

Affirm United/S'affirmer Ensemble

2012 Annual Report



prepared for

**August 5, 2013
Annual General Meeting
North Bay, ON**

Contents

Annual General Meeting – Agenda	3
Holy Manners.....	4
Language Considerations	4
Co-Chairs Report	8
February Planning Session Report.....	10
Affirming Ministry Program Report	12
2012 Financial Statements.....	13
Notes to Financial Statements - December 31, 2012	18
2013 Year-to-Date Financial Statements.....	19
Notes to Financial Statements - June 30, 2013.....	24
2012 Annual Conference Report.....	26
Website/Consensus Report.....	27
Membership Report	28
Merchandise Report.....	29
Facebook Group (English)	30
Groupe Facebook en français	31
Welcoming Church Program Leaders Network.....	33
Nominations Committee Report	34
2014 Budget Recommendation.....	36
Notes to 2014 Budget	38
Appendix A – Affirming Ministries Liaison.....	40
Appendix B – UCC Developments	41

Annual General Meeting – Agenda

- 1) Opening and Welcoming
- 2) Prayer
- 3) Holy Manners/Language Considerations
- 4) Call to Order
- 5) Enabling Motion: that all persons present be invited to participate in the discussions and all non-members be corresponding members of the meeting.
- 6) Approval of Agenda
- 7) Minutes from 2012 AGM
- 8) Reports
 - a) Co-chair Report
 - b) February Planning Session Report
 - c) Affirming Ministry Program Report
 - d) Treasurer Report
 - i. Financial Statements for 2012
 - ii. 2013 Year to Date Financial Statements
 - e) 2012 Annual Conference Report
 - f) Website/Consensus Report
 - g) Membership Report
 - h) Merchandise Report
 - i) Website Report
 - j) Facebook Group Report - English
 - k) Groupe Facebook en français
 - l) Rapport Contact Francophone
 - m) Welcoming Church Program Leaders Network
 - n) Policies/Regulations Report
 - o) Nominations Committee Report & Elections
- 9) 2014 Budget
- 10) New Business
 - a) Approval of Reviewer of Financial Statements (Charles Lyall CA)
 - b) 2014 AGM/Conference Location
 - c) Possibilities for locations for 2015
 - d)
- 11) News of Activities from across the Country
- 12) Closing Prayer & Recognition of 2013-2014 Directors
- 13) Adjourn

Holy Manners

1. We're all responsible for success – everyone's participation is needed and **expected**.
2. Start off believing that everyone is trying their best to have Affirm United/S'affirmer ensemble serve God faithfully and well.
3. Be aware of your own power and sensitive to how you and others in the group use it.
4. If it becomes obvious that behaviours are non-productive, disruptive, or destructive – confront the behaviors **in a loving way**.
5. Speak only for yourself, using "I" statements: "I believe..." vs. "Lutherans believe..."; "I think..." vs. "Some people think..."
6. Ask questions to clarify your understanding or to check out assumptions.* (Be a good researcher!)
7. Recognize defensive reactions and avoid defensive responses.
8. Be open to new ideas.
9. Feel free to disagree with issues or methods, but **restate** what you are disagreeing with **first**.
10. Participate fully, but don't try to "win," prove your point, or prove someone else is right or wrong.
11. Say what is on your mind without blaming or shaming others.
12. Remember that hidden agendas are usually selfish, often destructive
13. Respect and celebrate our differences
14. Recognize and embrace each other's diversity and differences

Language Considerations

We discussed how language has a history and is often changing in its usage. There are different generational understandings, cultural understandings and contextual uses.

We agreed that we need to honour how someone else chooses to name themselves as we share our own experiences that have informed how we choose to name our own self.

In the work of "Breaking Barriers in the Church" developed by Winnipeg Presbytery's Rainbow Ministry a presenter offered these words:

In our conversations as a group, we will begin with the understanding that we are all children of God. We will not let the concern of trying to find the "correct" words be a barrier to participation in discussion. When someone offends you by the language used – ask yourself is this a time to teach about language or would it be better saved for a one-on-one conversation later with that individual.

In speaking as a member of Affirm United/S'affirmer ensemble we need to:

- Be clear that we can only speak from our own experience and not on behalf of any one group (such as all gay men) as the experiences and opinions of others differ a great deal
- When expressing our own experience it is important to point out that others may have different beliefs and it may be appropriate to share other opinions for consideration

**Affirm United/S'affirmer Ensemble
Annual General Meeting
Beaconsfield United Church, Beaconsfield, QC
August 6, 2012**

Present: Linda Hutchinson, Bruce Hutchinson, Annette Taylor, Brian Mitchell-Walker, Patrick Woodbeck, Tony Burnett, Liz Carter-Morgan, Jen Carter-Morgan, Jordan Sullivan, Alcris Limongi, Lyn Miller, Jenni Leslie, B. Collin Smith, John R. Calhoun, Judy Amsbury, Shaun Friday, Paul Durbur, Pam Rocker, Thomas Hodges, Andrea Nugent, Nicole Hamel.

1. **Opening and Welcoming:** Brian opened the meeting at 9:30 am and welcomed all those present at the meeting.
2. **Opening prayer:** Annette led in a time of open prayer including prayers of thanksgiving and hope.
3. **Holy Manners and Language Considerations:** Brian reviewed the 2011 Annual Report document for the AGM and all present read the Holy Manners statement in the AGM package in unison.
4. **Call to order:** Brian called the meeting to order for any business that might properly be brought before it. **Moved by Shaun Friday, seconded by Patrick Woodbeck that all persons present be invited to participate in the discussions and all non-members be corresponding members of the meeting. Carried.**
 - a. **Approval of the Agenda:** approved by consensus.
5. **Minutes from the 2011 AGM:** moved by Pam Rocker, seconded by Linda Hutchinson, that the minutes of the 2011 AGM, August 7, 2011 be approved as circulated. Carried.
6. **Reports as printed in the 2011 Annual Report document:**
 - a. **Co-Chair Report** – No questions. Next year report will include a report on the Annual Conference. Thanks were expressed from the floor for the work of the Co-Chairs
 - b. **Treasurer Report:** Judy Amsbury reviewed the Financial Statement December 31, 2011. The person who reviewed the books was Charles Lyall C.A.
 - i. **Moved by Judy Amsbury, seconded by John Calhoun, that the Affirm United/S'affirmer Ensemble Financial Statement December 31, 2011 be approved as circulated. Carried.**
 - ii. Judy reviewed the income/expense account to July 31, 2012 and noted we are in good shape over all. We expect to end the year on budget.
 - iii. **Reviewer: moved by Judy Amsbury, seconded by Jen Carter Morgan that Council be authorized to appoint a reviewer for the 2012 fiscal year financial records. Carried**
 - c. **Membership Report:** John Calhoun pointed out that the numbers under 2011 are those who have paid in 2011 and under 2010 those who have paid in 2010 but not renewed in 2011. We will be sending a letter to those who have not renewed over the past few years. It was suggested that we establish a youth category of membership. **Moved by Lyn Miller, seconded by Paul Durbur that Council be authorized to establish and implement a youth membership**

category. Carried. Moved by Tony, seconded by Andrea that the Council review the current membership policy and fee structure and bring back recommendations to the 2013 AGM. Carried.

- d. **Affirming Ministry Program Report:** The issue of following up with Affirming Ministries was raised. Council has already identified this issue and is seeking a person to assist with this work. Council was asked to survey members about how we could best carry out this work.
- e. **Merchandise report:** No questions. New transparent decals are available for purchase.
- f. **Consensus Report:** Council spent considerable time on this issue over the past year. A decision has been taken to provide the newsletter in an electronic format but we will still send out a paper summary of the newsletters at least once per year for those without internet connections. Our biggest challenge is to have enough stories and articles offered for the publication.
- g. **Website report:** It was suggested that Holy Manners and the French and English versions of the "Consultation Report" be posted on the AU/SE web site. It was also suggested that there be a link to the UCC web site on our web site.
- h. **Affirm Facebook (English):** No questions. It was noted that there is a new trans facebook page that will be promoted on the AU/SE web site.
- i. **Groupe Facebook en Francais:** No questions. Dominique Gauveau wishes to be replaced as the moderator of this web site.
- j. **Rapport Contact Francophone and Facebook en Francais:** No questions
- k. **Welcoming Church Program Leaders Network Report:** No questions
- l. **Policies/Regulations Report:** Annette led the meeting through the proposed policies for consideration for approval at this AGM. **Moved by Annette Taylor, seconded by Collin Smith that the following policies be adopted as regulations of the corporation:**

Board of Directors – Name: (see By-law section 6)

The term "Council" will be treated as equivalent to "Board of Directors" in the minutes, reports and correspondence of AU/SE Corporation.

Elections: (see By-law section 9)

The Nominations Committee be made up of the co-chairs (president & vice-president) and a past President of the Board of Directors.

Elections: (see By-law section 9)

The Nominations Committee use, as a general operating principle, the desire for diversity in representation on the board. Diversity considerations would include at least the following: gender, sexual orientation, gender identity, geography, race, age and language.

