



CANADIAN  
UNITARIAN  
COUNCIL

CONSEIL  
UNITARIEN  
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# CANADIAN UNITARIAN COUNCIL 2019 ANNUAL GENERAL MEETING MAY 11, 2019

## PROPOSED MOTIONS

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## 2019 ANNUAL GENERAL MEETING – MAY 11, 2019 PROPOSED MOTIONS

**TO:** Presidents, Ministers and Delegates of congregations of the Canadian Unitarian Council  
**FROM:** Canadian Unitarian Council Board of Trustees |  
**RE:** Motions for 2018 Annual General Meeting  
**DATE:** January 8, 2019

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The following motions are proposed for the CUC's 2019 Annual General Meeting. Please:

- Allow time for your congregation and delegates to discuss the motions, and how your delegates will vote
- Provide feedback to the proposers by **February 28<sup>th</sup>** using the Resolutions Feedback Form at the end of this document. Please use a separate form for each motion

If you have new delegates, presidents or folks in your congregations who would like to participate on-line, please have them:

- Attend an on-line orientation session in April – please check the CUC website under About the CUC – Annual General Meeting for dates and registration information
- Sign up for the delegates email group, if they are not already a member, by emailing [info@cuc.ca](mailto:info@cuc.ca) with a request to join

Delegate selection and registration: Please register all your delegates **by April 1<sup>st</sup>**.

All information about the Annual General Meeting, including delegate registration and orientation, is available at <https://cuc.ca/about-cuc/annual-general-meeting/>.

**Date:** Saturday, May 11, 2019

**Location:** The Atrium at 192 Spadina Ave | Toronto ON M5T 2C2 | and online

**Time:** 1:00 – 4:30 pm ET

Questions about the AGM? Please email [executivedirector@cuc.ca](mailto:executivedirector@cuc.ca).



## MOTION 1: Change to bylaw #5 – Board of Trustees

PROPOSED BY: CUC Board of Trustees

CONTACT: [board@cuc.ca](mailto:board@cuc.ca)

### BACKGROUND

1. In 2018, the Nominating Committee had difficulty finding two nominees per region, possibly related to statistically significant differences in the population of the four regions, resulting in one vacancy coming out of the AGM.
2. The proposed bylaw change, as stated in the new wording for 5.3.1, will give the Nominating Committee more flexibility in finding Trustees, while clearly maintaining two Trustees per region as the preferred representation.
3. The current text of 5.3.1 reads:
  - a. The Board shall be comprised of eight Trustees elected at the Annual Meeting, or their replacements appointed pursuant to this by-law and any additional Trustees appointed by the Board as provided below. Two of the Trustees shall be resident in each of the four Designated Geographical Areas.
4. The proposed change also has the benefit of making it possible for a Trustee to change region of residence and still remain as a Trustee, with an attendant change to 5.5.1, which currently reads:
  - a. (Termination of Office: The office of a Trustee shall be vacated before the completion of the term of office:) if such individual ceases to be a member in good standing of a member congregation or ceases to reside in the Designated Geographical Area from which elected.

### BE IT RESOLVED that bylaw 5.3.1 shall now read (with changes in *italics*):

The Board shall be comprised of eight Trustees elected at the Annual Meeting, or their replacements appointed pursuant to this by-law and any additional Trustees appointed by the Board as provided below. *The Nominating Committee shall make every effort to nominate two Trustees per Designated Geographical Area, but in the event that two nominees cannot be found from the relevant regions, shall have the flexibility to nominate a minimum of one Trustee and a maximum of three Trustees per Designated Geographical Area, with the total number of Trustees not to exceed eight.*

### BE IT FURTHER RESOLVED that bylaw 5.5.1 shall now read:

If such individual ceases to be a member in good standing of a member congregation.



