



## CUUWA Speaker and AGM

June 2 2024

18.00 NL, 17:30 Atlantic, 16.30 Eastern, 15:30 Central,  
14:30 Mountain, 13:30 pm Pacific time

All are invited – Meeting Online

### First Part of Meeting - 4:30 pm EDT

Speaker Dr. [Denise Cloutier](#) 'Income Precarity for Older Women' followed by a Q&A.

### Second Part of Meeting - 5:30 pm EDT

After the bio break, there will be a welcome, introductions and the Annual General Meeting.

### How To Connect:

<https://us02web.zoom.us/j/81339786087?pwd=WEwzeHFOYUprMmRZbysxS2NOcWdYUT09>

Meeting ID: 813 3978 6087

How to connect:

Click on the “Zoom Meeting” link above.

or

go to Zoom.us “Join a meeting.” Insert this information:

*Meeting ID: 813 3978 6087*

*Passcode: 071482*

This package contains all the information needed for the Annual General Meeting, including:

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## CUUWA Annual General Meeting - AGENDA

Jun 2 2024

1. Call to Order – Meeting Chairperson -Margaret Linton
2. Self introductions (15 seconds a person)
3. Introduction of CUUWA Council, and review of Procedures
4. Confirmation of Quorum - Joan McFarland
5. Approval of [Agenda](#)
6. Approval of 2023 [Annual General Meeting Minutes](#)
7. Business arising from previous Minutes

Most business arising from the AGM last year was completed.

Revision of Bylaws referred to item 11 'Motion to put CUUWA into caretaker mode'

8. [Council Report](#) – presented by Betty Donaldson
9. Approval of [Membership and Financial Reports](#) - Margaret Linton
10. Motion to accept the agenda, the AGM 2023 minutes, the CUUWA Council Report 2023-2024, the Financial Report and the Membership report.  
Moved Kathy Sage, seconded by Heather Walker
11. Motion to put CUUWA into caretaker mode – presented Betty Donaldson

Preamble: the structure of CUUWA is proving to be too difficult to maintain. Also, the desire to articulate procedures that are more inclusive and woman-friendly is ongoing. Rather than make piecemeal By-Law revisions, the two Council members who reviewed and reported on various feminist procedures recommend:

**That CUUWA operate in a caretaker mode for five years.** The following list of guidelines is proposed:

The 2024 Elected Council will oversee the necessary operational tasks. The

caretaker Council would meet, at a minimum twice annually, and provide an annual report of Meeting to all members. An annual summary of each executive portfolio would be circulated.

Membership would be frozen at the 2024 AGM level and no new fees from existing members would be collected. The promised financial commitment to OWL (\$1600) will be honoured.

The Website and list serve (group email communication) would be maintained by a volunteer who receives an annual honourarium (\$100). No projects will be initiated.

A review within five years will determine the future direction of CUUWA.

During the period (2024 -2029), the caretaker Council will accept applications for service, new members, donations, and review proposals for new projects with possible implementation or suggestions for revision of the Bylaw framework.

Moved by Betty Donaldson, Seconded by Kathy Sage

## 12. Council Elections

### Proposed Slate for Caretaking Council

Name	Position	Lenth of Term
Betty Donaldson	BC Director Treasurer/Membership Portfolio	5 years
Linda Goonewardene	Ontario Director	5 years
Joan McFarland	Atlantic Director	2 years
Heather Walker	Prairie Director	5 years
Najat Abdou-McFarland	Communications Director	5 years
Kathy Sage	Elder	No term
Margaret Linton	Elder (ensure continuity of finance and membership)	No term
tbd	Ministerial Liaison (non voting)	5 years

Council would welcome a discussion with anyone interested in serving.

Motion to accept this slate for the coming year. Moved by Najat Abdou-McFarland, seconder Linda Goonewardene

### 13. Recognizing Our Elders

The CUUWA Council has designated a new category of Membership: ELDER. Founding member and former Council member, Ruth Patrick, was our first member to attain 100 years as celebrated at the 2023 AGM . At the 2024 AGM, we honour four more Council long-serving members as ELDERS: Margaret Linton (longest serving Council member), Kathy Sage, and Janice Tait were all founding members; Jo-Anne Elder Gomes is a past-president. An Elder has a lifetime membership, with voting privileges, whether or not she makes an annual donation. Congratulations and a heart-felt thank you to each woman.

