



Affirm United/  
S'affirmer  
Ensemble  
[www.ause.ca](http://www.ause.ca)

Annual Report,  
January  
2018-June  
2019



## Table of contents

---

<b>TABLE OF CONTENTS</b>	<b>1</b>
--------------------------	----------

<b>MINUTES: 2018 AFFIRM UNITED/ S’AFFIRMER ENSEMBLE ANNUAL GENERAL MEETING, TORONTO ON</b>	<b>2</b>
--	----------

<b>2018 AFFIRMING MINISTRY PROGRAM REPORT</b>	<b>7</b>
---	----------

<b>INTERIM REPORT FROM THE AFFIRMING MINISTRY PROGRAM: JANUARY 1 TO JUNE 22, 2019</b>	<b>12</b>
---	-----------

<b>FAREWELL AND GRATITUDE TO AFFIRMING CONFERENCES AND PRESBYTERIES</b>	<b>16</b>
---	-----------

<b>GENERAL COUNCIL OFFICE ANNUAL REPORT 2018</b>	<b>18</b>
--	-----------

<b>IRIDESCE: LIVING APOLOGY 2019 INTERIM REPORT</b>	<b>27</b>
---	-----------

<b>COMMUNICATIONS COORDINATOR REPORT, 2018-JUNE 2019</b>	<b>30</b>
--	-----------

<b>FIRST EVER NATIONAL AFFIRMING PIE DAY, 14 MARCH 2019</b>	<b>34</b>
---	-----------

<b>KNOWN AFFIRMING MEDIA COVERAGE, JANUARY 2018-JUNE 2019</b>	<b>38</b>
---	-----------

<b>MEMBERSHIP STATISTICS AS OF JUNE 30, 2019</b>	<b>39</b>
--	-----------

<b>FINANCIAL STATEMENTS</b>	<b>41</b>
Notice to reader/ audit letter	42
2018 budget compared to 2017	43
2018 budget compared to 2017	44
Budgets and Actuals, 2018	45
Budget and Actuals, 2018, page 2	46
Profit and Loss, 2018, page 1	47
Profit and Loss, 2018, page 2	48

---



# Minutes: 2018 Affirm United/ S'affirmer Ensemble Annual General Meeting, Toronto ON

---

**July 24, 2016, at Royal York Road United Church, Toronto: Wendat and Mississauga traditional territory, Dish With One Spoon Covenant.**

1. Opening and Welcoming
  - a. Michiko welcomed everyone
2. Prayer
  - a. Cindy Bourgeois led us in prayer
3. Holy Manners/Language Considerations
  - a. Michiko exhorted us to communicate in a loving life-giving way.
4. Call to Order
  - a. Called to Order at 2:41 pm.
5. Enabling Motion

**Motion:** All persons present be invited to participate in the discussions and all non-members be corresponding members of the meeting. Jenni Leslie/Roy Holt  
PASSED

6. Approval of Agenda

**Motion:** To approve the Agenda as circulated. Judy Amsbury/Serena Patterson PASSED

7. Approval of Minutes from 2017 AGM

**Motion:** the minutes of the 2017 Annual General Meeting held on July 28, 2017 be approved as circulated. Jenni Leslie/ Isobel Raven PASSED

8. Reports
  - a. Co-Chair Report
    - i. Michiko reported that that it has been a busy year with a growing organization and making connections with Christian LGBTQ organizations and people.
    - ii. Challenges are:



- I. Dealing with the growing number of ministries. As AUSE grows it is putting a strain on our current structure.
- iii. Joys are:
  - I. Increasing number of Affirming Ministries.
  2. Increased connection with LGBTQ with partners outside the United Church.
  3. Working towards visioning.
- iv. See attached file.
  - I. [GCO Staff Report to AUSE July 2018.pdf](#)
  2. [Communications report July 2018.pdf](#)
- b. Affirming Ministry Program Report
  - i. Linda Hutchinson reported.
  - ii. See attached files.
    - I. [2017 Affirming Ministry Report.pdf](#)
    2. [2018 Interim Affirming Ministry Report January 1 to June 30.pdf](#)
- c. Membership Report
  - i. John Calhoun reported.
- d. Merchandise Report
  - i. Michiko Reported
  - ii. Setting up an on-line store has been a challenge.
  - iii. There are still pins & decals.
- e. Nominations Committee Report & Elections
  - i. Nominations from the floor

**Motion:** that Diane Skomash from Tecumseh United in Tecumseh, ON and Kye Munro from Rosedale United in Toronto be voted in as Members at Large. Ruth Wood/ Judy Amsbury PASSED

**Motion:** that Council be authorized to fill positions as needed. Bruce Hutchinson/Susan Finlay PASSED



## 9. 2017 Financial Statements

- a. Anne Wood reported
- b. See attached files:
  - i. [AUSE Balance Sheet 2017-12-31 final.pdf](#)
  - ii. [AUSE Balance Sheet 2018-06-30.pdf](#)
  - iii. [AUSE Profit and Loss 2017-12-31 final.pdf](#)
  - iv. [AUSE Profit and Loss 2018-06-30.pdf](#)
  - v. [AUSE Statement of Operation 2018-06-30.pdf](#)
  - vi. [AUSE Statement of Operations - 2017 final.pdf](#)

**Motion:** the financial statements for 2017 be approved as circulated Anne Wood/Ken Deslisle; Ruth Wood Abstained. PASSED.

## 10. 2019 Budget

- a. See attached files:
  - i. [Affirm United Budget Draft 2019 Historical Comp.pdf](#)

**Motion:** To approve the Budget for 2019 as Presented. Anne Wood/Judy Amsbury PASSED.

## 11. New Business

- a. Approval of Reviewer of Financial Statements

**Motion** the Council be authorized to approve the appointment of a Reviewer of the Financial Statements of AUSE for the 2018 financial year Ken Deslisle/Brenda Glass. PASSED.

- b. Iridesce Update
  - i. Aaron Reported.
    - 1. [iridesce report-july 2018.pdf](#)
    - 2. [iridesce play-FINAL-JULY09.pdf](#)
    - 3. [iridesce display-01.jpg](#)
    - 4. [iridesce display-02.jpg](#)
- c. 2019 call for locations



- i. Michko asked for possible locations.
- d. United Church Restructuring Implication (Remit 10) for the Affirming Ministries Program.
  - i. We are losing conferences & Presbyteries
  - ii. We have new bodies called Region Councils which will be new ministries.
  - iii. Since Regional Councils are new bodies that are new ministries AUSE requires them to engage an Affirming Process.
    - 1. For example, we created a working group for Outdoor Ministries which have different considerations than congregations and Regional Councils..
    - 2. AU/SE thinks a similar process is appropriate for Regions
  - iv. Will Kunder expressed support for AU/SE but expressed concern that they are concerned about repeating the process from “square one”.
    - 1. Echoed by President of London Conference and others.
    - 2. Consensus was that this is a reasonable concern.
  - v. Some wanted Regional Councils to be able to say that they are Affirming Ministry as they update their process.
  - vi. AUSE is committed to establishing a working group to work with the emerging Regions to make this process as straight forward and effective as possible.
- e. Visioning Process
  - i. Michiko explained that as we grow we are concerned about our current capacity to handle that growth.
  - ii. Therefore, council decided to engage in a vision process.
  - iii. This appears in the budget as a \$5,000 expense.
  - iv. We will apply for a grant to pay for this process from Edge and the Philanthropy Unit at the GCO

## 12. News of activities from across the country





- a. People from around the country shared news of their ministries.

### 13. Closing Prayer

- a. Michiko led us in prayer.

### 14. Adjourn

- a. Meeting adjourned at 4:50 pm.



*Lakeview United Church Affirming  
celebration in Calgary, 1 June 2018*



## 2018 Affirming Ministry Program Report

---

We present a report of a strong program with a total of 27 ministries, listed below, having become Affirming between January 1 and December 31, 2018, in spite of being 11 less than in 2017.

A complete list of Affirming Ministries can be found on the Affirm United/S'affirmer Ensemble website <http://affirmunited.ause.ca/find-a-ministry>

**Breakdown of the new Affirming Ministries into congregations and others follows:**

### **Congregations of The United Church of Canada – 22 new in 2018**

<b>Name/Location</b>	<b>Date of Celebration</b>
Sherwood Park UC in Sherwood Park AB	April 15, 2018
Avondale UC in Stratford ON	June 3, 2018
Islington UC in Etobicoke ON	June 3, 2018
Lakeview UC in Calgary AB	June 3, 2018
Bradford UC in Bradford ON	June 10, 2018
Calvary UC in Prince Albert SK	June 10, 2018
Faith UC in Courtice ON	June 10, 2018
Trinity UC in Gravenhurst ON	June 10, 2018
Bracebridge UC in Bracebridge ON	June 17, 2018
Grace UC in Lloydminster AB	Sep 9, 2018
Central UC in Brandon MB	Sep 16, 2018
Dunsford UC in Dunsford ON	Sep 16, 2018
Canadian Memorial UC in Vancouver BC	Sep 16, 2018
Wesley UC in Regina SK	Sep 23, 2018
Sackville UC in Sackville NB	Sep 30, 2018
Cummer Avenue UC in Toronto ON	Oct 21, 2018
Atherley UC in Atherley ON	Oct 28, 2018
St. Paul's UC in Orillia ON	Oct 28, 2018
Gladwin Heights UC in Abbotsford BC	Oct 28, 2018
Greenwood UC in Baddeck NS	Nov 4, 2018
Trinity-St. Andrew's UC in Renfrew ON	Nov 25, 2018
Carleton Memorial UC in Ottawa ON	Dec 2, 2018





## Other Ministries of The United Church of Canada – 5 new in 2018

Name/Location	Date of Celebration
Hamilton Conference in ON	May 25, 2018
London Conference in ON	May 27, 2018
Cariboo Presbytery in BC (first presbytery in BC)	June 2, 2018
Kawartha Highlands Presbytery ON	Sep 19, 2018
Inverness-Guysborough Presbytery in NS	Nov 13, 2018

The number of 27 new Affirming Ministries in 2018 is a decrease of 11 from 38 for the year 2017. The geographic breakdown for new ministries is:  
BC – 3; AB – 3; SK – 2; MB – 1; ON – 11; NB – 1; NS - 2.

