

**Affirm United/S'affirmer ensemble
Annual General Meeting
August 7, 2011**

Agenda:

- 1) Opening and Welcoming
- 2) Prayer
- 3) Holy Manners/Language Considerations/Speaking as a member of AU/SE Guidelines (pp. 2-3)
- 4) Call to Order
 - a) Enabling Motion: that all whom are present here can be part of all the discussion and vote on all issues except the bylaws.
 - b) Approve Agenda
- 5) Minutes from 2010 AGM (pp 4-7)
- 6) Reports
 - a) Co-chair report (pp. 8-9)
 - b) Treasurer Report (Budget 2012 - pp. 10 -12, Current Financial Statement - Appendix A, Reviewed Financial Statements for 2010 – Appendix B)
 - c) Policies/Regulations Report (p. 13)
 - d) Membership Report (p. 14)
 - e) Rapport Contact Francophone and Facebook en Français (p. 15 – 18)
 - f) Affirm United Facebook (English) (p. 19)
 - g) Merchandise Report (p. 20)
 - h) Consensus Editorial Team Report (p. 21)
 - i) Affirming Ministry Program Report (oral)
 - j) Archives (p. 22)
 - k) Welcoming Church Program Leaders Network (p.23)
 - l) Nominations Working Group Report (p.24)
 - i) Elections

New Business:

- 7) 2012 AGM/Conference Location (Montreal) Date ??? Advertising
 - a) Possibilities for locations for 2013
- 8) Promote National GLBTT and allies Consultations
- 9) Extra Measures
- 10) News of Activities from across the Country
- 11) Commissioning Directors
- 12) 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
Tatamagouche Centre
Nova Scotia
August 2, 2010**

Present: Norman Abbott, Judy Amsbury, Edward Avey, Marie-Andre Babin, Michael Blair, Ruth Bramham, Tony Burnett, John Calhoun, Sheilah Fraeser, Nancy Grandy, Nicole Hamel, Anne Hebb, Margaret Holton, Roy Holton, Bruce Hutchinson, Linda Hutchinson, Alcris Limongi, Wilson MacLennan, Lyn Miller, Brian Mitchell-Walker, Andrea Nugent, Drake Phillips, James Ravenscroft, John Ross, Warren Schell, Annette Taylor, Ronnie Thiessen, Shelley Thiessen, Glen Warren.

1. **Opening and Welcoming:** Nicole Hamel and Brian Mitchell-Walker, Co-Chairs, opened the meeting and welcomed all those present at the meeting. Ruth Bramham was thanked for serving as Secretary for the past year and Bruce Hutchinson offered to be Secretary for the AGM.
2. **Opening prayer:** Annette Taylor led the meeting in an opening prayer.
3. **Holy Manners and Language Considerations:** Brian reviewed the AGM package layout and all present read the Holy Manners statement in the AGM package in unison. Brian also reviewed the Language Considerations statement in the AGM package.
4. **Call to order:** Brian called the meeting to order for any business that might properly be brought before it.
 - a. **Enabling Motion:** moved by Roy Holton, seconded by Ruth Bramham, that all whom are present here can be part of all the discussions and vote on all issues except the bylaws. Carried.
 - b. **Approval of the Agenda:** moved by Edward Avey, seconded by Judy Amsbury, that the agenda as circulated be approved. Carried.
5. **Minutes from the 2009 AGM:** moved by Wilson MacLennan, seconded by Marie-Andre Babin, that the minutes of the 2009 AGM be approved as circulated with the following corrections: 2010 AGM page 3 & 2009 minutes page 1 – add Judy Amsbury and Lyn Miller to “Regrets”; 2010 AGM page 5 & 2009 Minutes page 3, second paragraph captioned “February meetings” - Delete last phrase beginning with “(Plus dinner ...”; 2010 AGM page 9 & 2009 Minutes page 7, second paragraph beginning “Ruth spoke” - First word on second line is “terms”, not “years”; 2010 AGM page 9 & 2009 Minutes page 7, sixth paragraph beginning “Wilson asked” - Last word is “none”, not “done”; 2010 AGM page 10 & 2009 Minutes page 8, fourth, eighth and last paragraphs beginning “Wilson asked” - Last word is “none”, not “done”; 2010 AGM page 11 and 2009 Minutes page 9, agenda item 8, second paragraph – bylaws is one word. Carried.
6. **Reports:**
 - a. **Co-Chair Report:** Wilson MacLennan chaired this section of the meeting.
 - i. **Theology and Interchurch Interfaith Committee (TIIC):** Brian Mitchell-Walker reported that he and Roy Holton had met with the TIIC about the inclusion of recognition of diversity in the New Creed. Brian read the letter (attached) received from the TIIC to the meeting. AU/AE will continue to work with the TIIC on this issue over the next year.
 - ii. **Affirm National Consultation:** Alcris Limongi reported that the Consultation has a mandate to report to GC 41. The report will need to be presented to the Permanent Committee in January 2012 and be ready

for approval in March 2012. The Consultation will take place in the summer of 2011. Alcris named the members of the Consultation planning team: from AU/AE – Sally Harris, Roy Holton and Linda Hutchinson; appointed by Staff – Warren McDougall, Ryan Tristin Chapman, Moses Kenhi. **Moved by Judy Amsbury, seconded by Marie-Andre Babin that the report be received. Carried.**

