

COVENANT
OF UNITARIAN
UNIVERSALIST
PAGANS



CUUPS Annual Report

July 2022 - June 2023

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Agenda

<p>12:45 pm - 1 PM InGathering</p> <p>Past President: Jerrie Hildebrand</p>	<p>Welcoming People</p>
<p>1:00 pm Welcome & Intros</p> <p>Co-Chairs: Om Prakash Ron Zorn</p>	<p>Ask for consent to record?</p>
<p>1:05 pm Housekeeping</p> <p>Past President: Jerrie Hildebrand</p>	<p>START RECORDING</p>
<p>1:10 Chalice Lighting</p> <p>Chapter Coordinator: Susan Foster</p>	<p><i>A Prayer of Co-Creation</i> by Lyn Cox</p> <p>Oh creative spirit, source of life and love: We give thanks for the beauty of this day and the company of those assembled here.</p> <p>Thank you for the breezes of change, clearing our heads and bringing fresh ideas. May they cleanse our minds of the oppressions and isms that divide us.</p> <p>Thank you for the flame of hope, the heat of righteous anger, the warmth of compassion, and the fire of commitment. May they bubble the cauldrons of transformation.</p> <p>Thank you for oceans of love, rivers of connection, tears of relief, and pools of serenity. May healing waters flow over us and through us and among us, wearing down the sharp rocks of despair to bring joy in the morning.</p> <p>Thank you for the good earth beneath us, around us, and within us. May we take this clay and co-create a new realm of justice and beauty.</p> <p>Thank you for all these and more. We accept our gifts and commit to building, sculpting, painting, singing, and dancing them to life; to abundant life.</p>

	<p>Together we say: We are Unitarian Universalists. We are a fellowship of the open mind. We are a fellowship of the open hearts. We are a fellowship of the helping hands. We are a fellowship of the flaming chalice. Let us come together.</p>
1:15 PM Annual Report Summaries	
1:40 pm Questions	
1:45 PM Announcements	Send in your name if you want to serve on the BOT, or other volunteering! Contact info@cuups.org
1:50 pm Extinguish Chalice Ron Zorn	<p>We give honor to Our Earth that honors those who have passed on. To Water for the tears that occasionally come refreshing us. To Fire for warming is and supporting our love for humanity. To Air for being the vehicle of communication with the dead and the living. To Spirit, that resides in each of us in community.</p> <p>We extinguish this flame but not the light of truth, the warmth of community, or the fire of commitment. These we carry in our hearts until we are together again. The Chalice is now extinguished, but its light lives on in the minds and hearts and souls of each one of you.</p> <p>Merry have we met. Merry have we been. Merry shall we part and Merry Meet again. The Circle is open but never broken.</p> <p>Call for a Vote to Adjourn: Moved By _____ Second _____ Vote _____</p>
2:00 PM Fellowship & Chat.	If you have more questions or wish to volunteer please stay for a few minutes to chat.

Co-Chair/Ministerial Relations Report for July 2022 - June 2023

by Rev., Dr. John (Om Prakash) Gilmore
rightrelations@cuups.org

As of the beginning of last year I have begun serving as Co-Chair of CUUPS and am also still serving in the position of Ministerial and Right Relations. We have worked together very well as

a board. We are, however, very lean with only 4 board members working to maintain the standards, wants, desires, and focus of the Board and searching for volunteers and possible board members. If you would like to volunteer or become a member of the Board please contact us at info@cuups.org. We would love to speak with you.

Along with other board members and volunteers I have worked to inform various groups within the UU Movement, via, Facebook and email, about who we are as a major part of the larger movement, what activities we are engaged in, what resources we have, and how they can plug into our activities. We intend to increase the posting of some of our activities on various social media platforms to inform people how and when we are available to aid in their spiritual search for truth and meaning and in having conversations, when the opportunity arises, to discuss what we are doing as a Board and Affiliate of the UUA. One of the major events to really make contact with chapter members is GA, which was face to face this year.