Officers powers and duties:

That the President (Chair) and Vice-President (Vice-Chair) positions be treated as Co-Chairs so that they will share the duties of the President and Vice-President. **Carried.**

It was suggested from the floor that the Nominating Committee would benefit by having a member at large from the AU/SE membership elected at the previous AGM. **Moved by Colin Smith, seconded by Shaun Friday that Affirm United/S'affirmer ensemble regulations be modified so that an additional member from the membership of AU/SE, elected at the previous AGM, be added to the Nominations Committee. Carried.** Jenni Leslie was selected by the meeting to serve on the Nominations Committee for 2013.

m. Nominations Committee Report see pages 30 and 31 of the 2011 Annual Report:

- i. Brian reminded the meeting that Annette's position will continue through to the expiration of her term in 2014
- ii. On behalf of the nominating Committee Brian presented the following slate of persons to fill vacancies on the Council:
 1. Pam Rocker as Vice President - term to 2015
 2. Collin Smith as Member at Large- term to 2015
 3. Warren McDougall as Member at Large – term to 2015
 4. Ruth Bramham as Member at Large – term to 2015

Brian asked for other nominations from the floor and there being none, declared nominations closed and members elected by acclamation.

7. **2013 Budget:** Judy presented the 2013 budget. There were no questions. **Moved by Judy Amsbury, seconded by Bruce Hutchinson that the budget on pages 32 to 34 of the Annual Report be approved as printed. Carried.**
8. **Conference Location 2013:** A letter from Manitou Conference was read to the meeting offering Manitou Conference as the site for the 2013 Annual Conference and AGM. Patrick spoke to the meeting re the Rainbow Ministry and Manitoba/Northwest Conference proposal to host the meeting 2013. Pam Rocker spoke about Hillhurst UC in Calgary's interest in holding the 2014 Conference and AGM in the Calgary area. **Moved by Shaun Friday seconded by Thomas Hodges that the 2013 Annual Conference and AGM be held in Manitou Conference and tentatively hold the 2014 meeting in Calgary. Carried.** A preference was expressed for a residential event.
9. **News of activity across the country:** members present talked about developments in their area.
10. **Directors for 2012-13:** Directors came to the front to be recognized and to have a picture taken.
11. **Annette closed the meeting with prayer and declared the meeting adjourned.**

Co-Chairs Report

The work we do would be impossible without the members of Affirm United/S'affirmer Ensemble – every one of you contributes to the essential mission of this organization. Our genuine thanks to the individuals, congregations, presbyteries, conferences, and other ministries of the United Church who are involved in our organization.

We specifically recognize the dedicated members of our Council for their support throughout the year. At our 2012 AGM, we received Warren McDougall as a new member of council! Marco Ste-Marie has resigned from his position, and we thank him for the contributions that he made. It's vital for us to acknowledge our Secretary, Bruce Hutchinson, for his detailed and organized mind that keeps accurate notes for all of our meetings and who is involved in many other critical aspects of AU/SE. Judy Amsbury is our Treasurer and her dedication to orderly financial recording and reporting are a huge asset. We also want to thank all the Affirming Ministry Coordinators – who are all volunteers! - who do the ongoing work of helping ministries through the Affirming process. You will find the names of all of our stunning council members and volunteers on the many reports that are included in this document.

Each year our Annual Conference moves to a different location in Canada and a local organizing committee takes on the task of planning and running this important event. We want to thank the amazing volunteers who make this happen. A special thanks to Alyson Huntly and her team from Montreal who put together last year's event at Beaconsfield United Church (see her report later in this document). Also, thanks to Will Kunder and his team from Manitou Conference who have organized this year's event in North Bay.

Our Council has met seven times since the 2012 AGM. In person, we met for 2.5 days in February at the General Council offices in Toronto and will meet again for a day in August in North Bay, Ontario. We've also had conference calls in September, November, March, May and June, which are usually 2.0 hours in length.

During the past year our council meetings included the following topics:

- Membership
 - Policy regarding youth membership
 - Re-connecting with previous members
- Communications
 - New Website! – check out the new design at www.affirmunited.ca
 - New Display Posters – Coming Soon!
 - Building awareness of AU/SE to new Ministries
- Affirming Ministries
 - Now three affirming ministry coordinators across the country
 - Created liaison position for existing Affirming Ministries – (looking for key volunteer to assist in following-up with and supporting existing Affirming Ministries – see Appendix A for description of role)
- Other Policies/Regulations
 - Criteria for making donations to other charitable organizations
 - Guidelines for annual conference organizers

Of special note, at our meeting in February, we spent one whole day to dream and plan for the current and future growth of this organization. We grateful to Adele Halliday, a member of the

General Council staff, who facilitated our planning day with a unique intercultural lens. The process was deep, meaningful, and exciting. Check out the detailed report contained herein!

Speaking of General Council contacts we work with, our direct contacts are Jordan Sullivan, Partnership Animator and Communities in Ministry Communication (new in 2012!), and Alcris Limongi, Program Coordinator Racial Justice, Gender Justice & Sexual Minorities, who was a stellar host to us for the February meetings. During those meetings we also had the opportunity to talk to the following General Council staff: Michael Blair, Executive Minister, Ministries in Mission, Alan Hall, Executive Minister, Ministry and Employment; Amy Crawford, Youth Ministries; Bev Oag, Duty of Care and Incorporated Ministries.

August of 2013 marks the 25th anniversary of the United Church of Canada's decision to allow gay and lesbian candidates to be ordained. There have also been several important developments in The United Church's trajectory towards full inclusion of people of all sexual orientations and gender identities in the last year, not the least of which was the election of an openly gay moderator last August. See Appendix B for a summary of some of these developments.

We are amazed by the dedication for advocacy and equality that our members, council, and volunteers emulate every day, and grateful for the opportunity to be involved in such a unique organization. As we look ahead, the challenges and opportunities are numerous, and we believe wholeheartedly that every one of us will have a fingerprint on our future growth! Thanks for being on this journey with us.

Respectfully Submitted by
Pam Rocker and Annette Taylor

February Planning Session Report

Every winter, your council meets together in person for 2.5 days, to reflect, plan, organize, and dream about issues and initiatives relating to AU/SE's past, present, and future.

This past February, we set aside a day of our meetings to focus primarily on the future. Specifically, what areas of growth we see the need for, and see the potential in. Using our collective histories with the organization, combined with input from some of our members and new energy for looking beyond problem-solving and into possibilities, we spent our time looking ahead.

It's important to remember that we are an organization that has experienced a large amount of growth in the past few years. Since 2005, we've grown from 33 Affirming Ministries to 96, with an additional 68 in process as of the end of 2012. This growth brings challenges in being able to optimally serve and partner with our members and beyond, but these are *good problems* to have! To have a better perspective, we took a step back to see what we're doing, why we're doing it, and what our priorities need to be as we move forward – specifically in the next five years. It was fun, thoughtful, challenging, and tiring!

We wanted to share our results: directions we hoped for and possibilities we dreamed.

Activities Proposed for 2013 - 2018

1. Find, compile, edit, post, and promote Affirming workshop resources for Affirming Ministries, those in process, and individuals who will be teaching workshops in various mediums. (Make available in an easy to access digital format.)
2. Source, edit, and provide relevant and inclusive liturgy resources and make available on our website.
3. Further development of comprehensive Affirming Conference Guidelines to aid Conference hosts/planners in their preparation and execution.
4. Intentional and ongoing project of creating and maintaining electronic access to AU/SE information/resources/Affirming Ministries via social media and our website.
5. Create and add a FAQ page to our website.
6. Further development of AU/SE "brand" and target marketing to expand the awareness of Affirming Ministries, the Affirming Ministry process, and the value of becoming Affirming.
7. Nurture relationships, network, follow-up with, and suggest ongoing resources to groups that are already Affirming Ministries. (see Appendix A for description of volunteer liaison role)
8. Train-the-trainer workshops for leaders and speakers to be trained to educate others who are going through the process.
9. Quick tools and resources e.g. people being able to access info on who they could contact near them to speak, teach a workshop, share stories, etc. or to be able to offer those services.

Everything in the above list relates to our mandate in one or more of the areas of Education, Support, and Action.

We want to do these things with your help, because we are passionate about what Affirm United/S'affirmer Ensemble is all about. Most of us have very personal stories behind what AU/SE has meant in our lives, and we want that opportunity to be shared by all.

You may see a lot of action items related to technology, which is a huge way to get the word out and provide much needed resources. You can also see a strong emphasis on marketing – there are 96 Affirming Ministries now, but over 4,000 Ministries across the nation. There is much work to do to spread the word about why this program needs to be utilized!

Addressing the items above will further establish our relevance, make the Affirming Program more accessible and well-known, connect ministries with each other, provide much needed resources and follow-up support for Ministries in process and beyond, and continue to grow and strengthen our digital presence.

Whewf! Did we miss anything? Big goals and lots to do. We were inspired by what the fruit of these activities can bring. Are you? We increasingly invite your input and participation, as it will take all of us to see these ideas come to life in meaningful and lasting ways. Be a part of our future!

