

THE CANADIAN UNITARIAN COUNCIL

Financial Statements

Year Ended December 31, 2011

**CANADIAN UNITARIAN COUNCIL
FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2011**

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INDEPENDENT AUDITOR'S REPORT

To the Members of The Canadian Unitarian Council

We have audited the accompanying financial statements of The Canadian Unitarian Council, which comprise the statement of financial position as at December 31, 2011, and the statements of operating activities and accumulated surplus (deficit), continuity of trust funds, continuity of unrestricted funds, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Basis for Qualified Opinion

In common with many charitable organizations, the organization derives revenue from contributions and donations the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the company and we were not able to determine whether any adjustments might be necessary to contributions, excess of revenues over expenses, current assets and net assets.

(continues)

Independent Auditor's Report to the Members of The Canadian Unitarian Council *(continued)*

Qualified Opinion

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the contributions referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of The Canadian Unitarian Council as at December 31, 2011 and the results of its operations and its cash flow for the year then ended in accordance with Canadian generally accepted accounting principles.

North York, Ontario
May 7, 2012



Chartered Accountants
Licensed Public Accountants

**CANADIAN UNITARIAN COUNCIL
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2011**

	<u>2011</u>	<u>2010</u>
ASSETS		
Cash (Note 3)	\$ 52,821	\$ 181,881
Accounts receivable	22,158	42,789
Accrued interest receivable	12,642	18,127
Prepaid and sundry	70,892	58,419
Marketable securities (Note 4)	4,222,433	4,625,288
Furniture and equipment (Note 2(e))	<u>1</u>	<u>1</u>
	<u>\$ 4,380,947</u>	<u>\$ 4,926,505</u>
LIABILITIES		
Accounts payable and accrued	\$ 37,666	\$ 42,614
Funds held pending disbursements (Note 5)	<u>116,409</u>	<u>107,388</u>
	<u>154,075</u>	<u>150,002</u>
NET ASSETS		
Restricted Trust Funds	2,373,104	2,299,060
Unrestricted Fund	<u>1,853,768</u>	<u>2,477,443</u>
	<u>4,226,872</u>	<u>4,776,503</u>
	<u>\$ 4,380,947</u>	<u>\$ 4,926,505</u>

APPROVED ON BEHALF OF THE BOARD:

Director

Director

See accompanying notes

CANADIAN UNITARIAN COUNCIL
STATEMENT OF OPERATING ACTIVITIES AND ACCUMULATED SURPLUS (DEFICIT)
FOR THE YEAR ENDED DECEMBER 31, 2011

	<u>2011 Budget</u>	<u>Actual % Variance To Budget</u>	<u>2011 Actual</u>	<u>2010 Actual</u>
REVENUE				
Contributions:				
Annual programme contributions	\$ 439,000	-3%	\$ 426,606	\$ 450,073
Emerging group contributions	1,600	35%	2,160	1,430
Individual members	200	19%	239	200
Donations	<u>130,000</u>	<u>-75%</u>	<u>32,310</u>	<u>181,660</u>
	570,800	-5%	461,315	633,363
Program cost recoveries	25,000	53%	38,314	30,910
Publication revenue	4,000	8%	4,303	5,587
Other	<u>1,500</u>	<u>166%</u>	<u>3,990</u>	<u>1,668</u>
	<u>601,300</u>	<u>-15%</u>	<u>507,922</u>	<u>671,528</u>
EXPENDITURES				
Board, national committees and task forces	69,300	27%	88,350	48,592
Administration	93,500	3%	96,434	80,542
Annual conference and meeting	1,500	1,742%	27,629	(13,814)
International and Interfaith	16,000	-25%	12,013	26,930
Media and communications	64,300	-16%	54,133	44,869
Youth and young adult	41,000	-32%	27,588	9,975
Congregational services	138,500	-15%	117,463	76,917
Staffing	<u>595,000</u>	<u>9%</u>	<u>648,076</u>	<u>404,819</u>
	<u>1,019,100</u>	<u>5%</u>	<u>1,071,686</u>	<u>678,830</u>
EXCESS REVENUE (EXPENDITURES)				
FOR THE YEAR	(417,800)	35%	(563,764)	(7,302)
Operating surplus (deficit), beginning of year	-	-	-	-
Transfer from (to) unrestricted funds	<u>417,800</u>	<u>35%</u>	<u>563,764</u>	<u>7,302</u>
ACCUMULATED OPERATING SURPLUS (DEFICIT),				
end of year	<u>\$ -</u>	<u>-</u>	<u>\$ -</u>	<u>\$ -</u>

