

2015-2016

**Unitarian Universalist
Congregation of Phoenix**

**Annual
Report**

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Mission and Scope

Mission

Welcoming all in building religious community,
 called to
 share journeys,
 grow in spirit,
 advance justice.

Scope

The Unitarian Universalist Congregation of Phoenix Annual Report is

A mission-based annual report to the Congregation by the groups, committees and staff positions within the Congregation, which describes how each group, committee or position supports the goals and mission of the Unitarian Universalist Congregation of Phoenix.

A compendium of the interests, activities and events in the life of the Unitarian Universalist Congregation of Phoenix over the last congregational year, published by the beginning of June each year.

Congregational Meeting Minutes

Congregational Meeting of June 2015

JUNE 7, 2015

Agenda

- Call to Order – Linda Bellantoni
- Chalice lighting and reading
- Quorum check and adopt rules of procedure
- Covenant of Commitment to our Congregation
- Introduction of Board Members
- Approval January 2015 meeting minutes
- President’s Report – Linda Bellantoni
- Vision Task Force Report – Sam Kirkland
- Financial Report – Heidi Parmenter
- Strategic Implementation Update – Rev. Susan
- 2015-2016 Budget –Rev. Susan
- Nominating Committee Report – Gary Ezzell
- Election of Officers
- Installation of Leaders

Call to Order Linda Bellantoni

Reading-Jim Sorgatz-read a piece called “Two Minutes to Run”

Quorum Check and Rules of Procedure

- Quorum check
 - “Fifty members shall constitute a quorum for all meetings of the members of the congregation.” according to the UUCP Bylaws. Verified by a show of hands.
- Rules of Procedure
 - We will be courteous and listen openly.

- Please try to keep your comments brief and to the point.
- Ensure that everyone gets a chance to speak. Invite those who have not yet spoken to contribute.

Sarah Carlson moved that we Approve Rules of Procedure; it was seconded and carried by majority vote. No votes against.

Covenant of Commitment to our Congregation

We read the following Commitment in unison:

I am committed to the role our congregation plays in my religious exploration, and I respect the shared ministry of each congregant, staff member, and our called minister, therefore:

- I donate my talents, efforts, and financial support;
- I assume everyone's good motives by emphasizing the positive in each encounter;
- I create a safe haven by listening to what others say;
- I welcome sentiments, beliefs, and feelings different from my own;
- I state my own views with directness and humility.

I know conflict among us is inevitable and manageable, therefore:

- I recognize that we each have limited time, ability, and energy;
- I take my concern, anger, and hurt directly to those involved;
- I say of another only what I say to him or her;
- I support those who take leader positions;
- I accept leadership when called and guide with love, warmth, and humor;
- I remember to thank others for their contributions.

I know our practice of this covenant may be imperfect, and I am committed to our religious community living up to its aspirations; therefore, I welcome others' reminders to me, and I use kindness when I remind others of what we here vow. Thus do I covenant.

UUCP Board of Trustees (board@phoenixuu.org)

- Linda Bellantoni – President (president@phoenixuu.org)
- Glen Lockwood – Vice-President
- Jim Allen – Treasurer
- Bill Snowden – Secretary
- Gene Harvey – Trustee-at-Large
- Jim Sorgatz – Trustee-at-Large
- Michele Morgan – Trustee-at-Large
- Sarah Montgomery – Trustee-at-Large
- Jenna Bellantoni & Ryan Featherston - YRUU Youth Reps

Congregational Meeting Minutes for Approval

- January 2015 Congregation Meeting Minutes were emailed on June 4, 2015. Francis Widget made a Motion that we approve minutes of the January 2015 Congregation Meeting; it was seconded; and the motion carried unanimously.

President's Report

Linda Bellantoni, Board President introduced the Board of Trustees. She expanded on the following.

The congregation is healthy and vibrant and well-positioned for the future The focus of the Board this year has been

- Continued refinements in the implementation of Strategic Governance, which provided infrastructure and direction for the Congregation.
- Financial Oversight
- Continuing improvements in communication and transparency
- Continually improving internal processes

The Board has initiated a Congregational Visioning Process. The outcome will be a renewed Vision Statement, but the real value is the discussions that are part of the process

Vision Task Force

Linda introduced Sam Kirkland, who was asked to be the convener of the group. The other members of the Task Force are:

- Jenna Bellantoni
- Susan Goldsmith
- Janet Jenkins
- Matt Thesing
- Marshall Valentine
- Susan Frederick-Gray

Sam said the group had met with the Congregation on seven occasions for “Conversations” on the vision. The Group took notes on what was said and came up with a prototype Vision Statement and shared it with the Board and took comments from them. The Task Force then brought further revisions of the prototypes to the congregation for input sessions. Further revisions from those meetings led to the current draft. The draft below will be brought to the Board again, possibly modified and then presented to the Congregation for acceptance **not earlier than** the January 2016 Congregational meeting.