Submitted by,
Annette Taylor and Pam Rocker

Affirming Ministry Program Report

The number of contacts to the Affirming Ministry Program increased in 2012. By December 2012, there were 68 ministries in process.

Between January 1 and December 31, 2012, the following 10 organizations became Affirming Ministries:

- *Saint Luke's United Church, Toronto, Ontario* - May 13, 2012
- *Christ United Church, Lyn, Ontario* - May 20, 2012
- *St. Andrew's United Church, Peterborough, Ontario* - May 27, 2012
- *Glebe-St.James United Church, Ottawa, Ontario* - June 3, 2012
- *Trinity-St.Andrew's United Church, Brighton, Ontario* - June 10, 2012
- *Renfrew Presbytery, Bay of Quinte Conference, Ontario* - June 19, 2012
- *Naramata Centre, Naramata, British Columbia* - August 28, 2012
- *First United Church, Kelowna, British Columbia* - September 2, 2012
- *St. Andrew's United Church, Lacombe, Alberta* - September 23, 2012
- *Peterborough Presbytery, Bay of Quinte Conference, Ontario* - November 7, 2012

Anne Hebb has kept very busy with emails, phone calls, and supporting both ministries and individuals involved in the process as well as keeping records as to where people are in the process and occasionally still dealing with ministries that only have contacted at the end of their process.

During 2012, several conversations took place between Brian Mitchell-Walker and Linda Hutchinson about the increasing number of ministries making contact. Brian and Linda committed to join as Affirming Ministry Coordinators for Western Canada and Ontario respectively in 2013. They will be taking on new contacts in those geographic areas as they come in. The team is very pleased one of the ministries in process is the General Council and we are supporting General Council staff to create a process for the General Council staff and a process for the Conference Executive.

Conversations with Jordan Sullivan took place to discuss how he can support follow up work with Affirming Ministries. This is an area of the Affirming Ministry Program that has not had the attention it needs as the focus of the AMP to this date has been on assisting ministries during their Affirming Process. With Jordan's help, we can begin to gather new information about what inspiring work current Affirming Ministries are doing and share those ideas across all of them.

Respectfully submitted by
Anne Hebb

2012 Financial Statements

5:03 PM
2013-07-06
Accrual Basis

Affirm United /S'affirmer Ensemble Balance Sheet Prev Year Comparison As of 31 December 2012

	31 Dec 12	31 Dec 11	\$ Change
ASSETS			
Current Assets			
Chequing/Savings			
1010 - Petty Cash	100	0	100
1100 - Chequing	42,998	41,297	1,701
Total Chequing/Savings	43,098	41,297	1,801
Accounts Receivable			
1200 - Accounts Receivable	2,200	400	1,800
Total Accounts Receivable	2,200	400	1,800
Total Current Assets	45,298	41,697	3,601
TOTAL ASSETS	45,298	41,697	3,601
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2100 - Accounts Payable	0	36	(36)
Total Accounts Payable	0	36	(36)
Total Current Liabilities	0	36	(36)
Total Liabilities	0	36	(36)
Equity			
3000 - Opening Balance Net Assets	17,320	17,320	0
3200 - United In Marriage	18,753	18,753	0
3600 - Unrestricted Net Assets	5,588	0	5,588
Net Income	3,637	5,588	(1,951)
Total Equity	45,298	41,661	3,637
TOTAL LIABILITIES & EQUITY	45,298	41,697	3,601

10:18 PM
Accrual Basis

Affirm United /S'affirmer Ensemble
Statement of Operations Year Comparison
January through December 2012

	Jan - Dec 12	Jan - Dec 11	\$ Change
Income			
4000 · Memberships			
4010 · Affirming Ministries	8,700	7,700	1,000
4030 · Individual /Households	5,040	3,695	1,345
4050 · Institutional	400	500	(100)
Total 4000 · Memberships	14,140	11,895	2,245
4100 · Donations			
4160 · Other - non receiptable	390	0	390
4110 · Individual receiptable	4,225	3,375	850
4130 · PAR	3,215	2,200	1,015
4140 · Donations from other charities	831	2,150	(1,319)
Total 4100 · Donations	8,661	7,725	936
4200 · UCC Grant	2,000	2,000	0
4220 · United in Marriage Workshops	0	1,050	(1,050)
4500 · Annual Conference			
4510 · Annual Conference Surplus	282	4,800	(4,518)
4500 · Annual Conference - Other	0	3,290	(3,290)
Total 4500 · Annual Conference	282	8,090	(7,808)
4700 · Merchandise Sales	849	596	253
Total Income	25,932	31,356	(5,424)
Expense			
6000 · Education/Research			
6020 · Gifts to Qualified Donees	0	4,800	(4,800)
6010 · Annual Conference Expense	1,565	3,274	(1,709)
6050 · Affirming Ministries - Expense	98	342	(244)
6070 · United in Marr. workshops	0	1,050	(1,050)
6080 · Other Educational Initiatives	1,863	0	1,863
Total 6000 · Education/Research	3,526	9,466	(5,940)
6200 · Communications/Promo/Networking			
6030 · Website	1,957	410	1,547
6210 · Consensus	1,761	1,780	(19)
6230 · Observer/Classified Ads	583	545	38
6240 · Aujourd'hui Credo	150	150	0
6250 · Translation	0	221	(221)
6260 · Brochures	0	1,111	(1,111)
6280 · Canadian & Intl Networking	896	2,293	(1,397)
Total 6200 · Communications/Promo/Networking	5,347	6,510	(1,163)

10:18 PM
Accrual Basis

Affirm United /S'affirmer Ensemble
Statement of Operations Year Comparison
January through December 2012

	<u>Jan - Dec 12</u>	<u>Jan - Dec 11</u>	<u>\$ Change</u>
6300 · AU Council			
6310 · Winter Meeting- Other	0	2,885	(2,885)
6315 Winter Meeting Travel	6,137	0	6,137
6330 · Summer Meeting & AGM-Other	779	4,485	(3,706)
6345 Summer Mtg & AGM Travel	3,132	0	3,132
6350 · Teleconference Meetings	500	701	(201)
Total 6300 · AU Council	<u>10,548</u>	<u>8,071</u>	<u>2,477</u>
6400 · Merchandise Costs	944	0	944
6500 · Administration			
6630 · Industry Canada	60	0	60
6535 · PAR service fees /Bank charges	66	0	66
6530 · Other	116	0	116
6525 · Photocopying	22	0	22
6520 · Postage	113	0	113
6610 · Accounting	360	393	(33)
6650 · Directors Liability Insurance	624	624	0
6510 · Office supplies	570	703	(133)
Total 6500 · Administration	<u>1,931</u>	<u>1,720</u>	<u>211</u>
Total Expense	<u>22,296</u>	<u>25,767</u>	<u>(3,471)</u>
Net Income	<u><u>3,636</u></u>	<u><u>5,589</u></u>	<u><u>(1,953)</u></u>

4:51 PM
Accrual Basis

Affirm United /S'affirmer Ensemble
Statement of Operations Budget vs. Actual
January through December 2012

	Jan - Dec 12	Budget	\$ Over Budget
Income			
4000 - Memberships			
4010 - Affirming Ministries	8,700	8,000	2,700
4030 - Individual /Households	5,040	8,000	(960)
4050 - Institutional	400	500	(100)
Total 4000 - Memberships	14,140	12,500	1,640
4100 - Donations			
4160 - Other - non receiptable	390		
4110 - Individual receiptable	4,225	5,000	(775)
4130 - PAR	3,215	2,500	715
4140 - Donations from other charities	831	0	831
Total 4100 - Donations	8,661	7,500	1,161
4200 - UCC Grant	2,000	2,000	0
4220 - United in Marriage Workshops	0	0	0
4500 - Annual Conference			
4510 - Annual Conference Surplus	282		
4500 - Annual Conference - Other	0	1,000	(1,000)
Total 4500 - Annual Conference	282	1,000	(718)
4700 - Merchandise Sales	849	500	349
4800 - Other Income			
4810 - Daring to be United	0	0	0
4850 - Interest	0	0	0
4800 - Other Income - Other	0	0	0
Total 4800 - Other Income	0	0	0
Total Income	25,932	23,500	2,432
Expense			
6000 - Education/Research			
6010 - Annual Conference Expense	1,565	1,000	565
6050 - Affirming Ministries - Expense	98	2,000	(1,902)
6070 - United in Marr. workshops	0	3,500	(3,500)
6080 - Other Educational Initiatives	1,863	200	1,663
Total 6000 - Education/Research	3,526	6,700	(3,174)
6200 - Communications/Promo/Networking			
6030 - Website	1,957	500	1,457
6210 - Consensus	1,761	5,400	(3,639)
6230 - Observer/Classified Ads	583	700	(117)
6240 - Aujourd'hui Credo	150	200	(50)
6250 - Translation	0	500	(500)

4:51 PM
Accrual Basis

Affirm United /S'affirmer Ensemble
Statement of Operations Budget vs. Actual
January through December 2012