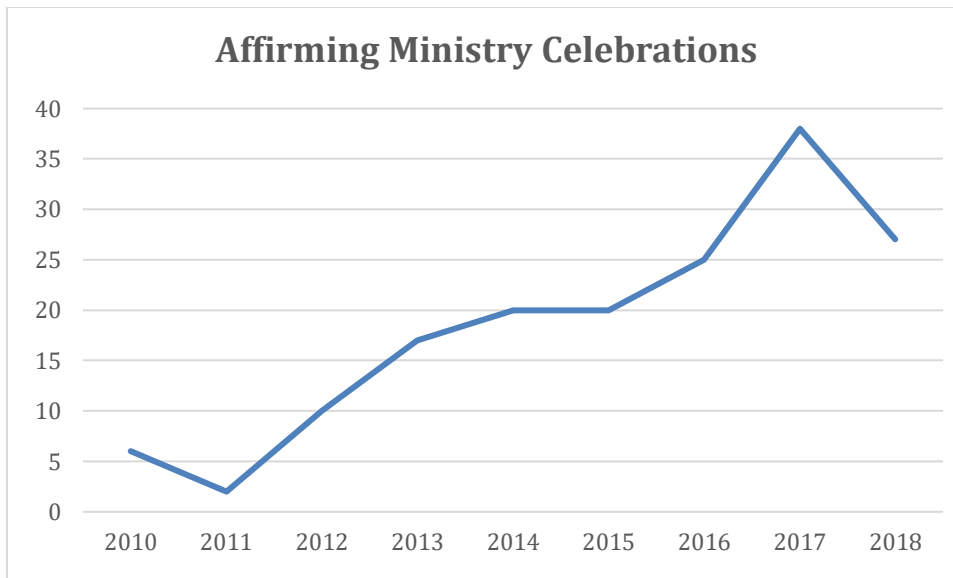
**The total number of Affirming Ministries as of December 31, 2018 was 224, including congregations, presbyteries, conferences, learning centres and one assisted living facility.**

**The number of ministries in the Affirming Ministry Process was 143 at the end of December 2018.** Ministries proceed at different rates through their process for various reasons – change in pastoral relations in a congregation, need to take more time due to the culture/experience of the ministry, and hesitancy/need for encouragement to proceed, etc.

### Summary of the numbers for the last 10 years:

Year	Celebrations	In Process
2009	10	
2010	6	36
2011	2	50
2012	10	68
2013	17	80
2014	20	91
2015	20	90
2016	25	110
2017	38	120
2018	27	143





#### **Coordinators for the Affirming Ministry Program:**

Coordinators, Liz Carter-Morgan for western Canada (MB and west) and Linda Hutchinson (ON and east) looked after ministries in the Affirming process from January to November when we welcomed Jackie Harper to the team, looking after ministries east of Ontario. It has been wonderful to have a third person to share the work. Linda Hutchinson oversees the program - keeping lists up to date, attending Council meetings, writing reports, preparing details for celebrations.

#### **Resources used in the Affirming Ministry Program:**

- *Open Hearts* found at <http://ause.ca/wp-content/pdf/OpenHearts.pdf> is our main resource in which the Requirements for Becoming an Affirming Ministry are found on pages 8-9
- *Celebrating Gender Diversity – Trans and Gender Identity Kit* is a second excellent resource found at <http://www.united-church.ca/sites/default/files/resources/trans-kit.pdf>
- Other very good resources for study and education, exercises, etc. are found on the AU/SE website <http://affirmunited.ause.ca/>

#### **Activities of special note in 2018, although all the work of ministries is noteworthy, of course:**

- ❖ **AUSE's United Church Outdoor/Camping Ministry Working Group** has paused its work at the moment, giving the two camps remaining in the pilot project (Camp Kidston NS and Sherbrooke Lake Camp NS) a chance to



implement new ideas and proceed with the Affirming process. With the change of Director, the Board of Cave Springs Camp ON has dropped out of the pilot project. Other outdoors ministries have inquired about the Affirming Ministry Program but have not made the decision to enter the process.

- ❖ It is evident that where there is a **concentrated effort to promote the Affirming Ministry** Program on the part of local ministries and leadership, there are rewarding results with more ministries entering the Affirming process.
- ❖ **Ecumenical ministry** sharing is bringing new challenges to understanding how that will work when the UCC church is Affirming and the other church is not. We try to respond specifically to each individual situation as it comes.
- ❖ In spite of the planned **demise of both conferences and presbyteries with the restructuring of The United Church of Canada beginning January 1, 2019**, five of these courts intentionally became Affirming in 2018 . . . firmly establishing an Affirming culture among the people of these courts in the hope that this will carry through to the new Regional Councils.

*“We also are totally aware of the changes happening in the court system of our church, yet we still felt this was an important journey to continue for our Presbytery, Pastoral Charges and the Regions we will become. We know that our new court system will have to begin the Affirming process, yet the education we now have will help us with the changes to come” (Inverness-Guysborough in Cape Breton)*

### **Gratitude:**

We are very grateful for:

- the support given to this program by **Julie Graham, Communications and Marketing Coordinator** . . . wonderful publicity for the Affirming Ministry Program, great follow-up with pictures/news of celebrations, liaison with General Council Offices for letter of congratulations, development of new resources and exciting ideas to further our work with United Church Ministries. . . and a source of experience invaluable to all of us in the Affirming Ministry Program. Thank you, Julie!
- the support given to this program by **Jordan Sullivan of the General Council Office** in collecting annual reports from Affirming Ministries, sending on this information to our Communications and Marketing Coordinator and the Affirming Ministry Coordinators, for his support of the Outdoor Ministry Working Group and for his general knowledge and wisdom which is immeasurable. Thank you, Jordan!



- the support to this program of the **General Council Office of the Moderator and the Moderators, Right Rev. Jordan Cantwell (to January to July) and Right Rev. Richard Bott (August to December)**, who send a letter of congratulations from The United Church of Canada (with whom we are in partnership) to each new Affirming Ministry, to be presented at their Service of Celebration.
- the support and encouragement of the **Affirm United/S'affirmer Ensemble Council**
- the **action groups and Affirming Ministries** in various regions of the country who promote our program, offer workshops, speak and coach local ministries through the process. Grateful also to **individuals** who speak, coach and support the program.
- **all those ministries in The United Church of Canada who are willing to take on the challenge of offering radical hospitality for all of God's people and to do so publically, intentionally and explicitly . . . . P.I.E.**

We end with a quote from Rev. Cheryl-Ann Stadelbauer-Sampa, Executive Secretary of London Conference which became Affirming in May of 2018

*"I was at a meeting at the end of the week where someone was protesting why bother with Affirming when the congregation is welcoming. I was grateful to be able to share how important the Affirm discussions in which I have participated in the Conference have been. They had deepened my understanding and challenged me not to be complacent. I am thankful for the generosity of those who have shared their experience, much of it deeply painful. This is an exciting moment for London to be having this conversation."*

May it be so for all of us!

Report respectfully submitted by Linda Hutchinson, Liz Carter-Morgan and Jackie Harper on behalf of the Affirming ministry Program, June 22, 2019

## Affirming Celebration

Sunday, May 5<sup>th</sup> , 10:30am  
35 Lytton Boulevard

WITH- The Reverend Evan ᓇᓂᓄ Noodin Smith  
Mizheekay nindoodem/Anishinaabe niizh-manidooowag endow Turtle Clan/Anishinaabe/Two-Spirit  
Toronto Urban Native Ministry Indigenous Spiritualities and Christian Traditions Walking Together since 1996



Affirm United/ S'affirmer Ensemble Annual Report 2018

## Interim Report from the Affirming Ministry Program: January 1 to June 22, 2019

---

**To: AU/SE Council and Annual Meeting**

**From: Affirming Ministry Program Coordinators – Liz Carter-Morgan,  
Jackie Harper and Linda Hutchinson (Written by Linda Hutchinson)**

**Date: June 22, 2019**

### ***New Affirming Ministries (January 1 to June 30, 2019)-18 : Date of Celebration***

Burton Avenue UC in Barrie ON	January 27, 2019
Bridgewater UC in Bridgewater NS	January 27, 2019
St. Paul's UC in Perth ON	February 24, 2019
St. Andrew's UC in Mission BC	March 3, 2019
Riverbend UC in Edmonton AB	March 3, 2019
Cole Harbour Woodside UC in Dartmouth NS	April 7, 2019
St. Andrew's UC in Spruce Grove AB	April 28, 2019
Queen Street UC in Lindsay ON	April 28, 2019
Knox UC in Russell MB (Russell-Silverton PC)	April 28, 2019
Silverton UC in Silverton MB (Russell-Silverton PC)	April 28, 2019
Trinity UC in Smith's Falls ON	April 28, 2019
Riverside UC in Ottawa ON	April 28, 2019
Eglinton St. George's UC in Toronto ON	May 5, 2019
Sylvan UC, Mill Bay BC	May 26, 2019
Emmanuel UC, Sault Ste. Marie ON	May 26, 2019
Grace UC in Sarnia ON	June 2, 2019
Gower Street UC in St. John's NL	Wed June 5, 2019
Silver Spire UC, St. Catharines ON	June 9, 2019

Total number of **new** Affirming Ministries in 2019 (Jan 1 to June 22) is 18 compared with 12 in this period in 2018.

### **Total number of Affirming Ministries, as of June 22, 2019 is 213, as follows:**

NL 2; PE 1; NB 7; NS 16; PQ 9; ON 88; MB 22; SK 11; AB 33; BC 22;  
NWT 1; National 1 (Diakonia of UCC)



## **Celebrations Pending: 10**

## **Date of Celebration**

Trinity UC, Cannington ON	June 23, 2019
Golden Ears, Maple Ridge BC	June 23, 2019
Rideau Park UC, Ottawa ON	Sep 29, 2019
First UC, Waterloo ON	TBA
Windermere UC, Toronto ON	TBA
Forest Grove UC in North York ON	TBA
Pacific Spirit UC, Vancouver BC	Sep 2019
Dalhousie University Chaplaincy NS	TBA – October
St. James UC, Dartmouth NS	October 20, 2019
Knox UC in Fernie BC	TBA – fall 2019

**Total number of ministries in the *Affirming Process* as of June 22, 2019 is 142. The number varies but currently is usually around 140.**

### **Coordinators of the Affirming Ministry Program:**

Liz Carter-Morgan works with ministries in the Affirming Process in Western Canada and Jackie Harper works with ministries in Eastern Canada. Thanks so much, Liz and Jackie, for your commitment to this program! Linda Hutchinson works with ministries in Ontario and oversees the program.

## **Significant Stories and Activities:**

**Affirm United Working Group with Outdoor Ministries:** (formed in Fall of 2016 and noted in 2016, 2017 & 2018 annual reports)

Continues to be “on hold” as the two remaining camps in the pilot project – Camp Kidston NS and Sherbrooke Lake Camp NS continue in their Affirming process.

### **Numbers of Affirming Ministries to date in 2019:**

It is significant to note that already during the period January 1 to June 22, 2019 we have 18 new Affirming Ministries and 10 Celebrations pending for a total of 28 one more than the total for all of 2018. Several other ministries are on the verge of completing the requirements. We also continue to have 140, plus or minus a few, ministries in the process at any one time.

