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Affirm United/ S'affirmer Ensemble

2014 Annual Report

<u>AGENDA, 2015 AFFIRM UNITED/ S’AFFIRMER ENSEMBLE ANNUAL GENERAL MEETING</u>	<u>3</u>
<u>LANGUAGE CONSIDERATIONS</u>	<u>6</u>
<u>2014 AGM MINUTES</u>	<u>7</u>
<u>AU/SE CO-CHAIRS REPORT FOR THE 2015 AGM</u>	<u>10</u>
<u>REPORT ON THE 2014 MULTI-FAITH TRANSGENDER CONFERENCE</u>	<u>12</u>
<u>2014 AFFIRMING MINISTRY PROGRAM REPORT</u>	<u>14</u>
<u>THANK YOU TO ANNE HEBB</u>	<u>18</u>
<u>MEMBERSHIP STATISTICS</u>	<u>19</u>
<u>2014 WEBSITE REPORT</u>	<u>21</u>
<u>MERCHANDISE REPORT</u>	<u>22</u>
<u>COMMUNICATIONS REPORT</u>	<u>23</u>
<u>UNITED CHURCH OF CANADA GENERAL COUNCIL OFFICE (GCO) REPORT</u>	<u>27</u>
<u>NOMINATIONS COMMITTEE REPORT</u>	<u>30</u>
<u>FINANCIAL REPORTS.....</u>	<u>33</u>
<u>AUDITORS’ NOTE</u>	<u>33</u>
<u>PREVIOUS YEAR COMPARISON- 2014, BALANCE SHEET AND PROFIT/LOSS</u>	<u>35</u>
<u>STATEMENT OF OPERATIONS BUDGET VS ACTUAL, 2014.....</u>	<u>40</u>
<u>NOTES TO FINANCIAL STATEMENTS.....</u>	<u>42</u>
<u>BUDGET 2016 RECOMMENDATIONS.....</u>	<u>43</u>
<u>NOTES TO DRAFT BUDGET PROJECTIONS 2016</u>	<u>46</u>



Agenda, 2015 Affirm United/ S'affirmer Ensemble Annual General Meeting

St Matthew's United Church, Halifax, NS

- 1) Opening and Welcoming
- 2) Prayer
- 3) Holy Manners/Language Considerations
- 4) Call to Order
- 5) Enabling Motion
- 6) Approval of Agenda
- 7) Minutes from 2014 AGM - approval
- 8) Reports
 - a) Co-chair report
 - b) Affirming Ministry Program report
 - c) Membership report
 - d) Merchandise report
 - e) Secretary report
 - f) Transgender conference report
 - g) General Council Office Liaison report
 - h) Nominations Committee report & elections
- 9) 2014 Financial Statements
- 10) 2016 Budget
- 11) New Business
 - a) Approval of Reviewer of Financial Statements (Charles Lyall CA)
 - b) Possible bylaw review for 2016
 - c) 2016 conference location
 - d) possibilities for locations for 2017



12) News of activities from across the country

13) Recognition of 2014 - 2015 directors

14) Closing Prayer

15) Adjourn



Rainbow window, by Doreen Lander's grandchildren to celebrate Easter.



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.



2014 AGM Minutes

**Affirm United/S'affirmer Ensemble
Annual General Meeting
Oasis United Church
Penticton, British Columbia
July 13, 2014**

Present: Annette Taylor, Pam Rocker, Linda Hutchinson, Bruce Hutchinson, B. Collin Smith, John R. Calhoun, Judy Amsbury, Anne Hebb, Warren Schell, John Ross, Ruth Bramham, Michiko Bown-Kai, Warren McDougall, Clark Saunders, Ruth Wood, Anne Wood, Tracy Smith, Marlene J Smaill, Celeste Hayne, Barb McFadyen-Smuin, Sheilah Fraser, Nanci Grandy

- 1) Opening and Welcoming: Pam Rocker welcomed those present to the 32nd Annual General Meeting of AU/SE and thanked members for attending.
- 2) Warren McDougall led in opening prayer
- 3) Holy Manners/Language Considerations. Those in attendance read the "holy manners" statements and Language Considerations found on page 2 of the Annual Report
- 4) Pam Rocker called the meeting to order.
- 5) Enabling Motion: **Moved by Warren Schell seconded by Warren McDougall 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 John Ross, seconded by Ruth Bramham that the agenda for the meeting be approved as circulated. Carried**
- 7) Minutes from 2013 AGM: **Moved by Linda Hutchinson, seconded by Anne Hebb, that the minutes of the 2013 Annual General Meeting held on August 5, 2013 be approved as circulated. Carried**
- 8) Reports: **Moved by Warren Schell, seconded by Clark Saunders, that the reports in the printed Annual Report be received. Carried**



- a) Co-chair Report: Annette Taylor and Pam Rocker spoke to their report. Pam highlighted the hiring of a part-time paid position as AU/SE Coordinator as a new phase in the development of Affirm United/S'affirmer Ensemble. Annette highlighted the support from General Council staff in the person of Michiko and the opportunity to meet at the GCO and meet Executive Ministers of The United Church of Canada.
- b) Affirming Ministry Program Report
- c) 2013 Annual Conference Report
- d) Membership Report – John Calhoun spoke briefly to the challenge of increasing individual memberships
- e) Merchandise Report
- f) Facebook Report – we will be moving to a Facebook Fan page shortly.
- g) Nominations Committee Report & Elections (page 14 in the Annual Report):
 - a. Annette explained the open positions in the nominations report. The Chair declared nominations open for each position. She called for further nominations for each position open in turn and received no nominations from the floor. The following were appointed by acclamation - **Vice President – Collin Smith, Secretary – Bruce Hutchinson, Treasurer - Judy Amsbury and Members at Large - Jennifer Carter-Morgan (re-appointment), Member at Large – Teresa Burnett-Cole (new).**
 - b. **Moved by Warren McDougall, seconded by Ruth Bramham that Barb McFadyen-Smuin be elected as a member of the Nominations Committee for 2015. Carried**
- 9) 2013 Financial Statements (see Annual Report pages 15-20): Judy Amsbury presented the financial statements for 2013 and answered questions. **Moved by Judy Amsbury, seconded by Nanci Grandy that the financial statements for 2013 be approved as circulated. Carried**
- 10) 2015 Budget: Judy Amsbury presented and explained the 2015 budget (see Annual Report pages 21-23). **Moved by Judy Amsbury, seconded by Warren McDougall, that the Budget for 2015 as presented in the Annual Report be approved. Carried**
- 11) New Business
 - a) Approval of Reviewer of Financial Statements: **Moved by Judy Amsbury , seconded by Clark Saunders, that Charles Lyall C.A. be appointed as Reviewer of the Financial Statements of AU/SE for the 2014 financial year. Carried**
 - b) Articles of Continuance (Appendix A of The Annual Report, page 24): Annette explained that the Government of Canada is requiring all not for profit



corporations to revise their by-laws to meet new regulatory requirements. The first step is to file "Articles of Continuance" with the Canadian Government.