**MOTION 2:           Change to bylaw #3.9 – Meetings: Participation in Meetings**

**PROPOSED BY:       CUC Board of Trustees**

**CONTACT:            [board@cuc.ca](mailto:board@cuc.ca)**

**BACKGROUND**

1. UU ministers in Canada are entitled to speak at Annual General Meetings. Currently, bylaw 3.9 states:
  - a. Participation in meetings: The following individuals shall be entitled to be present at any Annual or Special Meeting and, subject to the time limit imposed for any particular item of business, to address the meeting:
    - i. 3.9.1: The voting delegates of member congregations, members of the Board, the Executive Director or designate, the official representatives of Affiliates, Ministers of member congregations, retired and community ministers, staff, public accountant.
2. To provide further clarity and to ensure that all relevant ministers are included in this category, a change is proposed to 3.9.1 to reflect this.

**BE IT RESOLVED THAT bylaw 3.9.1 shall now read** (with changes in italics):

The voting delegates of member congregations, members of the Board, the Executive Director or designate, the official representative of Affiliates, *Ministers in good standing with the Unitarian Universalist Ministers of Canada*, staff, and the public accountant.



### **MOTION 3: Study Resolution on an 8<sup>th</sup> Principle**

**PROPOSED BY:** Twenty-five individuals who are members of at least three different member congregations located in at least three of the four CUC regions

**SUBMITTED BY:** Rev. Julie Stoneberg (Peterborough) and Beverly Horton (Hamilton)

**CONTACT:** Rev. Julie Stoneberg – [uurevjs@gmail.com](mailto:uurevjs@gmail.com)

#### **BACKGROUND**

1. Unitarian Universalists are covenanted to affirm and promote:
  - The inherent worth and dignity of every person;
  - Justice, equity and compassion in human relations;
  - Acceptance of one another and encouragement to spiritual growth in our congregations;
  - Respect for the interdependent web of all existence of which we are a part
2. Both personal and institutional racism continue to persist in Canada as confirmed by multiple recent reports, and that as membership within our faith tradition is primarily white/European, we are accountable to these realities.
3. White Supremacy and Colonialist Culture function as the social, political, and institutional glue that connects the racialized historical experience and lived realities of Indigenous Peoples and People of Colour in Canada.
4. The CUC in its 2003 anti-racism resolution called on all its congregations to be active witnesses for racial justice in our communities and encouraged congregations to engage in racial justice education and work.
5. The CUC “Resolution on Racial, Religious, and First Nations Equity” of 2007 resulted in training and production of materials focused explicitly on reconciliation and healing with Indigenous Peoples.
6. An 8<sup>th</sup> Principle calling for its member congregations to build diverse, multicultural Beloved Community through actions that “accountably dismantle racism and other oppressions in ourselves and our institutions” has been proposed within the UUA.



**Be it resolved that** that a study group be struck to:

1. research and recommend a protocol for amending the CUC principles
2. Draft a proposed 8th Principle, relevant for the Canadian cultural and historical context, calling for the CUC and its congregations to accountably dismantle racism in our institutions and within ourselves. (This may be an adaptation of the UUA's proposed 8th principle.)
3. Produce a report and/or resolution to be considered at the 2020 CUC AGM that serves as the basis for a subsequent adoption of an 8th Principle.

The initial study group members will be Rev. Julie Stoneberg (Peterborough) and Beverly Horton (Hamilton) as co-chairs. Constitution of the remainder of the study group (5-7 members) will reflect racial and regional diversity and engage both professional and lay ministers, and leaders of CUC member congregations.



**MOTION 4: Approval of CUC Goals and Strategic Priorities for 2019 – 2020**

**PROPOSED BY:** CUC Board of Trustees

**CONTACT:** [board@cuc.ca](mailto:board@cuc.ca)

**BACKGROUND**

- A. Under Bylaw 3.5.3.4 the CUC is required to seek approval at each Annual General Meeting (AGM) for strategic priorities for the coming year.
- B. The goals and strategic priorities listed below were developed by the CUC Board and staff in joint face to face meetings in the fall of 2016, and subsequently amended as necessary and approved by delegates at each Annual General Meeting.
- C. Board and Staff agreed that the goals and strategic priorities should be recommended for approval at the May 2019 AGM to guide: a) the 12 months of staff work, 1 Jan to 31 Dec 2019; and b) the 12 months of board work, 1 Jun 2019 to 31 May 2020.
- D. Changes from the 2018 goals and strategic priorities are in **bold text**.

