

Affirm United/S'affirmer Ensemble

2013 Annual Report



prepared for

**July 13, 2014
Annual General Meeting
Penticton, BC**

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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 2013 AGM
- 8) Reports
 - a) Co-chair Report
 - b) Affirming Ministry Program Report
 - c) 2013 Annual Conference Report
 - d) Membership Report
 - e) Merchandise Report
 - f) Facebook Report
 - g) Nominations Committee Report & Elections
- 9) 2013 Financial Statements
- 10) 2015 Budget
- 11) New Business
 - a) Approval of Reviewer of Financial Statements (Charles Lyall CA)
 - b) Articles of Continuance (Appendix A)
 - c) 2015 AGM/Conference Location
 - d) Possibilities for locations for 2016
- 12) News of Activities from across the Country
- 13) Closing Prayer & Recognition of 2014-2015 Directors
- 14) 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

2013 Annual General Meeting - Minutes

**Affirm United/S'affirmer Ensemble
Annual General Meeting
St. Andrew's United Church
North Bay Ontario
August 5, 2013**

Present: Annette Taylor, Pam Rocker, Linda Hutchinson, Bruce Hutchinson, Patrick Woodbeck, Tony Burnett, Liz Carter-Morgan, Jen Carter-Morgan, Jordan Sullivan, Lyn Miller, Jenni Leslie, B. Collin Smith, John R. Calhoun, Judy Amsbury, Will Kunder, Peter McNaughton, Derek McIntyre, Anne Hebb, Jim MacGregor, Warren Schell, Peter Haddow, John Ross, Ruth Bramham, Edward Avey, Susan Fleming, Raymond Gauthier, Rod Desjardin, Norm Abbott, Tony Burnett, Elaine Mann (St. Paul's Workworth Rep), Jackie Harper, Jennifer Barnett, Tranor, Susan Whitehead (corresponding member).

1. Opening and Welcoming: Annette Taylor welcomed those present to the 31st Annual General Meeting of AU/SE with a thank you to the St. Andrews congregation for hosting the conference and the AGM. Each person introduced themselves to the meeting.
2. For opening worship Collin Smith read words to the song "This is How I Know" and led in the singing of his son's favourite song "Starfish and Coffee" by Prince.
3. Holy Manners/Language Considerations: Individual members read a "holy manner" from the list in the Annual Report. John Calhoun acknowledged that we are conducting the meeting in English but noted that other members speak French and other languages as their first language.
4. Call to Order: Annette Taylor called the meeting to order.
5. Enabling Motion: **Moved by Edward Avey, seconded by Peter McNaughton that all persons present be invited to participate in the discussions and all non-members be corresponding members of the meeting. Carried.**
6. Approval of Agenda: **Moved by Judy Amsbury, seconded by Linda Hutchinson that the agenda for the meeting be approved. Carried.**
7. Minutes from 2012 AGM: **Moved by Jen Carter-Morgan, seconded by Ruth Bramham that the minutes of the Annual General Meeting held on August 6, 2012 be approved as circulated. Carried.**
8. Reports: **Moved by Edward Avey, seconded by Tony Burnett that the reports in the printed Annual Report be received. Carried**
 - a) Co-chair Report: Annette Taylor and Pam Rocker spoke to their report. Annette Taylor noted the addition of Appendix B which summarizes

- developments across The United Church of Canada. In addition to the information in Appendix B, Jordan Sullivan added that a new Transgender Network and Facebook group have been established. There was a suggestion that AU/SE let their mailing list and conference offices know that this is the 25 anniversary of the 1988 decision.
- b) February Planning Session Report: Pam Rocker spoke to the report on the Report of the February Planning Session. Will Kunder stressed the need to have a very good resource for those undertaking to put on the Annual Conference. Jordan Sullivan is available to support a planning team for our annual conference.
 - c) Affirming Ministry Program Report: The growth in affirming ministries was welcomed and celebrated. Jordan Sullivan reported on the request for annual reports from existing Affirming Ministries – 80% have responded at this point. There is some really good information in those reports. Anne Hebb provided a list of Affirming Ministries and of those in process.
 - d) Treasurer Report
 - i. Financial Statements for 2012: Judy Amsbury spoke to the financial statements.
 - ii. 2013 Year to Date Financial Statements – no discussion
 - iii. **Moved by Will Kunder, Seconded by Warren Schell that the financial statements for 2012, pages 13 to 18 be approved as printed in the Annual Report. Carried.**
 - e) 2012 Annual Conference Report: Edward Avey mentioned that other reports could be provided for the Archives that might be helpful for our records. Advice on items for the archives should be included in the Conference planning guidelines.
 - f) Website/Consensus Report: Annette Taylor spoke to the report.
 - g) Membership Report: John spoke to the report. **Moved by Judy Amsbury, seconded by Edward Avey that the membership fees for the organization be maintained at \$100 for Institutional Membership and \$40 for Household or Individual Membership and that Council be given permission to reduce or waive membership fees for youth, for individuals or households and institutions who would find the fee a financial hardship. Carried.**
 - h) Merchandise Report – no questions or comments
 - i) Facebook Group Report - English – no questions or comments
 - j) Groupe Facebook en français – no questions or comments
 - k) Rapport Contact Francophone – no questions or comments
 - l) Welcoming Church Program Leaders Network – no comments or questions
 - m) Policies/Regulations Report – there were no policies to deal with at this meeting
 - n) Nominations Committee Report & Elections – The organization requested to add disability to the diversity groups in the Purpose statement. **Moved by Jenni Leslie seconded by Liz Carter-Morgan that Tony Burnett and John Calhoun be re-elected for a three year term. Carried.** It was decided that one of the two remaining member at large positions be left open to provide

