Episode 4, about authenticity.

Truth, Healing, and Reconciliation

We held one online curated Q&A conversation between Sharon Jinkerson Brass, Dave Skene, Erin Horvath, and myself, all of whom have extensive experience with settler-Indigenous relations to answer questions based on challenging scenarios that UU's have encountered in their efforts to be in right relations with Indigenous peoples.

Behind the scenes, the Justice and Equity team have counselled numerous congregations and communities who are actively engaged in Truth, Healing and Reconciliation. 2025 marks the 10th anniversary of the closing of the Truth and Reconciliation Commission—an important milestone in Canada's collective journey toward truth, healing, and accountability. In honour of this anniversary, we will be developing special programming for Indigenous Solidarity Month, to be launched in September 2025. Considerations for programming include local and global Indigenous solidarity, addressing the settler wound, and hosting a Congregational Conversation event about topics such as land back and reparative action.

Staffing changes

As of March 31, 2025, my friend, colleague, and team lead Erin Horvath concluded her contract with the CUC. I wish to acknowledge her leadership and vision in guiding our work over the past six years. We made a good team and she will be missed. I hope to bring the same openness and clarity that Erin embodied in my future service to the UU community.



Erin Horvath

Amber Bellemare
Justice & Equity Team
Contact: socialjustice@cuc.ca



Communications

Kenzie Love, Writer

Brigitte Twomey, Web Specialist

Deoluwa Atayero, Communications Manager

The communications team has a robust portfolio carried out by three staff:

- Deoluwa Atayero, Communications manager (37.5 hours per week)
- Brigitte Twomey, Web Specialist (20 hours per week), and
- Kenzie Love, Contract Writer (12 hours per week).



Kenzie Love

Their work supports (and is guided by) the Canadian Unitarian Council's goals and strategic priorities, drawing attention to the many opportunities, information, and resources the CUC provides to congregations, individual Unitarian Universalists, and the broader community.

Highlights of 2024

This report highlights a few of the ways the communications team contributed to the Canadian Unitarian Council's goals in 2024.

Goal One: *Strengthen our Unitarian Universalist member congregations and communities in order to thrive spiritually, theologically, organizationally, economically, and socially in a diverse, multi-generational context.*

- The communications team created web content, forms, and other online promotional materials for numerous standalone and recurring events during the past year. Events were publicized via the weekly Events Summary, the eNews, special newsletters, and messages on the CUC Leaders List. The team also hosted a well-received two-part social media strategy workshop in the fall of 2024, which identified common challenges and successes encountered by UU's across Canada.

Goal Two: *Enhance community resilience through exploration, education and sharing of diverse and inclusive spiritual and organizational practices, including those from our own faith tradition.*

- In the monthly eNews, the communications team regularly shares the knowledge, experience, and insights of Unitarian Universalists who are helping their congregations and communities be more resilient, inclusive, and responsive. We continued to feature the monthly “Meet a _____” series of profiles of UU religious professionals and volunteers and the monthly Letter from the Board, ED, or UUMOC Co-Presidents. We also played an integral role in helping promote and publicize the UU Expressions podcast series.

Goal Three: *Advance socially responsible actions to live out our vision of interdependence, love, and justice to bring benefit to Canadian and global communities.*

- In 2024 and the first third of 2025, the CUC released four [National Statements](#) (in partnership with the Unitarian Universalist Ministers of Canada). These statements were published on the website, posted on social media, and distributed through the monthly eNews and via email.

Goal Four: *Strengthen collaborative and interdependent UU networks of congregations and communities.*

- The communications team helps collaborative and interdependent UU networks expand their reach. We promote their offerings to the thousands of people who subscribe to the CUC's newsletter, email lists, and social media channels.

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

Website Statistics Warning: The increasing use of AI tools is changing how people access information online. Many users now get answers without visiting websites directly, leading to fewer real visitors and reduced engagement, such as time spent on site.



Brigitte Twomey

Additionally, some AI systems access websites automatically, which can distort traffic numbers. As a result, traditional website statistics may no longer accurately reflect actual user behavior.

The CUC website is the primary channel used by Canadian UUs to access information about CUC events and registration, discussions, meetings, national gatherings & services and the enews. In 2024, 35,500 people visited the CUC website. There were 249,000 page views. On average, 3,100 people visited the website each month (104 per day).

Users accessed the website directly (36.6%), which tells us they are familiar with the CUC and with the website. Almost one third (31%) of visitors accessed the site through a Google search, while approximately 9% were directed to the site from email or social media links.