### **Impact of restructuring of The United Church of Canada on January 1, 2019:**

January 1, 2019 brought huge changes to our number of Affirming Ministries with the demise of presbyteries and conferences in the restructuring of The United Church of Canada. December 31, 2018 we had 224 Affirming Ministries. With the loss of 18 Affirming presbyteries and 8 Affirming conferences, and 1 Conference UCW and 1





Presbyterial UCW in limbo re name changes, we had 196 Affirming Ministries on January 1, 2019. We, of course, hope to engage all 16 new Regional Councils in the Affirming Ministry Program eventually.

Cindy Bourgeois, Secretary of Affirm United/S'affirmer Ensemble Council, and Linda Hutchinson, with input from the Council prepared a 22 page document about the Affirming Ministry Program for new Regional Councils. This included two main options for regional councils: 1) An Interim Affirming Ministry Status for 9 of the regional councils with significant Affirming Ministry experience (as conferences & presbyteries) and 2) The regular Affirming Ministry Program for 5 of the regional councils with very limited Affirming Ministry experience. A third option of being in conversation with AUSE about the most suitable path to take to being Affirming was offered to the two remaining regional councils. This document was sent to Regional Council Executive Ministers and elected chairs of the regional councils' transition teams on February 22, 2019.

By the time of writing this report, two regional councils, East Central Ontario and Prairie to Pine Regional Councils have achieved the Interim Affirming Status.

#### **Webinar about the Affirming Ministry Program in residential facilities:**

Linda was invited to participate with Laurie Winder, Executive Director of Ashbourne, Garneau United Assisted Living Facility in a webinar hosted by Rev. Stephen Fetter of UCC to share information about how Ashbourne became an Affirming Ministry in 2017. This was sponsored by the United Church's 'Organization for United Church Homes', (OUCH) with the guidance of General Council Office staff person, Bev Oag. It was attended by about 15 people when presented and is available to view at <https://www.united-in-learning.com/index.php/becoming-an-affirming-seniors-facility>

#### **A first in the Affirming Ministry Program – something to think about as we share our spaces:**

Trinity United Church in the small village of Cannington ON has developed a Covenant for Users for their building which includes their Affirming Vision Statement and asks that all users adhere to the values of Trinity re inclusivity.

**Another first . . . .** Dalhousie University Chaplaincy in Halifax NS has qualified to be declared an Affirming Ministry and will hold their celebration in the fall of 2019.

**And one more first . . . .** Gower Street United Church in St. John's NL became the first Affirming Ministry on the island of Newfoundland on June 5, 2019 . . . . joining her sister Affirming Ministry, Carol United Church (May 2008), in Labrador City.

Watch for amazing stories and great pictures of Affirming Celebrations and other activities in Affirming Ministries on Facebook and in our Affirming Ministries



Newsletters . . . THANKS TO JULIE – our Communications and Marketing Coordinator!

### Conclusion:

It is a pleasure for us, as coordinators of this program, to have the opportunity to work with so many enthusiastic, committed people in the Affirming Ministry Program. We are grateful and our hearts are warmed when we hear the many stories of amazing Affirming journeys.



*Clockwise from top left:* Top: Pacific Mountain Regional Council votes to start the Affirming process, June 2019; Rev Tim at Gladwin Heights United's Affirming celebration, Oct 2018; Burton Ave United Church in Barrie raises the rafters at their Affirming celebration, Jan 2019; Mackenzie and Trinity United Church youth at Portage la Prairie Pride, MB, May 2019.



## Farewell and gratitude to Affirming Conferences and Presbyteries

---

There was a time when being an Affirming ministry meant being a congregation—and local churches are still very much our backbone. In 2008, the Conference of Manitoba and NW Ontario took a new step: it became Affirming. It began working with the presbyteries in its borders, and as of 2017, all of these presbyteries were Affirming. Bay of Quinte Conference in Ontario set itself some similar goals, as well as setting up a team to support more Affirming congregations.

Together, and with many others, they helped open up space for eight Conferences and seventeen presbyteries to become Affirming, as of November 2018. They are:

**Affirming Conferences:** Maritime, Bay of Quinte, Toronto, Hamilton, London, Manitou, Manitoba-NW Ontario, and Saskatchewan.

**Affirming Presbyteries:** Agassiz Presbytery, Manitoba & Northwestern Ontario Conference; Assiniboine Presbytery, Manitoba & Northwestern Ontario Conference; Calgary Presbytery, Alberta Northwest Conference; Cambrian Presbytery, Manitoba & Northwestern Ontario Conference; Cariboo Presbytery, BC Conference; Chignecto Presbytery, Maritime Conference; Four Rivers Presbytery, Bay of Quinte Conference; Inverness-Guysborough Presbytery (Nova Scotia) Maritime Conference; Kawartha Highlands Presbytery, Bay of Quinte Conference (ON); Living Waters Presbytery, Toronto Conference; Northland Presbytery, Manitoba & Northwestern Ontario Conference; Ottawa Presbytery, Montreal and Ottawa Conference; River Bend Presbytery, Saskatchewan Conference; Shining Waters Presbytery, Bay of Quinte Conference; Truro Presbytery, Maritime Conference; Upper Valley Presbytery, Bay of Quinte Conference; Winnipeg Presbytery, Manitoba Northwest Conference. Being an Affirming presbytery or Conference is its own unique journey, with unique and much-needed contributions to becoming a truly welcoming church. AUSE thanks all people, of all identities, with us in body or who have left us, who helped birth these Affirming ministries.

**Thank you for your inclusive vision, your commitment to the loving and expansive gospel of Jesus Christ, and the gifts you each brought to the Affirming journey and work of your presbytery or Conference. Your work will live in on in new ways.**

### Looking to the future

On January 1, 2019, these two structures passed into history. They have been replaced by Regional Councils, a decision taken collectively through a “remit”, an education and voting process across the entire United Church. As our church moves through this



major transition, AUSE acknowledges both the gifts and the pain that are the legacy of all presbyteries and Conferences to LGBTQI2SA+ people. Some have been welcoming spaces, and for these we are deeply grateful. Others have not always been welcoming of LGTQI2SA+ people.

Through the [Living Apology project](#) over the past two years, we've had a chance to hear some painful and hope-filled stories of support and welcome; persecution and isolation, especially in the lead up to and aftermath of the 1988 decision that sexual orientation was not a barrier to full membership in the United Church of Canada. To this day, less than 10% of ministries and courts, in the United Church are Affirming. This is why the Affirming process and long-term commitments remain crucial. We are not done, and the work of being Affirming must carry on in the new Regions.

What's next for Regional Councils and being Affirming? There is a plan proposed by AUSE, and this is currently under discussion with Executive Ministers, with the guidance of Council and with Linda Hutchinson and Rev Cindy Bourgeois taking the lead.



*Photo: At the celebration of Kawartha Highlands Presbytery, Bay of Quinte Conference- the final Affirming presbytery in The United Church of Canada. May the Spirit fill our sails and move us onwards.*





## General Council Office Annual Report 2018

---

**From:** Jordan Sullivan, Ministry Partnership Animator, 2SLGBTQIA+ Justice  
**To:** Affirm United/S'affirmer Ensemble  
**Date:** July 3, 2019

My portfolio includes serving as The United Church of Canada's General Council Office liaison with Affirm United/S'affirmer Ensemble, and lead staff for the work of LGBTQIA2S+ Justice in Canada. The work highlighted in this report includes work of other staff at the General Council Office with whom I connect, the major pieces of my work since the summer of 2018, and the current and future work throughout 2019.

### GLOBAL ADVOCACY

#### **Conclusions of the International Consultation on Human Sexuality, Gender and Diversities**

United Church of Canada – Reformed University, Barranquilla, May 22 to 25, 2019  
Among the recommendations from the November 2017 Global LGBTQ Two-Spirit Dialogue (held in partnership with Affirm United) was that The United Church of Canada should support a series of South-South consultations among partners and related networks. Jim Hodgson (Program Coordinator for Caribbean and Latin America Partnerships) reports that the first one was held in Barranquilla, Colombia, where they were welcomed by the Universidad Reformada (related to the Colombian Presbyterian Church).

This report, entitled “Contributions to a policy of inclusion and advocacy on issues of human sexuality, gender and diversity,” is intended to be a contribution to the internal processes of churches, ecumenical organizations, educational entities and faith-based organizations, in their pathways toward inclusion and public witness in favour of the rights and dignity of all people. It also serves to enable dialogue and cooperation among churches, the academic sector, social organizations (especially LGBTI ones), for the promotion of the human rights of LGBTI people. In the next two years or so, we hope to support similar efforts in other parts of the world.

Electronic copies of the report (in English and Spanish) are available by request (email [jsullivan@united-church.ca](mailto:jsullivan@united-church.ca)).

#### **The United Church Global LGBTQI2S Solidarity Fund**

This UCC Foundation Fund will support projects that advance respect for the human rights of LGBTQI2S people, provide safe spaces for those at risk, and promote inclusion



in society, church, ecumenical and interfaith spaces. These projects are carried out within the framework of United Church partnership principles. Initially (2019-20), projects will:

1. Support gatherings of activists to create opportunities for dialogue, collaboration and development of strategies to further the human rights of LGBTIQ individuals and communities.
2. Support advocacy initiatives to ensure protection of the human rights of LGBTIQ populations globally within the framework of United Church global partnership principles.
3. Support projects that directly address the basic needs of vulnerable populations who are marginalized by their sexual orientation, gender identity or expression.
4. Support gatherings to share the realities of LGBTIQ communities in various communities around the world, and deepen understanding, theological reflection and conversation on these issues in a variety of contexts.

## CANADIAN ADVOCACY

### Conversion Therapy Letter to Prime Minister

On January 18, 2019, a letter was sent from Michael Blair, Executive Director of The Church in Mission unit to Prime Minister Trudeau, stating that The United Church of Canada supports the [E-1833 \(Conversion Therapy\) Petition](#). The letter was cc-d to Michiko/Affirm United.

The letter encouraged the government to address the issue of conversion therapy, and requested a broadening of the focus. We recommended that the definition include “any formal therapy or practice that has the goal of changing a person’s sexual or gender identity through any treatment that is hostile to a person’s identity, is unethical, spiritually and psychologically damaging, and not supported by evidence.” Due to the response of the federal government to the petition, we may create a Take Action later this summer/fall.