	Jan - Dec 12	Budget	\$ Over Budget
6260 - Brochures	0	200	(200)
6270 - UCC General Council	0	100	(100)
6280 - Canadian & Intl Networking	896	3,000	(2,104)
Total 6200 - Communications/Promo/Networking	5,347	10,600	(5,253)
 6300 - AU Council			
6315 Winter Meeting Travel	6,137	3,500	2,637
6330 - Summer Meeting & AGM-Other	779		
6345 Summer Mtg & AGM Travel	3,132	4,000	(868)
6350 - Teleconference Meetings	500	600	(100)
Total 6300 - AU Council	10,548	8,100	2,448
 6400 - Merchandise Costs	944	200	744
6500 - Administration			
6630 - Industry Canada	60		
6535 - PAR service fees /Bank charges	66		
6530 - Other	116		
6525 - Photocopying	22		
6520 - Postage	113		
6610 - Accounting	360		
6650 - Directors Liability Insurance	624		
6510 - Office supplies	570		
Total 6500 - Administration	1,931		
 Total Expense	22,296	25,600	(3,304)
 Net Income	3,636	(2,100)	5,736

INCOME:

Affirming Ministries Memberships	\$8700	2012
	\$7700	2011

Individual Memberships & Donations	\$9265	2012
	\$7020	2011

PAR Donations	\$3215	2012
	\$2200	2011

*Accts Receivable \$2200 revised to reflect 2012 Individual/household membership purposes rec'd early Jan 2013. for tax receipt

Immanuel UC Winnipeg,
Wild Rose Calgary
Mt Dennis, Toronto

Individual/Household Memberships \$1900 Year end adjustment

Annual Conference Net Income Comparison

Montreal	53 attendees	(\$1283)	Largely due to Guest Speaker Fees
Edmonton	79 attendees	\$2016	(\$2000 donated to Camp Fyrefly)

Travel expenses & Registration White Privilege Conference (Sally Harris)
and travel expenses only for Transgender Conference (Ruth Bramham)

WCPL (Welcoming Cong. Program) summer meeting - Sally Harris

Website \$1957(Budget \$500) – includes \$ 1600 interim billing for website design – B. Mitchell-Walker

Consensus - \$1761 (Budget \$5400) – one edition only

Winter Meeting \$6137 (Budget \$3500) Decision re payment of full expenses for Executive and Council to facilitate full attendance by eliminating cost barrier made after budget set at 2011 AGM. Ratified at AGM 2012.

Merchandise Costs \$ 944 (Budget \$200) – design and production of new decals – multi year inventory

Office supplies \$570 (Budget \$100) – includes postage of Tax receipts, office set up and transfer of company files from Ottawa(Andrea) to Peterborough (Judy), Postal box rental.

Submitted by
Judy Amsbury, Treasurer

2013 Year-to-Date Financial Statements

5:04 PM
2013-07-05
Accrual Basis

Affirm United /S'affirmer Ensemble Balance Sheet Prev Year Comparison As of 30 June 2013

	30 Jun 13	30 Jun 12	\$ Change
ASSETS			
Current Assets			
Chequing/Savings			
1010 - Petty Cash	100	100	0
1100 - Chequing	51,788	45,715	6,053
Total Chequing/Savings	51,888	45,815	6,053
Accounts Receivable			
1200 - Accounts Receivable	1,100	1,100	0
Total Accounts Receivable	1,100	1,100	0
Total Current Assets	52,988	46,915	6,053
TOTAL ASSETS	52,988	46,915	6,053
LIABILITIES & EQUITY			
Equity			
3000 - Opening Balance Net Assets	17,320	17,320	0
3200 - United In Marriage	18,753	18,753	0
3600 - Unrestricted Net Assets	9,225	5,588	3,637
Net Income	7,670	5,254	2,416
Total Equity	52,968	46,915	6,053
TOTAL LIABILITIES & EQUITY	52,968	46,915	6,053

9:59 PM
Accrual Basis

Affirm United /S'affirmer Ensemble
Statement of OperationsYTD Comparison
January through June 2013

	<u>Jan - Jun 13</u>	<u>Jan - Jun 12</u>	<u>\$ Change</u>
Income			
4000 · Memberships			
4010 · Affirming Ministries	9,400	8,000	1,400
4030 · Individual /Households	3,110	2,640	470
4050 · Institutional	400	900	(500)
Total 4000 · Memberships	12,910	11,540	1,370
4100 · Donations			
4160 · Other - non receiptable	0	270	(270)
4150 · Other- receiptable	80	0	80
4110 · Individual receiptable	2,661	2,235	426
4130 · PAR	1,677	1,537	140
4140 · Donations from other charities	246	501	(255)
Total 4100 · Donations	4,664	4,543	121
4200 · UCC Grant	2,000	2,000	0
4700 · Merchandise Sales	344	402	(58)
Total Income	19,918	18,485	1,433
Expense			
VOID CHEQUE	0	0	0
6000 · Education/Research			
6010 · Annual Conference Expense	1,000	1,000	0
6050 · Affirming Ministries - Expense	0	39	(39)
6080 · Other Educational Initiatives	0	1,261	(1,261)
Total 6000 · Education/Research	1,000	2,300	(1,300)
6200 · Communications/Promo/Networking			
6030 · Website	1,912	165	1,747
6210 · Consensus	0	1,761	(1,761)
6230 · Observer/Classified Ads	318	371	(53)
6240 · Aujourd'hui Credo	0	150	(150)
6280 · Canadian & Intl Networking	1,113	0	1,113
Total 6200 · Communications/Promo/Networking	3,343	2,447	896
6300 · AU Council			
6315 Winter Meeting Travel	5,455	6,137	(682)
6330 · Summer Meeting & AGM-Other	0	700	(700)
6345 Summer Mtg & AGM Travel	1,520	562	958
6350 · Teleconference Meetings	107	272	(165)
Total 6300 · AU Council	7,082	7,671	(589)

9:59 PM
Accrual Basis

Affirm United /S'affirmer Ensemble
Statement of OperationsYTD Comparison
January through June 2013

	<u>Jan - Jun 13</u>	<u>Jan - Jun 12</u>	<u>\$ Change</u>
6500 · Administration			
6540 · Member/Donor Relations	143	0	143
6535 · PAR service fees /Bank charges	45	6	39
6520 · Postage	89	0	89
6515 · Post Box Rental	194	0	194
6610 · Accounting	279	360	(81)
6510 · Office supplies	72	446	(374)
Total 6500 · Administration	<u>822</u>	<u>812</u>	<u>10</u>
 Total Expense	 <u>12,247</u>	 <u>13,230</u>	 <u>(983)</u>
 Net Income	 <u><u>7,671</u></u>	 <u><u>5,255</u></u>	 <u><u>2,416</u></u>

10:02 PM
2013-07-05
Accrual Basis

Affirm United /S'affirmer Ensemble
Statement of Operations Budget vs. Actual
January through June 2013

	Jan - Jun 13	Budget	\$ Over Budget
Income			
4000 · Memberships			
4010 · Affirming Ministries	9,400	8,700	700
4030 · Individual /Households	3,110	4,000	(890)
4050 · Institutional	400	500	(100)
Total 4000 · Memberships	12,910	13,200	(290)
4100 · Donations			
4150 · Other- receiptable	80		
4110 · Individual receiptable	2,661	4,000	(1,339)
4130 · PAR	1,677	3,500	(1,823)
4140 · Donations from other charities	246	500	(254)
Total 4100 · Donations	4,664	8,000	(3,336)
4200 · UCC Grant	2,000	3,000	(1,000)
4700 · Merchandise Sales	344	500	(156)
Total Income	19,918	24,700	(4,782)
Expense			
VOID CHEQUE	0		
6000 · Education/Research			
6010 · Annual Conference Expense	1,000	1,000	0
6050 · Affirming Ministries - Expense	0	2,000	(2,000)
6070 · United in Marr. workshops			
6075 · United in Marr. Resource WK BK	0	1,500	(1,500)
6070 · United in Marr. workshops - Other	0	2,000	(2,000)
Total 6070 · United in Marr. workshops	0	3,500	(3,500)
6080 · Other Educational Initiatives	0	2,000	(2,000)
Total 6000 · Education/Research	1,000	8,500	(7,500)
6200 · Communications/Promo/Networking			
6030 · Website	1,912	1,000	912
6210 · Consensus	0	1,000	(1,000)
6230 · Observer/Classified Ads	318	700	(382)
6240 · Aujourd'hui Credo	0	200	(200)
6250 · Translation	0	500	(500)
6260 · Brochures	0	500	(500)
6280 · Canadian & Intl Networking	1,113	2,500	(1,387)
Total 6200 · Communications/Promo/Networking	3,343	6,400	(3,057)

10:02 PM
2013-07-05
Accrual Basis

Affirm United /S'affirmer Ensemble
Statement of Operations Budget vs. Actual
January through June 2013