- b. **Treasurer Report:** Andrea Nugent reviewed the Financial Statement December 31, 2009. The “auditor” was Barbara Dransch C.A. Judy Amsbury asked about membership fees from Affirming Ministries being less than the number of Affirming Ministries. Brian acknowledged this has been a problem in the past and that it is being addressed. Annual Conference income as reported is the net income.
 - i. **Moved by John Calhoun, seconded by Shelley Thiessen, that the Affirm United/S'affirmer Ensemble Financial Statement December 31, 2009 (AGM pages 16 to 19) be approved as circulated. Carried.**
 - ii. **Auditor: moved by Andrea Nugent seconded by Tony Burnett that Barbara Dransch CA be appointed as auditor for the 2010 fiscal year. Carried**
 - iii. **Budget for 2011:** Andrea Nugent reviewed the income statement to mid-year (AGM page 20) for information and answered questions. Andrea presented the draft income and expense statements for the 2011 budget (AGM pages 22 -24) and answered questions. **Moved by Andrea Nugent, seconded by Wilson MacLennan that the Affirm United/S'affirmer Ensemble Budget for 2011 be approved as circulated. Carried.**
- c. **Membership Report:** Brian Mitchell-Walker reviewed the Membership Report. **Moved by Lyn Miller , seconded by John Calhoun that the Membership report be received as circulated. Carried**
- d. **Gender Contact Report:**
 - i. **Moved by Edward Avey, seconded by Roy Holton, that the Gender Contact Report be received as circulated recognizing that there are different perspectives on what happened in the past year. Carried.**
 - ii. **Moved Roy Holton, seconded by Marie-Andre Babin that the motion, moved by Edward Avey, seconded by Roy Holton, be reconsidered. Carried by a two thirds majority.**
 - iii. **Moved by Edward Avey, seconded by Roy Holton, that the Gender Contact Report be received as circulated. recognizing that there are different perspectives on what happened in the past year. Defeated.**
 - iv. **Moved by Roy Holton, seconded by Judy Amsbury that the Gender Contact Report be received as circulated. Carried.**
- e. **Rapport Contact Francophone:** Nicole presented her report and answered questions. **Moved by Wilson McLennan, seconded by Ruth Bramham that the Rapport Contact Francophone be received as circulated. Carried.**
- f. **Merchandise report:** **Moved by Marie-Andre, seconded by Norm Abbott that the Merchandise report be received as circulated. Carried.**
- g. **Communication Report.** Brian Mitchell-Walker presented Brian Hoessler's report. Brian thanked Alyson Huntly for editing *Consensus* for over 20 years. **It was moved by Marie Andre, seconded by Ruth Bramham that a letter be sent to Alyson Huntly thanking her for her service to AU/AE by editing Consensus. Carried.** Brian reported that two people are willing to work on producing *Consensus* – Marie-Andre Babin and Colleen Adair are willing to serve

on the *Consensus* publication. The Affirm United Group in Peterborough agreed to do the distribution for *Consensus*. We are still looking for a person with editing skills and English language skills to work on *Consensus*. Tony Burnett has offered to take on the e-mail list maintenance and sending out notices and information for AU/AE. Brian asked about having AU/AE named on the return address for tax receipt letters and *Consensus*. Roy Holton asked that we not include AU/AE identity on return addresses at this time. **Moved by Judy Amsbury seconded by Tony Burnett that the Communications Report be received as circulated. Carried.** Nicole thanked Marie-Andre and Colleen for offering to assist with *Consensus*.

- h. **Affirming Ministry Program Report: moved by Anne Hebb and seconded by Sheilah Fraeser that the report be received as circulated. Carried.** Brian Mitchell-Walker reported that the new Affirming Ministry Kit is almost ready to be reviewed for accuracy. Roy Holton, John Calhoun, Judy Amsbury, Ruth Bramham, Anne Hebb and Sheilah Fraeser offered to review the draft Kit for content, giving consideration to how to hold Affirming Ministries accountable to the program and to maintain up to date action plans.
- i. **Archives Report: moved by Edward Avey, seconded by Roy Holton that the Archives Report be received as circulated. Carried.**
- j. **Welcoming Church Program Leaders Network Report: moved by Edward Avey, seconded by Warren Schell that the Welcoming Church Program Leaders Network report be received as circulated. Carried**
- k. **Nominations Working Group Report:**
 - i. **Elections:** Wilson MacLennan presented the Nominations Report. Wilson asked for additional nominations to serve on the council. **Moved by Wilson seconded by Ruth Bramham that the terms of Roy Holton Cindy Bourgeois be renewed for a three year term. Carried.** Shelley Thiessen addressed the meeting about her story and about her interest in serving on Council. **Moved by Andrea Nugent, seconded by Ruth Bramham that Shelley Thiessen be appointed for a three year term. Carried.** Annette Taylor and Wilson MacLennan addressed the court about Liz Carter-Morgan's skills and interest in serving AU/AE. **Moved by Sheilah Fraeser, seconded by Marie-Andre Babin that Liz Carter-Morgan be appointed to a two year term on Council. Carried.** **Moved by James Ravencroft, seconded by Warren Schell that Liz Morgan be appointed as Secretary of Council. Carried.**
 - ii. **Moved by Wilson seconded by Ann Hebb that the Nominations report be received as circulated. Carried.**
- 7. **New Brochure** Brian Mitchell-Walker thanked members for their editing comments on the new brochure. When finished the major printing will be done next year and it will also be uploaded to the web site.
- 8. **Regulations for Bylaws:** Annette Taylor reported that council has decided to "live into" some changes to see if they work before changing the Bylaws. Annette will review past minutes with the objective of developing a policy manual for AU/AE. Brian Mitchell-Walker reported that Council decided not to name specific contacts for different areas of interest because we have more than one person on Council in most cases who can address issues in specific areas. Queries will be directed to the person best suited to respond.
- 9. **2011 AGM/Conference.** Wilson MacLennan reported that the seven Affirming Congregations in Edmonton have invited AU/AE to Edmonton for the 2011 AGM and Conference. The meeting accepted the offer with thanks and agreed that there is

openness to holding the meeting on a different weekend next year due to some ongoing date conflicts. Brian Mitchell-Walker will share date concerns with the organizing committee. It was decided to leave the decision about the best date to hold the AGM/Conference to the Edmonton organizing group. The meeting asked that the date be selected by labour day weekend. Brian asked for people to send regional preferred dates to him for sending to the organizing committee. Marie-Andre Babin offered to host the AU/AE meeting in Quebec in 2012.