Draft UUCP Vision Statement

We aspire to be an inclusive community of spiritual seekers. We gather together in joy and hope, seeking to live and act with generosity, compassion and courage. May we grow as a vital religious voice for love and justice.

Financial Report

Heidi Parmenter, Business Administrator

Finance Committee

- Diana Ashley, Chair
- Jim Allen, Treasurer
- Smoot Carl-Mitchell, Member
- Larry Reed, Member
- Heidi Parmenter, Business Administrator
- Anne Byrne, Director of Children’s Ministries
- Gloria Swaine, Bookkeeper

Heidi introduced the finance committee which meets monthly on the 2nd or 3rd Tuesday of the each month. Her first slide detailed 2014 – 2015-All Classes as of April 30

For all income classes including the Congregation, EEC, Kids Kamp, Capital and AZIM, the year to date Net Income is \$36,814.67. Heidi projects the Congregation will end the year with net positive income. The Total Operations as of May 1, 2015, is \$840,000 in the following percentages:

- Congregation - 71%
- UUEEC - 16%
- Capital - 10%
- Kids Kamp - 3%

2014-2015 Income vs. Expense as of April 30

YTD for the Congregation

- Net Income Budget: \$8,957
- Net Income Actual: \$10,302
- Projected to end positive

YTD for UUEEC Preschool

- Net Income Actual: \$1,132.49
- Projected to end with: -\$1,323
- Kids Kamp runs the month of June.

Projected to end positive and on budget for the year

2014-2015 Pledges Paid by Percent

There have been 274 active pledges totaling \$429,400. Approximately 70% of our operating budget comes from pledges. As of May 31, we have received 90% of pledges, which is a big improvement over last year. Last year at this time we had collected 79%. For those who are staying current with your pledges, **thank you**. Let the office know whether you are unable to pay. Please make final payments by June 28 if you haven't done so already.

2014-15 Pledges Paid By %

82% have paid 75% or over of their pledge, which is an increase over last year. 9% have paid between 40 and 74% of their pledge and 9% have paid between 0 and 39%. Both are a decrease from last year.

Congregant Question (Q): Why was the preschool not in the budget? Answer (A): **Challenges with getting the complete preschool budget approved in time for the Board to recommend that portion of the budget (this is to be addressed later in the meeting).**

2014-2016 Strategic Implementation Plan Review

was presented by Rev. Susan Frederick-Gray

Key Annual Implementation Goals for the strategic ends.

Within - UUCP will be a Foundation for Personal and Spiritual Development:

Goal - Increase Small Group Ministry groups and participation by 30%

Achieved – 12 Small Groups, 30% increase -43 % increase in participation in groups

Goal - Establish a baseline frequency of children's attendance.

Achieved - Increase participation and engagement beyond Sunday morning. Specifically we saw

Increases in Small Groups, Adult Faith Development and Community Night

Among – UUCP will be a Healthy, vibrant, multicultural, committed, sharing and invitational Community
To this end we

- Hosted 2-day Training on Intercultural Competency lead by Beth Zemsky, one day for Board/Staff and Leaders and second day for the Congregation and UU across Arizona!
- Visited other congregations and learned about some recommended best practices for Stewardship so that the Stewardship team could strengthen financial resources for the congregation.
 - One of those best practices is the Ambassador Program! 25 Ambassadors; over 90 households participated. We saw over an 11% increase in pledging among those who participated!
- Built Community among UU Musicians which are the groups started by Benjie Messer

Goal - Operate preschool at full capacity; fell short UUEEC about 64% enrolled,

Goal develop goals for Children's Ministry:

We started Comprehensive surveys for Children's Ministry which will be used to experiment with new ideas next year.

Beyond - Flagship Congregation; Beacon of Moral Conscience

- We rebuilt the foundation and structure for Justice Ministries
 - Instead of one main group, the Justice Ministry Team Format is to have individual groups, organized around a single issue, connected to a partner group beyond the congregation. Any five Congregants can form a team of interest to them and partner with an outside group.
 - Immigration Small Group Justice Ministry Team partners with Puente.
 - Sewing and Crafts Circle makes backpacks for homeless kids and partners with CPS and St. Vincent de Paul.
 - Refugee Assistance Partnership (new iteration of Eritrean Refugee Initiative) partners with International Rescue Committee.
- Multicultural Training for UU Congregations across AZ (see above).
- Jimmy Leung is on the Regionalization Transition Team to move from districts to regional groups.
- Smoot Carl-Mitchell is the Pacific South West District Treasurer.