	<u>Jan - Jun 13</u>	<u>Budget</u>	<u>\$ Over Budget</u>
6300 · AU Council			
6315 Winter Meeting Travel	5,455	7,200	(1,745)
6345 Summer Mtg & AGM Travel	1,520	5,000	(3,480)
6350 · Teleconference Meetings	107	300	(193)
Total 6300 · AU Council	<u>7,082</u>	<u>12,500</u>	<u>(5,418)</u>
6400 · Merchandise Costs	0	0	0
6500 · Administration			
6540 · Member/Donor Relations	143	350	(207)
6535 · PAR service fees /Bank charges	45		
6530 · Other	0	75	(75)
6525 · Photocopying	0	100	(100)
6520 · Postage	89	100	(11)
6515 · Post Box Rental	194	175	19
6610 · Accounting	279	150	129
6650 · Directors Liability Insurance	0	700	(700)
6510 · Office supplies	72	100	(28)
Total 6500 · Administration	<u>822</u>	<u>1,750</u>	<u>(928)</u>
Total Expense	<u>12,247</u>	<u>29,150</u>	<u>(16,903)</u>
Net Income	<u>7,671</u>	<u>(4,450)</u>	<u>12,121</u>

Notes to Financial Statements - June 30, 2013

SUMMARY – Statement Of Operations

6 month YTD Performance against Annual Budget

Income	\$19,918	81%
Expenses	\$12,247	42%

NOTES TO INCOME

Membership :

Affirming Ministries - \$9400 (108% budget)

\$ 400 – 4 new AM's

\$ 9,000 Affirming Ministry Invoices mailed Apr .19

\$ 7,900 paid to date

\$ 1,100 A/R (see detail attached)

\$ 100 - Outstanding receivable from 2012

<i>Individual Memberships</i>	2012	126	\$5,040
	2013 YTD	78	\$3110 (78% budget)

Institutional Memberships 2013 YTD \$400 (80% budget)

Donations :

Individual Receiptable:

2012	\$4,145
2013 YTD	\$2661 (67 % budget)

PAR	2012	\$3215 10 donors -
	2013 YTD	\$1677 - 11 donors (On track for 98% budget)

Other Charities	2012	\$831
	2013	\$246 (50% budget)

UCC Grant 2013 YTD - \$2,000 - + \$1000 in process – (100% budget)

Merchandise Sales: 2012 \$846 Included a \$245 bulk order of 50 pins from St Paul's Warkworth
2013 YTD \$344- (69% budget) w Conference sales still to come

NOTES TO EXPENSES

Education/Research

Affirming Ministries - \$2000 budget for AM Co-ordinator to attend annual Conference and to compensate mileage for presenters of AM certificates.
Will be used this year.

Communications/Promo/Networking

Website: 2012 - \$1957
2013 YTD \$1912 – (191% budget)

Includes website hosting and consulting fees for change to new web design and format. Council decision to override budget considerations as necessary. Used Consensus 2013 Budget.

Consensus: 2012 \$1761 – one mailing in Feb-
2013 \$0 - going to Blog format

Liaison: Canadian Intl Networking:

2012 \$ 896
2013 YTD \$1113

Welcoming Congregations Program Minneapolis – Rep: Sally Harris

AU Council

Winter Meeting:

2013 YTD \$5455 vs budget \$7,200. 4 people were billeted, hotel at UCC corp rate of \$80, some meals provided by UCC, and free parking.

Administration expenses:

Accounting – \$279 - Review of 2012 records for CRA & Treasurer travel to Toronto.

Member/ Donor Relations - New Budget Line: Mailing expenses for invoices, tax receipts, member correspondence.

Submitted to AGM 2013
by Judy Amsbury, Treasurer

2012 Annual Conference Report

Beaconsfield, Quebec

August 3-5, 2012

Summary

The conference took place from Aug 3-5. The primary venue was Beaconsfield United on the West Island, Montreal. Église Unie St. Jean hosted worship, a theme presentation and brunch on Sunday Aug. 5. The Annual General Meeting took place Aug. 6 at Beaconsfield United.

Theme speakers were **Dr. Donald Boisvert** from Concordia University and **The Rev. Dr. Orfelio Ortega** from the World Council of Churches and the United Methodist Church in Cuba)

Fifty-two people registered, with over 85 people attending the public session on Friday evening.

The total cost of the conference was approximately \$9500. The conference budget was radically pared down due to lower than anticipated registrations and lower than anticipated donations/grants. The conference costs included meals, venue, speakers, and general conference supplies. There were a small number of registration subsidies or free registrations offered, mostly to key volunteers and workshop leaders. No travel subsidies were provided (none were requested).

Workshops:

1. **Creating an LGBTQ Youth Centre.** Learning from the experiences of creating an LGBTQ Youth Centre in Beaconsfield. Workshop leader: Cindy Casey.
2. **"Out of exile...really?"** Being in the shoes of international LGBTQ brothers and sisters, with examples particularly from Iran and from Canadian efforts to give support. Workshop leader: Paul Durber.
3. **LGBTQ issues in the United Church of Canada.** Where are we now as a church? What still needs to change? What is being brought forward to the United Church General Council? What are the experiences of LGBTQ people in ministry in the United Church? Workshop leaders: Jordan Sullivan and Alcris Limongi.
4. **Being allies with LGBTQ people.** Reflections on building networks of allies and supporters within a homophobic church. How we can be allies in the movement for change? Workshop leaders: Bruce and Linda Hutchinson.
5. **Les expériences des personnes transgenres/Transgender experiences.** (atelier bilingue) This workshop, with leaders Mélanie Legault and Jen Owers will share the experiences and challenges of people who are trans.
6. **Becoming an Affirming Ministry.** This workshop will help participants understand the process of becoming an Affirming ministry. Workshop leader: Brian Mitchell-Walker.
7. **LGBTQ et francophone.** No registration for this workshop so it did not take place.

Members of the Planning Committee and Volunteers:

Claire Dumochel (lay person, Église Unie St Jean), Shaun Fryday (minister, Beaconsfield United Church), Alyson Huntly (planning committee chair, Director of Studies, United Theological College), Phil Joudrey (Principal, United Theological College), Andrea Nugent (lay person, First United Church), Scott Patton (minister, Summerlea United Church), Cindy Casey (Administrator, Beaconsfield United Church; Chair of the Board, Beaconsfield United LGBTQ Youth Drop-In Centre). Bruce Hutchinson was the liaison with the Affirm United Council.

In addition to the members of the planning committee, we also had two other key volunteers:

Carol McMurdo-Paton (lay person, First United Church, Ottawa) served as the conference registrar. Roger Snelling (lay person, Beaconsfield United Church) was the treasurer for the conference. These two did not attend planning meetings but did consult regularly with the planning committee and provided much needed extra person-power.

We also had 12 lay volunteers, most of them from Beaconsfield United or from the LGBTQ drop in centre, who helped serve meals, host and welcome, clean up, prepare the site, etc.

The planning process

Planning for the conference did not start until mid-October 2011, which was very late to begin. The original proposal to host the conference came from someone who moved to Alberta for job reasons in late spring 2011. His departure left a vacuum. A new planning process was started, with invitations sent to all Affirming Ministries in the area as well as to St. James United which is a congregation that is very supportive of LGBTQ issues but is not an Affirming Ministry. Of these 7 ministries in the Montreal area, 4 responded with willingness to help. Thus we had a small planning group starting late. We worked hard to secure a venue, conference theme speakers and to prepare publicity. However, publicity was also sent out later than usual.

Excerpts from a report by
Alyson Huntly

Website/Consensus Report

In 2012 the Affirm United/S'affirmer ensemble Council agreed that we would move our web site into a WordPress format. This format allows us to have several people updating the website as the need arises. In the past, volunteers have offered to revise the website but were unable to complete this work.

I too was unable to volunteer the time required to complete this large task. So Council agreed that I would be paid for the work of creating a new WordPress website. This new website was designed with three components: separate English and French sites with links to corresponding sections and a Consensus Blog site that is bilingual. A test site was created with these components in the fall of 2012. Adjustments to the layout and design were made in consultation with the Council through conversations with Tony Burnett and Annette Taylor. Within this process of developing a WordPress multi site (and multi-lingual site), I discovered the limitations of the technical support offered by Host Papa, and the decision was made that we would continue with the development of this site through the host services of GoDaddy.

The new website is now up and running. The difficulty with keeping any website updated is having people provide content in a timely fashion. I would welcome other volunteers to work with me as a team to update information and encourage others to write for our Consensus blog. Articles for the Consensus blog can be sent to programs@bayofquinteconference.ca or to Jackie Harper, 21 Alnet Dr, Belleville, ON K8P 4V7. Thank you to all who have written articles in the past. I would particularly appreciate the assistance of someone who feels comfortable updating the French side of our website.