In 2024, we noticed that visitors were primarily interested in pages related to finding a Congregation and demonstrated a desire to learn about the principles and sources. Visitors were very interested in the events hosted by the CUC. The 8 most-viewed pages accounted for approximately 15.8% of all visits:

- Find a Congregation
- UU Expressions
- Event Calendar
- Principles & Sources
- Unitarian Universalism
- Jobs/Volunteering
- Rental Policies and Rites of Passage
- Refugee Sponsorship



Deoluwa Atayero

Top downloaded documents from the website include:

- What We Wish People Knew About Unitarian Universalism
- Familiarizing Yourself with the Lay Chaplaincy Program
- CUC Statement on 8th Principle
- CUC Lay Chaplaincy Program Manual
- Sharing Our Faith Application
- Young Adults & Beyond Final Report
- Lay Chaplaincy Self Study Guide
- Financial Guidelines
- CUC Charitable Purpose and By-Laws 2023
- Canada UU Congregations Geo-Index

In 2024, we started building a new [online store](#) to provide accessible merchandise and resources that reflect our Unitarian Universalist values (The store is now open). We

revamped part of the Home Page to feature Board and Staff and created new website pages, notably UU Expressions, Board of Trustees Bios, Congregational Conversations, Dismantling Barriers. We also began using the accordion feature on the website to organize content in a more user-friendly and accessible way. This allows visitors to expand only the sections they're interested in, helping reduce visual clutter and improve navigation.

eNews

The eNews remains an important tool for sharing news and information with Unitarian Universalists in Canada. Readership remained consistent over the course of 2024, with most issues generating an open rate in the low to mid-30s. The most popular issue was once again [ScandaloUUs](#), a spoof of the eNews published on April 1, 2023. In an effort to broaden the eNews's reach, the Team has been experimenting with initiatives such as eNews selects, a special email sent to congregational communicators, and featuring eNews highlights on social media/

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

Facebook

The CUC Facebook page currently has 1945 followers. The most popular post in 2024 was the Somatic Resilience Mini Toolkit shared in the aftermath of the 2024 US election, which had a reach of over 20,000.

Instagram

The CUC Instagram page currently has 523 followers. The most popular post in 2024 was the job posting for the Dismantling Barriers lead shared in September, which had a reach of over 120.

Contact us: communications@cuc.ca



Dismantling Barriers

Camellia Jahanshahi

Onboarding Process

My position began in October 2024 where I spent the first few weeks moving through the onboarding process. This included going to the board and staff



Camellia Jahanshahi

retreat to meet and connect with my new colleagues, tackling all the administrative tasks that come with a new position, going through the Dismantling Racism study group suggestions and creating a plan of action with Vyda for my contracted time.

Events

So far, I have continued to host and facilitate Rising Together, a monthly virtual space for IBPOC UU's in Canada (Indigenous, Black, People of Colour). In January I hosted my first event as the DB lead which was centered around understanding and managing burn out. In February I hosted two events, a vigil for lives lost to racial and imperial violence, and then an educational session "Lessons from Africville" to highlight Black Canadian history. In March, I co-hosted a 'meet the author' event with Karen Fraser Gitlitz for Annahid Dashtgard, author of *Bones of Belonging* which went with the Sharing Our Faith packaging this year. I also hosted the first of two events dealing with inclusivity and bylaws to help congregations reflect on possible barriers to inclusion in their bylaws. In April we had our second session on bylaws and in May we had a session on some basic principles of solidarity work. This is a conversation that will continue in the fall as we talk about Indigenous solidarity and its intersections. I will continue hosting monthly DB themed sessions, the last Thursday of each month from September to June.

Total Number of events as of the end of May: 7

with Rising Together: 14

Educational Materials

Creating educational materials is a large part of the work I've been doing. In the fall I created an accessibility tool kit for an online presence, it is the only one that didn't have an accompanying online session. On the website in the Justice and Equity section, you can now find tool kits for naming and managing burn out, for Black history month, and for inclusivity and bylaws. Soon to be released is also a tool kit around frameworks for solidarity practices and a tool kit on using joy as a mobilizing force for community engagement.

In addition to these tool kits, I am also working on finessing the Inclusivity Welcoming Guide created by the Justice and Equity team, revamping a former curriculum the CUC has called Dreams and Dollars, and an anti-racism curriculum to respond to the needs stated in the Dismantling Racism study group.

Each tool kit I create contains work that will go into these larger curriculums which will be available in 2026.

Total number of tool kits created so far: 5

Congregational Support

So far I have had the pleasure of working with a few congregations who have reached out for my support. Kelowna Unitarians in BC reached out about their young adult group, as

well as support in navigating their congregations transitions as they engage in more direct action. They also invited me to speak on the 8th principle at the end of April, where I offered my reflection ‘Engaging Joyfully with the 8th principle’. I also will be offering the same reflection to Westwood at the end of May. The First Unitarian Congregations of Toronto has also reached out as they navigate their congregation’s move to a different neighbourhood and deal with cultural and class considerations.