10. **Nominations Report:** Brian Mitchell-Walker repeated his request for people to advise about people they know that support the aims of AU/AE.
11. **Bill C389:** Brian Mitchell-Walker led discussion on this issue around including the rights for Gender Identity and Gender Expression in the Canadian Human Rights Act and the Criminal Code as proposed in Bill C-389. Supporting this Bill does not interfere with our charitable status. **Moved by Anne Hebb seconded by Ruth Bramham that AU/AE support the passage of Bill C389. Carried. Action –** Brian Mitchell-Walker and Nicole Hamel will write the appropriate support letter. **Moved by Roy Holton seconded by Sheilah Fraeser that the Convenors request General Council to support Bill C389. Carried.**
12. **Participation in Lutheran Document on ELCIC Social Statement on Human Sexuality:** Attendees were invited to be part of the discussion of a document produced by the Lutheran Church on human sexuality.
13. **News of activity across the country:** Lynn Miller reported that Peterborough Affirm continues to meet on the fourth Sunday of the month at St. Andrews United Church and provided information on the activities of Peterborough Affirm – worship, films, discussion, guest speakers etc. They have also hosted/sponsor events such as a community drum circle in aid of a youth project to raise funds for youth affected by AIDS in Tanzania. Affirm Peterborough members are participating in the Bay of Quinte 10 by '10 Action Group to increase the number of Affirming Ministries in the Conference. Brian Mitchell-Walker reported from Regina that an action/support group called Liberte has been formed with Lutheran, Anglican and UCC members and meets regularly. Brian reported that his church's pride flag is now used in many internal and external events in which the church is involved. Andrea Nugent reported that in Ottawa, there is a Senior Pride organization working with professional social workers addressing long term housing for elderly people, specifically how best to serve GLBT people in residences. It is an initiative to build services for elderly GLBT people in the community. The initiative received \$29K from the federal government. Tony reported from Wilmot UC in Fredericton that the congregation will attempt to move from small "a" affirming to capital "A" affirming over the next year. Shelly Thiessen brought greetings from St Thomas Wesley UC, an affirming congregation in Saskatoon. St. Thomas Wesley and Rainbow ministries are very active in working on HIV AIDS. Linda Hutchinson reported that Sydenham Street UC in Kingston had been present at the university's sidewalk sale for new students and as a result were invited to be part of the Pride Week at Queen's University. The church presented the movie *For the Bible Tells Me So*. Something they learned was to go to students at the university, not to expect them to come to the church. Attendees were asked to send a quick note about activities across the country.
14. **Thanks to Marie-Andre Babin for selling merchandise at the meeting.**
15. **On behalf of us all, Marie-Andre Babin thanked co-chairs Brian and Nicole for their work on behalf of AU/AE.**
16. **Moved by Marie-Andre Babin, seconded by Warren Schell that the meeting be adjourned. Carried.**

Co Chair Report Edmonton 2011

As co-chairs, both of us want to acknowledge that through our terms the communication and support of General Council staff continues to increase each and every year. We especially want to thank Alcris Limongi for bringing issues to our attention and connecting our council with General Council staff in every unit. As a council we are growing in our understanding of what it means to be "an intercultural church" and how Affirm United/S'affirmer ensemble fits in and supports this movement. A movement within our church that creates a community for knowing our stories, sharing them with each other and creating safe space for us to bring all of our multiple identities with us.

As last year we want to thank the many volunteers that have supported the work of Affirm United/S'affirmer ensemble throughout this last year. This includes all of the council members, the coordinators for the Affirming Ministries program, our membership coordinators, our new Consensus editorial team, our archivist, our merchandise coordinator, our liaison with the Welcoming Leaders Program, our nominations people, our conference planners, our new email list coordinator, our English and French FaceBook facilitators, our many Affirming Ministries and all those who have helped us connect with various groups and committees within The United Church of Canada. Both of us are filled with great gratitude for all of this work and encourage all to read the many reports of the work being done.

Each week, we have checked in with each other by phone call to follow up on the many areas of work that people are doing both on and off the council. The Council has met 5 times by Conference Call and twice in person, once for a two and half day meeting at the General Council offices in February and then again the day before the 2011 Conference.

We want to thank Liz Carter-Morgan for being the secretary this last year and especially want to raise up how helpful it was as she created follow up lists and charts for all of the work of council members. We also want to thank Andrea Nugent for her dedication as our first treasurer to work with us as a charitable organization complete with charitable forms and receipts for all donations. We believe that her thoroughness for detail has prepared this work well to be passed on to our next treasurer.

This has been a very busy year for updating and producing new materials. Along with updating our brochure in both French and English, with the support of General Council, Alyson Huntley took on the task creating a new Affirming Ministries resource called *Open Hearts*. All these resources are available for free download on our website - a website that Brian continues to manage (looking for other volunteers) and has worked with Nicole to keep the French side of our website updated. We continue to reflect on ways to make our website easily accessible as one chooses which language from our initial home page.

Both of us have been heavily involved in a variety of communications with different pieces of work with the General Council Office, from inviting different groups to see if the present words of our Creed reflect the diversity of our church, to working on challenges to the Government in their new immigrant manuals, and various interventions on human rights issues. As well Brian has been involved in the planning with two other representatives of AU/SE (Linda Hutchinson and Sally Harris) for 10 regional gatherings to collect information about how homophobia and heterosexism is present within our church today (GLBTT and Allies Consultation). Nicole has also taken on being one of these regional facilitators.

Both Nicole and Brian are overwhelmed by the dedication of the many volunteers that not only keep this organization going but continue to enrich our lives with new ways to reach out, whether through the music of M.E. Kish or the resources gathered and made available on our website in both French and English for the International Day Against Homophobia by Marco Sainte Marie and Dominique Gauvreau¹.

Respectfully Submitted,
Nicole et Brian

Un "au revoir" de votre co-présidente et contact francophone

En 2008, vous m'avez fait confiance en me demandant d'être au service de notre association comme co-présidente. Cette engagement a chevauché celui de mon implication comme contact francophone (depuis 2004) et m'a permis de travailler en équipe avec les membres du conseil et d'autres collaborateurs-trices très dévoués. Lors des conférences, j'ai fait des rencontres avec des personnes très attachantes.

J'ai beaucoup appris sur la complexité et la diversité des réalités des **identités de genre et des orientations sexuelles**, qu'on ne peut réduire par les lettres de l'alphabet.

Malgré la bonne volonté des membres de notre association, il est difficile de devenir une association bilingue. Nous avons développé des ressources en ce sens mais nous avons peu de moyens financiers pour faire plus en ce qui concerne la traduction. Je souhaite que notre association continue de développer des "réflexes multilingues" pour accroître des présences et collaborations interculturelles.

Mon implication au coeur de AU/AE m'a permis de continuer l'apprentissage de l'anglais, bien qu'enrichissant cette immersion m'a demandé beaucoup d'attention et d'énergie lors des rencontres et conférences téléphoniques.

Pour moi , il est temps de prendre un peu de répit pour faire le point sur mes engagements futures.

Respectueusement.
Nicole

¹ Nous vous invitons à lire la deuxième partie du rapport francophone rédigé par Dominique Gauvreau.