See accompanying notes

**CANADIAN UNITARIAN COUNCIL
STATEMENT OF CONTINUITY OF TRUST FUNDS
FOR THE YEAR ENDED DECEMBER 31, 2011**

	<u>Percy Simpson Bailey</u>	<u>Nancy & Victor Knight</u>	<u>Endowment Fund</u>	<u>Avalon Fund</u>	<u>Other *</u>	<u>2011</u>	<u>2010</u>
Balance, beginning of year	\$ 128,745	\$ 6,162	\$ 1,956,040	\$ 154,192	\$ 53,921	\$ 2,299,060	\$ 2,193,658
Add:							
Transfer from Unrestricted fund							
- Consumer price index	2,305	115	37,901	2,930	-	43,251	33,601
- Discretionary	-	-	-	-	(169)	(169)	19,091
Contributions	-	-	38,776	250	1,081	40,107	56,302
	<u>2,305</u>	<u>115</u>	<u>76,677</u>	<u>3,180</u>	<u>912</u>	<u>83,189</u>	<u>108,994</u>
Deduct:							
- Disbursement or Transfer of funds	(7,412)	(100)	-	-	(1,633)	(9,145)	(3,592)
Balance, end of year	<u>\$ 123,638</u>	<u>\$ 6,177</u>	<u>\$ 2,032,717</u>	<u>\$ 157,372</u>	<u>\$ 53,200</u>	<u>\$ 2,373,104</u>	<u>\$ 2,299,060</u>

* for details of other trust funds, see Note 2(d) (iii)

**STATEMENT OF CONTINUITY OF UNRESTRICTED FUNDS
FOR THE YEAR ENDED DECEMBER 31 , 2011**

	<u>2011</u>	<u>2010</u>
Balance, beginning of year	\$ 2,477,443	\$ 2,137,671
Add:		
Investment income	138,046	150,468
Change in fair value of assets classified as held for trading (Note 2(f))	(158,860)	277,342
Gain (loss) on sale of investments	19,693	24,973
Loss on US exchange	29,065	(10,314)
Investment management fees	(44,773)	(42,703)
	<u>(16,829)</u>	<u>399,766</u>
	2,460,614	2,537,437
Deduct:		
Transfer to Trust Funds	(43,082)	(52,692)
Transfer (to) from Operating (Deficit) surplus	(563,764)	(7,302)
	<u>\$ 1,853,768</u>	<u>\$ 2,477,443</u>

See accompanying notes

**CANADIAN UNITARIAN COUNCIL
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2011**

	<u>2011</u>	<u>2010</u>
CASH PROVIDED BY (USED IN):		
OPERATING ACTIVITIES		
Excess (Deficiency) of revenue over expenses		
Operations	\$ (563,764)	\$ (7,302)
Unrestricted funds	142,031	122,424
Restricted funds	30,962	52,710
Changes in non-cash working capital		
Accounts receivable	20,631	(26,308)
Accrued interest receivables	5,485	(7,567)
Prepaid and sundry	(12,473)	(15,009)
Accounts payable	<u>(4,948)</u>	<u>(2,448)</u>
	<u>(382,076)</u>	<u>116,500</u>
INVESTING		
(Increase) Decrease in marketable securities	402,855	(330,368)
Change in fair value of securities classified as available for sale	(158,860)	277,342
Funds held pending disbursements	<u>9,021</u>	<u>31,794</u>
	<u>253,016</u>	<u>(21,232)</u>
INCREASE (DECREASE) IN CASH	(129,060)	95,268
CASH, beginning of year	<u>181,881</u>	<u>86,613</u>
CASH, end of year	<u>\$ 52,821</u>	<u>\$ 181,881</u>