the opportunity to recruit a person from the francophone, aboriginal or other racialized group. Jenni Leslie was nominated for member at large position #7. The chair called for other nominations three times. The chair declared nominations closed. Jenni Leslie was elected by acclamation. **Moved by Ruth Bramham seconded by Judy Amsbury that member at large position #5 be left open with the authority given to council to fill the position. Carried.**

9. 2014 Budget

- a) Judy presented the 2014 budget for discussion. **Moved by Judy Amsbury, seconded by Norm Abbott that the budget for 2014 be approved as printed in the Annual Report. Carried.**
- b) **Moved by Liz Carter Morgan, seconded by Patrick Woodbeck that the accumulated unrestricted surplus be a minimum of 50% of the annual budget approved by the Annual General Meeting. Carried.**
- c) **Moved by Tony Burnett, seconded by Linda Hutchinson, that the Council be authorized to draft a part-time position description, advertise and hire a qualified person for a two year contract position to assist AU/SE in its operations. Funding will be drawn from the unrestricted accumulated surplus and that the Council be given permission to approve the expenditure. Carried.**

10. New Business

- a) Approval of Reviewer of Financial Statements: **Moved by Patrick Woodbeck, seconded by Edward Avey, that Charles Lyall C.A., be appointed as the Reviewer of the Financial Statements of AU/SE. Carried**
- b) 2014 AGM/Conference Location . **Moved by Norm Abbott, seconded by Lyn Miller that Council be given authority to further explore the Naramata offer for July 11 to 13, 2014 or to find another location and another date. Carried.** Note that world pride is being held in Toronto in June of 2014.
- c) Possibilities for locations for 2015 – we have had one query from Toronto, which the Council will follow up.
- d) It was suggested that AU/SE send a link to the Annual Report to all Affirming Ministries.

11. Closing Prayer – we sang *God bless to us this bread.*

12. Adjourn: Annette Taylor adjourned the meeting at 12:15.

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 want to specifically recognize the dedicated members of our Council for their support throughout the year. At our 2013 AGM, we elected Jennie Leslie as a new member of council and in February 2014 we welcomed Marco Ste-Marie back to our group. It's important to acknowledge our Secretary, Bruce Hutchinson, who keeps accurate notes for all of our meetings and 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 our Affirming Ministry Coordinators, Anne Hebb, Linda Hutchinson and Brian Mitchell-Walker for the incredible work that they do helping ministries through the affirming process. You will find the names of all of our 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 Will Kunder and his team from Manitou Conference who put together an incredible event in 2013 to commemorate the 25th anniversary of the United Church of Canada's decision to allow gay and lesbian candidates to be ordained. Also, thanks to Barb McFadyen-Smuin, Oasis United Church and the planning team for making this year's event happen despite the last minute loss of venue.

Our Council has met eight times since the 2013 AGM. We met, face to face, for 2.5 days in February at the General Council offices in Toronto and will meet again for two days in July in Penticton, BC. We've also had conference calls in October, November, April, and three in June.

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

- New Positions
 - AU/SE Coordinator Position (paid 10 hours/week - see Appendix B for position description)
 - Youth Advocate Position (volunteer to focus on youth connections)
- Communications
 - Compilation of resources to include on website
 - Effective use of Facebook
 - Established a pastoral care team
- Affirming Ministries
 - About 100 ministries in process – three affirming ministry coordinators handling increasing workload
 - Affirming Ministry Liaison position piloted in the Toronto area
- Events
 - WorldPride 2014 in Toronto – AU/SE sponsored a booth – many affirming ministries took part in parade
 - Camp Connections 2013– send representative to conference in Victoria BC

- Behold Conference – representative attended conference in Halifax
 - Dare to Stand Out Conference – representative attended conference in Toronto
- Other Policies/Regulations
 - New Awards Nominations Process
 - Guidelines for annual conference organizers

We also want to acknowledge our contacts at General Council: Jordan Sullivan, who stays in contact with our Affirming Ministries and publishes the Faith in Action newsletter; and Michiko Bown-Kai our new liaison with the GCO. You will find a report from the General Council Office in Appendix C. During our February meeting in Toronto, we also had the opportunity to talk to our moderator, Gary Paterson, and the following General Council staff: Nora Sanders, General Secretary, Michael Blair, Executive Minister, Ministries in Mission, and Alan Hall, Executive Minister, Ministry and Employment.