- a. **Moved by John Calhoun, seconded by Warren Schell that AU/SE change the bylaws to provide for 8 to 12 directors. Carried.**
 - b. **Moved by Ruth Bramham, seconded by Barb McFadyen-Smuin that AU/SE continue to have three classes of membership - individual, household and institutional. Carried**
 - c. **Moved by Linda Hutchinson seconded by Clark Saunders that any remaining assets after the dissolution of AU/SE become the property of The United Church of Canada. Carried**
- c) 2015 AGM/Conference Location: Annette Taylor read a message from Bob Johnson from Maritime Conference offering to host the 2015 Annual Conference and AGM in Halifax at St. Mathews United Church. The Conference and AGM will be held at St. Matthews United Church, Halifax in 2015.
- d) Possibilities for locations for 2016; Annette noted that there have been a number of expressions of interest from across the country. The preference is for the next meeting to be held in a central area of the country.
- 12) General Council Office Report – See Appendix C in the Annual Report, page 26.
- 13) News of Activities from across the Country: Michiko brought news re Bay of Quinte Youth Forum in her leadership role with that organization and the comfort youth of different gender identities and sexual orientations find at the BOQ Youth Forum. Linda Hutchinson talked about Sydenham Street United Church in Kingston's 15th Anniversary celebrations and activities of being an Affirming Ministry. Warren McDougall shared that the congregation he serves in Richmond Hill became Affirming last year. Since that time there have been six to seven invitations to other churches asking his ministry for participants in panel discussions and other information activities. Living Waters Presbytery, Bay of Quinte is considering starting the Affirming Ministry process.
- 14) Directors for 2014-2015 were asked to stand and be recognized.
- 15) Closing Prayer: Pam Rocker led the meeting in a closing prayer.
- 16) The meeting adjourned at 2:34 pm.

Pam Rocker, Co-chair

Bruce Hutchinson, Secretary



AU/SE Co-Chairs Report for the 2015 AGM

This document tells a story. As you read on, you'll see the story that it so clearly tells: we're growing! And with this growth comes challenges, joys, and hope towards what lies ahead. In the past 5 years, we've experienced a 200% growth in ministries in the Affirming process, 300% growth in the number of Affirming celebrations each year. Read that again – the zeros are not misplaced! Take a look at the Affirming Ministries report for an even greater look at this growth.

We've also seen a shift towards more information being desired by our members and ministries, with more opportunities to tell stories and connect. We heard from you that you wanted to hear from us more – and be able to be engaged in the larger work. But we've had to shift in how we approached this, with changing technologies and methods of contact, and to plan for not only how to manage the current growth but to sustain it in the long-term.

With much careful visioning and planning, we were able to create our first paid position – a 10/hr per week Communications Coordinator, that would help serve the organization, the current members, and help us reach out to those who have never even heard of us before. This has enabled us to start doing so many things that were only dreams just a few months ago! In our Communications Report you'll get a taste of this, and we are thrilled with the work that Julie has done with us in such a short time.

This year we say farewell to Bruce Hutchison in his position on Council. Bruce has been our Secretary for 4 years and previously a council member for 2 years. To call him organized, diplomatic, passionate, and beloved, would not be enough – the experience that he has brought us and the voice that he has been on behalf of AU/SE in various church courts and committees, is a true gift.

Ruth Bramham is also finishing her formal time with us after 6 years as a council member, and has been an invaluable voice and force on the council and in many groups within the United Church.

We also say farewell to Anne Hebb, our East Coast Affirming Ministry Coordinator. Through the past 7 years she has helped to shape and grow what our Affirming Ministry Program looks like, and with the growth we've seen – can you imagine how much her workload has changed in the past 5 years?! Take a look at our thank you note to Anne, and you'll see a glimpse of the influence she's had, that will always stand as a legacy.

This is also Pam's last AGM with us in her position as Co-Chair, and you can read a note from her below.

As we look with anticipation to the possibilities ahead, consider what part of the story you've been a part of, or how you can jump in and join us!

Pam Rocker and Collin Smith
Co-Chairs



A note from Pam Rocker, Co-Chair:

As I finish my term as Co-Chair, I want to thank the organization and our members for including me on a journey that began long ago, and is sure to continue flourishing in the future.

Through the work of AU/SE, my personal life has been impacted in the best way, and I was able to find something that I thought did not exist; a public, explicit, and intentional Affirming community. I've now been working at an Affirming Congregation for 5 years and get to see the tangible impact of our commitment to full inclusion. Every week I come face to face with an individual who is deeply moved by finding a faith community where faith and LGBTQ+ identities are celebrated together and not held as having to be excluded from each other.

Even in 2015, the work that our organization supports, inspires, and resources, is nothing short of radical. Faith and queerness are still thought to be incongruent and the exile and spiritual abuse that people experience because of that belief is just as present as ever. It's my firm belief that every single Ministry in the United Church of Canada would be radically transformed for the better if they thoughtfully entered the Affirming process with open hearts.

So, as my last official hurrah, I implore you to encourage your ministry to discern this process, or if you are already Affirming, to refresh your action plan for the present and future. Preach what you practice. Let people know what you believe. You may encounter resistance. You may feel that now is not the time. But I assure you, there is no better time than now. It matters.

Do what you can, serve where you can, and consider donating to the work of Affirm. I have no doubt that you will create a space for someone just like me.

With much gratitude to my previous Co-Chairs Annette and Collin, and the amazing AU/SE Council and Affirming Ministry Coordinators, who deserve the utmost appreciation.

Pam



Report on the 2014 Multi-Faith Transgender Conference

Held at the Centre for Lesbian and Gay Studies at the Pacific School of Religion,
Berkeley, California.

October 30, 31 and November 1, 2014.

On Thursday afternoon, October 30th, we all gathered for the opening reception and welcome. For some of us it was like old home week, meeting friends and acquaintances not seen for at least two years (the last conference was November 2012).

The PSR campus is located on what is known locally as Bible Hill. To reach it from downtown you must hike about a mile up a very steep hill that rises close to 500 feet – most of it in the last quarter mile! Yes I got plenty of exercise! The view from the campus courtyard is spectacular, looking directly west across the bay to the Golden Gate Bridge.

The hope of the conference this year was to attract representatives from as wide a cross-section of faith communities as possible. However, attendance was from main line Christian churches – Episcopal, United Church of Christ, Presbyterian, Lutheran, Disciples of Christ, Reform Methodist, Metropolitan Community Church, Unitarian, plus local independent congregations. No Catholic presence or evangelical Christian denominations. There was quite a strong Jewish presence and several who identified as Buddhist, Pagan or Wiccan. Both Friday and Saturday sessions opened with presentations from the Executive Directors of two mainline US churches – Friday: M to F Vivian Taylor from Integrity USA; and Saturday: F to M Alex McNeill from More Light Presbyterians. This represents a breakthrough for trans people – the first time a trans person has been appointed to leadership positions in church GLBT organisations!

The rest of both days were taken up with a wide variety of workshops. For example:

- Trans* studies – scholars exploring the connections between gender identity, sexuality and religion throughout biblical times and its impact on current attitudes towards perceived “sexual” deviance and taboos.
- Trans* Ally Training – Aimed to build on knowledge and resources for non-trans, cis-gendered and gender queer individuals to become better allies and supporters of trans* folk.
- Ancient & Modern Jewish Gender Outlaws – researching the Torah for gender stories beyond the binary. How Judaism impacts the idea of gender identity, dependent on culture, both traditional and modern.
- Trans* Youth Inclusivity – How faith communities can welcome and affirm trans* and gender variant youth within their religious educations and youth ministry programs. This



was a pilot workshop to introduce a new guide “Transitioning to Inclusion”, which will be available shortly through the CLGS.
And several more....

The Saturday Keynote speaker was Nicole Santamaria, a trans* activist from El Salvador. She works with Colectivo Alejandria. She spoke about the horrors faced by trans* folk in Central America and in particular how the police target, arrest and beat trans*folk with seeming impunity. Nicole is actually intersex, something she discovered after moving to Costa Rica. On returning to El Salvador she was raped and hospitalised after being beaten up and left for dead. The hospital was very supportive, enabling her fully recover and begin a therapy program.

However, it took her three years to win the confidence of local trans* women. Her “privileged” upbringing was a barrier as she was not seen as one of “them” – not a prostitute, despite being disfigured and disowned by her father. Discrimination is rampant. There are no jobs, no legal protection, and thus trans* women are forced into prostitution. Nicole is an inspiration to us all. She has recently received international recognition for her work and is a 2014 International Fellow in the “iLEAP” program:

<http://ileap.org>

Check it out.