There was a long lead up to GA and a lot of work done by the board—correspondences, emails, video editing, and many more little things that added up to a lot of work. This included attending meetings and focusing a lot of time and discussion on the General Assembly. We had a booth this year at GA and did a live Solstice Service as well as working to promote an on demand concert on the GA platform of Whova. I spent much time in the booth with CUUPS Board Members, their spouses, and volunteers this year, which was a delight. It was good to see each other face to face after so much time.

We participated in our annual Summer Solstice Service live at GA this year, and I met some people participating in various chapters and had a chance to talk with them face to face, which was a very positive experience.

On the ministerial right relations side, I have been in contact with ministers, as necessary, offering any type of information they might need, and in order for them to become more familiar with what a chapter would mean for the larger institution. I have also made myself available to various groups as needed, and am working within the CUUPS mission and goal to broaden our interactions with other groups and become more multicultural. This year we worked to ease conflicts in many congregations and to find the information and resources available that they could tap into in order to strengthen their chapters and prevent any upcoming conflicts. We have posted some of the links to these resources on our webpage.

We have made a lot of shifts and adjustments because of people needing to step back from the board for various personal reasons, we are still moving forward to help create sacred spaces in our congregations where Pagans and Earth Based Practitioners can come together in a safe, supportive space to deepen their understanding of their spiritual connection as well as find support during these dismal times.

We are looking forward to becoming more inclusive, more diverse, multi-racial, and multicultural, and helping to support and provide space for those who approach the Unitarian Universalist Association with a more Earth Based Spirituality and Pagan perspective. We are an active board working to promote justice, equity, and compassion within our chapters, congregations, and the UUA at large. It is a pleasure serving.

Namaste,

Rev., Dr. John (Om Prakash) Gilmore
CUUPS Co-chair/Right Relations
rightrelations@cuups.org



Plenary Session at 2023 UUA General Assembly Pittsburgh / © Kishgraphics

Treasurer Report for July 2022-June 2023

By Ron Zorn
treasurer@cuups.org

Here is where we are at the end of the fiscal year.

Balance in accounts as of June 30, 2023:

5/3 bank	\$ 22,321.63
PayPal	\$ 0.00
UUCEF	\$10.4090 x 1393.319 = \$ 14,504.36
TOTAL	\$ 38,825.99

Fiscal year (July 1, 2022 to June 30, 2023) expenses are outlined below:

Liberated Syndication Podcast Fees Yearly	\$ 90.48
Affinipay fees	\$ 490.21
Re-mail Services	\$ 178.88
P.O. Box renewal (14 months)	\$ 540.00
Zoom Fees - Yearly	\$161.59 Yearly renewal
Constant Contact Yearly	\$ 633.76 Yearly renewal
UUA Dues Yearly	\$500.00
Wild Apricot Fees Yearly for website/membership portal	\$ 1188.00 Fees will be increasing in 23-24
Pixsy - purchase of art online settlement	\$ 200.

UUA – General Assembly Expenses In Detail	
Gold Registration for CUUPs	\$ 2400.00
Board Registrations	\$ 1200.00
Speaker registrations	\$ 500
Donations to Musicians for use of their music on Ritual for GA	\$ 500
General Assembly 2023 Expenses include stipend, booth expenses, printing of brochures, volunteer expenses.	\$ 5837.02
Parliament of World Religions Expenses In Detail (for Parliament in August, 2023)	
Parliament of World's Religions Membership	\$1250.00
Board Registrations for Parliament 2023	\$ 250.00
Total Expenses	\$ 1500.

Non-Membership income and donations:

PayPal Annual Giving fund income	\$ 8.00
Donations from Members	\$ 56.10
Total	\$ 64.10

It has been a pleasure serving as your Treasurer this year!

Ron Zorn

CUUPs Treasurer
treasurer@cuups.org

Membership 2022-2023 Annual Report

By Membership Team

membership@cuups.org

Our membership committee was divided into two defined responsibilities in 2023. We have instituted someone to handle the individual membership things that pop up and more importantly, we have a board member whose responsibility it is to work with, and help grow, our CUUPS chapters across the country.