Looking Ahead

Looking ahead for the rest of 2025 and into 2026, I am planning:

- Solidarity workshop and toolkit with Amber from the Justice and Equity team in May 2025
- Joy as Resistance workshop and toolkit in June 2025
- A book club series for Emergent Strategy by adrienne marree brown collaboration with the Congregational Life team
- Summer focus on curriculum building for the fall/winter and the larger curriculums for 2026
- Continued monthly toolkits and programming including; Indigenous Solidarity, Queer and Trans solidarity, Black Canadian history, Rest and Healing spaces, and more
- Continued work of active listening and engagement with BIPOC UU’s through the Rising Together platform and other listening spaces that will be implemented fall 2025



Refugee Support

Mary Hailu

Supporting and resettling refugees is a vital expression of the CUC’s core values and commitments. As a Sponsorship Agreement Holder (SAH) with Immigration, Refugees and Citizenship Canada (IRCC), CUC collaborates with congregations and community

organizations to assist individuals forced to flee their home countries in finding safety and a fresh start in Canada. This important work is coordinated by Mary Hailu on behalf of the CUC.



Mary Hailu

In 2024, the CUC submitted 17 new sponsorship applications, representing 36 individuals. Meanwhile, 28 previously submitted cases were successfully resettled, bringing 45

refugees to Canada in 2024. These individuals came from Eritrea, Syria, Iran, Afghanistan, Bangladesh, Uganda, Malawi, and Burundi, and have begun new lives in cities such as Ottawa, Peterborough, Halifax, Nanaimo, Winnipeg, Toronto, Mississauga, Guelph, and Calgary.

The CUC also continues its meaningful partnership with Capital Rainbow Refuge in Ottawa, which focuses on sponsoring LGBTQ+ refugees. We deeply appreciate the dedication of volunteers in congregations and organizations who raise funds and provide vital support to help newcomers adapt and thrive in their new communities.



Lay Chaplain Committee Report

The CUC's Lay Chaplain Committee supports congregations with their lay chaplaincy programs, and is responsible for coordinating training for lay chaplains, updating policies and processes, ensuring timely action on marriage licenses, and liaising with congregations.

The Committee meets monthly, 10 months of the year and handles any business that occurs in the summer months by email. We have been rotating the roles of Chairperson, Recorder and Opening/Closing Words, and this has worked well for us. It allows all members to share equally in experiencing the roles. In addition, individual members take responsibility as Coordinator of Applications/Extensions and Coordinator of Chats. A team of members is responsible for Basic Training. All members act as committee liaisons for specific congregations.



From Unsplash: two hands reaching up

In 2024, the committee approved 8 new Lay Chaplains and granted 1 extensions/ reinstatements to Lay Chaplains. The Lay Chaplains performed 255 Rites of Passage, the submitted per-rite fees contributed \$3185 to the Training Fund, which supports training for lay chaplains.

Basic Training in Leading Rites of Passage occurred Feb 24, 25, and March 2, 2024, with 12 attendees.

Lay Chaplain Chats were held on February 5th, 6th, June 5th, and October 2, with an average attendance of 19. The 'Basics' training and Chats were conducted using Zoom and have received positive feedback from attendees. Zoom continues to work, as it is the most efficient way to include participants across the country. It also helps to reduce the cost and environmental impact of travel for trainers. To date, our 2025 events have been well attended, and planning for 2026 has begun.

The CUC LCC is currently seeking new members. There is one vacant position in the Western/BC half of the country. Additionally, two committee members, one in Eastern/Central and another in Western/BC are due to complete their terms. We have not had a representative from UU Ministers of Canada (UUMoC) for several years now and are seeking one. Please be in touch with us!

Respectfully Submitted,
Beth McLin
Mary-Anna Louise Kovar
Lyla Miklos
Guy Belleperche
Anne Coward
Rev. Linda Thomson (staff liaison)

Contact: lcc@cuc.ca



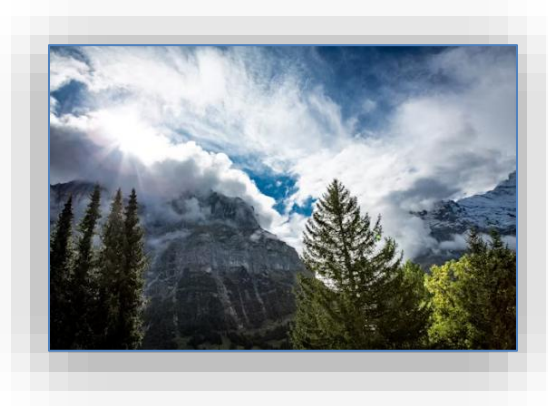
Living into the Future - Emergent Sustainability (LIFES) Crew Summary Report

This report is intended as a brief summary of the work accomplished by *Living into the Future: Emergent Sustainability* (LIFES) Crew during its tenure, its strengths and challenges, and recommendations for teams continuing this work.