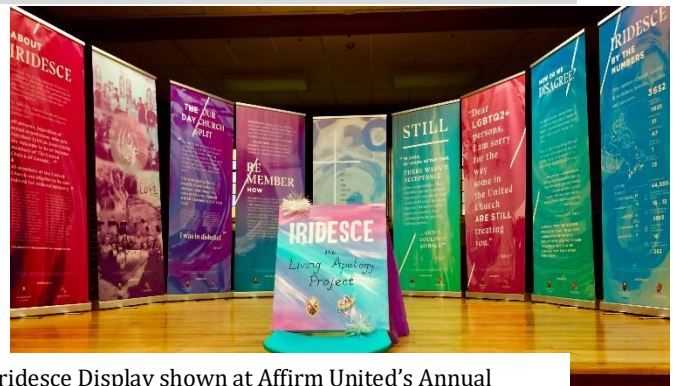


## IN PARTNERSHIP WITH AFFIRM UNITED

### Iridesce: The Living Apology Project

<https://www.iridesce.ca>

Staff in the General Council Office continued to provide support to this project throughout 2018 – including staff in Philanthropy, Ministries in French, Communications, and my colleagues in the Church in Mission Unit. I worked closely with Michiko and Aaron in late '18 as Aaron created the new Work Plan for '19.



Iridesce Display shown at Affirm United's Annual Conference 2018 and at General Council 43. Photo Credit:

I am deeply appreciative of the time and energy that was required of Michiko Bown-Kai in their role as Aaron's supervisor, and on Anne Wood in her role as Treasurer for this project. It was a learning opportunity for all of us about what kinds of time commitment and work roles are required for a project of this size.

In 2019, the third and final year of the Iridesce project, the General Council Office has taken lead on the contracting of some pieces of work – including supervising the Project Coordinator and Researcher - working closely with Affirm United (Michiko Bown-Kai).

**Samantha Cavanagh** is the *Researcher* who began May 21 to gather and document as full and complete a picture as possible, about LGBTQIA2S+ history within The United Church (focusing on the 1984-92 period).



Aaron Miechkota  
Project Coordinator



Carolyn Hoessler  
National Facilitator



Barb McGill  
Local Facilitator



Robyn Brown-Hewitt  
Local Facilitator

**Aaron Miechkota** continues in her role of Project Coordinator. She has taken on the supervision of the new National Facilitator and Local Facilitators.



**Carolyn Hoessler** is the *National Facilitator-Coach* to help communities of faith use the Iridesce Workshop Template and/or Theatre Play, as well as collect stories (April 25 – Nov 30).

**Barb McGill** (London, ON) and **Robyn Brown-Hewitt** (Halifax, NS) are *Local Facilitators* in their respective Regional Councils (May 21 – Nov 30). They will focus on relationship building with marginalized groups and individuals, facilitating workshops, and/or small group or individual conversations that lead to the collection of stories.

*Marginalized groups/individuals* will include LGBTQIA2S+ people who are racialized, Two-Spirit/Indigenous, or have (in)visible disabilities; as well as individuals and communities of faith who have never engaged the issue of what happened in 1988 and/or may feel isolated from those in the church who are engaging these issues. The [Open Call for Local Facilitators](#) that will remain open until August 30, 2019 – by which time we hope to find facilitators from the prairies and western regions.

This work will continue until November 30, 2019. The Iridesce project will present a final report in December 2019 with recommendations to be shared with the General Council Executive early in 2020 (at either their January or April meeting), and final recommendations brought to GC44, July 21–25, 2021 in Calgary.

### **Canadian Ecumenical ‘National Consultation of Affirming Ministries’**

*Please Note: The term "affirming ministries" in this context does not refer to Affirm United's Affirming Ministry program or to United Church Affirming Ministries, but to the wider Ecumenical work of affirming ministries.*

On the evening of April 23, and all day April 24, 2019, twenty-six people met in Toronto to participate in Canada's first ecumenical National Consultation of Affirming Ministries. The purpose was to leverage resources and strengthen



Group photo taken at end of the day (missing a few folks who had to slip out quickly).

understanding in dismantling barriers, knowing that increased solidarity will lead to more informed, effective, and sustainable action. Hosted by [Affirm United/S'affirmer](#)



[Ensemble](#) and [Generous Space Ministries](#) the consultation was also funded by The United Church of Canada's [Embracing the Spirit program](#).

Participants came from a variety of affirming faith-based groups as well as individuals within 13 faith traditions: Anglican (Integrity), Baptist (Canadian Association for Baptist Freedoms), Christian Reform, Evangelical Lutheran, Latter Day Saints, Mennonite, Metropolitan Community Church, Mormon (Affirmation), Presbyterian (PCC for Inclusion), Quaker (Friends for LGBTQ Concerns), Seventh-day Adventist (SDA Kinship), Unitarian (Welcoming Congregations), and United (Affirm United). Those unable to attend included folks from Be in Christ (formerly Brethren in Christ) and Roman Catholic (Dignity).

Participants built community, shared experiences associated with being LGBTQIA2S+ and Christian, focused on strategies for continuing to engage the work, and developed plans on how to integrate the experience into their national corporate and individual work.

By day's end, they had formed a steering committee to continue their commitment to ecumenical coalition building in Canada. Plans are underway this summer and fall to establish the *Canadian Coalition of Affirming Ministries* (CCAM). The committee is working on defining it's purpose, goals, membership, as well as the creation of a website and social media presence. A public press release will come out in the fall. The first gathering of the CCAM is scheduled for October 2-3, 2019. One of the primary goals of the steering committee is to approach this work with an intercultural lens, intentionally integrating into the work of building the coalition the presence of marginalized people within the LGBTQIA2S+ community (racialized and Indigenous people, and those with in/visible disabilities). In addition, once established, the ecumenical coalition hopes to expand to become an interfaith coalition.

### **Camps Becoming Affirming Working Group**

I continue to support this work of Affirm United's working group, led by Linda Hutchinson. While the group has not been active yet this year, we hope to reanimate the resource development aspect in the fall and share some resources with all camps encouraging them to consider becoming an Affirming Ministry.



## AFFIRMING MINISTRIES

### National Affirming PIE Day

On March 14 GCO staff engaged in the Affirming PIE Day – with leadership provided by some 2SLGBTQIA+ staff. While I was absent for some of the planning, my colleagues Ruth Noble (Philanthropy), and three staff from the Church in Mission unit - Tyson Gofton, Lori Neal, and Alexandra Belaskie - stepped in to take lead. The café was filled and overflowing with staff – not just for the sweets – but to watch the excellent video created by Affirm United and Affirming Connections. Good table group conversations happened, before and after viewing the video, about what it means to be publicly, intentionally, and explicitly, affirming of 2SLGBTQIA+ people. Congratulations to Affirm United and Affirming Connections, and all those who were involved in creating the resources for this incredibly successful venture!



Alydia Smith (Program Coordinator for Worship, Music, and Spirituality) has created an Upcoming Special Celebration web page for PIE Day in 2020. See <https://www.united-church.ca/worship-special-days/pie-day>

### 2018 Affirming Ministry Reports

A letter from the Affirming Ministry Coordinators was sent to all Affirming Ministries in early May (delayed this year due to my lengthy absence in the spring). The letter invited ministries to submit their 2018 Affirming Ministry Reports, updated contact information, and photos. All reports and photos have been sent to Affirm United. Throughout the year Julie Graham will work to share the stories and photos received within these reports. Eighty-eight (88) Affirming Ministries submitted a report, which is a 43% return rate (2017: 33%; 2016: 58%; 2015: 63%; 2014: 71%).

*Recommendation:* Since the letter requesting reports has contained pretty much the same content and format for a number of years, I would suggest that the request for reports be done in a different manner next year. Possibly a colourful flyer along with an entirely new letter and something that directly links people to ways in which the information from reports are shared with all Affirming Ministries and with the wider church. I will work with the Affirming Ministry Coordinators on this for 2020.

### Church Hub, united-church.ca, and Affirming Ministries

There have been some technical problems associated with communities of faith being able to check themselves as being 'Affirming' on the new Church Hub, when in fact they are not Affirming. I am told that this issue will be resolved by the middle of July. Moving forward I will be the staff person responsible for confirming who is an Affirming Ministry



on the new database (Dynamics 365) which will identify those who are Affirming Ministries on Church Hub. Again, due to my absence this spring, ministries who had officially become Affirming were not updated in the database (and thus, the 'Find a Location' list of Affirming Ministries) until the week of July 15, 2019.

## RESOURCES

### **“Celebrating Gender Diversity” New Version:**

The updated version of this resource is finally complete and will be available to download during the first week of August 2019. It will be available at the bottom of page <https://www.united-church.ca/community-faith/being-community/gender-sexuality-and-orientation> under 'Downloads.' A big “Thank you!” to all those who contributed to this updated version, including Rev. Cindy Bourgeois, Rev. Basil Coward, Adele Halliday, Jim Hodgson, RW Hoekstra, Lisa Salazar, Rev. Evan Smith, and folks who contributed suggestions of resources to include in the recommended resources chart. This fall I will work with colleagues in other GCO units (e.g. Office of Vocations, Indigenous Ministries and Justice) and with staff in the Regional Councils, to promote and animate this resource among the wider church.

### **Gender, Sexuality, and Sexual Orientation Webpages**

The old “Gender and Orientation” web page has been updated and also has a new URL/link <https://www.united-church.ca/community-faith/being-community/gender-sexuality-and-orientation>. Now entitled *Gender, Sexuality, and Sexual Orientation*, the new page more accurately reflects the distinct differences and similarities in the justice work associated with gender, sexuality, gender identity, and sexual orientation. Timelines and recommended resource charts have been updated and new charts added, including timelines of Gender and Transgender Justice in the United Church, and LGBTQIA+ and Two Spirit Justice in the United Church; as well as Recommended Resources on Gender Justice, Sexual Orientation, and Transgender Justice.

### **LGBTQI2S Refugee Sponsorship:**

I worked closely with Julie Graham and Khwaka Kukubo to create new web pages on [united-church.ca](https://www.united-church.ca) which outlines the process and steps to follow to support an LGBTQI2S Refugee. On June 1, 2019, Immigration Refugee and Citizenship Canada [announced](#) the extension of the program and assigned \$800,000 towards the program. For more information, including steps to sponsoring and an FAQ on sponsoring LGBTQI2+ refugees, see <https://www.united-church.ca> (search 'sponsoring LGBTQI2+ refugee'). **Contact:** Khwaka Kukubo, [kkukubo@united-church.ca](mailto:kkukubo@united-church.ca), ext. 4068; or, Ammar Youzbashi, [ayouzbashi@united-church.ca](mailto:ayouzbashi@united-church.ca), ext. 4045.