Individual memberships:

Currently we have approximately 489 members. Our membership numbers have shown stability with previous years. We are forced to be aggressive with memberships not renewed, due to limitations in our subscription service, and “archive” any lapsed members on the 1st and 15th of each month. Should your membership be up for renewal, we hope you renew your membership when the first reminder is delivered by email. This will minimize issues associated with logging in to our website, should your membership be moved to “archived.”

The Board would like to thank all of our members, new and renewals, who support CUUPS Continental through donations and membership in our organization. It is a goal of CUUPS to support our members and help them find educational materials as well as ideas on how local leadership can engage their church congregations in Earth-Centered Spiritualities.

Again, CUUPS would love to see a return to a quarterly newsletter for incarcerated Pagans. This program was coordinated with the UU Church of the Larger Fellowship and ceased. We need volunteers who are talented in writing solitary ritual or other educational pieces and would like to get involved in sending these newsletters out to incarcerated Pagans. Please send a note to membership@cuups.org and let us know your interest in this important work.



Past Board Member Rev. Patrick Price & his family with Past President Jerrie Hildebrand / © Kishgraphics

Chapter Coordinator Report

By Susan Foster

chapters.membership@cuups.org

I joined the Board as Chapter Coordinator on January 1, 2023. My role is to assist and support pagan groups in becoming CUUPS chapters. I advise groups about the advantages of becoming chapters affiliated with their home congregations, which include: access to right relations counseling, liturgy and curriculum resources, networking with other chapters and members throughout the world, cultivating relationships with the larger UU and pagan communities, availability of CUUPS news and announcements on the CUUPS Facebook page, a voice in the public square for pagan and UU values, and contribution to ministries for incarcerated UU pagans. As Chapter Coordinator, I walk pagan groups through the process of applying to become chapters and help them to meet all requirements, such as submitting an application, creating a mission statement, forming a covenant between the chapter and the host congregation, and authorization from the minister or board of the host congregation. Bylaws and other organizational documents may be submitted at the first annual renewal. A CUUPS chapter must include three people who are active voting members of CUUPS Continental as well as members of their home congregations or Church of the Larger Fellowship. Chapters are required to submit an annual renewal form and chapter fee of \$30, unless there are five dues-paying members of CUUPS, in which case dues are waived.

One of our goals this year was to create a Chapter Handbook to guide pagan groups in becoming chapters. It is a comprehensive handbook that describes the process of application to become a chapter and covers many other topics, such as right relations with home congregations, understanding the UU in CUUPS, relationships with congregational governing boards, providing religious education within home congregations, behavioral covenants, media relations, chapter social media, disruptive persons policy, use of the CUUPS logo, finances, fundraising, workshops and discussion groups, educational resources, and much more. Please take a look at the Handbook and let us know if you have any questions or additions for future revisions. If your group is considering, or is in the process of, becoming a chapter, and would like a copy of the Handbook, please contact me for a copy. An addition was made to the CUUPS Statements and Resolutions, found at the end of the Handbook: a CUUPS Resolution on Reproductive Justice and Violence Against Women, which addresses human rights abuses of women.

Since Jan. 1 of my tenure, seven new chapters have been approved; two more are pending. Unfortunately I do not have a record of chapters approved this past year before I joined the Board. There are currently 80 chapters in thirty-five states. If you are interested in forming a chapter, please feel free to contact me at chapters.membership@cuups.org.

Blessings,
Susan Foster
Chapter Coordinator

Chapters added since last year. If we forgot you please forgive us.

Date Approved	Chapter Name
4/26/2023	First Parish CUUPS, Billerica, MA
4/26/2023	CUUPS of First Unitarian, Rochester, NY
5/31/2023	Path of the Labyrinth, Rockledge, FL
7/26/2023	UUCE CUUPS, Eugene, OR
8/30/2023	Chestnut Grove, Lansing, MI
8/30/2023	Spirit of the Sacred Journey, Surprise, AZ
9/27/2023	Glade of the Sacred Wheel, Newark, DE



Board Member & Chapter Coordinator Susan Foster / © Kishgraphics

Past President / Communications Report

by Rev. Jerrie Hildebrand
pastpresident@cuups.org

This year I stepped back to work on our communication tools and manage duties our secretary/administrator used to fill.