**AU/SE 2012 BUDGET RECOMMENDATION
AUGUST 4/11**

INCOME

Line Item Group Item

Memberships

\$ 12,500.00

Affirming Ministries \$ 6,000.00
Individual/Household \$ 6,000.00
Other institutions \$ 500.00

Donations

\$ 7,500.00

Cheque/cash \$ 5,000.00
PAR \$ 2,500.00

Grants

\$ 2,000.00

The United Church of Canada \$ 2,000.00

Education/Research

\$ 1,000.00

Annual Conference, 2012 \$ 1,000.00

Merchandise Sales

\$ 500.00

Pins
T-Shirts
Window clings
Other

TOTAL INCOME

\$ 23,500.00

Prepared by Andrea Nugent August 4, 2011

EXPENSES

	Line item	Group item
Education/Research		\$ 3,200.00
1. AU conference 2010:		
<i>Conference development</i>	\$ 1,000.00	
2. Affirming ministries	\$ 2,000.00	
3. Other educational initiatives		\$ 200.00
Communications/ Promotion/Networking		\$ 19,400.00
1. <i>Consensus</i> newsletter	\$ 5,400.00	
print, mail		
2. Website and other electronic		\$ 500.00
communications		
3. <i>The Observer</i> classifieds	\$ 700.00	
AU/AE promotion		
4. <i>Aujourd'hui Credo</i> classifieds		\$ 200.00
AE/AU promotion		
5. General brochure	\$ 200.00	
Batch mailing		
6. Liaison		
UCC General Council 41	\$ 100.00	
Activities with Canadian and		\$ 3,000.00
international groups		
7. Cost of merchandise	\$ 200.00	
8. Translation	\$ 500.00	
9. AU Council meetings		
Winter: Toronto	\$ 3,500.00	
Summer & AGM:		
Montreal	\$ 4,000.00	
Teleconference Meetings	\$ 600.00	

Prepared by Andrea Nugent August 4, 2011

EXPENSES (cont'd)

Line item

Group item

10. Member/Donor Relations

Information letter with
Affirming Ministry invoices \$ 150.00

Information letter with
cheque acknowledgement \$ 100.00

Information letter with
tax receipts \$ 250.00

Administration

\$ 1,800.00

Director's liability insurance \$ 750.00

Accounting \$ 500.00

Office supplies \$ 100.00

Postal box rental \$ 175.00

Petty cash -postage \$ 100.00

Photocopying \$ 100.00

Miscellaneous \$ 75.00

TOTAL EXPENSES \$ 24,400.00

TOTAL INCOME \$ 23,500.00

Surplus/(Deficit) \$ (900.00)

Specified Gift Budget

(\$19,830.40 gift from United in Marriage Christian Fellowship, 2009)

**INITIAL BALANCE, Jan.1,
2012**

\$ 18,780.40

Workshops \$ 2,000.00

Resource book \$ 1,500.00 \$ 3,500.00

TOTAL EXPENSES

Surplus/(Deficit)

\$15,280.00

Prepared by Andrea Nugent August 4, 2011

Affirm United / S'affirmer Ensemble
Policies/Regulations Report to the Annual General Meeting
August, 2011

Submitted by Annette Taylor

In 2008 Affirm United/S'affirmer Ensemble approved a revised set of by-laws. At the February 2009 Council meeting the directors recognized there were policies used by the council that were not included in the by-laws. At that time Wilson MacLennan and I were given the task of coming up with a list of policies that we believe should become official policies (usually called regulations) of this organization.

At the February 2010 Council meeting Wilson and I presented an interim report which recommended some policies regarding terms of office for council members. It was decided that we would live into these policies and continue the work of identifying additional policies before presenting them as suggested regulations or by-laws at an Annual General Meeting.

In order to complete this task, I obtained copies of the archived minutes (from 1982 to present) and went through the records of every meeting. At the February 2011 Council meeting, I presented a report which outlined all the policies that have been approved in the past and that are not reflected in our by-laws. Council did not have time to go through each policy in detail at the February meeting. We are now in the process of reviewing these policies at our meetings. Over the next year Council will decide which ones need to be made into regulations and brought to an AGM to be ratified and which ones need to be revised or discarded.

Affirm United / S'affirmer Ensemble
Membership Report for AGM, August 7, 2011
As of July 25, 2011

Paid for	2011	2010	Other	Total
Affirming Ministries	38	17	19	74
Other organizations	5	4	18	27
Persons	82	104	73	259
Households	63	80	61	204
Emails total				138
including unrestricted				125

In late June 2011 I began working with the membership list from D'thea Webster and Andrea Nugent (interim). It was on a church contributions program; it is now on an Excel spreadsheet. Changes include:

- Separate columns for organizations and individuals
- Each person has a separate line, with a column for other(s) in the same household
- One mailing to each household / "envelope"; could be changed to email only if requested
- Current year contributions according to Treasurer
- Addresses according to Canada Post standards (French or English)
- All 13 UC conferences now on the consensus mailing list; Andrea communicated with Alcris Limongi at UC General Council office to determine how many newsletters in their package

In early June 2011, the 74 Affirming Ministries on the AU/SE website were each sent letters; one requesting their annual \$100 organizational contribution (signed by the Treasurer), and another asking them to tell their successes and other stories (signed by the Co-Chairs). Although the letters were caught in the Canada Post stoppage, they have already produced over \$3500 in funds received. Both letters were written in English and translated professionally into French.

John R. Calhoun

Rapport contact francophone conférence Edmonton 2011

Site internet:

Vos deux co-président-e-s n'ont cessé d'améliorer la présentation bilingue du site internet et continuent de travailler ensemble pour accroître les documents en français.

Lorsque nous visitons le site affirmunited.ca, dès le début, nous pouvons avoir accès aux informations en français.

Tel qu'annoncé, des "ressources pour le culte" de prières et lectures bilingues ont été disponibles pour faciliter la préparation de la Journée internationale contre l'homophobie le 17 mai. Merci à Marco Ste-Marie et Dominique Gauvreau.

Revue *Aujourd'hui credo*:

Pendant toute l'année, un texte publicitaire avec le logo AU/AE a été publié dans la revue francophone de l'Église Unie du Canada.

Kiosques AU/AE à Québec-Montréal

Tel qu'annoncé à l'assemblée générale de l'an dernier, les deux paroisses francophones inclusives de l'Église Unie du Canada au Québec ont affiché leur présence à des kiosques d'informations qui avaient pignon sur rue pendant les fêtes de la Fierté 2010 à Montréal le 14 août et à Québec le 4 septembre 2010.