Notes from Pam:

It's so great to be back in the action after 9 months on medical leave! I'm so grateful to my Co-Chair, Annette, interim Co-Chair, Collin, and Bruce and Judy for all of the work they did in my absence, and feel even more honoured to be a part of this unique and supportive organization.

With our first ever paid position for an Affirming Marketing and Communications Coordinator, our potential for growth with new ministries and greater connection to existing ministries is great.

We look forward to being able to being more accessible and visible in this digital age and moving towards being better known as a source of support and guidance.

As we approach this next year together, and look at the pioneering steps we've been able to take because of the participation of our members, I can't help but feel hopeful at the capacity AU/SE has to revolutionize what it means to be truly and actively "affirming" within the United Church.

Notes from Annette:

As I leave my position as Co-Chair, I want to thank Brian Mitchell-Walker for his support and guidance during my first year and Pam Rocker for the wisdom and enthusiasm that she has shared over the past two years. Collin Smith has already had an opportunity to "test the waters" as interim Co-Chair and I wish him all the best as he takes on this role officially.

I am excited about the new possibilities for the work of AU/SE with a paid Coordinator and am sorry to be stepping down as this era begins for the organization.

Respectfully Submitted by
Pam Rocker and Annette Taylor

Affirming Ministry Program Report

**Between January 1 and December 31, 2013,
the following 17 organizations became Affirming Ministries:**

St. Paul's United Church, Warkworth, ON
January 27, 2013

Knox United Church, Parksville, BC
February 24, 2013

River Bend Presbytery, Saskatchewan Conference
April 20, 2013

St. Andrew's United Church, North Bay, ON
May 5, 2013

Bay of Quinte Conference, Ontario
May 26, 2013

Saskatchewan Conference
June 1, 2013

Oasis United Church, Penticton, BC
June 14, 2013

Richmond Hill United Church, Richmond Hill, ON
June 16, 2013

Jubilee United Church, Don Mills, ON
June 23, 2013

St. Peter's United Church, Sudbury, ON
June 23, 2013

West Side United Church, Pentz, NS
August 11, 2013

Winnipeg Presbytery, Conference of Manitoba and Northwestern Ontario
September 10, 2013

Tecumseh United Church, Tecumseh, ON
October 20, 2013

United Church in Meadowood, Winnipeg, MB
November 10, 2013

Yellowknife United Church, Yellowknife, NWT
November 17, 2013

McDougall United Church, Edmonton, AB
November 24, 2013

Ottawa Presbytery, Montreal & Ottawa Conference, ON
December 10, 2013

There was an increase in the number of ministries celebrating their Affirming status over 2012 which had 10 ministries celebrating that year (increase of 7).

As of the writing of this report (July 5, 2014), there are 116 Affirming Ministries and about 100 organizations in process.

In 2013 Linda Hutchinson was able to join Anne Hebb and Brian Mitchell-Walker as a coordinator for the Affirming Ministry Program, becoming the main point of contact for ministries in Ontario. Her experience at Sydenham Street United Church, an Affirming Ministry in Kingston, Ontario, has made her invaluable member of the Program's team. She, with help of others, has been able to arrange and facilitate regular gatherings for United Church Ministries in Ontario which are interested in the Affirming Ministry Program as well as offering support to other ministries which are already in process.

Anne Hebb continued her role as an Affirming Ministry Coordinator which she began in June 2008 but now, because of Linda Hutchinson joining the team, is able to focus on ministries East of Ontario. Anne continues to maintain contact with some ministries in Ontario that she had been in contact with prior to Linda Hutchinson joining the team as they move toward becoming Affirming.

Brian Mitchell-Walker remains the main contact for ministries West of Ontario and keeps busy with updates to the Affirm United website, posting of Affirming Ministry Celebrations and additions to our list of Current Affirming Ministries. He is currently leading the team through some wording revisions within our main resource, "Open Hearts".

Respectfully submitted by Anne Hebb on behalf of the Affirming Ministry Program

2013 Annual Conference Report

North Bay, Ontario

August 2-4, 2013

"Sing a New Song" was held in North Bay at St Andrew's United Church and organized by Manitou Conference. One of the best attended conferences in recent history with 69 paying participants, plus a large planning team, workshop presenters and 22 members of Toronto's Big Gay Chorus, "Singing Out", for a total of 122 attendees .

Friday night marked the 25th anniversary of the 1988 GC decision with Moderator, Gary Paterson, and husband, Tim Stevenson, providing a retrospective of the formation and early days of Affirm and Tim's experience as the first openly gay ordinand in the UCC following that decision.

Nine Saturday workshops on a variety of topics were well attended and given favorable evaluations. The banquet Saturday night with Gerry Copeman as Guest speaker was outstanding and the Affirm United Organization of the Year Award was given to Harry Stewart of Welcome Friend Association for their work with Rainbow Camp, Focus on the Queer Family Conferences and Welcoming Affirming Community training. The evening culminated in a concert by "Singing Out" filling the sanctuary and all our hearts with their joyous, inspirational music.