This is but a brief summary of this event. One result was that we still have much work to do to break down the barriers that still exist in most religions barring trans* folk from participating in their denominations and local congregations. I feel so privileged to be a member of the United Church of Canada, gladly welcomed and embraced by my congregation and able to participate fully in all its activities.

Submitted by Ruth Bramham, Director – Affirm United; Member – General Council Racial Justice/Gender Justice Advisory Committee; Chair – Social Justice Group – Cummer Avenue United Church.



2014 Affirming Ministry Program Report

Between January 1 and December 31, 2014, the following 20 Ministries became Affirming Ministries.

Nelson United Church, Nelson, BC

March 9, 2014

Emmanuel United Church, Waterloo, ON

March 23, 2014

Applewood United Church, Mississauga, ON

April 27, 2014

St. Mary's Road United Church, Winnipeg, MB

May 4, 2014

St. Andrew's United Church, Grafton, ON (Castleton-Grafton Pastoral Charge)

June 1, 2014

Castleton United Church, Castleton, ON (Castleton-Grafton Pastoral Charge)

June 1, 2014

First-St. Andrew's United Church, London, ON

June 1, 2014

St. Martin's United Church, Saskatoon, SK

June 1, 2014

Minnedosa United Church, Minnedosa, MB

June 8, 2014

St. Paul's United Church, Thunder Bay, ON

June 15, 2014

Trinity United Church, Coburg, ON

June 15, 2014

Winnipeg Beach United Church, Winnipeg Beach, MB

June 22, 2014

Port Hope United Church, Port Hope, ON



September 28, 2014

Living Spirit United Church, Calgary, AB

October 26, 2014

St. Albert's United Church, St. Albert's, AB

October 26, 2014

Truro Presbytery, NS

November 13, 2014

Kingston United Church, Kingston, NS (Kingston Pastoral Charge)

November 16, 2016

Torbrook Mines United Church, Torbrook Mines, NS (Kingston Pastoral Charge)

November 16, 2014

Old Barns United Church, Old Barns, NS (Clifton Pastoral Charge)

November 16, 2014

Hilden United Church, Hilden, NS (Clifton Pastoral Charge)

November 16, 2014

The Affirming Ministry Coordinators remain Brian Mitchell-Walker (West of Ontario), Linda Hutchinson (Ontario) and Anne Hebb (East of Ontario).

There was an increase in the number of ministries celebrating their Affirming status over 2013, which had 17 ministries. In 2014 there were 20 celebrating that year (increase of

3). By province:

BC – 2, AB - 2, SK - 1, MB - 3, ON - 7, NS - 5

Ontario remains the busiest part of the Canada, followed by Nova Scotia and Manitoba.

The number of current Affirming Ministries (as of December 2014) was 122. Those “In Process” was approximately 91 with new contacts on a weekly basis.

In a few instances, some previous Affirming Ministries lost their status either due to closing (Calling Lakes Centre) or by amalgamation (eg. Centenary United Church merged with St. Giles United Church to form New Vision United Church in June 2014). Although outside of the 2014 calendar year, Naramata Centre announced its closing on January 21, 2015.

To look at where we have come in the last 5 years we would have to name the following changes:



- A continuous steady increase of ministries in process and the number of celebrations being held each year.

Year	# in process	# of celebrations
2010	36 (first time named)	6
2011	50	2 (smaller number of celebrations than in the previous 4 years)
2012	68	10
2013	80	17
2014	91	20

- A movement from a 4 page description of the process (that was originally created in the 90's and revised in 2004) to a complete resource document called "Open Hearts" developed in cooperation with Alyson Huntley and supported by The United Church of Canada's General Council office
- A refining of the requirements for Affirming Ministries (including expectations about the vote, a yearly report to include updated Action plan, and clearer explanation of the Public Celebration)
- Fantastic support by General Council staff - especially the work of Jordan Sullivan as he requests and collects annual reports from all of our current Affirming Ministries
- Increased communication to all 3 coordinators through the Contact form on the website.
- And adding a 3rd coordinator has been a major benefit to this very demanding volunteer piece of work.

The work continues to increase each year, which means the number of volunteer hours has also steadily increased. In 2003, when Brian first began, he was told that there would be 4 or 5 in process with one or 2 celebrations each year. And this was with 2 volunteers at the time. After 2005 when same-sex marriage was legalized across the country, there was a shift in interest in becoming Affirming as many congregations worked through their inclusive marriage policies. Individual projects in Alberta North West Conference and Bay of Quinte Conference also raised their profile of Affirming Ministries not only within their conferences but across Canada.

Linda Hutchinson continues to be an invaluable member of our team and has been of great support to ministries in Ontario, which, in some cases, have had particular challenges in their journey to becoming Affirming Ministries.

Brian Mitchell-Walker continues his support to ministries in the west and Anne Hebb had the privilege of being able to present five Affirming Ministry certificates within the province of Nova Scotia this fall.



Respectfully submitted by Anne Hebb, Linda Hutchinson Brian Mitchell-Walker on behalf of the Affirming Ministry Program.



Emmanuel United Church, Waterloo, ON. Photo: Arthur Hills



Thank You to Anne Hebb

How do we say thank you to Anne Hebb . . . a woman who, in her own words, “has put her heart and soul into this valuable work” of being a Coordinator for the Affirming Ministries Program for the past 7 years?

Anne began her work as Coordinator in June of 2008, working with Brian Mitchell-Walker for the first year. Since then has worked on her own, with Sheila Fraser, and for the past couple of years, in a team of three – Anne, Brian and Linda Hutchinson. Since its inception in 1993, this signature program of Affirm United/S'affirmer Ensemble has moved from involving approximately 5 ministries in the process of becoming Affirming per year to the current position of having about 80 ministries in the process. This is great news for the movement . . . and fortunately, we had someone like Anne to be the central “go-to person” who kept our numerous and constantly changing lists of ministries, printed and mailed our certificates, kept an eye on the website for new inquiries, and, for the past couple of years, focused on mentoring ministries, in the Eastern region of Canada, through the process. And . . . all of this in a timely manner with good humour, wisdom and grace.

With a twinkle in her eye and a warm and ready smile, Anne brought many attributes to this position:

- organizational skills – keeping track of the whole system
- ability to communicate – good news and not-so-good-news, forthrightly but with understanding and empathy,
- compassionate guidance as she either requested support in understanding the responsibilities of various courts of our church or helped individuals seek out the support from these various courts,
- insightful wisdom in knowing what a ministry needs to do to honour and celebrate people of all sexual orientations and gender identities
- patient mentoring to help ministries achieve this goal of providing radical hospitality for all God's people.
- caring coaching for a new coordinator – reviewing responses and always encouraging with truthful feedback and praise.

We in Affirm United/S'affirmer Ensemble have been blessed to have such a committed person for the past 7 years in this position as a Coordinator of the Affirming Ministries Program. With regret but also with good wishes, we send Anne on her way . . . to new and as yet unknown opportunities . . . with our many thanks. Anne, you will be a blessing to whomever you meet and wherever you are “called”.



Membership Statistics

As of June 30, 2015

Last Membership	Individuals	Affirming Ministries	Other Org's
2015	129	116	8
2014	51	16	3
Total of above	180	132	11
<i>Year ago total</i>	<i>199</i>	<i>103</i>	<i>18</i>
2013	36	0	1
2012	10	0	2
Complimentary	13	1	19
Conference & merchandise	58	0	0
Other contacts	1	0	46
Total this group	118	1	68
Total of all above	298	133	79
<i>Year ago total</i>	<i>272</i>	<i>105</i>	<i>43</i>
2011 & before	83	0	3
<i>Year ago</i>	<i>73</i>	<i>0</i>	<i>2</i>
Grand total	381	133	82
<i>Year ago total</i>	<i>345</i>	<i>105</i>	<i>45</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 November 2014, individuals and non-Affirming organizations that did not have 2014 memberships were asked for renewals; those who did so were given 2015 memberships.
- Affirming Ministries were sent invoices for their memberships in March 2015.
- Many "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 where I have no record of paid membership, plus current donors (4) who asked not to be considered members. The Other Organizations are conferences and General Council (10), educational institutions and retreat centres (6), ministry (1) approved for Affirming in 2015



but not paid yet, church-related press (2) and local LGBT group (1); they are not considered members. The Affirming Ministry (1) is the Peterborough Area group, which is a member.