Presented by Betty Donaldson

14. Other Business (please send items for discussion to [MargaretELinton@gmail.com](mailto:MargaretELinton@gmail.com) by May 20, 2024)

15. Adjournment

Closing Words Kathy Sage



# CUUWA Annual Meeting - May 21 2023

## BUSINESS MEETING Minutes

### Vision

The Canadian Unitarian Universalist Women's Association has a national and international profile regarding the personal, public, professional and political aspects of women's lives.

#### Members Present:

Online – Najat Abdou-McFarland, Mary Bennett, Frances Deverell, Betty Donaldson, Jo-Anne Elder-Gomes, Joan McFarland, Ruth Patrick, Kathy Sage, Heather Walker, Jane Fox proxy to Betty,  
In person - Linda Goonewardene, Pam Griffin-Hody, Margaret Linton

Non members present: 6 online, approximately 35 persons present on site at the UUFO.

#### **Welcome and Territorial Acknowledgement and chalice lighting**

Kathy Sage welcomed all to the meeting held on the unceded territory of the Algonquin Anishinaabe.

#### **1. Introduction of CUUWA National Council and review of procedures**

Kathy Sage introduced the CUUWA Council members Betty Donaldson (BC region), Kathy Sage (Ontario Region), Margaret Linton (Treasurer, Membership, on-site host), Linda Goonewardene (Ministerial Liaison and on-site host), Joan McFarland and Najat Abdou-McFarland (Atlantic Canada region). We have one unfilled council seat.

In order to simplify process yet still be inclusive and participatory, acceptance of reports is assumed unless someone speaks up when discussion is requested. A motion to accept all reports will be made at the end of reports and will include all reports. There will be a subsequent motion for appointing council for the coming year.

#### **2. Call to Order and Confirmation of Quorum**

Margaret Linton reported that quorum is 25% of members and it is met. Nine members plus a proxy are present online, 3 members present in room.

#### **3. Approval of Agenda**

Agenda reviewed; no changes or comments.

#### **4. Approval of 2022 Annual General Meeting Minutes**

Minutes of 2022 AGM reviewed; no changes or comments.

## **5. Business arising from previous Minutes**

Most business arising from the AGM last year was completed. The review of the bylaws was not done as council was too busy; it is moving to the coming years to do list. No comments or questions from participants.

## **6. President's (Rotating Chairs') and Activity Report**

Rotating Chairs' Activity Report for 2022-2023 presented by Betty Donaldson. Because no Council Members were prepared to be Chair (President), the position was rotated quarterly.

Betty acknowledged the 2 previous presidents – Betty Donaldson as the founding president and Jo-Anne Elder-Gomes since our founding 12 years ago.

Highlights of The Council's Activities 2022-2023:

- Personal Level – the Council meetings provide personal and supportive times to its council members; it also reached to the CUC to support OWL training (to create healthier UUs of all ages).
- Public - offering of Rise Up and Call Her Name via Zoom - participants were mostly Canadian with some international.
- Political – Letter with Social Justice UUs about abortion accessibility and availability (at a national level).
- Professional – International Women's Day Package (led by Kathy Sage). We also considered how we are supporting and encouraging women ministers and other women staff as well as all women workers.
- Outreach Groups: Poetry group (Led by Mary Bennett), Feminist Watch (movies) (led by Najat Abdou-McFarland), Book Club (leaderless at moment). Facebook groups and email groups all reach various CUUWA members and friends

## **7. Member Report and Treasurer's Report**

Margaret Linton reviewed the Treasurer's Report from the package.

The report is a Projected Financial Report for July 1 2022 - June 30 2023.

The CUUWA income (projected to be about \$1100) is from donations and memberships. The CUUWA does not charge fees since we want to have our programs such as Rise Up or Cakes or events such as this AGM and Pink Tea to be open to all, with no barriers.