Sunday worship included the congregation of St Andrews with Gary Paterson as guest speaker. Lunch was followed by an afternoon forum with Singing Out who presented videos and live commentary on their 20 years as a chorus. This included the moving experience of hearing a testimonial by each individual on what being a member of this outstanding chorus means to each of them.

The evaluations received attested to this being one of the best Conferences ever, with many thanks to Will Kunder and Susan Whitehead for their leadership, vision and organization, and to the people of St Andrew's for their outstanding hospitality.

Financially the Conference had a small loss of under \$200, thanks to the generosity of Manitou Conference who absorbed \$483 of planning team travel expenses.

Submitted by Judy Amsbury

Membership Report

Last Membership	Individuals	Affirming Ministries	Other Org's
2014	106	95	16
2013	93	8	2
Total of above	199	103	18
<i>Year ago total</i>	<i>181</i>	<i>91</i>	<i>14</i>
2012	15	1	3
2011	15	0	1
Complimentary	8	1	20
Conference & merchandise	35	0	1
Total this group	73	2	25
Total of all above	272	105	43
<i>Year ago total</i>	<i>246</i>	<i>92</i>	<i>36</i>
2010 & before	73	0	2
<i>Year ago</i>	<i>48</i>	<i>0</i>	<i>4</i>
Grand total	345	105	45
<i>Year ago total</i>	<i>294</i>	<i>92</i>	<i>40</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 2013, individuals who had not contributed earlier in the year were asked for membership renewals; those who did so were given 2014 memberships.
- Affirming Ministries were sent invoices for their memberships in March 2013.
- Most "Other Organizations" with paid memberships are ministries on the journey to Affirming; they are not invoiced but are asked for membership renewals.
- "Complimentary": Individuals are Council members (current and past) or other volunteers. The Other Organizations are conferences and General Council (10), educational institutions and retreat centres (6), ministries (3) approved for Affirming in 2014 but not paid yet, church-related press (2) and local LGBT group (1); they are not considered members. The Affirming Ministry is the Peterborough Area group, which is a member.
- Conference attendees and merchandise buyers are a new category with this report.
- "Year ago" numbers reflect the same number of years as the current. For example, the first "total of above" for "year ago" is for 2013 and 2012.
- The 2010 and before listings remain on the database but will rarely be used for mailing.
- Receipts, invoices and most other membership correspondence in 2013 and 2014 were bilingual.

John R. Calhoun
Membership Coordinator

Merchandise Report

T-shirts and pins and decals....oh my?! It has been a busy time for sales of merchandise.

T-shirts remaining:

Small - 14

Medium - 8

Large - 18

X-large - 19

2XL - 8

3XL - 20

Without back logos - 5 total

Pins and decals remaining – hundreds

We have been selling these in large lots to our affirming ministries.

Respectfully submitted,
Jenni Leslie

Facebook Report

Last year at this time we counted 369 members. As of July 9, 2014, the English Facebook group has **482** – over 100 new members! Many new members are being approved by others in our group, presumably by mutual friends in many cases. As an administrator with Tony Burnett, I mostly vet those who request to join the group that seem to have no obvious connection to our group's purpose. It would be fascinating to try to learn of the stories and commitments of all these new people!

Although the number of those who post to the group regularly still count on two hands, the group is being used by more folks to ask questions, get information and the like. I'm very pleased that Collin Smith has been posting, often on behalf of Council to share news, etc. As appropriate, I think the group could continue to be used by Council members to share who they are and what they are doing in the work, and what help they need from the wider group.

It occurs to me to wonder whether some annual solicitation or pitch to become a member of Affirm United should be made to the whole group?

Thanks to everyone who is a part of the group and especially to those who post with relevant stories of faith and the movement both here and around the world!

Not a member yet? Please find us on Facebook and join.

Blessings!
Read Sherman

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 2014 Marco Ste-Marie was appointed to the Council as a Francophone person. We are recommending Teresa Burnett-Cole for election at this meeting. Teresa has aboriginal roots and has also been in ministry in a First Nations community.

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: President, Secretary, Treasurer and Member- at-Large #8.

We do not currently have a by-law or regulation that limits the number of terms that a director can serve; but our current practice has been two 3-yr terms. Both Judy Amsbury (treasurer) and Jennifer Carter-Morgan are eligible for a second 3-yr term and both are willing to continue in their positions. For continuity on the Executive, Bruce Hutchinson has agreed to serve one

more year as secretary. We are nominating Pam Rocker as President and Collin Smith as Vice-President, so this leaves the Member-at -Large #1 position to be filled.