**BE IT RESOLVED THAT:**

**The work of the CUC be guided in 2019 - 2020 by the following goals and strategic priorities:**

**Goals**

The CUC ensures that it has the resources to maintain its own sustainability in order to advance the cost-effective achievement of the following four primary goals:

- 1. Enhance religious exploration and spiritual growth grounded in the vision, principles, sources, and aspirations of the Canadian Unitarian Universalist (UU) movement;
- 2. Advance socially responsible actions to live out our vision of interdependence, love, and justice to bring benefit to Canadian and global communities;
- 3. Build community resilience so our congregations and communities are connected to each other, and thrive organizationally, economically, and socially in a diverse, multi-generational context;
- 4. Strengthen local, regional, national, and global networks of collaborative and interdependent UU congregations and communities.



## Strategic Priorities

*Within these goals, the Board recommends the following strategic priorities for 2019-2020:*

- A. Ensure sustainable revenue generation to continue the work of building vital Unitarian communities;
- B. Optimize communications capabilities so that they are flexible, robust, and effective, with a **continuing focus on the CUC website** to make it a useful and appealing communications tool for both members and visitors, and on extending the reach and effectiveness of other communication mechanisms;
- C. Advance social justice initiatives, including truth, healing, and reconciliation amongst Indigenous and non-Indigenous people in Canada;
- D. Encourage innovation and sustainability in the growth and development of UU communities, including youth and young adults as they strive to foster a just and sustainable world and to enrich the spiritual lives of their members.





## **MOTION 5: Annual Consumer Price Index Increase Applied to Annual Program Contribution**

**PROPOSED BY:** CUC Board of Trustees

**CONTACT:** [treasurer@cuc.ca](mailto:treasurer@cuc.ca)

Background:

- A. Since the CUC transitioned away from the Unitarian Universalist Association in 2002 and took over responsibility for programming and service delivery for Canadian congregations, membership contributions have been calculated on a per member basis.
- B. Over the past 16 years, although there have been increases to amount of the Annual Program Contributions (APC), the income to the CUC for programming and congregational engagement has decreased, due to decline in membership numbers. Please see Appendix E for a table of membership numbers from 2010 – 2018.
- C. To help offset this, at the Annual General Meeting in 2017, an annual increase to the adult APC in the amount of the Consumer Price Index (CPI) was approved.
- D. The young adult per member amount of \$35 will not be affected by the CPI.
- E. Statistics Canada numbers for the Consumer Price Index will be used.
- F. In 2018, the APC was \$100 per member. In 2019, a CPI increase of 1.6% was approved by delegates at the 2018 AGM; therefore, the 2019 APC will be \$101.60 per member, and \$35 per young adult member.
- G. To help maintain sustainable funding for the CUC so that it can continue in its mission to “Grow Vital Unitarian Communities,” the CUC board recommends that an amount equal to the annual Consumer Price Index increase be applied to the annual APC per adult member amount.
- H. This motion would apply to annual APC per member amounts, regardless of whether motion 6 receives approval.

**BE IT RESOLVED THAT** the “fair share” amount per member be increased each year by an amount equal to the Canadian Consumer Price Index (CPI) in November for the previous year\*.