The CUC Board decided to create this team in 2023, recruitment took place that fall, and the group first met in November 2023, agreeing to a twice a month, ninety-minute meeting. After several departures and being unable to recruit new members, the remaining LIFES Crew made the decision to end in March 2025. The Crew consisted of:

- CUC staff: Vyda Ng, Rev. Anne Barker
- CUC Board: Margo Ellis, Ilara Stefaniuk-Gaudet and Rev. Debra Faulk (2025)
- Calvin Drake, First Unitarian Congregation of Toronto
- Olivia Hall, Vancouver Unitarians
- Rev. Fiona Heath
- Rev. Arran Morton
- Catherine Strickland, UUs of the Salish Sea

The mandate we received was to coordinate and implement a strategic initiative process aimed at answering the question “**How can the CUC and Canadian Unitarian Universalism be relevant and sustainable into the future?**”. We were asked to create a process to engage Canadian UUs and to report to the CUC Board sometime in 2025.



It quickly became clear the question was too big and too broad. We came to realize that there was somewhat of a “cart before the horse” situation in that the role and structure of the CUC could only be defined *after* there was a shared collective understanding of how our faith and communities might evolve in the near-to-mid future. After many conversations, we refined the mandate for the LIFES Crew to: ***Given the challenges of the future, how will Canadian Unitarian Universalism evolve to be relevant, sustainable and thriving?*** Responsibility for strategic planning for the Canadian Unitarian Council was returned to the CUC board and we focused on a process to engage with Canadian UUs to create a far reaching vision that could be a guidepost for all Canadian UUs.

We spent time exploring how we wished to work together, identifying constituent groups to talk to, considering what questions to ask, and visioning the future we wished to see. We sought an approach that would “reflect, mirror, and embody the deeply connected, radically inclusive, actively engaged, theologically alive, and spiritually grounded community we envision for Canadian UUism.” We tried to work together in new, collective and considerate ways.

Over time it became clear that we were working from an **ecosystem** perspective, knowing that our **interdependence** is an essential touchstone; wanting to envision a future by engaging not just the CUC and congregations but also individuals, justice groups, and many other expressions. We saw a healthy future as including all types of communities and engagement with UU values, that diversity is foundational. We understood an ecosystem approach as supporting big picture thinking, resource flow, collaboration, and long term planning.

While we were not able to achieve our goal of speaking with Canadian UUs, we were able to create:

- A list of [constituent groups](#) to consult
- A [master list of relevant research](#) on religion and the future [[LIFES Research Library](#)]

- A [visioning document](#) of Canadian UUism in 2050
- A [list of open ended questions](#) about the future

The LIFES Crew brought a wealth of experience, energy and hopes of a new future to this work. We had an abundance of facilitation skills, new process ideas, and imagination. Collectively we longed for a future of UU values in a vibrant eco-system; with people of all genders, ages, and ancestry; rich with spiritual practices, justice work, the sharing of food, and lifting voices in song.

Limitations arose as conversations surfaced cross purposes as we held different understandings of our goals and outcomes. We became aware of parallel initiatives: CUC Staff were already planning for the future and exploring new expressions of UUism in Canada, and UU ministers were already grappling with the same issues as LIFES, leaving us struggling with our purpose and direction and concerned about duplicated effort. We were hampered by the open-endedness of so many aspects of the work: the mandate, the process, the timeline, and outcomes. It proved difficult to come to agreement and move forward into the work. By February 2025, due to the attrition of members, we no longer had the resources to answer the mandate.

Recommendations:

We have the following recommendations for future groups taking up work on this theme:

1. That broad conversations or task groups which deal with Canadian Unitarian Universalism as a whole are co-created with UUMOC and CUURE and other relevant stakeholders.
2. That task groups be provided with defined parameters: an identifiable end goal and timeline, a clear and manageable mandate, a well described process.
3. That task groups be provided with focused training at the outset. In our case, training in emergent strategies and consensus decision making may have helped us develop a common understanding of our approach.
4. That task groups are given clear details about what additional resources are available to the group (budget, expertise in various areas, etc).
5. That a chair or co-chairs are necessary. While rotating facilitators worked well in running meetings, having co-chairs or co-leads who take on general responsibility helps maintain focus over time. We worked best when we had a consistent facilitator for a few meetings in a row.