See accompanying notes

**CANADIAN UNITARIAN COUNCIL
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2011**

1. NATURE OF OPERATIONS

The Canadian Unitarian Council is a registered charity under paragraph 149(1)(f) of the Income Tax Act. The Canadian Unitarian Council is an organization of Unitarian and Unitarian Universalist member congregations and individual members acting to enhance, nurture and promote Unitarian and Unitarian Universalist religion in Canada. The Canadian Unitarian Council provides tangible support for religious exploration, spiritual growth and social responsibility.

2. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian generally accepted accounting standards applicable for registered charities and reflect the following accounting policies:

a) Revenue recognition

Contributions are recognized as revenue when annual pledges are received. Publication revenue is recognized when the item is sold and the title passes to purchaser. Event revenues are recognized on the date of the event. Investment income and management fees are recognized as earned.

b) Management estimates

The presentation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions. These estimates and assumptions affect the reported amounts of assets and liabilities, and disclosures of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting period. Actual amounts could differ from these estimates.

c) Marketable securities

The marketable securities are shown at market value and have been classified as held for trading. Changes in market value are included in investment income. Investment income includes interest and dividends received during the year, realized and unrealized capital gains, net of unrealized losses. Investment income is allocated to the unrestricted funds. Investment management fees are expensed as incurred.

**CANADIAN UNITARIAN COUNCIL
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2011**

2. SIGNIFICANT ACCOUNTING POLICIES (contd.)

d) Fund Accounting

In order to ensure the observance of the limitations and restrictions placed on the use of resources available to the Canadian Unitarian Council, the accounts are maintained in accordance with the principles of fund accounting (Restricted Fund Method). Accordingly, resources are classified for accounting and reporting purposes into funds. These funds are held in accordance with the objectives specified by donors or in accordance with the directives issued by the Board of Trustees. Transfers between funds are made when it is considered appropriate and authorized by the Board of Trustees. For financial statement purposes, the accounts have been classified into four groups:

i) Operating Activities

This includes the day-to-day operating transactions of the Council.

ii) Unrestricted Fund

This fund contains all unrestricted donations of capital to the Canadian Unitarian Council. It includes the transfer of capital funds received from the Unitarian Universalist Association in 2002. All income from investments is capitalized into this fund and allocated to the various trust funds or to the operating budget for the following year. Deficits on operating activities are met by drawing down capital from this fund.

iii) Trust Funds

Comprised as follows:

The Percy Simpson Bailey Fund

According to the wishes of the donor, the principal of the fund is to be kept intact and the income is to be used for the work of the Unitarian Church in Canada, in a manner to be determined from time to time by the Canadian Unitarian Council. In 1990 the Board decided that the fund would be protected from inflation by capitalizing a portion of the income annually and that the balance of the income would be transferred to the Theological Education Fund each year. Fund moneys are invested with other Canadian Unitarian Council capital funds as per the Canadian Unitarian Council Investment Policy.

**CANADIAN UNITARIAN COUNCIL
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2011**

2. SIGNIFICANT ACCOUNTING POLICIES (contd.)

d) (iii) (contd.)

Nancy and Victor Knight Fund

In 1996 funds were received for the purpose of establishing a perpetual fund to honour the ideals exemplified by the lives and work of Nancy and Victor Knight in furthering the principles of Unitarianism and Universalism in Canada. An award is to be made annually at the Annual Meeting from the income of the fund to a living person, selected by the Board, who has made a notable contribution to furthering of liberal religious principles in Canada. Fund moneys are invested with other Canadian Unitarian Council funds as per the Canadian Unitarian Council Investment Policy. The fund is protected from inflation by a transfer of a pro-rata share of investment income earned from the unrestricted fund each year.