As volunteerism dropped in our congregations across the country, many non-profit groups like CUUPS are experiencing the same. Our accomplishments this year however remained stable and steady with a small but strong board.

Key Organizational Accomplishments this Year:

- General Assembly
 - Sponsor of GA in Pittsburgh
 - Advertising online, in program book and slideshows at the beginning of penarie sessions
 - In-Person General Assembly Summer Solstice Ritual
 - Individual members, chapters, congregations and board members participated in it.
 - Celebrate Our Resilient Planet Concert
 - Presentation moderated by Jerrie Hildebrand with Musicians SJ Tucker and Celia Farran.
 - Sponsored General Assembly
 - Staffed an in-person exhibit hall booth with information about CUUPS
 - Many thanks to Sharyla Herschman Yearney and Charlie Hildebrand for supporting us by staffing the booth.

COVENANT OF UNITARIAN UNIVERSALIST PAGANS

"Spiritual teachings of Earth-Centered traditions which celebrate the sacred circle of life, and instruct us to live in harmony with the rhythms of nature."
— The Sixth Source

Visit us at CUUPS.org

AN ON DEMAND EARTH-CENTERED CONCERT FROM CUUPS

CELEBRATE OUR RESILIENT PLANET

This online concert celebrates the hope, resilience, and courage we create together as UU's honoring the planet and all of its creatures through activism, practice at home and in our communities. Gather your friends and congregations together for this delightful event. Check the program to log into it!

Featuring Musicians:
Singer/Songwriter Celia Farran brings powerful, heart-felt vocals and wacky comedic improvisations.
Singer/Songwriter S.J. Tucker is considered the face of the voice of lore at the campfire and the sharp laughter of modern myth.

SUMMER SOLSTICE CELEBRATION - SATURDAY, JUNE 24
1:00 PM - 2:30 PM - ROOM 315-316 IN THE CONVENTION CENTER

Celebrate in person together the longest day of the year through songs, poems, movement, and more. This sacred time honors our capacity to nurture, adapt and be resilient in our changing world. All are welcome! Stop by the CUUPS Booth if you wish to participate!

Facilitators:
Rev. Dr. John Gilmore (Om Prakash) • Rev. Jerrie Hildebrand • Susan Foster