### **Moving Toward Full Inclusion resource**

The resource “Moving Toward Full Inclusion: Sexual Orientation and Gender Identity in The United Church of Canada” provides a history of the United Church's gradual journey toward full inclusion of all people, regardless of sexual orientation. It continues to be available (PDF) in Spanish and Korean by request (email [justice@united-church.ca](mailto:justice@united-church.ca)), and the English PDF is available under ‘Downloads’ at <https://www.united-church.ca> (search ‘moving towards full inclusion’).

### **New Web THEME: Pride Celebration**

A new theme page found at <https://www.united-church.ca/worship-theme/pride-celebration> shares resources for Pride Celebrations held at any time during the year. Submissions are welcome at any time! Email to [jsullivan@united-church.ca](mailto:jsullivan@united-church.ca).

### **Pride Sunday in the United Church – June 2**

Working closely with Affirm United (Michiko and Julie) and Alydia Smith, a proposal was submitted to GC43 in 2018 and a motion was passed to make the first Sunday in June one of the church’s ‘Special Sundays’ – to be called Pride Sunday. This new Special Sunday (see <https://www.united-church.ca/worship-special-days/pride-sunday>) will allow for a broader pick-up and awareness of Pride Sunday and the importance of celebrating and affirming LGBTQIA2S+ people.



### **United Church Resource Distribution (UCRD)**

UCRD is always looking at new resources to offer which deal with LGBTQIA2S+ issue and justice work. You are welcome to email me any resources which you feel they should be offering. I am working with UCRD staff to identify when a resource is appropriate to sell or not.

## **GENDER IDENTITY WORK**

### **Trans Advisory Group**

This fall the group consisting of two trans ministry personnel and two Regional staff who have supported trans people in ministry, will be asked to continue their work with myself and staff in the Ministry Employment Unit and Office of Vocations, to provide important insights, concerns, requests, and challenges.

### **Trans Webinar Series**

Due my lengthy absence this spring, I was unable to begin the work of creating a series of webinars and/or online conversations on gender identity. I hope to work on this





during the fall of 2019, with a small group of people. I will be asking Julie to help animate this series through Affirm United's newsletter and social media.

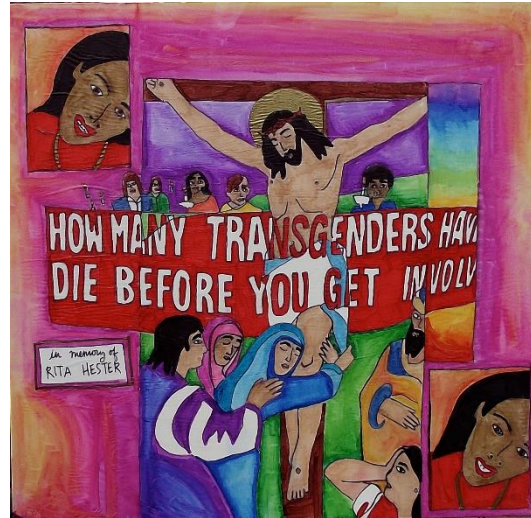
### **Transgender Awareness Week, Nov. 11-18, 2019**

We plan to offer a variety of ways to encourage the wider church to engage in this week. Submissions of worship services, liturgy, and other suggestions on how we might animate this day in the wider church this year, are most welcome! Email to [jsullivan@united-church.ca](mailto:jsullivan@united-church.ca).

### **Transgender Day of Remembrance 2018 and 2019**

A new service was posted for use in a Transgender Day of Remembrance service/event (November 20). With the assistance of my colleagues, I led the staff Wednesday morning worship in chapel on November 21, 2018 which included a memorial slide show naming the 369 people reported killed between October 2017 and September 2018.

Submissions of worship services, liturgy, and other suggestions on how we might animate this day in the wider church in 2019, are welcome. Email me at [jsullivan@united-church.ca](mailto:jsullivan@united-church.ca).



Mary Button, Station 12, Believe Out Loud  
<https://www.flickr.com/photos/believeoutloud/sets/72157632873157887/> Creative Commons Attribution Non-commercial No



## Iridesce: Living Apology 2019 Interim Report

---

**Prepared by:** Aaron Miechkota and the Iridesce Team

**Title:** Project Coordinator, Iridesce

**To:** General Council Office (Jordan Sullivan) and Affirm United (Michiko Bown-Kai)

**Date:** July 15, 2019

This is a report on the progress of the Iridesce Project. I'll share some of what I've been doing and the activities of each team member. I'll also share some reflections for directions into fall, including a request for General Council Office help. As always, your feedback and questions are appreciated.

### Project Coordinator's Report

- This season I've met with the team members and supported them as they start their work with Iridesce.
- Carolyn and I had a number of fruitful meetings where we went over the Iridesce Theatre Play together, in detail. I also shared the self-guided workshop with her.
- I provided the Researcher and partners with a list of questions that arose out of comments received within stories the project has collected thus far
- I took the opportunity of the inaugural meeting of my local Regional Council (Conséil regional Nakonha:ka) to present the Iridesce posters. I'm hoping to entice member churches or the Regional Council itself, to engage in an Iridesce workshop.
- My communications have been slower than I would like. I hope to improve in this area.
- I'm looking forward to attending the Affirm Conference this July. The Iridesce Posters will also be on display at this event.

### National Facilitator's Report from **Carolyn Hoessler**

Aaron and I met via zoom on May 24th to discuss the role and project (1.5 gifted hours), and on June 5th (2.5 gifted hours) to read through and discuss the powerful Iridesce play. We have discussed approaches to identifying and recording which congregations we are in contact with now that there is a team. Aaron has provided access to the Iridesce Facebook page. I have created a Carolyn at Iridesce Facebook account that is public-searchable and contactable by the public. Thank you Aaron for "onboarding" me in thoughtful, joyful and prayer-guided ways.

### Local Facilitators Report, London, ON from **Barb McGill**

I have met with women's groups, and made the poster display available at a local United Church congregations, gaining reflections, and stories. Am in conversations with numerous people in various communities about how they can become involved in



Iridesce. I've contacted Regional Council staff requesting they share information, and will be following up with them.

### **Local Facilitators Report, Halifax, NS from Robyn Brown-Hewitt**

I am researching in the local UCC Archives to help identify individuals and communities who remember 'the troubles' that occurred leading up to the '88 decision. I am taking Iridesce to Berwick UCC Camp, July 26 - August 3. The Annual Berwick Encampment is an all ages family camp that involves up to 800 people for 10 days. I will invite whoever wishes to drop in for conversation to do so. I'll be approaching Tatamagouche to host an Iridesce gathering for that part of the province (north central), and am looking into hosting conversations in Newfoundland. These connections are at the beginning stages.

### **Researcher's Report from Samantha Cavanagh**

I have spent a total of 46 hours to-date, at the UCC Archives [*as of June 4*]. I'm beginning to develop a sense of some of the analytical frameworks that will likely orient my final report. While these may change and will certainly develop, a few issues/focal points are becoming clear.

- The conciliar nature of the UCC was at the heart of the frustration pre and post-88. In light of the decisions that were made at GC 32, many came to believe/recognize that their individual/ congregational position did not matter.
- The Issue Years seemed to raise a flag for many about a UCC dynamic with regards to how decisions get made in the Church by commissioners at GC.
- There were certain trends within particular geographical locations, The whole notion of the 'grassroots' (and who it includes) is another piece I'm trying to follow.
- Other things that are standing out--the role of scripture, the nature and function of dialogue, the divergent understandings of ministry, and the responses of fear/anger from all perspectives/positions.

There's lots more that I'm taking note of, but this provides you with a short briefing. While these pieces exist outside of the research question, they certainly inform how I will develop an engaged response.

### **Conclusion**

In conclusion, Iridesce is greatly blessed by this second phase in a few ways that I would like to articulate here. First, the team environment of the project has provided a more community approach, which is always a good way to go about things. Second, the project is benefitting from the diverse gifts, perspectives, locations, and contacts that each team member brings. This is beautiful to behold and surely will lead to new



conversations in our national dialogue around I988. Here's where we can grow and directions for the next part of this year:

Promotion and Animation of the Iridesce Team: announcing the members of the team, how to get in touch with them, and the focus they are bringing this year. How are we sharing that they are available, and how might we do that better in August and September in particular? Need to partner with GCO and AUSE to do this work.

GCO Help: We continue to need to hear more voices and more perspectives. In order for Iridesce to authentically be in dialogue with the whole church we need to reach more to diverse people. We request that the General Council Office staff provide Iridesce team leaders with potential contacts within marginalized networks/groups. This would be best done by sharing with Aaron and Jordan, who will cascade these leads to the Iridesce Team.

[www.iridesce.ca](http://www.iridesce.ca)



## Communications Coordinator Report, 2018-June 2019

---

**Highlights:** PIE Day; the creative spirit of Affirming and in process ministries; new ministries and “renewing” ministries who develop new and creative energy and strategies for remaining Affirming; new tools for doing the work.

**Dilemmas:** Increasing numbers in the Affirming ministries process are straining capacity for both volunteers and proactive communications work; our process is light on admin for ministries but fairly heavy for AUSE, leaving less time for creative outreach. The restructuring in the United Church has also left some holes in relationships and communications channels.

**Background:** The Communications / Marketing Coordinator contract offers up to ten paid hours a week for: promoting the Affirming process; improving communications within the Affirming movement; and encouraging connections with and between Affirming ministries. The position supports our very busy volunteer Affirming ministries coordinators, assists new Affirming ministries with the final steps of their formal journey, keeps our many communications tools running, liaises with the General Council and incredibly supportive staff there; and finds new ways of promoting the Affirming ministries program. This is the biggest single item in our budget, and it’s possible only because of membership fees and donations. I hope my work offers one concrete example of the ministry your support enables.

**Some numbers for 2018 and the first half of 2019**, because numbers also tell a story.

### Firsts...

**National Affirming PIE Day**, 14 March 2019. 53 creative, tasty, soul searching events. Please see the separate report.

An **edition of *Mandate***, the United Church’s justice magazine, [dedicated to LGBTQIA+ and Two Spirit justice](#), with resources and reflections drawn from many across the Affirming network.

An **LGBTQIA+ and Two Spirit-focused edition of *Gathering***, the United Church’s national worship magazine.

In 2018, we saw a record-breaking number of ministries in the Affirming process: **one hundred and fifty ministries!**



## And continuing ministry supported by communications work....

[Twenty-seven new Affirming ministries.](#) And for the first half of 2019, nineteen new Affirming ministries. These are creative, Spirit-led celebrations of a commitment to safer sacred spaces, and supporting these in a small way is such an honour.



**Dozens and dozens of local Affirming events:** workshops, speakers, Pride worships, film screenings, drag shows, pie at PIE Day events, vigils for Trans Day of Remembrance and World AIDS Day, physical presence to block a (so-called Christian) hate group active at Prides in southern Ontario, presence at dozens of Pride festivals small and large, through booths, choirs, worship, prayer, floats.