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 2014 AGM	Term Expires
President	Annette Taylor (completed 3 years as Co-Chair after 3 yrs as M.A.L.)	President Required Pam Rocker	2015
Vice President	Pam Rocker (completed 2 years as Co-Chair)	Vice President Required Collin Smith	2017
Secretary	Bruce Hutchinson (completed 3 years as Secretary after 2 as M.AL.)	Secretary Required Bruce Hutchinson (willing to stay for one more year)	2015
Treasurer	Judy Amsbury (completed 3 years as Treasurer)	Treasurer Required Judy Amsbury	2017
Member at Large #1	Collin Smith (started with 1yr term – 1 year left in current 3 yr term)	M.A.L. Required Teresa Burnett-Cole	2017
Member at Large #2	Warren McDougall (1 year left in 1 st 3 yr term)	Warren McDougall	2015
Member at Large #3	Ruth Bramham (1 year left in 2 nd 3 yr term)	Ruth Bramham	2015
Member at Large #4	Tony Burnett (2 years left in 2 nd 3 yr term)	Tony Burnett	2016
Member at Large #5	Jenni Leslie (2 years left in 1 st 3 yr term)	Jenni Leslie	2016
Member at Large #6	John Calhoun (2 years left in 2 nd 3 yr term)	John Calhoun	2016
Member at Large #7	Marco Ste-Marie (2 years left in 1 st 3 yr term)	Marco Ste-Marie	2016
Member at Large #8	Jennifer Carter-Morgan (completed 1 st 3 yr term)	M.A.L. Required Jennifer Carter-Morgan	2017
Nominating Committee Member	Jenni Leslie	Nominations Member Req.	2015

Submitted by:

The Nominations Committee, Annette Taylor, Pam Rocker, Brian Mitchell-Walker & Jenni Leslie

2013 Financial Statements



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NOTICE TO READER

On the basis of information provided by management, I have compiled the balance sheet of Affirm United/S'affirmer Ensemble, as at December 31, 2013 and the statements of operations and equity for the year then ended.

I have not performed an audit or review engagement in respect of these financial statements and, accordingly, I express no assurance thereon.

Readers are cautioned that these statements may not be appropriate for their purposes.

Toronto, Ontario
June 11, 2014


ACCOUNTANT

3:44 PM
2014-06-18
Accrual Basis

affirm united /s'affirmer ensemble
Balance Sheet
As of 31 December 2013

	<u>31 Dec 13</u>
ASSETS	
Current Assets	
Chequing/Savings	
1010 - Petty Cash	100.00
1100 - Chequing	<u>55,386.18</u>
Total Chequing/Savings	55,486.18
Accounts Receivable	
1200 - Accounts Receivable	<u>1,511.50</u>
Total Accounts Receivable	<u>1,511.50</u>
Total Current Assets	<u>56,997.68</u>
TOTAL ASSETS	<u><u>56,997.68</u></u>
LIABILITIES & EQUITY	
Equity	
3200 - United In Marriage	18,753.00
3600 - Unrestricted Net Assets	26,544.86
Net Income	<u>11,699.82</u>
Total Equity	<u>56,997.68</u>
TOTAL LIABILITIES & EQUITY	<u><u>56,997.68</u></u>

9:58 PM
2014-06-18
Accrual Basis

affirm united /s'affirmer ensemble
Statement of Operations Prev Year Comparison
January through December 2013

	Jan - Dec 13	Jan - Dec 12	\$ Change
Income			
4000 · Memberships			
4010 · Affirming Ministries	9,900	8,700	1,200
4030 · Individual /Households	4,390	5,040	(650)
4050 · Institutional	500	400	100
Total 4000 · Memberships	14,790	14,140	650
4100 · Donations			
4160 · Other - non receiptable	0	390	(390)
4150 · Other- receiptable	0	0	0
4110 · Individual receiptable	5,143	4,225	918
4130 · PAR	3,435	3,215	220
4140 · Donations from other charities	5,596	831	4,765
Total 4100 · Donations	14,174	8,661	5,513
4200 · UCC Grant	3,000	2,000	1,000
4500 · Annual Conference			
4510 · Annual Conference Surplus	862	282	580
Total 4500 · Annual Conference	862	282	580
4700 · Merchandise Sales	1,030	849	181
Total Income	33,856	25,932	7,924
Expense			
VOID CHEQUE	0	0	0
6000 · Education/Research			
6010 · Annual Conference Expense	1,796	1,565	231
6050 · Affirming Ministries - Expense	1,520	98	1,422
6080 · Other Educational Initiatives	2,268	1,863	405
Total 6000 · Education/Research	5,584	3,526	2,058
6200 · Communications/Promo/Networking			
6030 · Website	2,165	1,957	208
6210 · Consensus	0	1,761	(1,761)
6230 · Observer/Classified Ads	636	583	53
6240 · Aujourd'hui Credo	0	150	(150)
6280 · Canadian & Intl Networking	1,113	896	217
6200 · Communications/Promo/Networking - Other	0	0	0
Total 6200 · Communications/Promo/Networking	3,914	5,347	(1,433)
6300 · AU Council			
6310 · Winter Meeting- Other	138	0	138
6315 Winter Meeting Travel	5,455	6,137	(682)
6330 · Summer Meeting & AGM-Other	0	779	(779)