Respectfully submitted,
Brian Mitchell-Walker

Membership Report

Membership Statistics – As of July 28, 2013

Last Membership	Individuals	Affirming Ministries	Other Org's
2013	140	84	7
2012	41	7	7
Total this group	181	91	14
<i>Year ago total</i>	<i>127</i>	<i>82</i>	<i>13</i>
2011	16	1	1
2010	41	0	0
Complimentary	8	0	21
Total this group	65	1	22
Total of all above	246	92	36
<i>Year ago total</i>	<i>251</i>	<i>83</i>	<i>35</i>
2009 & before	48	0	4
<i>Year ago</i>	<i>18</i>	<i>0</i>	<i>1</i>
Grand total	294	92	40
<i>Year ago total</i>	<i>269</i>	<i>83</i>	<i>37</i>

Notes:

- "Last membership" is the most recent year paid or a waiver of membership granted.
- Individuals have been sent tax receipts since charitable status was achieved.
- In December 2012, individuals who had not contributed earlier in the year were asked for membership renewals; those who did so were given 2013 memberships. This mailing was sent to about 20 in error; their early 2012 contributions had not been recorded, but all were reconciled after a thorough check of membership and treasurer records.
- Affirming Ministries were sent invoices for their memberships, along with requests for stories of their accomplishments.
- Most "Other Organizations" with paid memberships are ministries on the journey to Affirming; they are not invoiced.
- Because some members do not pay until the annual conference and AGM, the combination of 2012 and 2013 memberships may accurately reflect the active current membership.
- "Complimentary": Individuals are Council members (current and past) or other volunteers. The Other Organizations are conferences and General Council (12), educational institutions and retreat centres (6), church-related press (2) and local LGBT group (1); they are not considered members.
- "Year ago" numbers reflect the same number of years as the current. For example, the first "total of above" for "year ago" is for 2012 and 2011.
- The 2009 and before listings remain on the database but will rarely be used for mailing.
- Receipts, invoices and most other membership correspondence in 2012 were bilingual.

John R. Calhoun
Membership Coordinator

Merchandise Report

Hello! ☺ Below is our current stock of t-shirts, pins and decals:

Article	Quantity (as of January 28, 2013)	Quantity (as of July 18, 2013)	# Sold since January 28, 2013	Suggested Price
Logo Shirts with AMP back logo				\$22.00 each
Small	20	20		
Medium	20	19	1	
Large	33	32	1	
XL	37	37		
2XL	19	18	1	
3XL	25	25		
Logo shirts with blank back				
Youth XL	1	1	0	\$10.00 each
XL	3	3	0	\$10.00 each
2XL	0	0	0	\$10.00 each
3XL	1	1	0	\$10.00 each
Logo Pins				
New Rainbow Logo Pins	81*	50	30 (+ 1 spoiled)	\$5
Old Pink Triangle Logo Pins	89	89	0	\$0 (loss leader)
New Window Decals	296*	281	15	\$4.25 for one \$3.75 for two or more

*includes J. Amsbury stock

Web Site Form – I am now receiving regular requests via the online weblink at our website!

Stickers - There continues to be some interest in having us sell stickers again that churches can use on their signs. Is there an interest in pursuing this? Judy has a line on an inexpensive printer. There has also been an idea expressed of carrying some third-party stickers ("Safe Space", etc).

My thanks to Treasurer Judy for her help and encouragement! As always, I welcome new ideas about how to increase our sales.

Respectfully submitted,
Read Sherman

Facebook Group (English)

The Present: Last year's 2012 report counted 289 members and as of July 20, 2013 our group now includes 369 members (up by 80 since last year)! We're gaining new (and younger) members from recent initiatives such as Rock the Bible, an online Facebook group based bible study that ran in the month of June. They listed us as an affiliated group with an easy link to join, and many did. Now, how to capture those new group members and engage them is a significant question!

The Future?: I like to think of our Facebook group as having the potential to become the "virtual living room" of Affirm United's English speaking members. Along with its sister French Facebook Group "S'affirmer Ensemble", created and (now loosely) moderated by Dominique Gauvreau, our Facebook groups can be proactively utilized to enhance communication between the Council and the membership (and friends) of Affirm United/S'affirmer Ensemble.

The potential is there, but it is still not realized. More people are posting, which is great! But it could be used even more to include the members and friends of Affirm United in brainstorming ideas, seeking volunteers for projects and tasks, and otherwise keeping people informed of what's going on in our collective mission for a widely inclusive, welcoming church and society.

One idea we might try is to have occasional "virtual town halls" with one or more co-chairs or council members as the guest moderators, animating a thread for a certain period of time that is advertised in advance. It would be an opportunity to where group members could ask questions of our leadership, and where our leadership could engage the membership.

I'm hopeful that the Council will continue to think through how the group might be used wisely.

Not a Member? Please find us on Facebook and join if you're not already a member! Please post your news, queries and relevant articles to the group, to help connect us all across the church and country! Thanks as ever!

Respectfully submitted,
Read Sherman

Groupe Facebook en français

Jusqu'à juillet 2013, il y avait une page profil (créé en 2008) et un groupe Facebook pour S'affirmer Ensemble. Le profil a maintenant été fermé et seul le groupe francophone continue.

Depuis la création du groupe, je dédoublais les parutions. Cette pratique était inutile puisque les personnes qui s'ajoutaient au profil étaient aussi ajoutées au groupe. Dans le but de mieux gérer le temps que je consacre comme administrateur à 5 pages sur Facebook, j'ai donc décidé d'abolir le profil de s'Affirmer Ensemble.

Comme je vous en avais fait part l'an dernier, j'ai moins de disponibilité depuis un an à cause de plusieurs implications d'administrateur sur le web et de mon travail comme coordonnateur d'un organisme communautaire LGBT qui couvre toute la Montérégie Est au Québec.

Le groupe francophone est donc moins actif parce que je n'ai pas le temps de m'en occuper comme je le voudrais. De plus, je n'ai plus de lien avec «Spiritualité Entre Nous» qui est maintenant à l'Église catholique Saint-Jean-Baptiste de Québec et «Foi et Fierté» de l'Église Unie Saint-Jean.

Until July 2013, there was a profile page (created in 2008) and a Facebook group for S'Affirmer Ensemble. The profile has now been closed and only the french group continues. AND A FACEBOOK GROUP FOR

Since the inception of the group, I doubled the publications. This practice was unnecessary because the people who were added to the profile were also added to the group. I decided to abolish the profile of S'affirmer Ensemble.

As I have announced in the past year, I have less availability since one year because of several implications as administrator on the web. I am also from a year Coordonnator for an LGBT organization that covers the entire Eastern Montérégie region in Quebec. I spend a lot of hours at my job.

The French group is less active because I do not have time to look into it as I would like. In addition, I have no connection with "Spiritualité Entre Nous" that is now in the Catholic Church of St. John the Baptist of Quebec City and "Foi et Fierté" of l'Église Unie Saint-Jean of Montreal.

Profil du groupe

Administrateurs / Administrators:

Dominique Gauvreau
Foi et Fierté
Marco Sainte Marie
Nicole Hamel

Membres / Members 122

Profils des membres / Member Profiles

- ☐ Pasteurs / Pastors
- ☐ Prêtres / Priests
- ☐ Laïques / Secularists
- ☐ Paroisse / Congregation

- ☐ Organisme / Organization
- ☐ Anonyme / Anonymous

Pays / Countries

- ☐ USA
- ☐ France
- ☐ Hollande / Netherlands
- ☐ Belgique / Belgium
- ☐ Espagne / Spain
- ☐ Canada
- ☐ Suisse / Switzerland

Églises / Churches

Église protestante unie de France
(Église réformée de France et Église évangélique Luthérienne de France) 15
United Church of Christ 2
Église Unie du Canada / United Church of Canada 51
Église anglicane du Canada / Anglican Church of Canada 1
Église épiscopale américaine de Paris 1
Église catholique romaine / Roman catholic Church 8
Église Vieille catholique / Old Catholic Church 1
Église évangélique réformée du canton de Vaud 1
Église Unitarienne / Unitarian Church 1
Église Presbytérienne au Canada / Presbyterian Church in Canada 1
Protestantse Kerk in Nederland 1
Évangélique / Evangelical 3
Autres / Others 3
Inconnue / Unknown 33
Autres / Others

Associations, organismes / Associations, organizations 9

Dominique Gauvreau, administrateur
Groupe Francophone S'affirmer Ensemble Facebook
<https://www.facebook.com/groups/saffirmerensemble>
Site Web personnel / Personal Website
<http://chenedemamre.com/>

Welcoming Church Program Leaders Network

In August the Welcoming Church Program Leaders Network met in Minneapolis and looked extensively at the curriculum of Building an Inclusive Church (BIC). We participated and evaluated Training the Trainers curriculum. We were also introduced to the ongoing work of an online Academy that would provide a complementary tool to the BIC training as well as promoting grassroots fundraising and legislative action.

In January 2013 we met at Brite Divinity School in Fort Worth Texas. Brite is located on the Texas Christian University campus and is affiliated with The Disciples of Christ. It is an open and affirming seminary in Texas. We met by the invitation of the Dean of this Divinity School, Dr. Joretta Marshall. Dr. Marshall has been conducting a research project called the Carpenter Project. This Project is the first of its kind in researching affirming congregations and the practices of hospitality. We also met with the Research Professor and Director of Soul Repair Center, Dr. Rita Nakashima Brock. This is a new research project on the moral injury found in Veterans of War. Dr. Brock is the author of Soul Repair: Recovering from Moral Injury After War.