- Other Contacts are a new category mostly of email addresses.
- Conference attendees and merchandise buyers are not considered members.
- “Year ago” numbers reflect the same number of years as the current. For example, the first “total of above” for “year ago” is for 2014 and 2013.
- The 2011 and before listings remain on the database but will rarely be used for mailing.
- Receipts, invoices and most other correspondence in 2014-15 were bilingual.

Submitted by John R. Calhoun, Membership Coordinator



Robertson-Wesley United Church Pride service, June 2014, Edmonton. Photo: Hal Thiessen



2014 Website Report

Overall 2014 was a year of maintaining our present website – with updates to the Council page, Conference AGM information and a variety of information connected to Affirming Ministry celebrations and resources. A few articles were posted at the very end of the year to the Consensus site.

In the past 5 years we took a major shift from a bilingual website (with menus in both French and English) hosted on Sasktel.com to a WordPress Multilanguage network site hosted on GoDaddy that has four components:

- The welcome page (www.affirmunited.ca),
- The French site (<http://saffirmerensemble.ause.ca>),
- The English site (<http://affirmunited.ause.ca>), and
- Added a bilingual site for Consensus (<http://consensus.ause.ca>)

During the shift we added many components and went from a system where much was entered through html code to a Wordpress site that is much simpler to update. The majority of our content is within the English (including Consensus articles).

Statistics for the first part of 2015 show that the most popular pages refer to the Affirming Ministry Program (in particular the requirements pages and the Contact page). The traffic statistics also point out that the majority of people that come to our site come directly or through a Google search. The next highest traffic source is The United Church of Canada, followed by our face book page and within each month there are from 1 -3 that come through more than 30 Affirming Ministries' websites.

2015 will be another year of major shifts particularly in two areas:

- As council approved in February to investigate the use of PayPal to collect memberships, donations and payment for merchandise and later approved investing in a forms plugin

With the hiring of our new communications person Julie Graham,

- she has supported the investigation of what will work for PayPal as well as what will help in forms that contact information will be more easily collected and used for a variety of purposes for Affirm United
- her view of the website and creating new sections
- the creating of a newsletter with posted articles.



- In the months of June and July the shifts of popular pages has moved from the Affirming Ministry Program to a variety of pages each connected to the newsletter sent out, with traffic having a major increase following the sending of the newsletter.

So I look forward to reporting next year about the progress made in all these areas and the increased use of the Affirm United/S'affirmer Ensemble website.

Respectfully submitted by
Brian Mitchell-Walker

Merchandise report

We are reviewing our merchandise sales including our actual products and how best to facilitate the sale of those products, including our new PayPal capacity and a new website order form. Our plan is to present a new plan at our 2016 AGM.



Grafton United Church edible rainbow, 2014 Affirming Ministry celebration, Ontario.



Communications report

This report is perhaps out of place because the work summarized here has taken place since March 2015. However, it feels like AU/SE deserves a staff report, and this is also an opportunity to thank the many members of Council, coordinators, General Council staff, and AUSE members who have enabled all of this work.

Every communications project we take on relies on many people; the work outlined here is very much a collaboration across the AU/SE community. Above all, communications relies on a good flow of information from all of our members. Updates, media links, good news stories, struggles, analysis, worship resources, and photos are all crucial, and they work best when they come directly from the membership. When in doubt, send it in!

A snapshot of our recent work:

Newsletter: *Consensus* is back in business! A New Year's edition was sent out in January by Jonathan Brower and three more have followed since. It is being sent directly to our membership and supporters via Mail Chimp, a mass email sender that came complete with contacts set up by Jonathan. It is also posted to both our website and the *Consensus* blog as separate items. Articles are being translated to French and posted, but unfortunately we currently lack the data to create a French language email list. *Consensus* will come out about ten times per year.

Facebook: AU/SE now has three Facebook options in addition to the numerous supportive groups in the United Church who regularly re-post our material:

- A **group** with about 630 members, administered by Read Sherman and Julie Graham. Facebook groups are member-driven. No single post is given more priority than another. This particular group is public but closed; members must be approved by the admins or by other members. Lots of good sharing continues, and the group is a great source of information about local initiatives that might otherwise pass unnoticed.

- A **francophone group** continues to exist, but unfortunately it's essentially dormant except for one person.

- An English-language Facebook **page** is now in place. Pam was instrumental in creating this page; she and Julie share in administration. It has 278 "likes" and counting. It is fully public, in that people who are not on Facebook can view it, and those with accounts can join it freely. It also allows us to create ads promoting events, specific posts, and our own website.



Pages are more formal than Groups; the host organization has more control over what is said publicly, its posts take priority, and the communication is both more one-way and has a wider reach. Features we've added so far include: Newsletter sign up option; the conference and AGM as a key national event; a national photo album focused on our work, especially Affirming Ministries.

As the page grows, we will keep assessing whether to close down the Facebook group. It can be confusing to have two distinct places for AU/SE, and it's extra work. However, currently the Page and the Group are serving quite different purposes.

Website notes; please see especially Brian Mitchell-Walker's separate report.

Brian Mitchell-Walker continued as the website lead; Jenni Leslie is also working on biographies and an overhaul of the Merchandise site section. John Calhoun is assisting with some updates to the French site. Julie Graham is contributing new posting content and working with Brian on strategy.

We have edited or updated some site sections and introduced a new "Affirming ministries in action" section that will share short stories and photos illustrating the wide range of creative work by these ministries. Further work on the Affirming Ministries and Resources sections is needed.

Brian is working on a complete overhaul of contact forms on the website; this work ties into our new PayPal capacity and the need for central storage of all new and existing contact information (see the Contacts item). It will allow us to create our own registration forms and will make it easier for people to sign up for our newsletter, donate, and more.

Once we have new merchandise and contact forms ready, a Facebook ad campaign driving more traffic to the site can begin. Currently it is quite difficult to sign up for our email list and integrate new contacts into our master list.

Photos: Jordan Sullivan and Julie Graham have created a private central gathering place for photos on DropBox, an online file-sharing site. This will help us better use photos from key events like Affirming Ministries celebrations. Our Facebook page is currently the only public place for photo albums; future options to consider are Flickr and Instagram. **Please help this work by sending us photos and reminding others to do so.**

Promotion: We now have a lightweight, free-standing retractable display. And we have a new, short handout on why and how ministries become Affirming. Thanks to generous volunteers, the display and handouts were at the Skylight Festival at Five Oaks, and will be at General Council 42 in Corner Brook NL. The display can be sent to Affirming Ministries celebrations easily once we have a system in place to track this and would help put the Affirm logo and name front and centre into more celebration photos.



Contacts: These are the lifeblood of AU/SE. We appear to have about 600 individual contacts, although many of these individuals forward our communications on to a group lists and organizations, making this number deceptively low. Thanks to the Affirming Ministry Coordinators, we recently created and added a new list of ministries in the Affirming process.

Our contacts and the process for updating them are complicated. AU/SE currently gathers personal data and updates from a wide range of sources, and many of these new contacts fall outside the usual range of paid membership. There is no single home for these contacts and no way to collectively update a single copy of all the contacts. John Calhoun, Judy Amsbury, and Julie Graham are working with a proposal that would consolidate all contact information, editing, and usage into one system; the website forms we develop will also need to tie into this system, as they will be the primary source of new contacts.