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Accrual Basis

affirm united /s'affirmer ensemble
Statement of Operations Prev Year Comparison
January through December 2013

	<u>Jan - Dec 13</u>	<u>Jan - Dec 12</u>	<u>\$ Change</u>
6345 Summer Mtg & AGM Travel	4,729	3,132	1,597
6350 · Teleconference Meetings	318	500	(182)
Total 6300 · AU Council	<u>10,640</u>	<u>10,548</u>	<u>92</u>
6400 · Merchandise Costs	0	944	(944)
6500 · Administration			
6540 · Member/Donor Relations	143	0	143
6630 · Industry Canada	0	60	(60)
6535 · PAR service fees /Bank charges	127	66	61
6530 · Other	185	116	69
6525 · Photocopying	0	22	(22)
6520 · Postage	203	113	90
6515 · Post Box Rental	194	0	194
6610 · Accounting	305	360	(55)
6650 · Directors Liability Insurance	788	624	164
6510 · Office supplies	72	570	(498)
Total 6500 · Administration	<u>2,017</u>	<u>1,931</u>	<u>86</u>
Total Expense	<u>22,155</u>	<u>22,296</u>	<u>(141)</u>
Net Income	<u><u>11,701</u></u>	<u><u>3,636</u></u>	<u><u>8,065</u></u>

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Accrual Basis

affirm united /s'affirmer ensemble
Statement of Operations Budget Vs Actual
January through December 2013

	Jan - Dec 13	Budget	\$ Over Budget
Income			
4000 - Memberships			
4010 - Affirming Ministries	9,900	10,400	(500)
4030 - Individual /Households	4,390	5,000	(610)
4050 - Institutional	500	500	0
Total 4000 - Memberships	14,790	15,900	(1,110)
4100 - Donations			
4150 - Other- receiptable	0		
4110 - Individual receiptable	5,143	4,000	1,143
4130 - PAR	3,435	4,000	(565)
4140 - Donations from other charities	5,596	500	5,096
Total 4100 - Donations	14,174	8,500	5,674
4200 - UCC Grant	3,000	1,700	1,300
4500 - Annual Conference			
4510 - Annual Conference Surplus	862		
Total 4500 - Annual Conference	862		
4700 - Merchandise Sales	1,030	500	530
Total Income	33,856	26,600	7,256
Expense			
VOID CHEQUE	0		
6000 - Education/Research			
6010 - Annual Conference Expense	1,796	1,000	796
6050 - Affirming Ministries - Expense	1,520	2,000	(480)
6080 - Other Educational Initiatives	2,268	2,000	268
Total 6000 - Education/Research	5,584	5,000	584
6200 - Communications/Promo/Networking			
6030 - Website	2,165	2,000	165
6230 - Observer/Classified Ads	636	700	(64)
6240 - Aujourd'hui Credo	0	200	(200)
6250 - Translation	0	1,000	(1,000)
6260 - Brochures	0	500	(500)
6280 - Canadian & Intl Networking	1,113	2,000	(887)
6200 - Communications/Promo/Networking - Other	0		
Total 6200 - Communications/Promo/Networking	3,914	6,400	(2,486)
6300 - AU Council			
6310 - Winter Meeting- Other	138		
6315 Winter Meeting Travel	5,455	7,200	(1,745)
6345 Summer Mtg & AGM Travel	4,729	5,000	(271)

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Accrual Basis

affirm united /s'affirmer ensemble
Statement of Operations Budget Vs Actual
January through December 2013

	<u>Jan - Dec 13</u>	<u>Budget</u>	<u>\$ Over Budget</u>
6350 - Teleconference Meetings	318	300	18
Total 6300 - AU Council	10,640	12,500	(1,860)
6400 - Merchandise Costs	0	500	(500)
6500 - Administration			
6540 - Member/Donor Relations	143	500	(357)
6535 - PAR service fees /Bank charges	127	100	27
6530 - Other	185		
6525 - Photocopying	0	50	(50)
6520 - Postage	203	100	103
6515 - Post Box Rental	194	200	(6)
6610 - Accounting	305	300	5
6650 - Directors Liability Insurance	788	700	88
6510 - Office supplies	72	100	(28)
Total 6500 - Administration	2,017	2,050	(33)
Total Expense	22,155	26,450	(4,295)
Net Income	11,701	150	11,551