***These are all creative, life-giving ministry, and the life blood of Affirming outreach in our church and Canada.*** These are promoted through our newsletter, website, and social media. Please remember to tell AUSE when you have any kind of Affirming event- and you don't need to be an Affirming ministry to have one.

Over 100 people at a rich **national gathering in July 2018** warmly hosted by Royal York

Road United Church in Toronto (read about it under Events at [www.ause.ca](http://www.ause.ca)); generous support for a part time staff person from Toronto Conference, and a wonderful planning team, speakers, and workshop leaders.

Excellent turnouts at the **workshops offered by both AUSE and Iridesce at the Festival of Faith**, prior to General Council. The launch of the Iridesce play at General Council was supported by a number of Affirm members. This was your stories, on the stage and [live streamed](https://www.youtube.com/watch?v=a_WPStoEeD0) nationally at [https://www.youtube.com/watch?v=a\\_WPStoEeD0](https://www.youtube.com/watch?v=a_WPStoEeD0)

## Communications tools and projects

*These are essential to our work as a grassroots, national, far flung network. They're supported by your membership and donations, as are the time and materials costs associated with any new resources,*





such as the PIE Day website. Thank you!

**Videos:** Videos from Affirming ministries are a vital part of telling the story of our grassroots work. In February 2019, we were delighted to feature some of these stories in a free video, downloadable at <https://vimeo.com/320966739>

Affirming PIE Day 2019 (see the next section) gave us the space -and the deadline- to launch a 15 minute video engaging AUSE's work through storytelling and through the lens of PIE: a Public, Intentional, and Explicit welcome of the gifts Two Spirit, trans, non binary, queer, and Two Spirit people bring to the church.

The video works with hosts Stéphane Youdom and Pam Rocker to explore what we mean by PIE, and illustrates these three elements through the lived experiences of four Affirming ministries. This a collaborative project with Calgary's [Affirming Connections](#) (an excellent example of a regional Affirming coalition, by the way, should you need inspiration). It was funded in part by gifts to AUSE's entry in the United Church's Gifts with Vision catalogue: thanks you to those generous donors!

**Newsletters:** These come out bimonthly, by email and via the website only, and are free of charge. We have around 1,000 subscribers. New Affirming ministries are automatically added. [All newsletters are archived on the site right here.](#) Newsletters focus on Affirming and global partner news; advocacy opportunities; new resources; and celebrating both new Affirming ministries and the work of Affirming (and affirming) ministries. [Sign up here!](#) (Under Support Us at [ause.ca](http://ause.ca) – English)

Enjoy some highlighted articles from 2018 and 2019, found under *Affirming Ministries in Action* at [www.ause.ca](http://www.ause.ca) – click “English” then “Affirming Ministries” then Stories.

**Website:** [www.ause.ca](http://www.ause.ca) We have a new bilingual template ready to go. But we've struggled for over a year to find a suitable host, preferably one that's affordable, with sufficient resources, and with servers that are not located in the US (due to the impact of “security” legislation on private data, and the nature of some of our contacts and data.) A host in Montreal was finally chosen, but then we encountered technical problems with part of the site transfer. Several false starts have taken a lot of time and created a number of serious setbacks in our timeline. Fortunately, the existing site is running well; the problem is that its look is out of date, and its functions somewhat limited compared to options now available.

**Social media:** Facebook is our biggest engagement platform. A highlight: our Facebook group exceeded 1,000 members early in 2019. The group is a good space for questions and answers, and for offering support to people who are frustrated with the church's slow progress



on becoming truly welcoming.

I update Instagram every few days. I've accepted that Twitter is not something I can do given the time that goes into Facebook. I would welcome working with a few Twitter and Insta-expert volunteers.

**Media:** Please see the separate section below for links to known media coverage. Some TV coverage is not reflected here, and neither are links that require payment.

**Improving internal capacity: new software and platform:** We're in the process of setting up Google Suite for non profits, which should allow AUSE improved storage access, security, and online collaboration-once we learn to use it.

**I want to close by thanking these friends, allies and colleagues who make this challenging, never-boring job fun and supported:**

**All who donate time and treasure to AUSE through your memberships and donations.** Thank you for making sure we are able to hold paid space for some of the connecting tissue that holds the network together, and for a network that is expanding fast and outgrowing its resources. Your donations are carefully spent and much appreciated.

The (coming up on) **50 new Affirming ministries** I've connected with in 2018 and 2019 as you've paused on the journey to celebrate what you offer our church.

**Affirming ministry coordinators** Liz Carter-Morgan, Jackie Harper, and Linda Hutchinson. The near-invisible and all-volunteer work you pour into accompanying ministries through their Affirming journeys is astounding. Linda is my connector to your work, and I want to honour the extra work she does as we respond together to questions, concerns, joy, and sometimes anger.

**Jordan Sullivan, intrepid General Council colleague** who holds so many diverse relationships and partnerships with grace, and has renewed the relationship between AUSE and the national United Church. **Susan Fortner**, who with grace juggles yet another darned thing and ensures that all new Affirming ministries receive congratulations from the Moderator, affirming what they offer the wider United Church.

**The AUSE executive**, who get to act as a staff committee even though they didn't sign on for that, and hold much work and so many connections even without a staff person asking them questions all the time. Cindy Bourgeois, Anne Wood, Katie Vardy, Michiko Bown Kai: thank you all. -- *Respectfully submitted by Julie Graham*



## First ever National Affirming PIE Day, 14 March 2019

---

**Public+Intentional+Explicit= PIE.** These are the standards for a real and radical welcome for LGBTQIA2S+ people in our church, and an education/ engagement approach AUSE has had on the books for a while. So we decided to do something with it.

In July 2018 the AUSE Council agreed to try something new: encourage everyone to enjoy pie for Lent, to promote a PIE framework for engaging and encouraging communities of faith to become truly welcoming of the gifts LGBTQIA+ and Two Spirit people offer the church. The first ever Affirming PIE Day was set for March 14, International Pi Day (3.14 are the first digits of the infinite result we find when we calculate the ratio of a circle circumference to its diameter.)

Beginning in December, partners AUSE and Affirming Connections, through staff Pam Rocker and Julie Graham, invited every community of faith of any background to host a story telling event complete with pie, and talk over together how we can offer this standard of welcome in our own contexts. The hope: combine community, fun, and a serious focus on creating or renewing radical welcome in our faith communities. A new 15 minute video on PIE was released at the end of February and launched at these events. Planning resources, full info, event sign up, and a calendar were created at [www.pieday.ca](http://www.pieday.ca)

After the sugar settled, we counted a total of 53 events. (We thought 25 would be good for a first effort.) Evaluations were extremely positive; see some comment highlights below. These capture well feedback that was given via other means: the initiative sparked good energy, thoughtful conversations, new and renewed community connections, and balanced a strong sense of fun with a careful and honest look at where we can live into being affirming and Affirming. Many groups seem to assume that this will be a yearly PIEfest and are already making plans for Saturday March 14, 2020. The AUSE Council and Affirming Connections will talk over future PIE plans- stay tuned for updates.

### ***What worked best about PIE Day for you and your ministry/ community?***

*(All comments are from congregations or parishes; community names are not included as these comments were submitted to a private evaluation form).*

“We introduced PIE day, asked folks to grab a piece or two of pie, and then showed the video. Folks really appreciated the video! It was fun and entertaining, while also getting at the seriousness of what PIE means.”



“Throughout our Affirming process in 2012 we were not able to get that many people to come discussion sessions so we were very pleased to have so many to come out for our PIE event.”

“Sense of camaraderie at the event; education and learning opportunity; opportunity to come together for open and safe dialogue; video was very helpful and appropriate & a good length.”

“Video - it received applause at the end which is totally out of character for the... congregation. It was very well done and much appreciated. We served pie and put up posters.”

“Many in my congregation aren't ready to begin discernment to become an Affirming ministry, but our event created space for those who are to be together.”

“We also had a carload of visitors from a nearby church who were all vegan; the smile on their faces when I mentioned that the pie was vegan is a personal highlight.”

“We watched an educational video called *Belonging in the Body*, which everyone said helped to expand their understanding of gender diversity in a way that would make them better allies in their churches and communities.”

“It created a venue for us to link Sunday morning worship attendees with our LGBTQ2S+ programmes. It started an intentional conversation between people who don't often physically see each other in the church even though they share the space.”

### ***What surprised you about your PIE Day work? Or, what did you learn?***

“I was reminded that the vocabulary is still a challenge for some. And that our Affirming Ministry could do better by giving congregants more vocabulary and better understanding.”

“That there was so much interest in renewing and increasing Affirming activities. There were several people at our PIE event who hadn't been in (the community) during the Affirming process, so they were keen to learn more.”

“Somewhat surprised and overjoyed by the public support of the initiative and the support for the Queer Room (a drop in space for LGBTQ2+ youth).”

“We asked the congregation to create public, intentional, explicit messages of welcome to be served up with the pie. We served this to our LGBTQ2S+ Seniors group at lunch and they seemed pleased to get the notes. We then asked them if they had words of wisdom to pass to the LGBTQ2S+ youth who were coming for dinner. The youth were so moved that the congregation and the seniors took the time to write personal notes of welcome! The power of



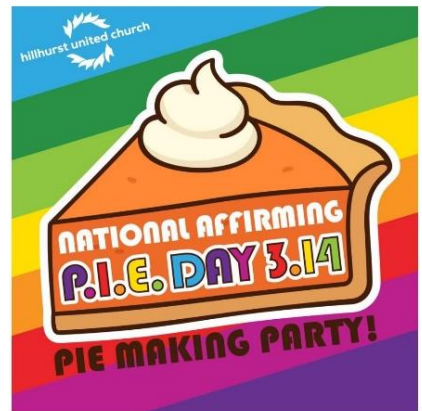
the notes surprised me.”

“This was an excellent start. We received VERY positive feedback from the congregation and from the LGBTQ2S+ community that we support in ongoing programmes. It was an identifiable statement to the LGBTQ2S+ community that we are serious about living this out and doing more than just talk.”