CUUWA Expenses are minimal throughout the year (website, programming such as Rise Up). This year with the AGM being hybrid there are more than the usual expenses – the financial report shows estimated related expenses. Total expenditures are expected to be about \$1200.

In addition, the CUUWA has offered \$600 for OWL bursary for travel to OWL training to be managed by the CUC. This will be paid from the Prairie Women's Fund – one of the CUUWA Project Funds.

**Membership Report:** The meeting package states that as of March 15 there are 20 members, 9 of whom have memberships expire June 2023. At the time of this meeting, May 21, there are now 23 members.

Comments from the audience:

- There are more than 100 women on the group email serving UU women across Canada, of whom only 23 are paid up members. Please consider joining or contributing!
- The Facebook group also reaches a wide range of women UU and others.
- Suggestion that free memberships be offered where needed. The CUUWA does offer free memberships and low price on request.
- How to donate? - The website CUUWA.CA has a membership page with information on becoming a member. Alternatively send an email to [CUUWA.CUC@gmail.com](mailto:CUUWA.CUC@gmail.com) or one of the Council members.
- The Prairie Women's Fund came from the prairie women's group whose goal was to foster women's work leadership. We should be using it.

## 8. Motion to approve Reports in the AGM package

Ruth Patrick moved; Mary Bennett seconded that the reports presented be accepted. Everyone voted in favour.

Note that this consisted of the Agenda, 2022 Annual General Meeting Minutes, President's Activity Report, Membership Report and Treasurer's Report.

## 9. Nominations and Election

Betty Donaldson, Kathy Sage, Margaret Linton and Joan McFarland (with help of Najat Abdou-McFarland) are willing to continue as council members, Linda Goonewardene will continue as ministerial liaison.

This vacancy of one position - the bylaws recommend it be from the Prairie region or from Quebec.

Heather Walker agreed to stand for the Prairie region. Thank you, Heather.

Najat Abdou-McFarland moved that the slate be accepted; Frances Deverell seconded. Passed unanimously.

CUUWA Council for 2023-2024

<i>Name</i>	<i>Region</i>	<i>Position</i>	<i>Term</i>

Betty E Donaldson	BC Region	Rotating Chair	Year 2 of 2-year term
Kathy Sage	Ontario Region	Rotating Chair	Year 3 of second 3-year term
Margaret Linton	Member at Large	Rotating Chair Treasurer, Membership	Extra 1-year term
Joan McFarland with help of Najat Abdou-McFarland	Atlantic Region	Rotating Chair	Year 3 of 3-year term
Heather Walker	Prairie Regions		Year 1
Rev. Linda Goonewardene	Ministerial Liaison		Acting in Role since 2018

## 10. Thank you's... Elder Recognitions...

Ruth Patrick has celebrated her 100<sup>th</sup> birthday. Her wit and discernment are appreciated by all. Ruth was a founding member of the CUUWA; she has worked at bringing together the different women's groups from across the country. Ruth has mentored many UU women; she was one of first women presidents of the CUC.

Happy birthday was sung to Ruth Patrick. Ruth thanked everyone.

Beth Hones was also remembered by Frances Deverell as an active UU woman doing women's work on the prairies, before the day of the CUUWA.

Margaret Linton was acknowledged as an elder of our council, having served on council since the organizations founding.

There are many more thank yous in the report.

Many thanks to the UU Fellowship in Ottawa for hosting us in their space– their space is so welcoming and the women of the UUFO supported us with their hospitality and food and drink. And thank you to their tech team without which a hybrid meeting would have been most difficult.

Thank you to Jo-Anne Elder-Gomes for zoom hosting the meeting.

## 11. Donations welcome in the “pink teapots”

The pink teapots are on the tables for donations – this is a la mode of the suffragettes who met ‘for tea’ but actually were working for women's equality in Canada.



## **12. Other Business**

The council will review the insights and discussion sheets left on the table (or for the Zoom attendees - put in chat).

Linda pointed out the flowers seed packets on the tables are a gift from the CUUWA for each attendee.