2015 Budget Recommendation

INCOME	2015 Budget	2014 Actual to June 30	2014 Budget	2013 Actual	2012 Actual	2011 Actual	2010 Actual	2009 Actual
<i>Memberships</i>								
Affirming Ministries	14,300.00	10,900.00	10,400.00	9,900.00	8,700.00	7,700.00	3,800.00	2,300.00
Individual/Household	4,000.00	2,440.00	5,000.00	4,390.00	5,040.00	3,695.00	5,595.00	5,250.00
Other institutions	500.00	900.00	500.00	500.00	400.00	500.00	200.00	300.00
Total Memberships	18,800.00	14,240.00	15,900.00	14,790.00	14,140.00	11,895.00	9,595.00	7,850.00
<i>Donations</i>								
Individual receiptable	4,000.00	3,141.00	4,000.00	5,143.00	4,225.00	3,375.00	4,212.00	2,695.00
PAR	4,000.00	1,714.00	4,000.00	3,435.00	3,215.00	2,200.00	2,037.00	2,010.00
Donations from other charities	500.00	125.00	500.00	5,596.00	830.55	2,150.00		
Other					390.00		13.00	13.00
Total Donations	8,500.00	4,980.00	8,500.00	14,174.00	8,660.55	7,725.00	6,262.00	4,718.00
<i>Grants</i>								
United Church of Canada	1,700.00	1,700.00	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	1,700.00	1,700.00	3,000.00	2,000.00	3,050.00	2,000.00	2,000.00
Annual Conference Surplus				862.00	282.01	4,800.00	1,170.00	4,094.00
Annual Conference Other						3,290.00		
<i>Merchandise Sales</i>	<i>2,000.00</i>	<i>1,195.00</i>	<i>500.00</i>	<i>1,030.00</i>	<i>849.26</i>	<i>596.00</i>	<i>1,203.00</i>	<i>854.00</i>
TOTAL INCOME	31,000.00	22,115.00	26,600.00	33,856.00	25,931.82	31,356.00	20,230.00	19,516.00
EXPENSES								
<i>Education/Research</i>								
1. AU conference 2010:								
Conference development	1,000.00		1,000.00	1,796.00	1,565.00	3,274.00	2,407.00	1,280.00
2. Affirming Ministries Program	2,000.00	223.00	2,000.00	1,520.00	96.28	342.00		
3. Other educational initiatives	2,000.00	1,185.00	2,000.00	2,268.00	1,862.99			
4. United in Marriage Workshop						1,050.00		
5. Gifts to Qualified Donees						4,800.00		
Total Education/Research	5,000.00	1,408.00	5,000.00	5,584.00	3,526.27	9,466.00	2,407.00	1,280.00

EXPENSES	2015 Budget	2014 Actual to June 30	2014 Budget	2013 Actual	2012 Actual	2011 Actual	2010 Actual	2009 Actual
<i>Communications/ Promotion/Networking</i>								
1. Consensus newsletter print, mail	0.00	0.00	-	-	1,760.80	1,780.00	3,027.00	1,627.00
2. Website and other electronic communications	3,000.00	1,142.00	2,000.00	2,165.00	1,956.90	410.00	302.00	378.00
3. The Observer classifieds AU/AE promotion	900.00	265.00	700.00	636.00	583.00	545.00	728.00	806.00
4. Aujourd'hui Credo classifieds AE/AU promotion	200.00	0.00	200.00	-	150.00	150.00		
5. General brochure	500.00	0.00	500.00	-		1,111.00	763.00	472.00
6. Liaison Activities with Canadian and international groups	2,500.00	0.00	2,500.00	1,113.00	895.88	2,293.00	1,863.00	387.00
7. Cost of merchandise	500.00	1,480.00	500.00	-	943.55		1,634.00	89.00
8. Translation	500.00	0.00	500.00		-	221.00		1,421.00
9. AU/SE Co-Ordinator Salary	11,000.00							
Winter/Summer Meetings	2,000.00							
Total Comms/Prom'n/Netw'ing	21,100.00	2,887.00	6,900.00	3,914.00	6,290.13	6,510.00	8,317.00	5,180.00
AU Council								
9. AU Council meetings Winter: Toronto	7,200.00	6,218.00	7,200.00	5,593.00	6,137.13	2,885.00	1,355.00	3,147.00
Summer & AGM	7,000.00		5,000.00	4,729.00	3,910.97	4,485.00	2,507.00	3,177.00
Teleconference Meetings	200.00	79.00	300.00	318.00	499.67	701.00	477.00	816.00
Total AU Council	14,400.00	6,297.00	12,500.00	10,640.00	10,547.77	8,071.00	4,339.00	7,140.00

[illegible]

Appendix A - Articles of Continuance

In the last couple of years, the Canadian government brought into force a new Not-for-Profit Corporations Act. This new act is supposed to make our lives simpler because we will now be able to do our annual return, and other updates to government, online. The government is also minimizing the amount of information that needs to be included in our by-laws.

In order to remain a charitable/non-profit organization we are required to send in an Articles of Continuance document. Some of the information in the continuance document needs to be ratified by our membership. Therefore, the Council is bringing the following recommendations to this meeting:

1. that AU/SE change the bylaws to provide for 8 to 12 directors;
2. that AU/SE continue to have three classes of membership - individual, household and institutional;
3. that any remaining assets after the dissolution of AU/SE become the property to The United Church of Canada.

At our next annual meeting we will need to present a new version of our by-laws; but this is sufficient for the Articles of Continuance.