À partir d'un cahier nous avons présenté la nouvelle brochure bilingue d'*Affirm United/S'affirmer ensemble* et des outils d'informations sur les réalités des orientations sexuelles et identités de genres minoritaires, disponibles aussi sur notre site web.

Articles

Un article sur la conférence de Tatamagouche et un autre plus détaillé sur les kiosques est disponible sur *Caféchange*.

La revue électronique *Sentiers de foi*, Vol 6, no 2 a publié un article sur ces événements ²

Traduction

Une lettre de remerciement et une lettre rappel de contribution financière pour les *Communautés inclusives* ont été faites. -La version française de notre brochure bilingue a été corrigée et revérifiée.

Merci à Marie-Andrée Babin, André Lafontaine, Andrea Nugent et Denis Fortin pour leur collaboration.

Consensus.

Marie-Andrée Babin fait partie de l'équipe de rédaction de Consensus depuis l'automne. Elle s'occupe de trouver des articles en français et assure la correction.

Un an après ma première conférence AU/AE, je devenais contact francophone, soit depuis 2004. Je souhaite que quelqu'un prenne le relais de la responsabilité de contact francophone. De plus, j'espère que les membres de notre association continueront de réclamer toujours plus de chants, prières de traduction et d'échanges en français.

Nicole



² www.sentiersdefoi.info

Affirm United / S'affirmer Ensemble
Groupe Facebook en français
Rapport de Dominique Gauvreau, animateur

Le portrait de S'affirmer Ensemble sur Facebook

Affirm United / S'affirmer Ensemble en français a pris son envol sur Facebook il y a maintenant trois ans. Depuis quelques mois, la page Facebook est devenu un groupe.

Les liens d'amitié sont passés d'une soixantaine sympathisants à plus de cent-quinze.

Il regroupe

- ✧ des chrétiens francophones et anglophones de l'Église Unie du Canada
- ✧ des membres de l'Église évangélique Roi des rois de Montréal
- ✧ des chrétiens catholiques francophones inclusifs du Québec et du Canada
- ✧ des chrétiens d'églises catholiques non-romaines du Québec
- ✧ des membres de la communion anglicane du Canada et des États-Unis
- ✧ des chrétiens américains de l'Église Unie du Christ et des membres de divers groupes inclusifs d'églises des États-Unis.
- ✧ des membres de communautés inclusives protestantes du Brésil, d'Espagne, d'Allemagne et du Mexique
- ✧ des chrétiens inclusifs protestants (Église Réformée de France, Église Unie de Belgique, Église MCC de France), catholiques, vieux-catholiques, épiscopaliens de France et de Belgique.
- ✧ des groupes activistes LGBT, diverses associations chrétiennes LGBT, associations juives LGBT et des groupes politiques LGBT

Dans toute cette diversité on retrouve des prêtres et des pasteurs, des agents et animateurs pastoraux, des laïcs engagés, des ministres laïcs du culte et des activistes pour la justice sociale et l'égalité.

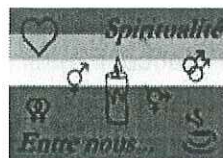
Inscription, désinscription et exclusion :

Une catholique conservatrice de Paris s'est inscrite au groupe il y a quelques semaines. Je lui ai écrit personnellement pour lui souhaiter la bienvenue et m'assurer qu'elle connaisse bien le but de notre groupe. Elle a certes fait à une occasion la promotion de son site internet mais contrairement à mes craintes, elle n'a pas suscité de débats controversés ou tenu des propos homophobes contre le groupe comme les conservateurs le font en France au sujet de l'homosexualité.

Depuis les premiers jours de notre présence sur Facebook, il n'y a eu aucune exclusion. Une dizaine de personnes se sont cependant désinscrites et une seule personne a demandé à être enlevée de notre liste d'amis. Le membership est toujours en progression.

Diffusion d'informations

Cette année, en collaboration avec Marco Ste-Marie, maintenant responsable de la nouvelle Église Unie de la Passerelle, nous avons diffusé beaucoup d'informations en lien avec le culte spécial dans le cadre de la Journée Internationale contre l'Homophobie. Nous voulions rejoindre le plus grand nombre de chrétiens de l'Église Unie du Canada et des autres églises afin de célébrer la diversité et soutenir la cause de la lutte contre l'homophobie. Malgré quelques ratés sur la question des dates, il semble que généralement l'information ait été bien transmise.



Avec la formation du RÉCI, il est convenu que c'est ce dernier qui créera des événements sur Facebook pour les groupes «Spiritualité Entre-Nous» de Québec et pour «Foi et Fierté» de Montréal. Afin d'éviter dédoublement, nous ne ferons désormais que partager les publications du RÉCI sur le sujet.

Le groupe diffuse aussi des articles d'intérêt sur des questions religieuses, de droit et de justice sociale en lien avec les personnes LGBT. Ces articles sont variés, touchent la question du mariage gai et des politiques internationales ainsi que de la position des diverses églises et sociétés sur plusieurs sujets.

Étant donné la diversité de nos sympathisants, il est important de partager l'information sur les divers milieux et les appartenances ecclésiales dont ils sont issus. Nous affirmons ainsi notre ouverture œcuménique.

Présence sur Dailymotion

Un compte a été créé sur le site de diffusion vidéo Dailymotion afin de diffuser certains moments importants de notre ministère francophone pour l'inclusivité et des conférences sur les questions LGBT.

Deux vidéos sont présentement disponibles sur Dailymotion et mises en lien sur notre groupe Facebook.

- ✧ Prédication de Marco Ste-Marie et chants filmés lors du culte dans le cadre de la Journée Internationale contre l'Homophobie 2011 à l'Église Unie St-Jean de Montréal avec la participation de membres de l'Église évangélique Roi des rois de Montréal
- ✧ Un extrait de la conférence «le cycle d'Abraham» du théologien Thomas Rohmer donnée dans le cadre d'un cours au Collège de France en 2010. Il y aborde les fausses interprétations de l'homosexualité dans le récit biblique de Sodome.

La Parole exprimée dans la diversité

«La Parole exprimée dans la diversité» est un projet né lors d'une rencontre à l'Église anglicane St-James de Trois-Rivières en octobre dernier. Il s'agit d'un lectionnaire dominical commenté par des chrétiens inclusifs de différentes appartenances ecclésiales.

Des chrétiens catholiques, protestants et anglicans du Canada, de France et de Belgique ont participé à la première publication à l'occasion du dimanche des rameaux. Elle couvrait la semaine sainte et la période de Pâques à la Pentecôte.