Media: Please help track and promote media coverage of AU/SE by sending Julie links or scans of any news item featuring AU/SE. We post these links to social media as soon as we can, so don't hesitate to send something on as soon as you see it.
Articles published since the 2014 AGM (that we know of):

Port Alberni, BC: [AV United Church votes 99% in favour of LGBTQ affirmation](#)

Calgary, AB: [Calgary United Churches keen to 'affirm' support for LGBTQ](#)

St Albert, AB: [Diversity Fair helps show United Church means inclusion](#)

Barrie, ON: [Grace United Church in Barrie now recognized as an affirming congregation](#)

Toronto, ON: [Manor Road United Church celebrates 90 years/ Becomes Affirming](#)

Smiths Falls ON: [Hosting Rainbow Sabbath may be first step to great inclusivity](#)

Kingston, NS: [Same sex couples welcome: Kingston and Torbrook United Churches become affirming ministries](#)

Halifax and Bedford NS: [Take me to church](#) --Keeping the faith at some of Halifax's most inclusive religious spaces.

Additional future work under consideration:

- * Promotion and communications print and PDF package to go to all new Affirming Ministries and their celebrations.

- *Website map of all Affirming ministries.



- * Event calendar capacity for the website, especially during the spring/ summer Pride season.
- * Renewal of French content capacity and communications with francophone members.
- * Renewed worship resources, drawn from our network.
- * Webinars under the sponsorship of United In Learning and shared with the General Council. Jordan Sullivan has suggested that we share in this as General Council is interested in expanding webinars into a focus on sexual orientation and gender identities. Both Brian and Julie are trained on Adobe Connect already and we have many excellent resource people in our network. Focus suggestions: Trans* 101 and Becoming Affirming.

- Respectfully submitted, Julie Graham, Communications and Marketing Coordinator



Clifton Pastoral Charge, Hilden & Old Barns, NS, Affirming celebration, November 2014



United Church of Canada General Council Office (GCO) report

GLBTT National Consultation Follow Up

The General Council Office continues to animate work based on 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).

Affirming Process for the GCE

The General Council Executive (GCE) has continued in their education process this year, including an educational component and worship service dedicated to the GCE's affirming process. Bruce Hutchinson, representing Affirm United/S'affirmer ensemble, has continued to support this process which the GCE has named as something they wish to see continue in the future.

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.

Apology

At its November 2014 meeting, the Executive approved in principle an intention to apologize to members of the lesbian, gay, bisexual, two-spirit, trans, and queer (LGBTQ) communities for past experiences of institutional and individual homophobia, heterosexism, biphobia, transphobia, and other forms of oppression within the United Church. After consultation with members of LGBTQ communities, organizations, and various committees within the church about an apology, it was felt that it was not the right time for a formal apology. The collective wisdom was that the church needs a longer process of dialogue, story-telling, and education. As a result, the Executive recommended that the 42nd General Council:

- approve a process of a "living apology," an interactive art installation that will be a vehicle for dialogue, story-telling, education, and reconciliation with members of LGBTQ communities.
- direct the General Secretary to partner with Affirm United/S'affirmer Ensemble on the Living Apology Art installation project.
- invite the church into a three-year journey of dialogue and reconciliation with members of LGBTQ communities that will include creative opportunities for conversation, worship, and education, and opportunities for lament, reconciliation, and justice. The Executive also



recommended that this process be reported on and celebrated at the 43rd General Council (2018) to acknowledge the 30th anniversary of the church's decision in 1988 to embrace the full participation of LGBTTTQ peoples.

Racial Justice, Gender Justice, Advisory Committee (RJGJAC)

As previously mentioned, members of the RJGJAC have had several opportunities to engage in conversations which relates to the work of Affirm United. Some of their work which directly tied into the work of Affirm United/s'affirmer ensemble are the thoughts they have prepared related to racial justice and gender justice to be shared with commissioners at the 42nd General Council this August in Cornerbrook, Newfoundland.

Trans/Gender Diversity Task Group

Following the recommendations of the Trans/Gender Diversity Task Group in November of 2012, the United Church has continued to animate work relating to gender identity and transgender justice.

Trans and Gender Identity Kit

The kit originally created by the TGD task group, has been updated by Michiko over the past few months and is currently in the final stages of development. It is hoped that these resources will be posted on the United Church website in time for General Council 42 in Newfoundland (August 8-15, 2015), but may not be live until September.

The kit contains an information section: an Introduction to Gender Identity and Trans Experiences, Faith and Gender Identity in the United Church, Barriers in Church and Society, Gender Identity - Power and Privilege, and Decolonizing Gender Identity and Sexuality. Three step-by-step guides address how to create Trans Inclusive Ministries and Events, a Gender Inclusive Bathroom Policy, and Trans-Inclusive Registration Forms. A workshop is also provided, along with an appendix that contains key terms and concepts, and a chart of recommended resources. The appendix also includes booklets for communities of faith on Celebrating Trans and Two-Spirit People in Communities of Faith, and Radical Welcome and Gender Identity.

Health Benefits for United Church Employees who are Transitioning

Following from work which began in late 2013 by staff in the Ministry & Employment Unit, on researching the possibilities of health benefits for church employees who are transitioning. In the May 2015 issue (page 3) of Connex (the newsletter of the Permanent Committee on Ministry and Employment Policies and Services, and the Ministry and Employment Unit) it was announced that financial support is being extended to members who are transgender and are transitioning.

While the church finds itself limited by the Canada Revenue Agencies very strict definitions of how financial support for transitioning gender is managed, eligible members are now entitled to additional support in the form of a health spending account (HAS) set up in their name. Members will be compensated for eligible medical expenses incurred during the transitioning process until completion or the \$20,000 lifetime maximum is reached. A package of material will be provided to employees who send an email to



ministryandemployment@united-church.ca to request more information on this new support.

This is a completely new benefit for the church and for our provider Green Shield, so patience is being asked of all of us. Feedback is being sought from the former members of the Trans/Gender Diversity Task Group, and everyone participating is asked to provide feedback to the Ministry and Employment Unit on what is working and what isn't.

General Council Office Bathroom Policy

There have been several meetings over the past year dedicated to finding ways to change current bathroom policy at the GCO to make the bathrooms more accessible to people of all genders and physical ability.

Updated Web Pages

The current transgender and gender identity web pages and the sexuality and sexual orientation web pages are in the process of being updated and we hope to have them posted on the new United Church website in time for GC42 or early Fall 2015 at the latest.

Staff Contact

Michiko Bown-Kai

Program Coordinator, Racial Justice, Gender Justice, and Lesbian, Gay, Bisexual, Transgender, and Queer Justice

Church in Mission / L'Eglise en Mission

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Jordan L. Sullivan

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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 four individuals: 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, Collin Smith, Barb McFadyen-Smuin.

Current Status (as of compilation of the Annual Report)

The Recommended Slate outlines which positions are open to nominations and elections and who is eligible to continue on council. Each year there are at least four positions to be filled due to members completing their terms. 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 seven positions are: President, Vice-President, Secretary, and Members- at-Large #1, #2, #3, and #4.



Two of the member-at-large positions are open due to Council members leaving their positions before their term is completed. The positions are: Member at Large #3 (2 years left in term) and Member at Large #4 (1 year left in term).

Subject to the provisions of our By-laws (Section 9) a director shall normally serve no more than two consecutive terms in the same position. We do not currently have a by-law that limits the number of terms that a director can serve; but our current practice has been two 3-year terms, with a recommendation that after those two terms, the director has an interval of one year between submitting their name again for re-election.