## **13. Adjournment and Closing Words**

The meeting was adjourned.

## 2023-24 CUUWA Council Report

**The first decision of Council was to plan how to share the Chair position.** The council decided to rotate chair for each meeting (quarterly).

This quarterly chairperson created the agenda and followed through as chairperson until the next quarter. The minutes were prepared by the council member who was scheduled to chair the Council for the next quarter. Most decisions were made by consensus; decisions regarding bylaws were made by vote.

### Genocide Garden Stone- Edmonton

An exciting opportunity was presented to us by Rev. Audrey Brooks in the fall. Rev. Audrey Brooks, Retired Unitarian Community Minister and CUUWA member, has 42 stones in her Edmonton Genocide Garden. Each memorial commemorates a horrific genocide event that has occurred somewhere in the world. On December 8, 2023, during the *Ignite Change 2023 Global Human Rights Convention*, at Shiloh Baptist Church, a featured event was the dedication of the CUUWA Memorial stone. It is the first stone to focus specifically upon violence against women and features two never-to-be-forgotten Canadian tragedies that target women.

- Dec 6, 1989 – During the Montreal Massacre, 14 women, mostly students but some staff, were murdered at an engineering institute in Montreal because they were women. Most were enrolled as students in a professional career that is predominantly male, but a few were staff. Discrimination against women continues to be a bias in many workplaces.
- Missing and Murdered Indigenous Women (MMIW) is a movement that acknowledges the thousands of women who have disappeared, many along the northern BC “Highway of Tears”, near camps and some reserves. This violence is ongoing.



with this project on our behalf.

We thank the two organizations (Lil Red Dress; Montreal Memorial Monument) for permission to use their images and are grateful for their ongoing advocacy.

Thank you to Betty Donaldson for running

### By Law Revisions

Revision of the By-laws has been identified as necessary by the Council and membership at the AGMs for more than 2 years. The council composition is difficult to achieve (the requirement for regional representation and the term requirements). The council has also moved to consensus decision making.

Najat initially researched online for feminist practices for meeting procedures or organization structures. The By-law Revision committee report was submitted by Betty Donaldson and Kathy Sage November 28, 2023. The CUUWA mission statement provides a good check list and a balanced framework for addressing priorities.

Subsequent meetings included discussions on waning membership and difficulty recruiting Council members. We observe post pandemic many women have reoriented priorities... such as not choosing leadership responsibilities, and other shifting priorities or focusing “local” rather than our national scope.

At the April meeting, the council agreed to present a motion to membership that the CUUWA operate in a caretaker mode for five years. Please see the agenda for details of this motion.

### **International Women’s Day (IWD)**

Two ideas were considered for the IWD topic for 2024. One (celebration of Carolyn McDade, and woman composers with UU values) may be considered for another year. The CUUWA Council chose as the suggested topic for IWD 2024, Peace and Canadian women leaders in various Peace movements and organizations. Najat coordinated the input from council and prepared a Package for Website.

### **CUUWA Communication**

Najat managed the Facebook updates and the website updates keeping both current this year.

The Council agreed with Mary Bennett that the CUUWA Affiliation from the two Zoom gatherings (Women’s Meditative Poetry and Feminist Watch) should be removed. Mary Bennett (contact)UnitarianMary@gmail.com) has been managing the tech and expanded participants to include other groups. CUUWA will continue to put notices of their events on noticeboards and in the CUUWA group email and publicize these events.

The CUUWA list serve is valuable tool to reach UU Women in Canada, was maintained through the year - membership in the CUUWA is not required.

Going forward, please note the three ways to stay connected:

- 1) The CUUWA list serve ([CUUWA+subscribe@googlegroups.com](mailto:CUUWA+subscribe@googlegroups.com)), a is valuable tool to reach UU Women in Canada, was maintained through the year - membership in the CUUWA is not required.
- 2) 2) Facebook group ([www.facebook.com/CANUUWA](https://www.facebook.com/CANUUWA))
- 3) The [CUUWA.CA](http://CUUWA.CA) website. Note the many resources for Sunday Service and group and individual study and inspiration in the International Women’s Day many services.