Avalon Fund

The grant of money made to the Canadian Unitarian Council by Ed and Elinor Ratcliffe in 2000, the income and capital of which are to be used to foster the vitality and growth of the Avalon Unitarian Universalist Fellowship in St. John's Newfoundland, or since the Avalon Fund has ceased to operate, to support the establishment of a Unitarian Universalist presence in Newfoundland. Fund moneys are invested with other Canadian Unitarian Council funds as per the Canadian Unitarian Council Investment Policy. The fund is protected from inflation by a transfer of a pro-rata share of investment income earned from the unrestricted fund each year. Disbursements from the fund are made at the discretion of the Canadian Unitarian Council Board.

Endowment Fund

The 1992 Annual Meeting of Canadian Unitarian Council approved a campaign to raise an Endowment Fund. Earnings from the Fund, after allowing for the protection of the capital base, will be allocated to the operating budget to support the program activities of the Canadian Unitarian Council. Allocation of investment income will be calculated on the fund balance at the first day of the fiscal year. Periodic bequests to the Canadian Unitarian Council are normally added to this fund.

In addition, Endowment Fund contributions to the principal collected during the current Growing Forward Campaign cannot, by law, be drawn down for at least ten years after donation (2011- \$1,062,782, 2010 - \$1,032,782).

Other Trust Funds

Congregational Investment: UUC North Hatley	\$ 42,356
Dissolved Societies	5,631
Prairie Women's Gathering	5,205
Northern Lights	<u>8</u>
	<u>\$ 53,200</u>

**CANADIAN UNITARIAN COUNCIL
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2011**

2. SIGNIFICANT ACCOUNTING POLICIES (contd.)

d) iv) Funds Held Pending Disbursement

Funds held pending disbursement are monies received by the Canadian Unitarian Council in full from congregations, individuals or other sources each year, which are designated for disbursement to other organizations or for specific purposes in the same year. Unexpended monies in any year in any of these disbursement funds are carried over in the same fund to the following year. Contributions from individuals are tax-receiptable by the Canadian Unitarian Council.

e) **Furniture and Equipment**

The cost of furniture and equipment is recorded as an operating expenditure in the year of purchase. Capital assets are reflected on the balance sheet at a nominal value of \$1.

f) **Financial Instruments**

The Organization classifies its financial instruments into one of the following categories based on the purpose for which the asset was acquired or liability incurred. The Organization's accounting policy for each category is as follows:

Financial instruments classified as held-for-trading are reported at fair value at each balance sheet date, and any change in fair value is recognized in net value (loss) in the period in which the change occurs. Cash and marketable securities have been classified as held for trading. The fair value of the marketable securities is the amount of the consideration that would be agreed upon in an arm's length transaction between knowledgeable and willing parties under no compulsion to act.

Financial instruments classified as loans and receivables and other financial liabilities are carried at amortized cost using the effective interest method. Interest revenue or expense is included in net revenue (loss) over the expected life of the instrument. Accounts receivable and accounts payable have been classified into these categories.

3. CASH

As at December 31, cash is held at a chartered bank, earning interest of 0.00%.

4. MARKETABLE SECURITIES

The marketable securities are recorded at fair market value and are compiled as follows:

Government and corporate debt instruments	\$ 1,877,546
Equity investments	<u>2,344,877</u>
	<u>\$ 4,222,433</u>

The government and corporate debt instruments yield between 3.2% to 5.3% and have maturities up to December, 2019. The equity investments are invested in high quality Canadian and United States equities. The fair market value of marketable securities in US dollars amounted to approximately \$294,000 US.

**CANADIAN UNITARIAN COUNCIL
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2011**

5. FUNDS HELD PENDING DISBURSEMENT

	<u>2011</u>	<u>2010</u>
Lay Chaplaincy Training	\$ 2,036	\$ 5,612
Theological Education Fund	9,844	4,838
Volunteer Canada Project	200	200
Travel Pool (IARF & ICUU)	3,603	3,603
CAYAC (formerly Youth Advisory Group)	2,768	1,880
Regional funds	12,497	12,497
Regional youth funds	9,269	8,850
IARF Canadian Chapter	1,444	1,331
Religious Educators' Leadership	1,743	1,743
Western Fall Gathering Equalization	415	415
Sharing Our Faith fund	10,666	8,915
Growth Project	18,211	18,210
CU*UL School Scholarship	1,905	1,905
CU*UL School	1,176	1,176
BC Young Adult	259	259
UUUNO	11,310	1,929
IARF Secretariat	1,091	977
Church of the Larger Fellowship	6,434	5,245
ICUU	2,367	2,072
ACM General Support Fund	440	-
ACM International Guest sponsorship	731	731
ACM Leadership Fund	<u>18,000</u>	<u>25,000</u>
	<u>\$ 116,409</u>	<u>\$ 107,388</u>