Nominations:

We are nominating Collin Smith as President, Michiko Bown-Kai as Vice President, Chris Mann as Member at Large #1, David Cathcart as Member at Large #2, Serena Patterson as Member at Large #3, and Warren McDougall as Member at Large #4.

An opening remains for the Secretary position. Our By-laws (Section 6) state that the number of total directors should be between 8-12. If not all positions are filled at the end of the AGM, the directors will continue to seek the right candidates for the open positions.

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

Member at Large #2	Warren McDougall (Incumbent, completed 1 st 3 yr term)	MAL Required David Cathcart 1st Slate for 2015 AGM	2018 Term Expires
President	Pam Rucker (completed 3 years as Co-Chair)	President Required Serena Patterson	2017 (2 yr term)
Member at Large #3	Resigned during 1 st year of 1 st 3 yr term	MAL Required	
Vice President	Collin Smith (completed 2 years as MAL)	Vice President Required	2018
Member at Large #4	Tony Burnett, and one year as Co-Chair (1 year left in 2 nd 3 yr term)	MAL Required (1 yr term) Warren McDougall	2016
Secretary	Bruce Hutchinson (completed 4 years as Secretary after 3 as MAL)	Secretary Required Jenni Leslie	2018
Member at Large #5	John Calhoun	John Calhoun	2016
Treasurer	Judy Amsbury (2 years left in 2 nd 3 yr term)	Judy Amsbury	2017
Member at Large #6	Marco Ste-Marie (2 years left in 2 nd 3 year term)	Marco Ste-Marie	2016
Member at Large #7	Marco Ste-Marie (1 year left in 1 st 3 yr term)		
Member at Large #8	Ruth Bramham Jennifer Carter-Morgan (completed 3 rd year in 2 nd 3 yr term) (1 year left in 1 st 3 yr term)	MAL Required Jennifer Carter-Morgan Chris Mann	2019
Nominating Committee	Barb McFadyen-Smuin	Nominations Member	2016
Member at Large #2	Warren McDougall (completed 1 st 3 yr term)	MAL Required David Cathcart	2018



Submitted by: The Nominations Committee, Annette Taylor, Pam Rocker, Collin Smith, Barb McFadyen-Smuin.



Financial reports

Auditors' note

AFFIRM UNITED/S'AFFIRMER ENSEMBLE
FINANCIAL STATEMENTS
DECEMBER 31, 2014
UNAUDITED – SEE NOTICE TO READER





1312 Danforth Avenue
Toronto, ON M4J 1M9
P. 416-640-6020
charlie@clandassoc.ca

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, 2014 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 5, 2015


ACCOUNTANT



Previous year comparison- 2014, balance sheet and profit/loss

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2015-01-28
Accrual Basis

affirm united /s'affirmer ensemble Balance Sheet Prev Year Comparison As of 31 December 2014

	31 Dec 14	31 Dec 13	\$ Change	% Change
ASSETS				
Current Assets				
Chequing/Savings				
1010 · Petty Cash	100.00	100.00	0.00	0.0%
1100 · Chequing	61,730.21	55,386.18	6,344.03	11.45%
Total Chequing/Savings	61,830.21	55,486.18	6,344.03	11.43%
Accounts Receivable				
1200 · Accounts Receivable	340.00	1,511.50	(1,171.50)	-77.51%
Total Accounts Receivable	340.00	1,511.50	(1,171.50)	-77.51%
Total Current Assets	62,170.21	56,997.68	5,172.53	9.08%
TOTAL ASSETS	62,170.21	56,997.68	5,172.53	9.08%
LIABILITIES & EQUITY				
Equity				
3200 · United In Marriage	18,753.00	18,753.00	0.00	0.0%
3600 · Unrestricted Net Assets	38,244.68	26,544.86	11,699.82	44.08%
Net Income	5,172.53	11,699.82	(6,527.29)	-55.79%
Total Equity	62,170.21	56,997.68	5,172.53	9.08%
TOTAL LIABILITIES & EQUITY	62,170.21	56,997.68	5,172.53	9.08%



2:51 PM
2015-01-28
Accrual Basis

affirm united /s'affirmer ensemble
Profit & Loss Prev Year Comparison
January through December 2014

	Jan - Dec 14	Jan - Dec 13	\$ Change
Income			
4000 · Memberships			
4010 · Affirming Ministries	12,100.00	9,900.00	2,200.00
4030 · Individual /Households	4,040.00	4,390.00	(350.00)
4050 · Institutional	900.00	500.00	400.00
Total 4000 · Memberships	17,040.00	14,790.00	2,250.00
4100 · Donations			
4160 · Other - non receiptable	150.00	0.00	150.00
4150 · Other- receiptable	0.00	0.00	0.00
4110 · Individual receiptable	5,787.33	5,142.84	644.49
4130 · PAR	3,385.00	3,435.00	(50.00)
4140 · Donations from other charities	969.95	5,595.56	(4,625.61)
Total 4100 · Donations	10,292.28	14,173.40	(3,881.12)
4200 · UCC Grant	1,700.00	3,000.00	(1,300.00)
4500 · Annual Conference			
4510 · Annual Conference Surplus	0.00	862.26	(862.26)
Total 4500 · Annual Conference	0.00	862.26	(862.26)
4700 · Merchandise Sales	2,128.86	1,029.75	1,099.11
Total Income	31,161.14	33,855.41	(2,694.27)
Expense			
VOID CHEQUE	0.00	0.00	0.00
6000 · Education/Research			
6010 · Annual Conference Expense	976.83	1,796.06	(819.23)
6050 · Affirming Ministries - Expense	1,787.92	1,519.63	268.29
6080 · Other Educational Initiatives	2,186.34	2,267.81	(81.47)
Total 6000 · Education/Research	4,951.09	5,583.50	(632.41)
6200 · Communications/Promo/Networking			
6290 · MARKETING COORDINATOR SERVICES	1,390.00	0.00	1,390.00
6030 · Website	1,735.13	2,164.80	(429.67)
6230 · Observer/Classified Ads	709.00	636.00	73.00
6240 · Aujourd'hui Credo	200.00	0.00	200.00
6280 · Canadian & Intl Networking	0.00	1,113.03	(1,113.03)
6200 · Communications/Promo/Networking - Other	0.00	0.00	0.00
Total 6200 · Communications/Promo/Networking	4,034.13	3,913.83	120.30
6300 · AU Council			
6310 · Winter Meeting- Other	0.00	138.20	(138.20)
6315 Winter Meeting Travel	6,217.56	5,454.63	762.93
6330 · Summer Meeting & AGM-Other	60.76	0.00	60.76
6345 Summer Mtg & AGM Travel	6,424.80	4,729.14	1,695.66



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2015-01-28
Accrual Basis

affirm united /s'affirmer ensemble
Profit & Loss Prev Year Comparison
January through December 2014

	<u>Jan - Dec 14</u>	<u>Jan - Dec 13</u>	<u>\$ Change</u>
6350 · Teleconference Meetings	373.59	318.14	55.45
Total 6300 · AU Council	13,076.71	10,640.11	2,436.60
 6400 · Merchandise Costs	 1,633.21	 0.00	 1,633.21
6500 · Administration			
6540 · Member/Donor Relations	533.94	143.47	390.47
6630 · Industry Canada	30.00	0.00	30.00
6535 · PAR service fees /Bank charges	208.14	126.75	81.39
6530 · Other	0.00	185.31	(185.31)
6520 · Postage	99.90	203.07	(103.17)
6515 · Post Box Rental	194.36	194.36	0.00
6610 · Accounting	319.00	304.50	14.50
6650 · Directors Liability Insurance	788.40	788.40	0.00
6510 · Office supplies	119.73	72.29	47.44
Total 6500 · Administration	2,293.47	2,018.15	275.32
 Total Expense	 25,988.61	 22,155.59	 3,833.02
 Net Income	 5,172.53	 11,699.82	 (6,527.29)