Unitarian Universalist Ministers of Canada (UUMOC)

Rev. Ben Robins and Rev. Samaya Oakley, UUMOC Executive Co-Chairs

As Unitarian Universalist ministers in Canada, we are rooted in a theology of **interdependence, covenant, and collective discernment**. In this time of deep transformation within our faith and our world, UUMOC continues to offer **courageous leadership, spiritual grounding, and faithful experimentation** in service of our shared ministry.

At Canadian Ministry Days 2024, we gathered with full hearts and emerged with renewed clarity and commitment. Through thoughtful discernment, UUMOC members identified four key areas to guide our collective work:



- **Evolving Ministry Days** to meet the diverse and shifting needs of colleagues across Canada—honouring our differences while seeking common ground.
- **Developing goals for financial sustainability**, rooted in a theology of abundance, accountability, and long-term vision.
- **Strengthening communication** within UUMOC—both from the Executive to our members, and in nurturing spaces for mutual engagement and shared wisdom.
- **Shifting from bylaws to organizing principles**—embracing a more dynamic, values-based approach to our governance and relationships.

These priorities reflect our ongoing commitment to nurture not only the health of our individual ministries and communities, but the vitality of our collegial body.

We are also holding an essential and evolving question at the heart of our work:

What is UUMOC's role in helping shape a uniquely Canadian Unitarian Universalism?

In collaboration with the CUC Board and staff, CUURE, and others across the Canadian UU ecosystem, we are discerning how we are called to contribute, connect, and lead. What is ours to do? Where is our shared ministry being drawn? What do our members need—and what do we dream of together?

We are not seeking certainty, but moving forward in covenant—grounded in relationship, responsive to the moment, and open to transformation.

As part of this unfolding, the UUMOC Executive joined with representatives from the CUC Board and staff, CUURE, and the former LIFES team to propose a new initiative: **Activating the Canadian UU Ecosystem**. This proposal imagines an **ecosystem approach to leadership and connection**, rather than a centrally planned process. It includes the possibility of a **gathering of Canadian UU leaders in Fall 2026**—a more focused and collaborative space than past national symposiums or ACMs.

We are also engaging with leaders from the UUA and UUMA on ways to better support Canadians through the **Ministerial Fellowship Committee (MFC) credentialing process**. Our conversations have centered on two key goals:

1. Ensuring Canadian representation on the MFC and deepening MFC understanding of the Canadian context;
2. Encouraging a process that is more **relational, trauma-informed, and spiritually grounded**.

Looking ahead, we are discerning the best timing for our next **Confluence Lecture**—a moment of sacred, provocative theological reflection. Should it take place during an upcoming gathering or be held in 2027? We welcome feedback from the broader UU community. In the meantime, we have increased the Lecturer's honorarium from \$500 to \$750, in recognition of the significance and labour of theological leadership.

In the final session of Canadian Ministry Days 2025, we plan to reflect on questions at the heart of our calling:

- How are we taking action to express a living, Canadian Unitarian Universalist faith?
- What is most alive in our principles, sources, vision, and aspirations?
- How do we activate hope and nurture resilience in ourselves and in our communities?

We give thanks for the ongoing collaboration, trust, and shared purpose we experience within the Canadian Unitarian Council. We look forward to continuing to walk together in covenantal relationship as we live into our collective calling.

In faith and solidarity,

Rev. Ben Robins and Rev. Samaya Oakley | UUMOC Executive Co-Chairs



Rev. Samaya Oakley



Report from the Unitarian Universalist Representative to the Interfaith Committee on Canadian Military Chaplaincy

Rev. Beckett Coppola

ICCMC Secretary & ICCMC Unitarian Universalist Representative



Rev. Beckett Coppola

Context

[The Interfaith Committee on Canadian Military Chaplaincy](#) (ICCMC) “supports the [Royal Canadian Chaplain Service](#) (RCChS) in its mission within the unique context of the Canadian Armed Forces (CAF). The ICCMC is the body through which Faith Tradition communities of Canada exercise their support to [their tradition’s CAF chaplains], and also represents and reflects the work of the RCChS to member Faith Tradition communities.” All CAF chaplains have a representative on the ICCMC.

There are currently thirteen members on the committee. The representative for Unitarian Universalist (UU) chaplain candidates, regular force chaplains, and reserve chaplains is Rev. Rebecca C. “Beckett” Coppola.

The UU representative on the ICCMC serves as the official endorsing authority for UU chaplain candidates in the CAF. Additional responsibilities include: reviewing candidate files from the Chaplain General’s office and responding as necessary; providing pastoral and institutional support to UU chaplains and their families; participating in committee and subcommittee work using a UU lens; and collaborating with the UUA’s Federal Chaplaincies Endorser, the Ministerial Fellowship Committee, the CUC Executive Director and Board, and more.

All ICCMC members are civilians who serve as volunteers under contract with the Canadian Government. While some are compensated by their faith traditions, there is no government salary for this role.