Over the years of being the International Representative for Affirm United/S'affirmer ensemble I believed that this relationship with the wider welcoming movement was an important opportunity to share resources and trends. We began this association, over 20 years ago, to find mutual support and sanctuary in creating an affirming church. I have watched the continuing growth of the Welcoming Church Program Leaders Network as they have expanded their connections with many different organizations. In light of these developing trends I have been discerning both my participation in this international group as well as Affirm United/S'affirmer ensemble's role.

What I have observed, particularly over the past year is that the bulk of the work of this organization is now: 1) organizing and promoting the training sessions for Building an Inclusive Church; and
2) active participation in the state led campaigns toward Marriage Equality.

My observations led me to the greater question of whether these trends of WCPL invite the ongoing commitment of Affirm United/S'affirmer ensemble at this time. This question was brought forward to the Affirm United/S'affirmer ensemble Council at the Winter Meeting in Toronto in February, 2013. After considerable discussion it was: **Moved by Judy Amsbury, seconded by Tony Burnett that AU/SE that we not send a representative to WCPL meetings at this time. Carried.**

As my term ends so does my role as International Representative. I want to thank Affirm United/S'affirmer ensemble for the opportunity to connect internationally for almost a decade. It has been expansive experience for me and I trust that these years of international connection will continue to enrich Affirm United/S'affirmer ensemble in ways yet unseen.

Respectfully submitted,

Sally

Rev. Dr. Sally Harris

Nominations Committee Report

Purpose

To ensure a slate of the members of the Board of Directors is available to AGM for consideration. The Nominations Committee use, as a general operating principle, the desire for diversity in representation on the board. Diversity considerations would include at least the following: gender, sexual orientation, gender identity, geography, race, age and language.

Tasks

1. To request and receive names suggested from each working group and from the membership-at-large for membership on the Board of Directors and on the working groups.
2. To suggest possible names for membership on the Board of Directors and on the working groups.
3. To check with current members of the Board of Directors regarding their willingness to continue their term of appointment or their eligibility for re-appointment.
4. To ensure that the Constitution, By-laws and Regulations of AFFIRM UNITED / S'AFFIRMER ENSEMBLE are followed in preparing the slate of members of the Board of Directors
5. To monitor the rotation of members on the Board of Directors
6. To clarify for the voting members of the AGM their ability to nominate other candidates for any of the positions on the Board of Directors.
7. To present a slate of nominations to the AGM for their consideration.
8. To pass on to the Chairpersons of the appropriate working groups any persons who have expressed interest in participation in any particular working group.

Members

The Nominations Working Group is made up of: the Co-chairs, a Past-President and a member of AU/SE elected at the last AGM. This year the members are: Annette Taylor, Pam Rocker, Brian Mitchell-Walker and Jenni Leslie.

Current Status

At the 2011 AGM a desire was expressed to have Francophone and Aboriginal individuals on the Board of Directors (Council). In February 2012 Marco Ste-Marie was appointed to the Council as a Francophone person. Marco stepped down from this role in November 2012 due to other responsibilities in his life. At this point in time we do not have any Francophone or Aboriginal council members.

The following chart outlines our present council and length of time they will have been on the council as of August 2013. The Recommended Slate outlines which positions are open to nominations and elections and who is eligible to continue on council. Each year there are four positions to be filled. The nominations committee works to make recommendations for these positions as well as accept nominations from the floor of our Annual Meeting. This year the four positions are: Member at Large (M.A.L.) positions 4, 5, 6, and 7.

Members of council are able to complete two 3 year terms on council in a single position, so Tony Burnett, and John Calhoun are eligible and willing to continue for a second term. Sally Harris has completed a two-year term and will not be returning to Council. As a result, we have two vacant Member at Large positions.

At the 2012 AGM it was decided that one additional member from the membership of AU/SE, elected at the previous AGM, would be added to the Nominations Committee. This means that an election will take place each year at the AGM.

Position	Incumbent	Recommended Slate for 2013 AGM	Term Expires
President	Annette Taylor (completed 2 years as Co-Chair after 3 yrs as M.A.L.)	Annette Taylor	2014
Vice President	Pam Rocker (completed 1 year as Co-Chair)	Pam Rocker	2015
Secretary	Bruce Hutchinson (completed 2 years as Secretary after 2 as M.A.L.)	Bruce Hutchinson	2014
Treasurer	Judy Amsbury (completed 2 years as Treasurer)	Judy Amsbury	2014
Member at Large #1	Collin Smith (started with 1yr term – 2 years left in current term)	Collin Smith	2015
Member at Large #2	Warren McDougall (2 years left in 1 st 3 yr term)	Warren McDougall	2015
Member at Large #3	Ruth Bramham (2 years left in 2 nd 3 yr term)	Ruth Bramham	2015
Member at Large #4	Tony Burnett (completed 1 st 3 yr term)	M.A.L. Required Tony Burnett	2016
Member at Large #5	Vacant	M.A.L. Required	2016
Member at Large #6	John Calhoun (completed 1 st 3 yr term)	M.A.L Required John Calhoun	2016
Member at Large #7	Vacant	M.A.L. Required	2016
Member at Large #8	Jennifer Carter-Morgan (1 year left in 1 st 3 yr term)	Jennifer Carter-Morgan	2014

Submitted by:
Annette Taylor, Pam Rocker, Brian Mitchell-Walker and Jenni Leslie

2014 Budget Recommendation

INCOME	2014 Budget	2013 Budget	2012 Actual	2011 Actual	2010 Actual	2009 Actual
<i>Memberships</i>						
Affirming Ministries	10,400.00	8,700.00	8,700.00	7,700.00	3,800.00	2,300.00
Individual/Household	5,000.00	4,000.00	5,040.00	3,695.00	5,595.00	5,250.00
Other institutions	500.00	500.00	400.00	500.00	200.00	300.00
Total Memberships	15,900.00	13,200.00	14,140.00	11,895.00	9,595.00	7,850.00
<i>Donations</i>						
Individual receiptable	4,000.00	4,000.00	4,225.00	3,375.00	4,212.00	2,695.00
PAR	4,000.00	3,500.00	3,215.00	2,200.00	2,037.00	2,010.00
Donations from other charities	500.00	500.00	830.55	2,150.00		
Other			390.00		13.00	13.00
Total Donations	8,500.00	8,000.00	8,660.55	7,725.00	6,262.00	4,718.00
<i>Grants</i>						
United Church of Canada	1,700.00	3,000.00	2,000.00	2,000.00	2,000.00	2,000.00
United in Marriage workshop				1,050.00		
Total Grants	1,700.00	3,000.00	2,000.00	3,050.00	2,000.00	2,000.00
Annual Conference Surplus			282.01	4,800.00	1,170.00	4,094.00
Annual Conference Other				3,290.00		
<i>Merchandise Sales</i>	500.00	500.00	849.26	596.00	1,203.00	854.00
TOTAL INCOME	26,600.00	24,700.00	25,931.82	31,356.00	20,230.00	19,516.00
EXPENSES						
<i>Education/Research</i>						
1. AU conference 2010:						
<i>Conference development</i>	1,000.00	1,000.00	1,565.00	3,274.00	2,407.00	1,280.00
2. Affirming ministries	2,000.00	2,000.00	98.28	342.00		
3. Other educational initiatives	2,000.00	2,000.00	1,862.99			
4. United in Marriage Workshop				1,050.00		
Gifts to Qualified Donees				4,800.00		
Total Education/Research	5,000.00	5,000.00	3,526.27	9,466.00	2,407.00	1,280.00
<i>Communications/Promotion/Networking</i>						
1. <i>Consensus</i> newsletter		1,000.00	1,760.80	1,780.00	3,027.00	1,627.00
print, mail						
2. Website and other electronic communications	2,000.00	1,000.00	1,956.90	410.00	302.00	378.00
3. <i>The Observer</i> classifieds	700.00	700.00	583.00	545.00	728.00	806.00
AU/AE promotion						
4. <i>Aujourd'hui Credo</i> classifieds	200.00	200.00	150.00	150.00		
AE/AU promotion						
5. General brochure	500.00	500.00		1,111.00	763.00	472.00