Note: \*CPI in November 2018 was 1.7%

***Please use the feedback form in Appendix D for motion 5 and 6.***



## **MOTION 6:           New Method of Calculating Annual Program Contribution 2020**

**PROPOSED BY:**       **CUC Board of Trustees**

**CONTACT:**           [treasurer@cuc.ca](mailto:treasurer@cuc.ca)

### Background:

- A. Under its Bylaws the CUC is required to seek delegate approval at each Annual General Meeting (AGM) for a budget, and the Annual Program Contribution (APC) amount to be paid by member congregations. The APC provides most of the funding for the work of the CUC.
- B. The current method of calculating the APC is a fixed amount per Adult member of each member congregation, and a lower amount per Youth or Young Adult member.
- C. At the 2017 AGM, an increase to the APC for 2018 was voted on and approved for the first time since 2013, from \$93 per member to \$100 per member. This was roughly equal to an adjustment for inflation over the five years during which no increases were made.
- D. One of the fundamental reasons for increasing the APC in 2018 was to ensure that the CUC was able to provide appropriate compensation for all staff. At the 2018 AGM, an increase of 1.6% from \$100 to \$101.60 per member for the 2019 APC was approved.
- E. An APC Task Force has been working for several years to explore alternate options for calculating the APC, as the current method of per member fee may inhibit some congregations from recruiting new members, and a decline in membership numbers nationally have led to decreased funding for the CUC. This Task Force presented a preliminary report in May 2016.
- F. A renewed version of the APC Task Force was created in February 2017, with a mandate to make a recommendation to the 2019 Annual General Meeting for a revised method of calculating the APC or continue with the existing method.
- G. Many options for calculating the APC have been reviewed: a percentage of income, a percentage of operating expenses, a combined method, and more. Discussions have highlighted a few reasons for seeking a modified method for calculating the APC, and the rationale for an alternate method.
  - a) The declining membership numbers have led to a need for stable funding of the CUC work for the congregations.



- b) The method for calculating the APC should be easy to determine and should be changed gradually.
  - c) The method for calculating the APC should be a fair distribution based on a congregation's financial resources and a move away from a per member calculation.
  - d) The view that an APC based solely on a per-member basis may put some congregations in a position of discouraging new members, to avoid paying an increased APC amount. Rather, the APC (annual program contribution) should be, and is, a congregational commitment to the national faith community.
  - e) No congregation should be unfairly presented with a large increase (or decrease) in the APC amount per year. The calculation should build in a maximum of 10% change to a congregation's APC amount. Calculation should reflect an ability to contribute to the work of the CUC.
  - f) The Canadian Consumer Price Index (CPI) is a commonly used index for adjusting budgets for inflation. Similar indexing is necessary for the APC calculation in order that the annual budget will reflect the continual changes to costs.
- H. The favoured method for APC calculations is a split calculation based on a percentage of donations to the operating fund, plus 50% of the 'fair share' per member. The percentage of donations will be calculated each year based on an average of the last three years' donations to that congregation.
- I. This method has been studied by the APC task force and has been determined to be a reasonable option.
- J. Appendix C provides greater detail on how the calculations would be applied.

**BE IT RESOLVED THAT** the CUC adopt a new APC calculation, beginning in 2020, based on the following:

Part of the APC would be 50% of the current "fair share" per member amount, and

Part of the APC would be a percentage\* of the congregation's total donation income to the operating fund, averaged over three years of donations (not including funds that are passed on to qualified donees, revolving funds such as food bank funds, restricted endowment funds, or refugee funds). The year for collection of the donation data from congregations' financial statements will be September 1 to August 31.



Note:

- \*If approved, the percentage of donations used to calculate APC in 2020 is approximately 3.8%
- The 3.8% is our best estimate at this time as to what would constitute 50% of the present APC. The APC Task Force is awaiting more complete information from several congregations and has used estimates based on Canada Revenue Agency annual reports

***Please use the feedback form in Appendix D for motion 5 and 6.***



## APPENDIX A

### Action Plan for Study Resolution on an 8<sup>th</sup> Principle

We, Rev. Julie Stoneberg and Beverly Horton, propose the following actions to support the implementation of our resolution, if approved by delegates at the Annual General Meeting:

PROPOSED ACTION	DETAILS	WHO IS RESPONSIBLE	SUGGESTED COMPLETION DATE
<b>For Proposers of resolution</b>			
1. Form study group in consultation with the CUC Board, CUC staff and UUMOC	5-7 members who represent diverse aspects of the CUC community		June 15, 2019
2. Maintain primary responsibility for communication with CUC Board, Staff, Congregations, and UUMOC			Continuous
3. Establish a clear mandate for the study group, including time lines and member roles and tasks	See adopted study resolution		April 1, 2019
<b>For CUC</b>			
1. Aid in communication as necessary for CUC congregations and communities	Enews and website; and may involve some mailings to congregations.	CUC Staff	As necessary
2. Aid the study group in their preparation of a report/proposal for the 2020 AGM		CUC Staff	As necessary; by report deadline