*Below: Rideau Park United Church in Ottawa: Pie and PIE!*







## Known Affirming media coverage, January 2018-June 2019

---

[Maple Ridge church joins network to support people of all sexual orientations, gender identities](#); Golden Ears United Church now part of Affirm United

[‘You’re welcome here’](#) - Emmanuel United Church officially ‘open to all’, designated an Affirming Ministry

[Local church officially designated as welcoming to LGBTQ2 people](#) (Sault Ste Marie, ON)  
[Smiths Falls’ Trinity United Church votes to become affirming ministry](#)  
[Church marks Pi \(PIE\) Day to celebrate diversity by ‘drawing the circle wide’](#)

[Perth’s St. Paul’s United Church becomes an ‘affirm’ church, opening doors to LGBT faithful](#)

[Jazz vespers offer seasonal affirmation](#) (New Vision United Church, Hamilton ON)

[St. Paul’s recognized as an ‘affirming’ ministry; Process helps ‘congregations become truly safe, sacred spaces valuing everyone’s gifts’](#)

[‘Fully inclusive of peoples of all sexual orientations and gender identities’: Renfrew United church first in area to become affirming ministry; Celebration service planned for Nov. 25](#)

[Sackville church breaking down barriers; Sackville United Church designated an ‘Affirming Ministry,’ embraces LGBT community](#)

[OPINION: In support of PEI’s Public Schools Branch decision](#)

[Bradford church 1st LGBTQ affirming congregation in town](#)

[United Church opens doors to LGBTQ community](#) (Sherwood Park United Church.)

[Inclusive faith practices help everyone:](#) Affirming ministry means working to cure the diseased view of the world that compels some to avoid, silence, and ostracize LGBTQ+ people



## Membership Statistics as of June 30, 2019

Most Recent Membership	Individuals	Affirming Ministries	Other Orgs
2019	106	175	10
2018	62	31	2
Total of above	168	206	12
<i>Year ago total</i>	<i>165</i>	<i>199</i>	<i>16</i>
2017	25	2	2
2016	25	1	0
Complimentary	6	1	22
Conference & merchandise	139	0	0
Other contacts	3	0	23
Total this group	197	4	47
Total of all above	365	210	59
<i>Year ago total</i>	<i>353</i>	<i>203</i>	<i>64</i>
2015 & before	149	1	7
<i>Year ago</i>	<i>130</i>	<i>0</i>	<i>7</i>
Grand total	514	211	66
<i>Year ago total</i>	<i>483</i>	<i>203</i>	<i>71</i>

### Notes:

- “Most Recent Membership” is the most recent year paid or a waiver granted.
- Individuals have been sent tax receipts since charitable status was achieved.
- In December 2018, individuals and non-Affirming organizations that did not have 2018 memberships were asked for renewals; those who did so were given 2019 memberships.
- Affirming Ministries were sent invoices for their memberships in April 2019.
- 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 with no record of paid or fee-waived membership. The Other Organizations are 2018 conferences (were 5) / 2019 regions (all 16) and General Council (1), educational institutions and retreat centres (6), church-related press (2) and local church LGBT group (1); they are not





considered members. One Affirming Ministry is the Peterborough Area group, which is a member.

- Other Contacts are mostly of email addresses, many prospective AMs.
- 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 “Year ago” numbers are for 2018 and 2017.
- The 2015 and before listings remain on the database but will rarely be used for mailing.
- Receipts, invoices and most other membership correspondence were bilingual.

– John R. Calhoun, Membership Coordinator

*Below: members and supporters in action: Ralph Conner Memorial United Church, Camrose AB, PIE Day 2019.*



## Financial statements

---

Our members and supporters make our work possible. Thank you! Coast to coast: Golden Ears United Church, Maple Ridge BC, and Gower St United Church in St John's: June 2019 Affirming celebrations.





## Notice to reader/ audit letter

### **Galt Associates Accounting Services**

138 Robert Wallace Drive  
Kingston, ON K7M 1Y2  
613-545-3313

April 8, 2019

Anne Wood, Treasurer  
Affirm United/S'affirmer Ensemble  
7 Windsor Drive, Kingston, ON

This letter is in response to a request to provide an independent review of the financial records of Affirm United/S'affirmer Ensemble. The United Church of Canada provides guidance on procedures that are usually carried out to perform this independent review and I have tried to follow these procedures.

I have reviewed the records and bookkeeping information as provided to me for the year ended December 31, 2018.

My review consisted of checking entries and supporting documentation as I deemed necessary to offer my opinion of the record keeping. I have also reviewed the minutes of Affirm United/S'affirmer Ensemble meetings and checked that any significant transactions discussed in the minutes were recorded appropriately.

I have found nothing in my review that would indicate that the records are inaccurate or incomplete.



G. William Galt  
B. Comm.

---

I have not performed an audit or a review engagement on these financial statements and, accordingly, I express no assurance thereon. Readers are cautioned that these statements may not be appropriate for their purposes



## 2018 budget compared to 2017

9:29 PM  
2019-03-13  
Accrual Basis

### affirm united /s'affirmer ensemble Balance Sheet Prev Year Comparison As of 31 December 2018

	31 Dec 18	31 Dec 17	\$ Change	% Change
<b>ASSETS</b>				
Current Assets				
Chequing/Savings				
1150 - SAVINGS	5,015.06	5,002.12	12.94	0.3%
1010 - Petty Cash	100.00	145.42	-45.42	-31.2%
1100 - Chequing	78,265.15	83,115.12	-4,849.97	-5.8%
Total Chequing/Savings	83,380.21	88,262.66	-4,882.45	-5.5%
Accounts Receivable				
1200 - Accounts Receivable	3,968.66	2,012.97	1,955.69	97.2%
Total Accounts Receivable	3,968.66	2,012.97	1,955.69	97.2%
Other Current Assets				
12000 - Undeposited Funds	0.00	379.55	-379.55	-100.0%
Total Other Current Assets	0.00	379.55	-379.55	-100.0%
Total Current Assets	87,348.87	90,655.18	-3,306.31	-3.7%
<b>TOTAL ASSETS</b>	<b>87,348.87</b>	<b>90,655.18</b>	<b>-3,306.31</b>	<b>-3.7%</b>
<b>LIABILITIES &amp; EQUITY</b>				
Equity				
3100 - Gifts with Vision 2	866.64	2,366.64	-1,500.00	-63.4%
3300 - Living Apology Fund	0.00	40,460.05	-40,460.05	-100.0%
3200 - United in Marriage	13,834.00	13,834.00	0.00	0.0%
3600 - Unrestricted Net Assets	33,994.49	45,661.19	-11,666.70	-25.6%
Net Income	38,653.74	-11,666.70	50,320.44	431.3%
Total Equity	87,348.87	90,655.18	-3,306.31	-3.7%
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>87,348.87</b>	<b>90,655.18</b>	<b>-3,306.31</b>	<b>-3.7%</b>

Page 1



## 2018 budget compared to 2017

9:26 PM

2019-03-13

Accrual Basis

### affirm united /s'affirmer ensemble Profit & Loss Prev Year Comparison January through December 2018

	Jan - Dec 18	Jan - Dec 17	\$ Change	% Change
<b>Income</b>				
4000 · Memberships				
4010 · Affirming Ministries	22,099.96	19,122.25	2,977.71	15.6%
4030 · Individual /Households	3,760.00	2,602.74	1,157.26	44.5%
4050 · Institutional	0.00	1,000.00	-1,000.00	-100.0%
<b>Total 4000 · Memberships</b>	<b>25,859.96</b>	<b>22,724.99</b>	<b>3,134.97</b>	<b>13.8%</b>
4100 · Donations				
4190 · Trans. from Gifts Fund	1,500.00	531.36	968.64	182.3%
4180 · Trans. from Marriage Fund	0.00	4,919.00	-4,919.00	-100.0%
4170 · Trans. from Liv'g Apology Fund	40,460.05	19,839.95	20,620.10	103.9%
4160 · Other - non receiptable	30.90	0.00	30.90	100.0%
4110 · Individual receiptable	5,630.00	6,899.24	-1,269.24	-18.4%
4130 · PAR	3,700.00	3,641.00	59.00	1.6%
4140 · Donations from other charities/	40,862.80	2,204.35	38,778.45	1,759.2%
<b>Total 4100 · Donations</b>	<b>92,303.75</b>	<b>38,034.90</b>	<b>54,268.85</b>	<b>142.7%</b>
4200 · UCC Grant	2,000.00	2,000.00	0.00	0.0%
4500 · Annual Conference				
4510 · Annual Conference Surplus	1,419.23	0.00	1,419.23	100.0%
<b>Total 4500 · Annual Conference</b>	<b>1,419.23</b>	<b>0.00</b>	<b>1,419.23</b>	<b>100.0%</b>
4700 · Merchandise Sales	768.13	959.21	-191.08	-19.9%
4800 · Other Income				
4850 · Interest	10.95	2.12	8.83	416.5%
<b>Total 4800 · Other Income</b>	<b>10.95</b>	<b>2.12</b>	<b>8.83</b>	<b>416.5%</b>
<b>Total Income</b>	<b>122,362.02</b>	<b>63,721.22</b>	<b>58,640.80</b>	<b>92.0%</b>
<b>Expense</b>				
VOID CHEQUE	0.00	0.00	0.00	0.0%
6000 · Education/Research				
6020 · Gifts to Qualified Donees	0.00	500.00	-500.00	-100.0%
6010 · Annual Conference Expense	1,000.00	1,360.00	-360.00	-26.5%
6050 · Affirming Ministries - Expense	1,920.84	2,793.78	-872.94	-31.3%
6070 · United in Marr. workshops	0.00	4,859.00	-4,859.00	-100.0%
6080 · Other Educational Initiatives				
6085 · Living Apology Project	40,460.05	19,839.95	20,620.10	103.9%
6080 · Other Educational Initiatives - Other	1,726.00	4,030.72	-2,304.72	-57.2%
<b>Total 6080 · Other Educational Initiatives</b>	<b>42,186.05</b>	<b>23,870.67</b>	<b>18,315.38</b>	<b>76.7%</b>
<b>Total 6000 · Education/Research</b>	<b>45,106.89</b>	<b>33,383.45</b>	<b>11,723.44</b>	<b>35.1%</b>
6200 · Communications/Promo/Networking				
6295 · MARKETING COORDINATOR- OTHER	1,390.98	940.26	450.72	47.9%
6290 · MARKETING COORDINATOR SERVICES	17,850.00	14,130.00	3,720.00	26.3%
6030 · Website	1,759.52	3,047.23	-1,287.71	-42.3%
6230 · Observer/Classified Ads	814.00	888.00	-74.00	-8.3%
6250 · Translation	532.01	89.67	442.34	493.3%
6260 · Print Materials	350.00	1,000.00	-650.00	-65.0%
6280 · Canadian & Intl Networking	0.00	2,000.00	-2,000.00	-100.0%
<b>Total 6200 · Communications/Promo/Networking</b>	<b>22,696.51</b>	<b>22,095.16</b>	<b>601.35</b>	<b>2.7%</b>
6300 · AU Council				
6310 · Winter Meeting- Other	0.00	104.73	-104.73	-100.0%
6315 · Winter Meeting Travel	7,065.10	6,847.67	417.43	6.3%
6330 · Summer Meeting & AGM-Other	182.21	147.29	34.92	23.7%
6345 · Summer Mtg & AGM Travel	4,359.35	6,836.99	-2,477.64	-36.2%
6350 · Teleconference Meetings	125.11	251.65	-126.54	-50.3%
<b>Total 6300 · AU Council</b>	<b>11,731.77</b>	<b>13,988.33</b>	<b>-2,256.56</b>	<b>-16.1%</b>
6400 · Merchandise Costs	1,001.26	1,917.99	-916.73	-47.8%
6500 · Administration				
6537 · CANADA HELPS FEES	44.25	59.75	-15.50	-25.9%
6536 · PAYPAL FEES	126.12	77.94	48.18	61.8%
6540 · Member/Donor Relations	733.89	523.00	210.89	40.3%
6630 · Industry Canada	20.00	0.00	20.00	100.0%
6535 · PAR service fees /Bank charges	412.41	249.66	162.75	65.2%
6530 · Other	17.01	0.00	17.01	100.0%
6520 · Postage	109.72	396.55	-286.83	-72.3%
6515 · PO Box Rental & Mail Forwarding	498.27	210.18	288.09	137.1%
6610 · Accounting	300.00	1,462.54	-1,162.54	-79.5%
6650 · Directors Liability Insurance	804.60	804.60	0.00	0.0%
6510 · Office supplies	105.58	218.77	-113.19	-51.7%
<b>Total 6500 · Administration</b>	<b>3,171.85</b>	<b>4,002.99</b>	<b>-831.14</b>	<b>-20.8%</b>
<b>Total Expense</b>	<b>83,708.28</b>	<b>75,387.92</b>	<b>8,320.36</b>	<b>11.0%</b>
<b>Net Income</b>	<b>38,653.74</b>	<b>-11,666.70</b>	<b>50,320.44</b>	<b>431.3%</b>