Appendix B – AU/SE Coordinator Position

Contract Position Description for Affirm United/S'affirmer Ensemble (AU/SE)

Title: AU/SE Coordinator

Purpose: This part-time contract position (approximately 10 hours per week) will assist AU/SE in living into its mandates of education, advocacy and support with a specific focus on developing and maintaining communications and marketing strategies for the organization. The position reports to the Executive of AU/SE through the co-chair who is in their second term. The hours of work will be monitored and modified as necessary based on experience. This position works with and under the supervision of AU/SE Council

Context:

AU/SE is a Christian organization that works in the area of education to promote greater awareness of sexual orientation and gender identity issues. We also work to end discrimination against people in church, society and our own organization and we also help people of all sexual orientations and gender identities find support and community within the United Church.

In light of the exciting growth that AU/SE has experienced over recent years and the realization that expected further growth needs to be sustainable, AU/SE has established a **term contract position** to assist in the essential duties of the organization. Based on an assessment that there is potential for significant future growth, there is a clear need for consistent support in order to enact our values with excellence. In an effort to be not only reactive but proactive in our approach towards the future, this is an opportunity that could have a significant impact on our organization.

Specific Outcomes:

Communications and Marketing

1. Develop a communications and marketing strategy for AU/SE that includes social media and other electronic tools and maintain the strategy once developed
2. Identify educational sources of information within the AU/SE community, The United Church of Canada, organizations similar to AU/SE in other denominations in Canada and the USA and submit such educational resources to the AU/SE website and social media
3. Market the value of the Affirming Process to potential ministries across Canada in consultation with the Affirming Ministry Coordinators,

Appendix C - UCC General Council Office Report

1. GLBTT National Consultation Follow Up

There are several pieces of work which are currently addressing the findings from the GLBTT National Consultation which culminated in January 2012. This work is being conducted partially through the Program Development Advisory Group (PDAG) of the Discipleship and Witness Cluster, who reports to the Permanent Committee on Programs for Mission and Ministry (PC-PMM).

a) Affirming Process for the GCE

The General Council Executive (GCE) has participated in 2 educational processes during their meetings over the past year. Bruce Hutchinson, representing Affirm United/s'affirmer ensemble, has engaged the GCE in storytelling and case study based discussions to deepen the GCE's understanding of gender and sexuality so that they may live into their commitment to affirming all gender identities and sexual orientations.

b) Affirming Process at the GCO

Plans are currently being made to engage the wider general council office staff with tools and resources to support their work in creating policies, programming, and an office environment that is affirming of all gender identities and sexual orientations.

c) Apology

Following a motion made at the PC-PMM meeting in September 2013, the General Council Office has begun exploring the implications and potential for issuing an apology to members of the LGBTQ community. Current participating members in this conversation are members of the Discipleship and Witness PDAG, members of the Racial Justice, Gender Justice Advisory Committee, and GCO staff. Potential participants are leadership from the GLBTT National Consultation and members of AU/SE.

2. Racial Justice, Gender Justice, Advisory Committee (RJGJAC)

As previously mentioned, members of the RJGJAC have had several opportunities to engage in conversations which relate to the work of Affirm United. In the past year the committee has gathered to determine important questions the United Church of Canada should be asking themselves in regards to racial justice and gender justice. Furthermore, the RJGJAC has participated in the Comprehensive Review by submitting feedback which articulated the need to address experiences of people who experience marginalization in the church.

3. Trans/Gender Diversity Task Group

Following the recommendations of the Trans/Gender Diversity Task Group in November of 2012, the United Church has hired a researcher to compile information about extended healthcare coverage for transgender employees. This work is primarily being conducted through the Permanent Committee on Ministry and Employment. Other recommendations, such as a revision of a trans inclusive bathroom policy is being created in conjunction with Adele Halliday, whose work oversees disability justice.

4. Events

a) World Pride

The General Council Office was pleased to support the work of Toronto Conference in celebrating World Pride which took place in Toronto, Ontario from June 22-29, 2014. Highlights include the United Church's participation in an interfaith marching group at the World Pride Parade, a video made to welcome LGBTQ folk to Canada for World Pride featuring Gary Paterson, and several worship opportunities throughout the week. More information can be found at <http://uccworldpride.com/>.

b) Cahoots Festival

The organizers of Cahoots Festival invited the United Church to present a workshop on gender and sexuality on May 29, 2014. More information about the event can be found at <http://www.cahootsfest.ca/>.

c) International Day Against Homophobia and Transphobia

The United Church marked the International Day Against Homophobia and Transphobia (IDAHOT) this year by sharing worship resources through the United Church's website. Furthermore, Gary Paterson wrote a letter to members of the LGBTQ and Two Spirit community which shared a theology of affirmation and celebration of all people. The news announcement can be found at: <http://www.united-church.ca/communications/news/general/140508>

5. Commitment to Inclusion

Animation of the Commitment to Inclusion, a resolution passed at the 40th General Council in 2009, has begun which will involve curriculum which empowers communities of faith with the resources and tools necessary to have courageous conversations about power, privilege, and difference. This resource should prove to be an asset for affirming ministries who wish to continue further community exploration and growth after completing the official affirming ministries process.

Staff Contact

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