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2015-01-28
Accrual Basis

affirm united /s'affirmer ensemble
Profit & Loss Prev Year Comparison
January through December 2014

	% Change
Income	
4000 · Memberships	
4010 · Affirming Ministries	22.22%
4030 · Individual /Households	-7.97%
4050 · Institutional	80.0%
Total 4000 · Memberships	15.21%
4100 · Donations	
4160 · Other - non receiptable	100.0%
4150 · Other- receiptable	0.0%
4110 · Individual receiptable	12.53%
4130 · PAR	-1.46%
4140 · Donations from other charities	-82.67%
Total 4100 · Donations	-27.38%
4200 · UCC Grant	-43.33%
4500 · Annual Conference	
4510 · Annual Conference Surplus	-100.0%
Total 4500 · Annual Conference	-100.0%
4700 · Merchandise Sales	106.74%
Total Income	-7.96%
Expense	
VOID CHEQUE	0.0%
6000 · Education/Research	
6010 · Annual Conference Expense	-45.61%
6050 · Affirming Ministries - Expense	17.66%
6080 · Other Educational Initiatives	-3.59%
Total 6000 · Education/Research	-11.33%
6200 · Communications/Promo/Networking	
6290 · MARKETING COORDINATOR SERVICES	100.0%
6030 · Website	-19.85%
6230 · Observer/Classified Ads	11.48%
6240 · Aujourd'hui Credo	100.0%
6280 · Canadian & Intl Networking	-100.0%
6200 · Communications/Promo/Networking - Other	0.0%
Total 6200 · Communications/Promo/Networking	3.07%
6300 · AU Council	
6310 · Winter Meeting- Other	-100.0%
6315 Winter Meeting Travel	13.99%
6330 · Summer Meeting & AGM-Other	100.0%
6345 Summer Mtg & AGM Travel	35.86%



2:51 PM
2015-01-28
Accrual Basis

affirm united /s'affirmer ensemble
Profit & Loss Prev Year Comparison
January through December 2014

	% Change
6350 · Teleconference Meetings	17.43%
Total 6300 · AU Council	22.9%
6400 · Merchandise Costs	100.0%
6500 · Administration	
6540 · Member/Donor Relations	272.16%
6630 · Industry Canada	100.0%
6535 · PAR service fees /Bank charges	64.21%
6530 · Other	-100.0%
6520 · Postage	-50.81%
6515 · Post Box Rental	0.0%
6610 · Accounting	4.76%
6650 · Directors Liability Insurance	0.0%
6510 · Office supplies	65.63%
Total 6500 · Administration	13.64%
Total Expense	17.3%
Net Income	-55.79%



Statement of operations budget vs actual, 2014

2:47 PM
2015-01-28
Accrual Basis

affirm united /s'affirmer ensemble
Statement of Operations Budget vs. Actual
January through December 2014

	Jan - Dec 14	Budget	\$ Over Budget
Income			
4000 · Memberships			
4010 · Affirming Ministries	12,100	10,400	1,700
4030 · Individual /Households	4,040	5,000	(960)
4050 · Institutional	900	500	400
Total 4000 · Memberships	17,040	15,900	1,140
4100 · Donations			
4160 · Other - non receiptable	150		
4110 · Individual receiptable	5,787	4,000	1,787
4130 · PAR	3,385	4,000	(615)
4140 · Donations from other charities	970	500	470
Total 4100 · Donations	10,292	8,500	1,792
4200 · UCC Grant	1,700	1,700	0
4700 · Merchandise Sales	2,129	500	1,629
Total Income	31,161	26,600	4,561
Expense			
6000 · Education/Research			
6010 · Annual Conference Expense	977	1,000	(23)
6050 · Affirming Ministries - Expense	1,788	2,000	(212)
6080 · Other Educational Initiatives	2,186	2,000	186
Total 6000 · Education/Research	4,951	5,000	(49)
6200 · Communications/Promo/Networking			
6290 · MARKETING COORDINATOR SERVICES	1,390		
6030 · Website	1,735	2,000	(265)
6230 · Observer/Classified Ads	709	700	9
6240 · Aujourd'hui Credo	200		
6250 · Translation	0	1,000	(1,000)
6260 · Brochures	0	500	(500)
6280 · Canadian & Intl Networking	0	2,000	(2,000)
Total 6200 · Communications/Promo/Networking	4,034	6,200	(2,166)
6300 · AU Council			
6315 Winter Meeting Travel	6,218	7,200	(982)
6330 · Summer Meeting & AGM-Other	61		
6345 Summer Mtg & AGM Travel	6,425	5,000	1,425
6350 · Teleconference Meetings	374	300	74
Total 6300 · AU Council	13,078	12,500	578
6400 · Merchandise Costs	1,633	500	1,133
6500 · Administration			
6540 · Member/Donor Relations	534	500	34



2:47 PM
2015-01-28
Accrual Basis

affirm united /s'affirmer ensemble
Statement of Operations Budget vs. Actual
January through December 2014

	Jan - Dec 14	Budget	\$ Over Budget
6630 · Industry Canada	30		
6535 · PAR service fees /Bank charges	208	100	108
6525 · Photocopying	0	50	(50)
6520 · Postage	100	100	0
6515 · Post Box Rental	194	200	(6)
6610 · Accounting	319	300	19
6650 · Directors Liability Insurance	788	700	88
6510 · Office supplies	120	100	20
Total 6500 · Administration	2,293	2,050	243
Total Expense	25,989	26,250	(261)
Net Income	5,172	350	4,822



Notes to financial statements

NOTES TO FINANCIAL STATEMENTS DEC 31, 2014

INCOME: Exceeded Budget by \$4561

Membership:

Net Individual membership is trending downward but individual donations increasing.

Affirming Ministry Membership increased by \$2200 – 22 new AM's – budget of 5

3 PAR Donors reduced amounts –(2015 projected annual loss of \$435

UCC Grant decreased by \$1300

Merchandise Sales - exceeded budget by \$ 1600 or 325%

EXPENSES: Overall net underbudget -(\$561)

Communications , Promo, Networking: Under budget by \$2,166

\$3500 Budgeted but not spent on Translation,Brochures and Can/Intl Newtorking.

\$1390 unbudgeted amount spent on Marketing Coordinator.

\$200 Au jourd'hui Credo – Resumed billing – Prepaid 3 issues to Winter 2015

Merchandise Costs – Over Budget by \$1133 – Purchase of 500 more lapel pins.

Prepared by Judy Amsbury, Treasurer

Jan 28, 2015



Budget 2016 recommendations

AU/SE 2016 BUDGET RECOMMENDATION

AGM 2015

INCOME	2016 Budget	2015 Budget	06-30-15 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual	2010 Actual
Memberships								
Affirming Ministries	15,200	14,300	12,300	12,100	9,900.00	8,700.00	7,700.00	3,800.00
Individual/Household	3,500	4,000	2,360	4,040	4,390.00	5,040.00	3,695.00	5,595.00
Other institutions	500	500	900	900	500.00	400.00	500.00	200.00
Total Memberships	19,200	18,800	15,560	17,040	14,790.00	14,140.00	11,895.00	9,595.00
Donations								
Individual receiptable	4,000	4,000	2,725	5,739	5,143.00	4,225.00	3,375.00	4,212.00
PAR	3,500	4,000	1,194	3,385	3,435.00	3,215.00	2,200.00	2,037.00
Donations from other charities	500	500	516	970	5,596.00	830.55	2,150.00	
Other			413	198		390.00		13.00
Total Donations	8,000	8500	4,848	10,292	14,174.00	8,660.55	7,725.00	6,262.00
Grants								
United Church of Canada	1,700	1700	1,700	1,700	3,000.00	2,000.00	2,000.00	2,000.00
United in Marriage workshop							1,050.00	
Total Grants	1,700	1700	1,700	1,700	3,000.00	2,000.00	3,050.00	2,000.00
Annual Conference Surplus	0		0		862.00	282.01	4,800.00	1,170.00
Annual Conference Other	0		0				3,290.00	
Merchandise Sales	500	2,000	220	2,129	1,030.00	849.26	596.00	1,203.00
TOTAL INCOME	29,400	31,000	22,308	31,161.00	33,856.00	25,931.82	31,356.00	20,230.00
EXPENSES				Line Item	Line item	Line item	Line item	Line item
Education/Research								
1. AU conference 2010:								
Conference development	1,000	1,000	1,000	977	1,796.00	1,565.00	3,274.00	2,407.00
2. Affirming Ministries Program	3,500	2,000	85	1,788	1,520.00	98.28	342.00	
3. Other educational initiatives	2,000	2,000		2,186	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	6,500	5000	1,085	4,951	5,584.00	3,526.27	9,466.00	2,407.00