Il n'est pas possible d'évaluer l'accueil réservée à cette parution sur le web. Les commentaires ont été très limités et une seule personne s'est abonnée aux prochaines parutions. Le recrutement d'auteurEs s'avère plus difficile que prévu.

«La Parole exprimée dans la diversité» a été un travail colossal. Sans une équipe permanente à la base, je crois qu'il sera impossible de continuer le projet. La parution pour le temps de la Pentecôte 2011 a été suspendue. Il serait possible de relancer le projet pour la période de l'Avent, de Noël et de l'Épiphanie si les conditions pour y parvenir sont réunies.

Dominique Gauvreau, animateur Facebook
Église Unie St-Jean, Montréal.
2011-07-03

**Affirm United Facebook Group (English)
Report to Annual General Meeting 2011**

Now new and improved, the Affirm United Facebook Group is a convenient way to communicate across the English speaking network of our organization. Are you connected?!

History: The group has been around for a few years, created by Alyson Huntly and more recently moderated by Read Sherman. It quickly gathered in 200 members and friends of Affirm United, but until Facebook adopted a new interface capability for such groups, the page languished for want of more interaction between members and up-to-date posts.

The Present: Since the winter of 2011, membership in the Affirm United Facebook Group has risen to 260, thanks no doubt to the new interface whereby members are alerted via email when something new is posted to the page.

The page has seen lots of recent activity, especially from Affirming Ministries who post announcements and invitations to attend Celebration Services and Pride related activities. Significant regional conversations can also take place, such as one recent Torontonians posting to ask about Toronto Pride events, and then receiving back posts from other Torontonians giving him the information he needed.

Future Hopes: It's possible that, along with our very dynamic and lively French Facebook Group "S'affirmer Ensemble", created and moderated by Dominique Gauvreau, our Facebook groups could be used more proactively to enhance communication between the Council and the membership (and friends) of Affirm United.

You Can Help!: 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!

Respectfully submitted,

Read Sherman

Affirm United Merchandise Report to 2011 Annual General Meeting

Following the recent re-stocking of logo t-shirts, we still have good quantities in all sizes. Below is our current stock of t-shirts, pins and decals:

Article	Quantity (as of Feb 15, 2011)	Quantity (as of July 9, 2011)	# Sold since Feb 15, 2011	Suggested Price
Logo Shirts with AMP back logo				\$22.00 each
Small	27	27	0	
Medium	27	27	0	
Large	42	42	0	
XL	41	41	0	
2XL	22	22	0	
3XL	26	26	0	
Logo shirts with blank back				
Youth XL	1	1	0	\$10.00 each
XL	5	5	0	\$10.00 each
2XL	0	0	0	\$10.00 each
3XL	1	1	0	\$10.00 each
Logo Pins				
New Rainbow Logo Pins	110 (does not include 1 spoiled)	110 (does not include 1 spoiled)	0	\$5
Old Pink Triangle Logo Pins	89	89	0	\$0 (loss leader)
New Logo Decals	79	77	2	\$3 each (or 2 for \$5)

Order Form on the Web! Check out the new page under the "Information" tab to see our logo merchandise and download an order form. Thanks to Brian Mitchell-Walker for adding this to our website. ☺

Why not hold a t-shirt blitz in your congregation or ministry? I can send you some samples on consignment, or you take everyone's order for sizes and quantity, and bulk shipping will save everyone money! If you're interested, let me know.

No shipping cost if you buy at an Annual Conference! As in past years, we are happy to offer logo merchandise purchased at the annual conference without any shipping cost. This is a great benefit for attending in person (or have a friend who is at the conference pick you up what you or your congregation needs)!

Let me know if you have other logo merchandise marketing ideas!

Respectfully submitted,
Read Sherman

Consensus Editorial Team Report for Affirm United/S'affirmer Ensemble 2011 AGM

I, Glen Warren of Edmonton, have joined forces with Jackie Harper and Anne Marie Babin to be contributing editors of Affirm United/S'affirmer Ensemble Consensus. We three met at the Affirm conference in Nova Scotia in 2010 and thought we would make a good fit. With two issues under our belts we are getting the hang of putting together a national newsletter. It is our intention to produce three issues a year - a winter/spring, a late summer and a fall issue. Our deadline for the summer issue is August 15th and our deadline for the fall issue is November 1.

I am currently co-chair on the Affirm Committee of Robertson-Wesley United Church in Edmonton as well as singing in their choir. Consensus is always looking for articles regarding making the United Church a better place for all regardless of race, gender, economic circumstance or ability. Tell us what your church is doing and help spread the good news of Affirming churches.

Glen

Report Archives Affirm for AGM 2011 07 14

During 2010/11 two shipments were prepared and submitted to the National Archives for inclusion in the national holdings. These included material received from Ron Caughlin, and Ken DeLisle. The former shipment has been indexed by the National Archives and their index now shows material provided directly by Ron Caughlin as well as our deposit. The latter material (from Ken DeLisle) has been acknowledged as received, but I have not yet received notification of its inclusion in the indexes.

As the National Archives policy is to keep one (the best) copy of any documents received, more time for indexing etc. is required, as each additional shipment involves ensuring that the material is unique or determining the best copy for archiving.

It should be noted that generally I have only been dealing with material up to about 2005. It should be recognized that this represents only two sources of material, and other important (particularly local material) may yet be added to the collection. Any material dated later than that, including minutes reports and so on as well as activities such as the annual Conferences and local "chapters" need be accumulated, and eventually prepared for deposit. It is usual for an organization to retain about 6 years worth of minutes etc. for current use. Financial records are governed by law, and these as well as other are outlined in the guide found at: <http://www.united-church.ca/files/local/archives/guide.pdf>

Therefore it would be helpful if the organizers of each annual meeting were to collect and briefly describe material (including promotional material, programs, worship material and annual reports etc.) and forward them to me for scanning and preparation of a shipment to archives.

No doubt individuals across the country have material – particularly of local activities – which may not have already been deposited. These could also be forwarded to me for preparation for shipment.

The Archives is vigilant and respectful in noting any material which is deemed of a sensitive nature as well as anything marked as sensitive or confidential by the originator. General Public access is thus restricted. For example – confidential/sensitive material is often not available for public viewing for 100 years.