ON DEMAND EARTH-CENTERED PRESENTATIONS

COVENANT OF UNITARIAN UNIVERSALIST PAGANS

Online Concert to Celebrate Our Resilient Planet
Celia Farran & S.J. Tucker

Summer Solstice Celebration In Person - For Location Visit Our Exhibit Booth

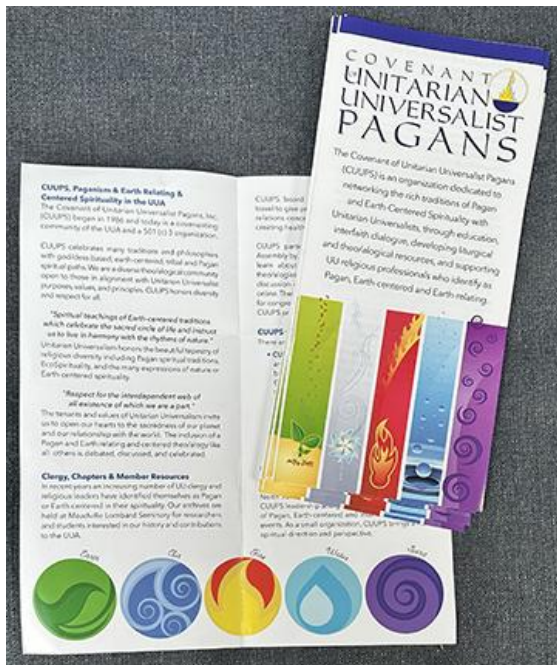
VISIT CUUPS.ORG

Ads for General Assembly Activities / © Kishgraphics

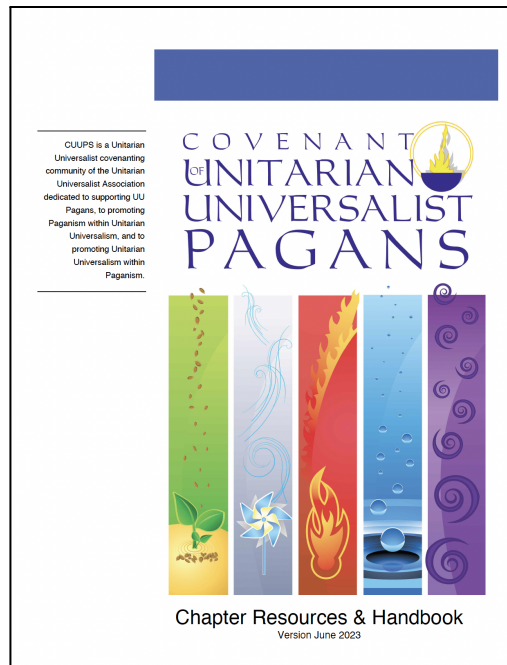


In Person Summer Solstice Ritual at UUA 2023 General Assembly / © Kishgraphics

- Joined as a sponsor of the Parliament of the World Religions
 - Attended by two board members and past president along with several current members and UUs
- Created and published a newly designed CUUPS Brochure



New CUUPS Brochure & Chapter Handbook / © Kishgraphics



- Supporting new chapters with the creation of a new chapter handbook
- Created new CUUPS Banner for General Assembly
- Enlivened the CUUPS logo to align with brochure & banner branding

- Updated Website with new images, chapters, etc.
 - Creating a section currently about traditions in the agricultural cycles and about earth-centered holidays surrounding the cycles from many cultures.
 - Added curriculum resources about earth-centered and Pagan concerns.
 - Partnering with the UUMFE and Women and Religion groups sharing information that intersects our organizations
 - Working to finish Google Sites with CUUPS and Pagan specific curriculum resources (i.e. book study groups)

COVENANT OF UNITARIAN UNIVERSALIST PAGANS

"Spiritual teachings of Earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature."

The Sixth Source of Affirmation of the Unitarian Universalist Association

Yule/Jul/Winter Solstice
© Marietta, Georgia CUUPS

HOME ABOUT CUUPS MEMBERSHIP BECOME A CUUPS MEMBER OUR CHAPTERS EDUCATIONAL RESOURCES DONATE CONTACT CUUPS

The Covenant of Unitarian Universalist Pagans (CUUPS) is an organization dedicated to networking Pagan-identified Unitarian Universalists (UUs), educating people about Paganism, promoting interfaith dialogue, developing Pagan liturgies and theologies, and supporting Pagan-identified UU religious professionals.

The Covenant of Unitarian Universalist Pagans (CUUPS) was chartered by the Unitarian Universalist Association at the General Assembly in 1987 for purposes of enabling:

- networking among Pagan Identified UUs; providing outreach of Unitarian Universalism to the broader Pagan community continentally.
- providing educational materials on Paganism for Unitarian Universalist congregations and the general public.
- promoting Pagan - Jewish & Christian dialogue; encouraging the development of theo/alogical and liturgical materials based on earth and nature centered religious and spiritual perspectives.
- encouraging greater use of music, dance, visual arts, poetry, story, and creative ritual in Unitarian Universalist worship and celebration.
- providing support for Pagan-identified UU religious professionals and ministerial students; and fostering healing relationships with our mother the Earth and all her children.

ALL ARE WELCOME!

[Click here to become a CUUPS Member!](#) [Click here to create a CUUPS Chapter!](#)

The Covenant of UU Pagans, Inc. affirms these UU causes.

WE ARE:
ALL CONNECTED
STRONGER TOGETHER
LOVE'S HANDS IN THE WORLD
CALLED TO CREATE JUSTICE
RESPONSIBLE FOR ONE ANOTHER AND THE EARTH

All of who you are is sacred. All of who you are is welcome.

Unitarian Universalist

DOWNLOAD FREE SAMPLE NOW **BLUUBOX** SPIRITUAL SUBSCRIPTION

CUUPS Membership Services
2692 Madison Rd., Suite 216
Cincinnati, OH 45208
Phone: 330-892-8877
(330-892-CUUPS) Leave a message and we will get back to you.