Budget for 2016 at AGM 2015

AU/SE 2016 BUDGET RECOMMENDATION

AGM 2015

EXPENSES	2016 Budget	2015 Budget	06-30-15 Actual	2014 Actual	2013 Actual to June 30	2012 Actual	2011 Actual	2010 Actual
Communications/ Promotion/Networking								
1. <i>Consensus</i> newsletter - print	100	0		0	-	1,760.80	1,780.00	3,027.00
2. Website and other electronic communications	4,500	3,000	0	1,735	2,165.00	1,956.90	410.00	302.00
3. <i>The Observer</i> classifieds AU/AE promotion	900	900	370	709	636.00	583.00	545.00	728.00
4. <i>Aujourd'hui Credo</i> classifieds AE/AU promotion	200	200		200	-	150.00	150.00	
5. Print Materials	500	500		0	-		1,111.00	763.00
6. Liaison								
Activities with Canadian and international groups	2,500	2,500		0	1,113.00	895.88	2,293.00	1,863.00
7. Merchandising	1000	500		1,633	-	943.55		1,634.00
8. Translation	500	500	203	0	-	-	221.00	
9. Marketing Co-ordinator								
Salary	11,000	11,000	880	1,390				
Summer/winter meetings	3,000	2,000						
Total Comm/Promo,Networking	24,200	21,100	1,453	5,667	3,914.00	6,290.13	6,510.00	8,317.00
AU Council								
9. AU Council meetings								
Winter: Toronto	6,000	7,200	4,985	6,218	5,593.00	6,137.13	2,885.00	1,355.00
Summer & AGM	5,500	7,000		6,486	4,729.00	3,910.97	4,485.00	2,507.00
Teleconference Meetings	200	200	104	374	318.00	499.67	701.00	477.00
Total AU Council	11,700	14,400	5,089	13,077	10,640.00	10,547.77	8,071.00	4,339.00

Budget for 2016 at AGM 2015



AU/SE 2016 BUDGET RECOMMENDATION

AGM 2015

EXPENSES	2016 Budget	2015 Budget	06-30-15 Actual	2014 Actual	2013 Actual	2012 Actual	2011 Actual	2010 Actual
<i>Administration</i>								
Member/Donor Relations	500	500	331	534	143.00			400.00
PAR , Bank service fees	150	150	73	208	127.00	65.88		
Director's liability insurance	850	850		788	788.00	624.00	624.00	687.00
Accounting	350	350	299	319	305.00	360.00	393.00	540.00
Office supplies	100	100	95	120	72.00	570.39	703.00	940.00
Postal box rental	200	200	194	194	194.00			
Petty cash -postage	100	100	27	100	203.00	112.70		
Photocopying		0		0		22.33		
Other					185.00	175.59		
Total Administration	2250	2250	1,019	2,293	2,017.00	1,930.89	1,720.00	2,567.00
TOTAL EXPENSES	44,650	42750	13,656	25,989.00	22,155.00	22,295.06	25,767.00	#REF!
TOTAL INCOME	29,400	31000	22,308	31,161.00	33,856.00	25,931.82	31,356.00	20,230.00
Surplus/(Deficit)	-15,250	-11750	13,556	5,173.00	11,701.00	3,636.76	5,589.00	#REF!
Specified Gift Budget								
(\$19,830.40 gift from United in Marriage Christian Fellowship, 2009)								
Balance Jan 2015	18,753	18,753						
Workshops	1500	1,500	0					
Resource book								
TOTAL EXPENSES		1500						
Surplus/(Deficit)	18,753	17,253						

Budget for 2016 at AGM 2015



Notes to draft budget projections 2016

NOTES TO 2016 DRAFT BUDGET PROJECTIONS Draft #1

Income

Memberships

Affirming Ministries -	\$15,200	Currently 133 (20 in past 12 month) 6 more possible in 2014, and assume 1 per month in 2016. With Au/SE Co-ord
Individual	\$3,500	\$4040 in 2014 (101) YTD 2015 \$2360 (59 vs 61 YTD 2014)– Y/E Membership letter to come. Assume some will switch to PAR.
Institutional	\$ 500	Assume new Yes votes in 2016

Donations

Individual	\$4000	5739 in 2014/ YTD 2014= 3141. YTD 2015 =2725 .
PAR	\$3,500	Current \$215/mo = \$ 2580 yr. 2014 282 mo avg. PAR membership offered now. Needs promotion

Merchandise

Need new strategy and product

EXPENSES

Educ/Research

AU Conference	\$1000	Assuming break even or all profits go to bursaries or another charity
Affirming Min.	\$2000	Mileage at .40 km for certificate presentations Subsidy for AM Co-ord to attend AGM. Certificate production & postage
Other Education	\$2,000	White Privilege, Behold, Educ Centre or Transgender events



Communications, Promo, Networking

Website/Consensus

Other Electronic Communications

???? Website update services 4 hrs mo @\$60—more AM
Activity . Will Julie take over any of this?

Observer 900 \$74 mo expanded ad

General Brochure 500 New piece in 2015 - other print possible

Liaison \$2,500 2 WCPL meetings /yr . Represent Affirm

Translation \$??? New print materials, website

Cost of Merchandise \$ 500 Poster design, stickers, positive space decals.
Current ample inventory T shirts, pressure
decals, pins (500 new in 2014)

AU/SE Coordinator

Salary 11,000 20 hrs/week @ 20 hr incl possible HST

Summer/Winter Mtgs 2,000 Fully paid

AU Council Meetings -

Winter – Toronto 7,200 2014 -\$6218 for 11 attendees . Assume 12
@ \$600 average

Summer- AGM 7,000 Assume UCC max hotel rate \$95+ HST = \$107

Assume UCC max meal rate - 2/day \$40

Assume Mileage @.40 km

Assume Billets for Exec

Assume 4 Exec – Travel @ \$600 \$2400

Registration @\$175 \$ 700

Co-Chairs 2 meals Wed \$ 80

4 Exec 2 Meals Thu/Fri \$ 320

5 Council & 2 meals Thu/Fri \$ 480

1 nite lodging \$ 475

2 hr Conference call \$ 200

\$ 4,635

CONTINGENCY \$ 365

\$ 5,000

Administration

Insurance	\$850	Expect premium increase
Accounting	\$350	Review of Financial Records/Travel to Toronto
PAR/Bank Service Fees	\$150	New Cheques,PAR & Deposit Fees

Member/Donor Relations \$500*Postage, Photocopying, & Stationery*

AM Invoices/Letter	150	
Ind. Reminder/ Letter	100	
Tax Receipts	250	2 env, letter, membership form, receipt

United in Marriage

Workshops	\$1500	Assume net of Registration Fees less BMW co-ordination/facilitation with budget preapproved by Council.
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