While a number of commitments until May 2012 may preclude active preparation of any material, I will strive to attend to anything that is of a critical nature, and early 2013 would be a good time to plan for another shipment.

Respectfully submitted
Edward Avey

Welcoming Church Program Leaders Network

The purpose of the WCPL is to gather welcoming church program leaders and affiliates who challenge the Christian church to fully include persons of all sexual orientations and gender identities, in order to develop relationships, identify trends, share resources and build coalitions for action to advance the welcoming church movement.

As shared in the most recent Consensus, as Affirm United / S-affirmer ensemble's international representative I had the honour of attending the National Conference on LGBT Equality: Creating Change in Minneapolis, Minnesota, in February, 2011. Each year this conference is held in a different region of the United States, attracting over 2500 attendees from all over North America. It is considered a unique environment where activists and leaders come together from diverse places and backgrounds to create a unique community that is both strengthening and inspiring to the participants.

This year was historic! For the first time in its 23-year history this secular Conference of the Gay and Lesbian National Task Force brought a faith track on board and included a plenary of faith leaders giving public witness to different religious views that accept GLBTT people. The multi-faith, intercultural conference called **Practice Spirit; Do Justice** was the culmination of three years of planning by the Welcoming Church Program Leaders Network which Affirm United / S-affirmer ensemble has been a part of since the early 1990's.

The Welcoming Church Program Leaders Network meets twice a year. The WCPL participants are also on the advisory board of the Institute for Welcoming Resources through monthly conference calls.

To find out more about the IWR, including a geographical list of the welcoming congregations in North America visit www.welcomingresources.org

In addition to the planning of the Creating Change event, over the past few years our meetings have been guided by the work and leadership of Beth Zemsky, a senior consultant affiliated with the University of Minnesota (www.bethzemsky.com) She has supported this group of international faith leaders to learn more about how to coordinate, collaborate and share best practices regarding innovative strategies to develop and strengthen their denominations and their faith communities. Through Affirm United/S'affirmer ensemble participation in the WCPL Beth Zemsky is our facilitator of the GLBTT National Consultation mandated by General Council. We recently met in Guelph in June, 2011.

The next year's focus will include the continuing discussion of merging resources and gatherings as some of the ongoing funding is decreasing and the organizations are looking at new ways of continuing and fulfilling the mandate of the Welcoming Church Program Leaders Network. I look forward to being a part of this transitional conversation.

I want to thank Affirm United/S'affirmer ensemble for the opportunity to connect internationally. I believe this relationship with the wider welcoming movement is important both for the intercultural experience and for the opportunity to share resources and trends in these changing times.

Respectfully submitted,

Sally

Rev. Dr. Sally Harris

Nominations Working Group Report Terms of Reference

Purpose

To ensure a slate of the members of the Board of Directors is available to AGM for consideration. This slate will be representative of the membership of Affirm United in terms of gender, sexual orientation and gender identity, regions and linguistics.

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.

Current Membership of Council

Position	Incumbent	Recommended Slate	Term Expires
President	Nicole Hamel (Term completed)	Brian Mitchell-Walker (1 year left in Brian's term)	2012
Vice President	Brian Mitchell-Walker (Moving to President)	Annette Taylor	2014
Secretary	Liz Carter-Morgan (moved from secretary to member at large with one year left and is resigning)	Bruce Hutchinson	2014 **
Treasurer	Andrea Nugent (term completed)	New Treasurer required	2014
Member at Large #1	John Ross (resigning)	M.A.L. # 1 required	2012
Member at Large #2	Bruce Hutchinson (moving to new 3 year term for secretary)	M.A.L. # 2 required	2012**
Member at Large #3	Ruth Bramham	Ruth Bramham (continuing)	2012
Member at Large #4	Tony Burnett	Tony Burnett (continuing)	2013
Member at Large #5	Roy Holton – vacant due to resignation	M.A.L. # 5 required	2013
Member at Large #6	John Calhoun	John Calhoun (continuing)	2013
Member at Large #7	Shelley Thiessen (resigning)	M.A.L. # 7 required	2013
Member at Large #8	Annette Taylor	M.A.L. #8 required	2014

Nominations Committee:
Nicole Hamel, Brian Mitchell-Walker, and Wilson MacLennan

** suggesting electing the Secretary for a 3 year term and changing one of the Members at Large to a one year term so that we have a regular change over of 4 directors a year

AFFIRM UNITED
INCOME STATEMENT
FOR THE SEVEN MONTHS ENDED JULY 31, 2011
Unaudited

	July 31, 2011 Actual	2011 Budget	Year Ended 2010 Actual
Income			
Memberships			
Affirming Ministries	\$4,200	\$4,500	\$3,800
Individual/Households	3,120	6,000	5,595
Institutional	500	300	200
Donations			
Cheque or Cash	4,547	4,500	4,212
PAR	1,204	2,500	2,037
United Church of Canada Grant	2,000	2,000	2,000
Annual Conference 2010	12	100	1,170
Merchandise Sales	0	1,500	1,203
Royalties - Daring to be United	0	10	13
Total Income	<u>15,583</u>	<u>21,410</u>	<u>20,230</u>
Expenses			
Education/Research			
Annual Conference 2011	1,000	1,000	2,407
Website	166	1,500	302
Affirming Ministries		800	
Other Educational Initiatives		200	
	<u>1,166</u>	<u>3,500</u>	<u>2,709</u>
Communication/Promotions/Networking			
Consensus Newsletter	1,772	3,000	3,027
Observer Classified ads	386	900	728
Translation			
Brochures	1,111	1,000	763
UCC General Council		100	
Canadian and International Liaison	2,293	2,500	1,863
	<u>5,562</u>	<u>7,500</u>	<u>6,381</u>
AU Council			
Winter Meeting	2,885	3,500	1,355
Summer Meeting and AGM	700	4,000	2,507
Teleconference Meetings	347	500	477
	<u>3,932</u>	<u>8,000</u>	<u>4,339</u>
Merchandise Costs	0	300	1,634
Accounting and Charity Tax Return	224	500	540
Membership Database Management	0		400
Directors' Liability Insurance	0	750	687
Legal Services			
Administration and Miscellaneous Postage	389	1,075	940
Total Expenses	<u>11,273</u>	<u>21,625</u>	<u>17,630</u>
Surplus/(Deficit)	<u>\$4,310</u>	<u>(\$215)</u>	<u>\$2,600</u>

AFFIRM UNITED
FINANCIAL STATEMENTS
DECEMBER 31, 2010
UNAUDITED – SEE NOTICE TO READER

NOTICE TO READER

On the basis of information provided by management, I have compiled the balance sheet of Affirm United as at December 31, 2010 and the statement of income and accumulated surplus for the year then ended.