PROPOSED ACTION	DETAILS	WHO IS RESPONSIBLE	SUGGESTED COMPLETION DATE
3. Engage with the Study Group as they explore the possibilities/process for an 8 <sup>th</sup> principle to be adopted		CUC Board and Staff	As needed
4. Supply a small budget for printing/communication	To be agreed upon with Executive Director	CUC	To be determined
<b>For Study Group</b>			
1. Research possible methods and processes for changing or amending the CUC principles	Find out how this is done in other UU organizations		
2. Consult with the CUC Board about how to establish a process for changing the principles		With CUC Board	
3. Educate themselves through study and research about racism and other oppressions in the Canadian context.	The intention here is to give background for the express wording of a proposed 8 <sup>th</sup> principle for the CUC		
4. Draft an 8 <sup>th</sup> principle for the CUC to consider	Be in conversation with those who drafted the proposed 8 <sup>th</sup> principle for the UUA.		December 1, 2019?



PROPOSED ACTION	DETAILS	WHO IS RESPONSIBLE	SUGGESTED COMPLETION DATE
5. Prepare a report and/or resolution to be presented to the CUC at the 2020 AGM. Report would include a recommended process for changing the principles AND a process for moving toward adoption of an 8 <sup>th</sup> principle.	This will depend on what is discovered in the study group’s research and learning. It may be a report, or it may be a resolution to adopt an 8 <sup>th</sup> principle.		December 15, 2019
<b>For Member Congregations</b>			
1. To receive and disseminate information and reports about the proposed 8 <sup>th</sup>	May include study materials and/or		As needed
principle to their membership	worship service suggestions		
2. To ensure that their delegates to the 2020 AGM are informed	Delegates to come to AGM in 2020 with some feedback/ input from their congregations		May 1, 2020



## APPENDIX B

### Unitarian Universalist Association Proposed 8<sup>th</sup> Principle

Black Lives of Unitarian Universalism (BLUU), an organizing collective dedicated to expanding the power and capacity of Black UUs within our faith, advocate the adoption of an 8<sup>th</sup> principle, which is being considered by the Unitarian Universalist Association (UUA):

“We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”





## APPENDIX C

### SAMPLE CALCULATION FOR NEW APC METHOD

- A. The following example illustrates the calculation for a fictitious congregation with 183 adult members and 6 youth members:

Current Fair Share		183 adults x \$101.60	\$18,593.00
		6 young adults x \$35.00	\$210.00
<b>TOTAL FAIR SHARE</b>		<b>CURRENT METHOD</b>	<b>\$18,803.00</b>

- B. Receipted and non-receipted donations: intended for general or operations fund, whether received from members, visitors or friends. Proposed Fair Share Calculation (half of the “fair share” amount) plus 3.8% of donations to general fund:

Half of Fair Share		183 adults x \$50.80	\$9,296.40
		6 young adults x \$17.50	\$105.00
Calculation		\$264,847.00 x 3.8%	\$10,064.19
<b>TOTAL APC</b>			<b>\$19,465.59</b>

- C. The calculation of the total donation income would be averaged from the previous three years of donations (deducting out funds that are exempted). The remaining donation amount would be multiplied by 3.8%.
- D. The 3.8% amount has been used in the example to keep the same total APC income for 2019 as the existing calculation. The average donation amount is multiplied by 3.8% to generate the same amount of income from the donations calculation as we get from half of the membership-based number.

The total calculation is:

$$(\text{members} \times \text{current price per member} / 2) + (\text{donations} \times 3.8\%) = \text{amount to CUC}$$

- E. Donation types to be used for the calculation:
- Receipted donations intended for general or operations fund, whether received from members, visitors or friends.
  - Non-Receipted donations (plate collection) that go to the general fund.