	2014 Budget	2013 Budget	2012 Actual	2011 Actual	2010 Actual	2009 Actual
6. Liaison						
Activities with Canadian and international groups	2,000.00	2,500.00	895.88	2,293.00	1,863.00	387.00
7. Cost of merchandise	500.00		943.55		1,634.00	89.00
8. Translation	1,000.00	500.00	-	221.00		1,421.00
Total Commns/Prom'n/Netwking	6,900.00	6,400.00	6,290.13	6,510.00	8,317.00	5,180.00
AU Council						
9. AU Council meetings						
Winter: Toronto	7,200.00	7,200.00	6,137.13	2,885.00	1,355.00	3,147.00
Summer & AGM	5,000.00	5,000.00	3,910.97	4,485.00	2,507.00	3,177.00
Teleconference Meetings	300.00	300.00	499.67	701.00	477.00	816.00
Total AU Council	12,500.00	12,500.00	10,547.77	8,071.00	4,339.00	7,140.00
Administration						
Member/Donor Relations	500.00	350.00			400.00	
PAR/Bank Service Fees	100.00		65.88			
Director's liability insurance	700.00	700.00	624.00	624.00	687.00	675.00
Accounting	300.00	150.00	360.00	393.00	540.00	
Office supplies	100.00	100.00	570.39	703.00	940.00	1,018.00
Postal box rental	200.00	175.00				
Petty cash -postage	100.00	100.00	112.70			
Photocopying	50.00	100.00	22.33			
Other		75.00	175.59			526.00
Total Administration	2,050.00	1,750.00	1,930.89	1,720.00	2,567.00	2,219.00
TOTAL EXPENSES	26,450.00	25,650.00	22,295.06	25,767.00	17,630.00	15,819.00
TOTAL INCOME	26,600.00	24,700.00	25,931.82	31,356.00	20,230.00	19,516.00
Surplus/(Deficit)	150.00	(950.00)	3,636.76	5,589.00	2,600.00	3,697.00
Specified Gift Budget						
(\$19,830.40 gift from United in Marriage Christian Fellowship, 2009)						
Balance Jan 01,2013	18,753.00					
Workshops	2,000.00					
Resource book	1,500.00					
TOTAL EXPENSES	3,500.00					
Surplus/(Deficit)	15,253.00					

Notes to 2014 Budget

Income

Memberships

Affirming Ministries -	\$10,400 -	Currently 94 + 2 yes votes & 8 known potentials for 2014 to date.
Individual	\$5,000	\$5,040 (126) IN 2012 – YTD \$3110 (78) promo letter to come
Institutional	\$ 500	Assumes 5 new Yes votes in 2014

Donations

Individual	\$4000	2012-\$ 4225/ YTD 2661
PAR	\$3,500	Current \$285/mo =\$ 3420 yr.
Other Charities/sources	\$500	2012 – \$831/ YTD 246

Grants \$1700 UCC Budget Cuts

Merchandise \$500 2012 -\$849/YTD \$ 344

EXPENSES

Educ/Research

AU Conference	\$1000	Assuming all profits go to bursaries or another charity
Affirming Min.	\$2000	Mileage at .25km for certificate presentations Subsidy for AM Co-ord to attend AGM. Certificate production & postage
Other Education	\$2,000	White Privilege, Behold, Educ Centre or Transgender events

Communications, Promo, Networking

Website/Consensus

Other Electronic Communications

	\$2,000	Website update services, Consensus editorial gathering.
General Brochure	\$500	Approx current inventory 200 – reprint?
Liaison	\$2,500	2 WCPL meetings /yr . Represent Affirm
Translation	\$500	Contingency
Cost of Merchandise	\$500	Poster design, stickers, positive space decals. Current ample inventory T shirts, pressure decals, pins

Administration

Member/Donor Relations \$500

Postage, Photocopying, & Stationery

AM Invoices/Letter \$150

Ind. Reminder/ Letter \$100

Tax Receipts \$250 2 env, letter, membership form, receipt

AU Council Meetings

Winter – Toronto	\$7,200	Assume 12 attendees @ \$600 average 2012 meeting- 10 attendees/\$5895 deducting HST rebate on hotel and meals. with 4 billets including Bruce commuting.
Summer- AGM	\$5,000	Assume UCC max hotel rate \$95+ HST = \$107 Assume UCC max meal rate - 2/day \$40 Assume Mileage @.25 km Assume Billets for Exec Assume 4 Exec – Travel @ \$500 \$2000 Registration @\$175 \$ 700 Co-Chairs 2 meals Wed \$ 80 4 Exec 2 Meals Thu/Fri \$ 320 5 Council 2 meals Thu/Fri \$ 400 1 nite lodging \$ 535 2 hr Conference call \$ 200 \$ 4235 CONTINGENCY \$ 765 \$ 5,000

Administration

Insurance	\$700	2012 -\$ 624
Accounting	\$300	Review of Financial Records
PAR/Bank Service Fees	\$100	\$43 YTD 2013 Cheques, Deposit Fees

Appendix A – Affirming Ministries Liaison

Position Profile re Affirming Ministries Liaison Role

Context

At the time a ministry becomes affirming, they now undertake to implement an action plan. We now have Affirming Ministries that have been Affirming for over twenty years. Since AU/SE has no or little ongoing contact with these ministries, other than asking for an annual membership, we are not aware of their stories, their successes and their struggles. At the same time, they may not be aware of the current emphasis and support needs of AU/SE. We are looking for a volunteer to join the Affirming Ministries team to take on the task of contacting and maintaining a relationship with established Affirming Ministries. It is hoped that this position would also help Ministries to feel committed to maintaining their annual contribution to AU/SE.

Tasks

1. Develop a plan and methodology for making contact with Affirming Ministries (AM's) starting with those who have been AM's the longest
2. Contact AM's inquiring re their current status, making their welcome public, contact names, successes, struggles and identify help and support needs
3. Encourage individuals in Affirming Ministries to join AU/SE
4. Liaise with General Council Staff in publicizing success stories and struggles (when appropriate) in the Consensus blog or over the e-mail distribution list
5. Be part of the Affirming Ministries team and take part in teleconference calls and be on the e-mail distribution list for the team
6. Liaise with the person who sends out invoices to Affirming Ministries each year to alert that person to any special circumstances or sensitivities

Appendix B – UCC Developments

Relevant United Church Developments relating to Affirm United/S'affirmer Ensemble

August of 2013 marks the 25th anniversary of the United Church of Canada's flagship decision to allow gay and lesbian candidates to be ordained. This decision was the first of its kind by a mainstream Christian denomination in the world! Considering the current position of the other major Christian denominations on same-gender relationships, the UCC's early advocacy, acceptance, and support was ground breaking. We celebrate this anniversary enthusiastically while also realizing that this is not the complete picture of The UCC or representative of many individual congregations. This is why, in the early 1990's Affirm United established a set of criteria for the formation of Affirming Ministries.

In 2012 Rev. Gary Paterson was elected as the moderator of the United Church, making him the first openly gay leader of a major Christian denomination in Canada. His blog – garypaterson.com – is a poetic and articulate look at his thoughts on the last year, including a reflection on celebrating this anniversary! We're thankful for his passion and leadership and thrilled to have him taking part in our 2013 Annual Conference.

In 2011, two members of Affirm United/S'affirmer Ensemble participated in organizing and facilitating a GLBTT National Consultation mandated by General Council 40. The objective of the consultation was to assess the status of The United Church in terms of homophobia, transphobia and heterosexism. The report of that Consultation was presented to the Executive of the General Council (GCE) in May of 2013, where the following directions were approved:

- 1. Affirm the directions expressed in the report and its recommendations as core commitments of the United Church of Canada and,*
- 2. Direct its Permanent Committees to engage the recommendations of the report in their responsibilities and,*
- 3. Commend the report and its recommendations to the Comprehensive Review Task Group and,*
- 4. Concur with the decision of the Permanent Committee on Programs for Mission and Ministry to refer the following recommendations for action by the Executive and for implementation by the General Secretary:*
 - a) The United Church should stand in and for its core identity as a justice-seeking and non-discriminatory welcoming church, as it lives into its mission concerning sexual orientation, gender identity, and intercultural inclusion.*
 - b) We call for the Church to re-emerge as a leader for justice by undertaking specific actions to move local congregations to embrace the United Church's welcoming policies for all people in the sexual orientation and gender identity continuums*
 - c) Reflect on practices of inclusion and discrimination, intentionally increase expressions of welcome and opportunities for all to participate in the life of the Church, affirming the realities of all people in the sexual orientation and gender identity continuums.*
 - d) We recommend educational and relationship-building initiatives, coordinated with the efforts towards creating an intercultural church, that create safe environments where differences are*

celebrated, affirming relationships are nurtured, and all can be their authentic selves in their relationship with God and each other.

e) We recommend that the church hold another round of consultations in 5-7 years.

One of the specific recommendations of the Consultation Report was that General Council and its Executive become Affirming Ministries and at this time the General Council Office and the GCE are engaged in the Affirming Process. At GC 41, the General Secretary was mandated to bring back a report to GC 42 re General Council becoming an Affirming Ministry.

In 2012 the General Council Executive acknowledged the difference between sexual orientation and gender identity, and unanimously affirmed that gender identity is not a barrier to membership and ministry in The United Church of Canada. It also asked the church to update all its existing policy statements referring to sexual orientation to include gender identities.

In the courts of the church, in addition to General Council mentioned above, Bay of Quinte Conference and Saskatchewan Conference were approved as Affirming Ministries in 2013 and Maritime Conference passed a motion to engage in the Affirming Process. Three Presbyteries, Renfrew and Peterborough in Bay of Quinte Conference and Riverbend in Saskatchewan Conference, became Affirming Ministries in the past two years.