I have not performed an audit or a 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.

Barbara Dranch

February 11/2011

Date and Signature

AFFIRM UNITED
BALANCE SHEET
AS AT DECEMBER 31
Unaudited - See Notice to Reader

	<u>2010</u>	<u>2009</u>
Assets		
Cash	\$38,867	\$35,128
Accounts Receivable	<u>1,170</u>	<u>312</u>
Total Assets	<u><u>\$40,037</u></u>	<u><u>\$35,440</u></u>
Liabilities and Accumulated Surplus		
Accounts Payable	2,514	917
Deferred Memberships	400	
United in Marriage Christian Fellowship	<u>19,803</u>	<u>19,803</u>
Total Liabilities	<u><u>22,717</u></u>	<u><u>20,720</u></u>
Accumulated Surplus		
Surplus at the beginning of the year	14,720	11,023
Current year surplus	<u>2,600</u>	<u>3,697</u>
Surplus at the end of the year	<u><u>17,320</u></u>	<u><u>14,720</u></u>
Total Liabilities and Accumulated Surplus	<u><u>\$40,037</u></u>	<u><u>\$35,440</u></u>

AFFIRM UNITED
INCOME STATEMENT
FOR THE YEAR ENDED DECEMBER 31
Unaudited - See Notice to Reader

	<u>2010 Actual</u>	<u>2010 Budget</u>	<u>2009 Actual</u>	<u>2008 Actual</u>
Income				
Memberships				
Affirming Ministries	\$3,800	\$3,500	\$2,300	3,600
Individual/Households	5,595	5,000	5,250	4,690
Institutional	200	500	300	575
Donations				
Cheque or Cash	4,212	2,500	2,695	3,883
PAR	2,037	2,500	2,010	2,010
United Church of Canada Grant	2,000	2,000	2,000	7,000
Welcoming Church Program Leaders				543
Annual Conference	1,170	1,000	4,094	4,624
Merchandise Sales	1,203	1,500	854	1,592
Royalties - Daring to be United	13	12	13	14
Total Income	<u>20,230</u>	<u>18,512</u>	<u>19,516</u>	<u>28,531</u>
Expenses				
Education/Research				
Conference 2010	2,407	1,080	1,280	1,500
Gender Support		200		
Website	302	450	378	378
Youth		50		
Social Justice		50		
Affirming Ministries		100		
Pastoral Care		50		60
	<u>2,709</u>	<u>1,980</u>	<u>1,658</u>	<u>1,938</u>
Communication/Promotions/Networking				
Consensus Newsletter	3,027	3,650	1,627	3,683
Observer Classified ads	728	925	806	716
Translation			1,421	
Brochures	763	125	472	196
UCC General Council		50		
Canadian and International Liaison	1,863	1,500	387	4,055
	<u>6,381</u>	<u>6,250</u>	<u>4,713</u>	<u>8,650</u>
AU Council				
Winter Meeting	1,355	3,000	3,147	5,914
Summer Meeting and AGM	2,507	4,500	3,177	3,803
Teleconference Meetings	477	800	816	689
	<u>4,339</u>	<u>8,300</u>	<u>7,140</u>	<u>10,406</u>

AFFIRM UNITED
INCOME STATEMENT
FOR THE YEAR ENDED DECEMBER 31
Unaudited - See Notice to Reader

	<u>2010 Actual</u>	<u>2010 Budget</u>	<u>2009 Actual</u>	<u>2008 Actual</u>
Merchandise Costs	1,634	300	89	1,901
Accounting and Charity Tax Return	540	50		
Membership Database Management	400			
Directors' Liability Insurance	687	750	675	675
Legal Services			526	
Administration and Miscellaneous Postage	940	685	1,018	547
Total Expenses	<u>17,630</u>	<u>18,315</u>	<u>15,819</u>	<u>24,117</u>
Surplus/(Deficit)	<u>\$2,600</u>	<u>\$197</u>	<u>\$3,697</u>	<u>\$4,414</u>

2010 Affirming Ministry Program Annual Report

During 2010 a number of changes occurred in the Affirming Ministry Program.

After having Sheilah Fraeser of British Columbia, join Anne Hebb as a coordinator of the Affirming Ministry Program, Sheilah had to step back from her role for personal reasons and has yet to return.

Another development which occurred was that “in process” ministries appeared to have doubled from 2009. Most of this increase is seen in Ontario (for a total of 20), followed by British Columbia (7) and Alberta (5), Manitoba (3), Saskatchewan (2), Quebec (2), Nova Scotia (2) and Prince Edward Island (1).

Challenges encountered with a number of ministries have been:

- Miscommunication – one ministry, which had been approved for their celebration, planned and celebrated their becoming Affirming without notifying the Affirming Ministry Program Coordinator of the date. This didn’t come to light until 6 months later when contacting them by email letting them know about the release of the new “Open Hearts” document. Having found this out, their certificate was sent out. Their former secretary had been a major reason for the miscommunication and was let go shortly after their becoming Affirming.
- It is evident in correspondence with some ministries in process that educational work still needs to be done to clarify the difference between sexual orientation and gender identity. When creating Vision Statements we occasionally see listed this way, “sexual orientation (gay, lesbian, bisexual and transgender)”. Our response has been to question whether the difference is understood and then to clarify it for them.
- Lastly, with over 40 ministries in process this year, it has become challenging for Anne Hebb to continue her role as sole coordinator for the Affirming Ministry Program. Anne is seeking to reduce her workload by enlisting the help of others with some experience in the guiding Affirming Ministries. Anne has been a coordinator of the Affirming Ministry program for just over 3 years.

Ministry	Location	Date of Celebration
St. Thomas United	Calgary, Alberta	March 27, 2010
McKillop United	Lethbridge, Alberta	May 16, 2010
Eastside United	Regina, Saskatchewan	May 2, 2010
St. Matthew’s United	Halifax, Nova Scotia	July 25, 2010
Saltsprings Island United	Saltsprings Island, BC	September. 19, 2010
Mount Dennis United	Toronto, Ontario	September. 26, 2010
Knox United	Brandon, Manitoba	October 31, 2010
Garneau United	Edmonton, Alberta	November 14, 2010