These funds are described below:

1. Lay Chaplaincy Training Fund: revenue from services performed by UU Lay Chaplains (\$10 per rite of passage) is used for the creation and delivery of education, training and professional development programs for lay chaplaincy throughout Canada.
2. Theological Education Fund: Percy Simpson Bailey Trust income, individual gifts and transfers of income from Toronto First's Rouff-Mackie-Jenkins Trust are used to support Unitarian and Universalist theological education in Canada, particularly in the form of cash grants to Canadian UU Theological Students who apply.
3. Volunteer Canada Project: remainder of a grant from Volunteer Canada, used for enhancing safe congregations and screening initiatives.
4. Travel Pool (IARF & ICUU): for subsidies to individuals representing the CUC at IARF and ICUU events.
5. Youth Advisory Group Canadian Advisory (CAYAC): primarily gifts and fundraising for subsidies and leadership.
6. Regional funds: accumulated funds from Regional Fall Gatherings, primarily as assurance for future Gatherings, and may include support for congregational networking.
7. Regional youth funds: money from Life Span Learning budget and conference profits, used to fund regional Youth Adult Committee functions including various youth trainings, events and activities.
8. IARF Canadian Chapter: funds of the International Association for Religious Freedom, used for IARF projects.
9. Religious Educators' Leadership: amounts from Life Span Learning budget and former Western District to support leadership development of Lifespan RE staff and volunteers.

**CANADIAN UNITARIAN COUNCIL
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2011**

5. FUNDS HELD PENDING DISBURSEMENT (contd.)

- 10. Sharing Our Faith Fund: funds from special 'Sharing Our Faith' collections taken up in member congregations, disbursed to selected member congregations who apply for assistance for special projects to assist them to reach a higher level in mission, growth and visibility.
- 11. Growth Project: a group of CUC initiatives started in 1998, for the purpose of Growing Vital Religious Communities in Canada.
- 12. CU*UL School Scholarship: gifts from individuals for CU*UL School scholarships and/or bursaries.
- 13. CU*UL School: accumulated surplus from CU*UL School, to cover any future shortfalls.
- 14. BC Young Adult: funds received from PNWD to support YA ventures in BC region.
- 15. International Guest Sponsorship: gifts received to support individuals traveling from outside of Canada to attend the ACM.

6. FINANCIAL INSTRUMENTS

Unless otherwise noted, it is managements' opinion that the Organization is not exposed to significant interest rate, currency or credit risks arising from its financial instruments.

7. CAPITAL DISCLOSURE

The Organization considers its capital to be its net assets, restricted and unrestricted. Its restricted net assets consist of trust funds as described in Note 2(d) (iii). The Organization's objective when managing its capital is to safeguard its ability to continue as a going concern to enable it to provide tangible support for religious exploration, spiritual growth and social responsibility. Annual budgets are developed and monitored to ensure the Organization's capital is maintained at an appropriate level.

8. LEASE COMMITMENT

Annual lease commitments for the Organization's premises exclusive of common area is summarized as follows:

2012	30,334
2013	28,246
2014	27,550
Thereafter	6,888

**CANADIAN UNITARIAN COUNCIL
OPERATING ACTIVITIES SCHEDULES OF EXPENDITURES
FOR THE YEAR ENDED DECEMBER 31, 2011**

	2011 Budget	Actual % Variance To Budget	2011	2010
BOARD, NATIONAL COMMITTEES AND TASK FORCES				
Lay Chaplaincy Committee	\$ 4,000	-	\$ -	\$ 3,614
Special projects	2,000	-39%	1,223	10,258
Nominating committee	300	-	-	-
Social Responsibility	5,000	-65%	1,721	1,010
Board expense and communications	<u>58,000</u>	<u>47%</u>	<u>85,406</u>	<u>33,710</u>
	<u>\$ 69,300</u>	<u>27%</u>	<u>\$ 88,350</u>	<u>\$ 48,592</u>
ADMINISTRATION				
Audit and professional services	\$ 7,000	-5%	\$ 6,678	\$ 6,534
Postage and courier	2,500	47%	3,684	4,112
Furniture	3,000	184%	8,513	941
Computer	4,000	51%	6,065	3,096
Equipment rental and maintenance	11,000	-22%	8,550	8,250
Insurance	4,000	-9%	3,630	3,657
Rent and occupancy	35,000	-	34,994	33,029
General and office	11,600	-1%	11,439	9,193
Telephone and internet	4,400	8%	4,747	2,759
Fundraising expense	<u>11,000</u>	<u>-26%</u>	<u>8,134</u>	<u>8,971</u>
	<u>\$ 93,500</u>	<u>3%</u>	<u>\$ 96,434</u>	<u>\$ 80,542</u>
ANNUAL CONFERENCE AND MEETING				
General conference and meals	\$ 132,500	-20%	\$ 105,717	\$ 32,521
Other	<u>31,500</u>	<u>47%</u>	<u>59,345</u>	<u>16,838</u>
	164,000	1%	165,062	49,359
Receipts	<u>(162,500)</u>	<u>-15%</u>	<u>(137,433)</u>	<u>(63,173)</u>
	<u>\$ 1,500</u>	<u>1,742%</u>	<u>\$ 27,629</u>	<u>\$ (13,814)</u>
INTERNATIONAL AND INTERFAITH				
Affiliations	\$ 6,000	-27%	\$ 4,393	\$ 5,235
International	8,000	-5%	7,620	19,695
Travel pool	<u>2,000</u>	<u>-</u>	<u>-</u>	<u>2,000</u>
	<u>\$ 16,000</u>	<u>-25%</u>	<u>\$ 12,013</u>	<u>\$ 26,930</u>

**CANADIAN UNITARIAN COUNCIL
OPERATING ACTIVITIES SCHEDULES OF EXPENDITURES
FOR THE YEAR ENDED DECEMBER 31, 2011**

	2011 Budget	Actual % Variance To Budget	2011	2010
MEDIA AND COMMUNICATIONS				
Publications	\$ 4,000	20%	\$ 4,784	\$ 3,919
Website maintenance	3,600	1%	3,629	3,600
Canadian Unitarian	54,700	-16%	45,720	37,350
Media relations	<u>2,000</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>\$ 64,300</u>	<u>-16%</u>	<u>\$ 54,133</u>	<u>\$ 44,869</u>
YOUTH AND YOUNG ADULT				
Programme delivery	\$ 28,475	-29%	\$ 20,291	\$ 6,479
Office	4,575	-69%	1,430	967
Travel and professional development	<u>7,950</u>	<u>-26%</u>	<u>5,867</u>	<u>2,529</u>
	<u>\$ 41,000</u>	<u>-32%</u>	<u>\$ 27,588</u>	<u>\$ 9,975</u>
CONGREGATIONAL SERVICES				
Programme delivery	\$ 107,500	-14%	\$ 91,939	\$ 59,567
Office	7,000	5%	7,382	10,241
Travel and professional development	<u>24,000</u>	<u>-24%</u>	<u>18,142</u>	<u>7,109</u>
	<u>\$ 138,500</u>	<u>-15%</u>	<u>\$ 117,463</u>	<u>\$ 76,917</u>
STAFFING				
Executive Director travel and expenses	\$ 15,000	85%	\$ 27,744	\$ 11,978
Salaries, outside services and benefits	575,000	5%	605,127	385,727
Professional development	<u>5,000</u>	<u>204%</u>	<u>15,205</u>	<u>7,114</u>
	<u>\$ 595,000</u>	<u>9%</u>	<u>\$ 648,076</u>	<u>\$ 404,819</u>