The Council has asked Najat to continue managing the website including keep it current and compelling. Najat is willing to do this.

**We look forward to the Annual Meeting** (online only) on June 2 which we encourage you to attend as a way to connect and share across our distances.

Margaret Linton & Betty Donaldson  
CUUWA Council members.

# Financial Report

<b>CUUWA Year to date Financial Report July 1 2023 -April 30 2024</b>					
		<b>General Fund</b>	<b>Legacy Bursary Fund</b>	<b>Prairie Women's Fund</b>	<b>Total</b>
<b>Balance at Opening of Year</b>		\$4,782	\$1,245	\$3,112	
<b>Revenue</b>					
	<b>Memberships</b>	\$75			
	<b>Donations</b>				
	<b>Book Sales</b>				
	<b>Other</b>	\$200			
	<b>Interest to April 21</b>	\$52			
<b>Expenditures</b>					
	<b>Website</b>	\$23			
	<b>2023 tea AGM</b>	\$40			
	<b>Council Expense</b>	\$46			
	<b>Genocide Stone</b>	\$136			
<b>Year to date April 30 2024</b>		\$4,864	\$1,245	\$3,112	<b>\$9,221</b>
<p><b>There is a commitment made in 2023 of \$600 (from the Prairie Women's Fund of the CUC for OWL training bursary . There is also a \$1000 OWL commitment made in 2018.</b></p>					

AGM Meeting expenses of \$200 expected before fiscal year end.

## Membership as of Apr 30 2024

19 members in total  
 Najat Abdou-McFarland, Mary Bennett, Lynn Dorman, Frances Deverell,  
 Betty Donaldson, Margo Ellis, Jane Fox, Linda Goonewardene, Pam Griffen-Hody,  
 Marlene Koehler, Sylva Krogh, Margaret Linton, Mary Lu MacDonald,  
 Joan McFarland, Jeannie Owen, Gail Rappolt, Kathy Sage, Heather Walker

Elders: Ruth Patrick



## CUUWA MEMBERSHIP FORM

July 1, 2024 to June 30, 2025/2026/2029

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Postal Code: \_\_\_\_\_ Email: \_\_\_\_\_

Tel: (\_\_\_\_) \_\_\_\_\_

Annual Fee: \$25\_\_\_\_/2-year membership \$40\_\_\_\_/5-year membership: \$100\_\_\_\_

Second family member \$10 for annual\_\_\_\_\_/ \$40 for 5-year membership \_\_\_\_\_

Name and email of second family member:

\_\_\_\_\_

Check or list interests:

Reproductive Justice or OWL support

Feminist Book Club

International Women’s Day Services

Facilitating discussions or classes (topic)

Writing letters or articles (topic)

Other (please specify)

The Canadian Unitarian and Universalist Women’s Association (CUUWA) has a national and international profile with respect to the personal, public, professional and political aspects of women’s lives and reflects the core denominational principles of the Canadian Unitarian Council.

<p><b>If paying by Interac:</b> Complete this form send it in or with an email to MargaretELinton@gmail.com After contacting Margaret, you can use Interac via this email to pay your membership fees.</p>	<p><b>If paying by cheque:</b> Make cheque payable to Margaret Linton and send it with this form to Margaret Linton, Treasurer 574 Gainsborough Ave, Ottawa, ON K2A 2Y5</p> <p>Please print CUUWA cheque memo line</p>
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## PROXY DESIGNATION:

Members in good standing may request that another member attending the virtual meeting to represent their interests. A member attending the meeting may hold up to three proxies.

In each case, **the absentee member should send an email to indicate the member designated as proxy.** This email should be sent to the proxy who is attending on their behalf, and the membership designate for meeting - [Joan McFarland \(mcfarlan@stu.ca\)](mailto:mcfarlan@stu.ca) or the membership secretary [MargaretELinton@gmail.com](mailto:MargaretELinton@gmail.com) by **May 30, 2024.**

Write "CUUWA proxy" in the subject line, please.