2024–2025 Report

As the first Unitarian Universalist representative to the ICCMC, Rev. Beckett Coppola has:

- Conducted numerous informational conversations and cultivated intentional relationships to skillfully integrate this work into both our UU institutional life and the systems of the CAF's military chaplaincy
- Been elected Secretary of the ICCMC at the May 2024 meeting
- Attended and contributed to multiple Executive Committee and full ICCMC meetings
- Supported the rebuilding and strengthening of healthy working relationships with elected and appointed officials in Ottawa, as well as RCChS leadership
- Strengthened collaboration and connection to staff in the Office of the Chaplain General
- Attended one in-person and one virtual RCChS chaplain training exercise
- Supported the discernment of UU student ministers and ministers in formation considering military ministry, and supported our active-duty UU chaplain in her ministry
- Reviewed numerous chaplaincy files pending ICCMC approval, a required step before candidates may progress
- Discovered the role requires more time than was initially expected, and the hours are anticipated to decrease as systems are established and familiarity grows

And, as we shared last year, Rev. Nicole McKay, the first-ever UU military chaplain in the CAF, is now wearing a flaming chalice identifier on her military uniforms. To our knowledge, this is the first instance of any UU military chaplain in any national military wearing a chalice as a formal faith tradition identifier.

This is more than symbolic—it is a bold, visible affirmation that Unitarian Universalism belongs in these spaces.

Report from Captain (Reverend) Nicole McKay, CD, CAF Chaplain

This year, Chaplain McKay served in a multi-faith chaplain team, and her unit within the team's portfolio has approximately 200 staff and 200-400 students at a time. Her year in ministry included:

- Conducting public ceremonies (e.g. Battle of the Atlantic, Battle of Vimy)
- Officiating a memorial service and supporting a military funeral
- Delivering 37 briefings on chaplaincy—its role, function, and access points
- Leading four sessions on spiritual resilience
- Overseeing a sentinel team (peer-to-peer listening ministry) and training new members



Rev. Nicole McKay & partner

- Providing 206 spiritual care support visits and 14 hospital visits
- Officiating three weddings
- Established two spiritual wellness spaces to support worship and diverse spiritual practices within the unit
- Managing resources and accounting for two chapels and a multi-faith centre
- Participating in the duty rotation for after-hours and weekend crisis response
- Achieved her Occupational Functional Point (OFP), signifying completion of the Chaplain Basic Qualification Course
- Supporting Francophone personnel as one of two Francophones on the chaplain team
- Advising on spiritual, religious, and ethical matters at all levels
- Participating in the Defence Indigenous Advisory Group
- Engaging in interfaith outreach including visits to Hindu, Sikh, Muslim, Baha'i, Wiccan, and Indigenous spiritual communities

Why This Ministry Matters

Our claiming our seat and intentionally being a presence on the ICCMC is vital ministry. Unitarian Universalism brings a unique and much-needed voice to military chaplaincy: one that affirms the worth and dignity of every person, celebrates pluralism, and centres ethical leadership rooted in compassion, justice, and spiritual resilience.



As a faith tradition that actively bridges the religious and the secular, the traditional and the evolving, we are particularly well-suited to serve the diverse spiritual needs of today's Canadian Armed Forces. We are also natural partners in interfaith dialogue—collaborative, curious, and committed to peace-building in complex systems.

Through this work, we are supporting the RCChS with the work of shaping a chaplaincy that is more inclusive, more reflective of Canada's spiritual landscape, and more prepared to support members of all beliefs with dignity and skill.

Thank you to the CUC, UUMOC, and the broader UU community for entrusting me with this holy work. We are no longer knocking at the door. We are within—and we are shaping a ministry worthy of our living tradition.

May we continue to uphold and accompany our military chaplains with the fullness of our faith, and may the way remain clear for those who are yet to come.



Attendees at the March 2025 meeting of the ICCMC: (back row) Mr. Bruce Clemenger, Evangelical Fellowship of Canada; Rabbi Idan Scher, Centre for Israel and Jewish Affairs; Imam Michael Taylor, Chair, Canadian Council of Imams; Pastor Peter Noteboom, The Canadian Council of Churches; Bishop Scott McCaig, Roman Catholic Church; Bishop Nigel Shaw, Past Vice-Chair, Anglican Church of Canada; Rev. Jeremy Bell, Canadian Baptist Ministries; Colonel Jean-Sébastien Morin, Chaplain Services, Office of the Chaplain General; Rev. Don Schiemann, Lutheran Church of Canada; Bishop Ioan Casian Tunaru, Romanian Orthodox Diocese of Canada; (front row) Mr. Martin Frith, Humanist Canada; Rev. Lara Scholey, Presbyterian Church in Canada; Rev. Rebecca C. “Beckett” Coppola, Secretary, Canadian Unitarian Council; Rev. Marlene Britton, Vice-Chair, United Church of Canada.