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Our Chapters
Chapter Locations

Educational Resources
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Updated CUUPS Website / © Kishgraphics

- Produced five email newsletters
- Maintained social media presence
 - Dominantly Facebook
 - Deleted Twitter account. No longer in alignment with UU values.
- Recovered the CUUPS phone line.
- Recovered and managed the following email addresses after the administrator left due to life changes:
 - info@cuups.org
 - secretary@cuups.org
 - communications@cuups.org
- Board members have presented Sunday Services at several congregations in a variety of places online and in person.

Social Media Statistics

<u>Main Facebook public page</u>	19,630 → up 609 followers from last year 88.3% are from the US with the rest from Canada, United Kingdom, Australia, Brazil, Mexico, India, France, Italy, and South Africa. 24% male identified 76% female identified.
<u>Facebook Members Group</u>	7,435 → up 1,479 members from last year There are three questions that have been set up for those interested to answer. Are you a member of CUUPS or a Unitarian Universalist Congregation? Do you align earth-centered, indigenous, or Pagan thinking or traditions? How did you hear about this group? If these questions are not answered access to the list is not granted.
<u>Facebook CUUPS Bulletin group</u>	1845 → up 42 Followers This group is mostly for blog posts and media outreach. There is little traffic and no promotion since it contains the same as the two primary Facebook pages.
<u>Facebook Nature's Sacred Journey page</u>	455 → down 2 Followers This is about the blog Nature's Sacred Journey. Little traffic. Remained steady since last year.
<u>CUUPS Chapter Facilitators</u>	Unused. Now that all current facilitators have been vetted and verified by their congregations we can move forward on creating this space. If you are a facilitator and on Facebook please Susan Foster know.
<u>CUUPS Podcast</u>	32 podcasts listed of past General Assembly presentations are hosted here. A volunteer who planned to take this on has let it go due to life commitments.
<u>YouTube</u>	Currently hosts Summer Solstice Celebrations and past GA presentations. If your chapter has a YouTube channel please let us know.

What's Next the Past President is involved in supporting:

Partnerships with UUMFE & Women & Religion Group: Conversations have started on partnering and cross referencing materials. CUUPS board members will be participating with them for the first time for the Winter Solstice online presentation.

Chapter Updating: Current affirmed and registered CUUPS chapters are online.

Apparel Sales Campaigns: We are creating a sales campaign with Bonfire to sell CUUPS t-shirts and Hoodies for the holidays and possibly mugs and totes.



Communications: Building a team.

Bylaw Update, Building a Review Committee: As we take this on we will be looking through the eyes of where the best practices are in the UUA and look at the languaging we use that may be exclusive or not in alignment with being UU Pagans. If you are interested in being part of the conversation please let me know.

Overall: Continuing to support the membership of the organization and earth-centered and Pagan spirituality in the UUA.

Submitted in Service,

Rev. Jerrie Hildebrand
President Emerita & Communications Liaison
pastpresident@cuups.org

Volunteering with CUUPS

We love all of our members and chapters and invite you to volunteer with us. Many hands make for lighter work they say. Contact Co-Chairs Om Prakash or Ron Zorn at president@cuups.org with ideas, and any interest you have in participating with us.

With Gratitude...

CUUPS exists because of a vision brought forth in 1986 to support UU's who honored the Earth and celebrated it. Today we are a covenanting community of the UUA.

Our vision and mission statement says:

The Covenant of Unitarian Universalist Pagans (CUUPS) is an organization dedicated to networking Pagan-identified Unitarian Universalists (UUs), educating people about Paganism, promoting interfaith dialogue, developing Pagan liturgies and theologies, and supporting Pagan-identified UU religious professionals.

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- encouraging greater use of music, dance, visual arts, poetry, story, and creative ritual in Unitarian Universalist worship and celebration.
- providing support for Pagan-identified UU religious professionals and ministerial students; and fostering healing relationships with our mother, the Earth and all her children.

Thank you members, supporters, ministers, board chairs, governing bodies in churches, and all who support CUUPS. We so appreciate you and honor you.

Here is to next year!