Page 1



## Affirm United/ S'affirmer Ensemble Annual Report 2018

## Budgets and Actuals, 2018

9:35 PM

2019-03-13

Accrual Basis

### affirm united /s'affirmer ensemble Statement of Operations Budget vs. Actual January through December 2018

	Jan - Dec 18	Budget	\$ Over Budget
<b>Income</b>			
4000 · Memberships			
4010 · Affirming Ministries	22,100	23,000	(900)
4030 · Individual /Households	3,760	2,500	1,260
4050 · Institutional	0	500	(500)
<b>Total 4000 · Memberships</b>	<b>25,860</b>	<b>26,000</b>	<b>(140)</b>
4100 · Donations			
4190 · Trans. from Gifts Fund	1,500	0	1,500
4180 · Trans. from Marriage Fund	0	0	0
4170 · Trans. from Liv'g Apology Fund	40,460	20,000	20,460
4160 · Other - non receiptable	31		
4110 · Individual receiptable	5,630	5,000	630
4130 · PAR	3,700	4,000	(300)
4140 · Donations from other charities/	40,983	500	40,483
<b>Total 4100 · Donations</b>	<b>92,304</b>	<b>29,500</b>	<b>62,804</b>
4200 · UCC Grant	2,000	2,000	0
4500 · Annual Conference			
4510 · Annual Conference Surplus	1,419		
<b>Total 4500 · Annual Conference</b>	<b>1,419</b>		
4700 · Merchandise Sales	768	1,000	(232)
4800 · Other Income			
4850 · Interest	11		
<b>Total 4800 · Other Income</b>	<b>11</b>		
<b>Total Income</b>	<b>122,362</b>	<b>58,500</b>	<b>63,862</b>
<b>Expense</b>			
VOID CHEQUE	0		
6000 · Education/Research			
6010 · Annual Conference Expense	1,000	1,000	0
6050 · Affirming Ministries - Expense	1,921	4,000	(2,079)
6080 · Other Educational Initiatives			
6085 · Living Apology Project	40,460	20,000	20,460
6080 · Other Educational Initiatives - Other	1,726	1,000	726
<b>Total 6080 · Other Educational Initiatives</b>	<b>42,186</b>	<b>21,000</b>	<b>21,186</b>
<b>Total 6000 · Education/Research</b>	<b>45,107</b>	<b>26,000</b>	<b>19,107</b>
6200 · Communications/Promo/Networking			
6295 · MARKETING COORDINATOR- OTHER	1,391	3,000	(1,609)
6290 · MARKETING COORDINATOR SERVICES	17,850	16,800	1,050
6030 · Website	1,760	3,000	(1,240)
6210 · Consensus	0	30	(30)
6230 · Observer/Classified Ads	814	750	64
6240 · Aujourd'hui Credo	0	0	0
6250 · Translation	532	1,500	(968)
6260 · Print Materials	350	500	(150)
6280 · Canadian & Intl Networking	0	2,000	(2,000)
<b>Total 6200 · Communications/Promo/Networking</b>	<b>22,697</b>	<b>27,580</b>	<b>(4,883)</b>
6300 · AU Council			
6310 · Winter Meeting- Other	0		
6315 Winter Meeting Travel	7,065	8,000	(935)
6330 · Summer Meeting & AGM-Other	182	6,000	(5,818)
6345 Summer Mtg & AGM Travel	4,359		
6350 · Teleconference Meetings	125	300	(175)
<b>Total 6300 · AU Council</b>	<b>11,732</b>	<b>14,300</b>	<b>(2,568)</b>
6400 · Merchandise Costs	1,001	500	501

Page 1



## Budget and Actuals, 2018, page 2

9:35 PM

2019-03-13

Accrual Basis

### affirm united /s'affirmer ensemble Statement of Operations Budget vs. Actual January through December 2018

	Jan - Dec 18	Budget	\$ Over Budget
6500 · Administration			
6537 · CANADA HELPS FEES	44	30	14
6536 · PAYPAL FEES	126	150	(24)
6540 · Member/Donor Relations	734	700	34
6630 · Industry Canada	20		
6535 · PAR service fees /Bank charges	412	150	262
6530 · Other	17		
6520 · Postage	110	100	10
6515 · PO Box Rental & Mail Forwarding	498	525	(27)
6610 · Accounting	300	600	(300)
6650 · Directors Liability Insurance	805	850	(45)
6510 · Office supplies	106	150	(44)
Total 6500 · Administration	3,172	3,255	(83)
Total Expense	83,708	71,635	12,073
Net Income	38,654	(13,135)	51,789





## Profit and Loss, 2018, page 1

9:17 PM

2019-03-13

Accrual Basis

affirm united /s'affirmer ensemble

### Profit & Loss

January through December 2018

	Jan - Dec 18
<b>Income</b>	
4000 · Memberships	
4010 · Affirming Ministries	22,099.96
4030 · Individual /Households	3,760.00
4050 · Institutional	0.00
<b>Total 4000 · Memberships</b>	<b>25,859.96</b>
4100 · Donations	
4190 · Trans. from Gifts Fund	1,500.00
4170 · Trans. from Liv'g Apology Fund	40,460.05
4160 · Other - non receiptable	30.90
4110 · Individual receiptable	5,630.00
4130 · PAR	3,700.00
4140 · Donations from other charities/	40,982.80
<b>Total 4100 · Donations</b>	<b>92,303.75</b>
4200 · UCC Grant	2,000.00
4500 · Annual Conference	
4510 · Annual Conference Surplus	1,419.23
<b>Total 4500 · Annual Conference</b>	<b>1,419.23</b>
4700 · Merchandise Sales	768.13
4800 · Other Income	
4850 · Interest	10.95
<b>Total 4800 · Other Income</b>	<b>10.95</b>
<b>Total Income</b>	<b>122,362.02</b>
<b>Expense</b>	
VOID CHEQUE	0.00
6000 · Education/Research	
6010 · Annual Conference Expense	1,000.00
6050 · Affirming Ministries - Expense	1,920.84
6080 · Other Educational Initiatives	
6085 · Living Apology Project	40,460.05
6080 · Other Educational Initiatives - Other	1,726.00
<b>Total 6080 · Other Educational Initiatives</b>	<b>42,186.05</b>
<b>Total 6000 · Education/Research</b>	<b>45,106.89</b>
6200 · Communications/Promo/Networking	
6295 · MARKETING COORDINATOR- OTHER	1,390.98
6290 · MARKETING COORDINATOR SERVICES	17,850.00
6030 · Website	1,759.52
6230 · Observer/Classified Ads	814.00
6250 · Translation	532.01
6260 · Print Materials	350.00
<b>Total 6200 · Communications/Promo/Networking</b>	<b>22,696.51</b>
6300 · AU Council	
6310 · Winter Meeting- Other	0.00
6315 Winter Meeting Travel	7,065.10
6330 · Summer Meeting & AGM-Other	182.21
6345 Summer Mtg & AGM Travel	4,359.35
6350 · Teleconference Meetings	125.11
<b>Total 6300 · AU Council</b>	<b>11,731.77</b>
6400 · Merchandise Costs	1,001.26

Page 1



## Profit and Loss, 2018, page 2

9:17 PM

2019-03-13

Accrual Basis

affirm united /s'affirmer ensemble

### Profit & Loss

January through December 2018

	Jan - Dec 18
6500 · Administration	
6537 · CANADA HELPS FEES	44.25
6536 · PAYPAL FEES	126.12
6540 · Member/Donor Relations	733.89
6630 · Industry Canada	20.00
6535 · PAR service fees /Bank charges	412.41
6530 · Other	17.01
6520 · Postage	109.72
6515 · PO Box Rental & Mail Forwarding	498.27
6610 · Accounting	300.00
6650 · Directors Liability Insurance	804.60
6510 · Office supplies	105.58
<b>Total 6500 · Administration</b>	<b>3,171.85</b>
<b>Total Expense</b>	<b>83,708.28</b>
<b>Net Income</b>	<b>38,653.74</b>





**Photos: Front cover,** top left: St Paul's United Church, Orillia ON, at their Oct 2018 Affirming celebration; Bottom left: Sackville United Church's Affirming celebration Sept 2018, Sackville NB; top right, the Affirming Connections coalition of Affirming ministries in Calgary, at their Pride booth, fall 2018; sign at the United Church marching contingent, Ottawa Pride, Aug 2018; Central Ave United in Moncton hangs out the rainbow welcome mat.

**Back cover:** Main photo: Ladner United Church in Delta, BC, had its Pride flag defaced twice in June. The community stitched a heart over the spray paint, added messages, and hung out a new flag. Top: Mackenzie and Trinity United Church youth at Portage la Prairie Pride, MB, May 2019; Pacific Mountain Regional Council votes to start the Affirming process, June 2019; Gower St United, St John's NL, celebrates becoming the first Affirming ministry on the island of Newfoundland, June 2019 Burton Ave United Church in Barrie ON raises the rafters at their Affirming celebration, Jan 2019.