As a faith tradition that actively bridges the religious and the secular, the traditional and the evolving, we are particularly well-suited to serve the diverse spiritual needs of today's Canadian Armed Forces. We are also natural partners in interfaith dialogue—collaborative, curious, and committed to peace-building in complex systems.

Rev. Nicole McKay
CD, CAF Chaplain



Mirth & Dignity Report

Liz James

The UU Hysterical Society: The Facebook group almost ended this year—our moderators are paid by small pledges from group members, and we rely on the algorithm to get the word out when that fund runs low. We were on the threshold of shutting down the group, when a post got caught by the algorithm (thanks to the many Canadian UUs who shared and commented and donated). We encouraged people to sign up as monthly donors (so we wouldn't have to keep fighting the algorithm), and they did. At this point, the UU Hysterical Society is in very solid financial shape for the foreseeable future. We've even been able to give our moderators a cost of living increase, and expand some of our content onto Bluesky (@uuhystericalsoc.bsky.social). We've also added "best of the Facebook group" to our monthly emails... So people have a variety of ways of getting UUHS content without selling their souls (or whatever they believe in) to Facebook. You can sign up for the mailing list at our website, at uuhystericalsociety.com, (just scroll down a bit).



Liz James

Preaching Tour: Liz James has been on the road, preaching in congregations, which has been fun for her and them, and brought in a much needed pool of donations to Mirth and Dignity (which is separate, financially, from the UU Hysterical Society). Thank you to the many Canadian congregations that booked her, and donated generously. In addition to Sunday Services, we found that congregations were also interested in workshops about how they could adapt in a changing world, drawing on our experience and that of our partners. These have been huge fun to do, and well received. In the 2025-2026 tour, we're looking to focus even more on Canada... Partly because we love the true north strong and free, partly because of the exchange rate, and a teeny tiny bit because Liz is afraid of ICE. Interested in having us come to your congregation? More info on our website—see "Tour Bookings" in the "Resources" tab.

Coaching Program: The UU Hysterical Society is not the only thing we do. We are always trying stuff, and partnering with wonderful people who are trying stuff. This year we supported things like a laughter based interfaith ministry (jesterofthepeace.com) and a seminarian working her way through school selling funny merchandise (hprivers.com... the t-shirts are back!). "Support" can look like a lot of things—mentoring, help getting grants, access to our mailing list... Whatever people need. Outside-the-box stuff is hard, we know. We've done it. And we know that if it had been even a little bit harder, we wouldn't have made it. If we are going to thrive into the future, outside the box stuff is going to have to get easier—and we can help that happen. Know someone with an outside the box project or community? They can book a free coaching call through our website (go to "coaching" under "resources").

Canadian Unitarian Council Committees and Task Forces 2024-2025

We thank the following volunteers who serve us at the national level:

Nominating Committee

Kim Turner, Carey McDonald, Cindy Dunning, Lillias Cowper, Jamie Struthers, Lesley Giroday.

National Lay Chaplaincy Committee

Beth McLin, Mary-Anna Louise Kovar, Lyla Miklos, Guy Belleperche, Anne Coward

Bylaw Review

Kim Turner, Katharine Childs, Miriam Robern, Margaret Kohr, Kiersten Moore, Margaret Wanlin

Theological Education Funds Committee

Rev. Brian Kiely, Susan Ruttan, Arthur Berman



Canadian Unitarian Universalist Congregations - Membership Summary 2013 – 2024

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	# change 2013 - 2024	% change 2013 - 2024
BC Region														
Beacon	68	64	67	74	69	73	75	71	73	68	64	60	-8	-11.76%
Capital	42	41	40	26	26	31	38	35	34	35	37	37	-5	-11.90%
Comox Valley	60	63	63	63	65	63	58	55	52	47	46	45	-15	-25.00%
Kamloops	28	22	18	20	20	22	17	16	0	0	0		-28	-100.00%
Kelowna	50	45	46	46	48	49	53	53	52	52	39	48	-2	-4.00%
Nanaimo	60	63	65	64	64	65	63	61	72	71	63	63	3	5.00%
Nelson (emerging group)	-	-	-	-	25	25	25	25	10	10	10	10	-15	-60.00%
North Shore	214	194	197	184	178	191	172	168	165	167	94	88	-126	-58.88%
Salish Sea (emerging group)	-	-	-	-	-	-	-	-	-	-				
Salt Spring Island	17	15	15	15	17	13	13	9	8	8	11	11	-6	-35.29%
South Fraser	51	42	45	42	42	41	44	45	38	35	37	35	-16	-31.37%
Vancouver	358	358	339	357	343	337	328	345	340	288	293	293	-65	-18.16%
Victoria	282	287	282	286	286	287	296	309	315	286	251	251	-31	-10.99%
Total BC (15)	1230	1194	1177	1177	1183	1197	1182	1192	1159	1067	945	941	-289	-23.50%