F. Donation types to exclude from the calculation:

- a. Donations which are passed on to qualified donees (other charities), revolving funds such as food bank funds, restricted endowment funds or donations used for refugee funds.

G. Donation calculation (sample) for a congregation with a December 31 year-end.

December 31, 2016	\$260,577
December 31, 2017	\$265,381
December 31, 2018	<u>\$268,583</u>
TOTAL	<u>\$794,541</u>
AVERAGE	\$264,847



## APPENDIX D

### RESOLUTION FEEDBACK FORM FOR CONGREGATIONS - GENERAL

This form is designed for congregations to easily provide structured feedback to proponents of a resolution for a general meeting of the Canadian Unitarian Council. We invite you to respond to the following questions. Your responses, along with those from other congregations, will assist the proponent of the resolution in preparing a final version of the resolution for a vote at the upcoming Annual General Meeting (AGM). Please submit your feedback by **February 28th** in order for your responses to be considered by the proponents.

The final version of the resolution will be circulated to all congregations by mid-March of each year so that your congregation can engage in further discussion about the resolution and decide how you may wish to instruct your delegates to vote on the resolution at the AGM.

If there is more than one resolution being proposed at the AGM, please use a separate form for each resolution. For more information or support, please contact the Resolutions Advisory Committee at [resolutions@cuc.ca](mailto:resolutions@cuc.ca)



YOUR CONGREGATION	
<b>Congregational Contacts</b>	<i>Name of contact(s):</i>  <i>Email address(es):</i>  <i>Phone number(s):</i>
<b>Name of Resolution:</b>	
Is the proposed resolution relevant and timely?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>Comments:</i>
Does it address an issue that is important or significant for our national UU community?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>Comments:</i>
Does the resolution address or connect to one or more of the CUC principles?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>Comments:</i>
Do you support the principles underlying the resolution?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>Comments:</i>
Does the resolution propose appropriate, reasonable and realistic actions for the CUC, member congregations and others?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>What actions do you believe it proposes for your Congregation?</i>  <i>Is your Congregation interested or willing to get involved?</i>
Is the wording of the resolution clear and concise?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>Comments:</i>



YOUR CONGREGATION	
Do you have specific suggestions to improve or amend the resolution?	<i>Please elaborate:</i>
Other comments:	



## APPENDIX E

### FEEDBACK FORM FOR PROPOSED MOTION ON CONSUMER PRICE INDEX INCREASE and ANNUAL PROGRAM CONTRIBUTION CALCULATION METHOD 2020

This form is designed for congregations to specifically provide feedback on the annual consumer price index (CPI) increase to the APC, and the proposed method for calculation the Annual Program Contribution (APC) from congregations to the CUC. Please use a separate form for each of these motions.

We invite you to respond to the following questions. Your responses, along with those from other congregations, will assist the CUC Board in preparing a final version of the resolution for a vote at the upcoming Annual General Meeting (AGM) on May 11, 2019. Please submit your feedback by **February 28th** to [treasurer@cuc.ca](mailto:treasurer@cuc.ca) for your responses to be considered by the CUC Board.

The final version of the resolution will be circulated to all congregations by mid-March so that your congregation can engage in further discussion about the resolution and decide how you may wish to instruct your delegates to vote on the resolution at the AGM.



YOUR CONGREGATION	
<b>Congregational Contacts</b>	<i>Name of contact(s):</i>  <i>Email address(es):</i>  <i>Phone number(s):</i>
<b>Name of Resolution:</b>	
Is the proposed resolution relevant and timely?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>Comments:</i>
Is the wording of the resolution clear and concise?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>Comments:</i>
Is this a fairer and manageable method of calculation for your congregation?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>Comments:</i>
Do you have questions about how the calculation method would work?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>Comments:</i>
Do you have specific suggestions to improve or amend the resolution?	<i>Please elaborate:</i>
Comments about the annual CPI increase:	
Comments about the APC calculation method:	