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	# change 2013 - 2024	% change 2013 - 2024
Western Region														
Calgary	165	166	161	160	160	162	161	165	163	148	133	135	-30	-18.18%
Edmonton	210	216	216	179	179	174	165	168	140	147	143	126	-84	-40.00%
Lethbridge	21	21	18	18	20	0	10	0	0	0	0		-21	-100.00%
Red Deer	11	10	10	10	12	0	0	0	0	0	0		-11	-100.00%
Westwood	92	90	78	79	79	75	78	80	77	78	47	47	-45	-48.91%
Regina	40	42	40	36	36	33	30	29	28	29	33	34	-6	-15.00%
Saskatoon	60	63	63	65	65	65	67	67	73	62	65	55	-5	-8.33%
Arborg	26	26	26	26	-	0	0	0	0	0	0		-26	-100.00%
Winnipeg	186	187	179	179	183	217	213	202	177	157	174	140	-46	-24.73%
Lakehead	107	103	102	89	89	89	80	84	81	78	67	63	-44	-41.12%
Total West (7)	938	924	893	841	823	815	804	795	739	699	662	600	-338	-36.03%

Canadian Unitarian Universalist Congregations - Membership Summary 2013 – 2024

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	# change 2013 - 2024	% change 2013 - 2024
Central Region (Ontario except Thunder Bay, Kingston, & Ottawa)														
Don Heights	61	62	62	62	64	60	64	64	63	65	51	52	-9	-33.33%
Durham	29	29	29	29	31	37	32	40	38	40	33	33	4	-2.94%
Elora Fergus	17	14	11	11	13	0	13	0	0	0	0	0	-17	-100.00%
Grand River UC	165	153	153	169	169	162	170	167	157	154	154	144	-21	2.86%
Guelph	55	50	50	50	52	54	54	56	64	57	36	28	-27	-45.10%
Hamilton	241	243	240	227	227	212	212	194	201	201	200	187	-54	-22.08%
Huron	16	19	9	7	8	6	14	17	16	11	11	11	-5	-35.29%
London	79	72	72	68	68	76	73	68	66	64	71	68	-11	-33.33%
Mississauga	137	149	138	138	138	136	131	128	120	100	99	126	-11	-13.10%
Neighbourhood	115	130	138	154	140	134	136	112	107	108	72	72	-43	-10.00%
Niagara	57	54	50	49	49	46	39	40	32	33	41	46	-11	-19.30%
Northwest Toronto	16	13	14	14	14	12	11	10	7	12	12	11	-5	-57.69%
Olinda	57	57	62	57	56	56	56	58	53	58	55	52	-5	-10.34%
Peterborough	108	111	107	114	114	109	100	105	110	116	83	101	-7	-11.40%
Sarnia-Port Huron	37	36	42	44	44	43	42	41	38	35	29	34	-3	-24.44%
First Toronto	291	292	302	302	309	302	293	286	294	290	271	235	-56	-18.40%
Windsor									0	0	0		0	-100.00%
Total Central (15)	1481	1484	1479	1495	1496	1445	1440	1386	1366	1344	1218	1200	-281	-20.27%

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	# change 2013 - 2024	% change 2013 - 2024
Eastern Region														
Fredericton	44	44	33	35	32	32	32	46	42	43	38	44	0	0.00%
Halifax	90	86	87	87	89	89	100	86	85	83	59	53	-37	-41.11%
Kingston	104	103	93	93	93	93	97	100	96	92	81	101	-3	-2.88%
Lakeshore	34	34	34	38	38	38	31	33	33	36	39	32	-2	-5.88%
Montreal	178	163	149	168	158	158	145	132	150	133	126	126	-52	-29.21%
North Hatley	32	27	28	34	29	29	30	26	27	27	32	28	-4	-12.50%
Ottawa Fellowship	60	67	66	66	68	68	64	69	66	61	59	60	0	0.00%
First Ottawa	347	359	342	321	318	318	294	292	270	270	258	258	-89	-25.65%
Prince Edward Island	6	6	6	6	-	0	0	0	0	0	0		-6	-100.00%
Saint John	40	40	40	40	-	0	0	0	0	0	0		-40	-100.00%
Total East (8)	935	929	878	888	825	825	793	784	769	745	692	702	-233	-24.92%

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	# change 2013 - 2024	% change 2013 - 2024
Total Canada (43)	4564	4531	4427	4401	4327	4282	4219	4157	4033	3855	3517	3443	-1047	-24.56%