2015-2016 Budget

by Rev. Susan Frederick-Gray

Strategic Planning Process

Mission

Vision

Strategic Ends

Implementation Plan

Annual Budget Preparation

Stewardship Campaign

Annual Meeting

The steps for the strategic planning process are

We started with the Mission which the Congregation voted on. We then developed a Vision also voted on by the Congregation. The Board uses the Vision to come up with the Strategic Ends. The Minister then comes up with an Implementation Plan to reach those Ends. Annual Budget Preparation is based in part on the Implementation Plan. Stewardship Campaign raises the money for the budget through pledges. Annual Meeting showcases the implementation plan, and the congregation votes on the budget.

Stewardship Campaign Update

For 2015-2016 we raised \$463,290

- \$453,740 with 248 pledges. This is a 9.2 % increase in total pledges from last year!
- \$9,550 from 11 one-time gifts.
- Thanks to Margaret Herrick's bequest to the UU Foundation, we are also able to increase Foundation support by \$20,000 next year.

What's New

- Pension benefits for 3 staff members who are now eligible.
- 3/4's health benefit for Music Director.
- Some increases for staff professional development.
- HVAC contract changing - we are moving from a comprehensive maintenance agreement to a preventative maintenance agreement that will save about \$10,000 each year which we will put into a maintenance fund. It was estimated that the chiller will last 3-5 years and cost \$150,000 to replace. This will be covered in an upcoming capital campaign.
- Increase funding of total mortgage payment to 64% out of operating fund.
- Additional staff hours for Children's Ministry as well as resources for additional ministry staff

Staffing – Now and Future

For the 2016-2017 budget year, we are looking at options for replacing the Rev. Linda Lawrence (Assistant Minister) and Anne Byrne (Children's RGL Director).

- Full Time Associate Minister for Children and Families
- An Associate is a higher level position than an Assistant Minister. It pays more, but also requires greater responsibility, with less direction from the Senior (Lead) Minister and includes some preaching.
- Part time RE Assistant
- Part time Membership/Volunteer Coordinator who would get to know the skill set of people in the Congregation and match them up with the appropriate ministries or committees.

For the 2015-2016 budget year we have some flexibility. We can hire a ¾ time Interim Director of Children's Ministries AND either a ¾ time Interim Assistant Minister OR full time Ministerial Intern and Part time Member Volunteer Coordinator. A Ministerial Intern is someone who is nearing or has completed seminary and nearing the end of the process to become minister, who would earn less, but require some direction from the Minister.

Susan called for questions (Q) or comments (C):

There were questions / comments about the go-forward possibilities for staff, about the UUEEC budget not being included as well as the go-forward plan for UUEEC.

It was noted that the budget that was shared by email-before the meeting-had errors. According to our bylaws, the Board has to approve the budget before it is brought before the congregation for a vote. The UUEEC budget wasn't available in time for the Board to review it; so it isn't included in the FY2015-2016 budget that we're voting on today.

Because the Board was in discernment regarding the go-forward plans for UUEEC, interested parties were invited to stay after the annual meeting to discuss current challenges and the projected process for decision-making.

Last year there was a sizable deficit due to low in enrollment. Anne did a revised budget and the parents fund raising brought in \$25,000. Susan and Heidi also put in a lot of time trying to figure out how to make it work based on the funds available.

Congregation stated that they did not want the preschool to negatively affect the Congregation's finances. The Board is in discernment about this. Roughly 15% of the minister's time has been spent overseeing the preschool this year.

Duke Plattner moved that we accept the budget as presented (no UUEEC budget included – that will follow and be voted on/accepted later)

A motion was made to amend Duke's motion to include the budgeted number for the UUEEC in the total budget (as sent out by accident). Linda explained that the amendment was out of order because the Board hadn't approved the budget with a budget number for the UUEEC.

Duke's original motion was seconded and motion carried with a majority; 5 votes opposed.

Nominating Committee Report

Gary Ezzell gave the committee report as Kim St. Clair out of town.

Current Nominating Committee

- Kim St. Clair – Chair
- Ellie Anderla
- Charlotte Carl-Mitchell
- Gary Ezzell
- Dale Fisher
- Caroli Peterson

Nominations for the UUCP Board of Trustees

- Karin Quinn – 2 year term ending June 30, 2017
- Rajeev Arora – 2 year term ending June 30, 2017
- Sarah Carlson – 2 year term ending June 30, 2017
- Glen Lockwood (President) – 2 year term ending June 30, 2017
- Sarah Montgomery – 2 year term ending June 30, 2017
- Caitlin Tuffin Gaspar – 2 year term ending June 30, 2017
- Vince Waldron – 2 year term ending June 30, 2017

Returning Board Members

- Jim Allen – 2 year term ending June 30, 2016

Motion from Nominating Committee to elect the listed people to the Board of Trustees, Motion was seconded and carried by a vote of the members.

Members Transitioning Off the Board

- Linda Bellantoni
- Jim Sorgatz
- Bill Snowden
- Michele Morgan

- Gene Harvey
- Jenna Bellantoni
- Ryan Featherston

Thank you for your service! A certificate and small gift bag was given to each transitioning Board member.

Nominations for the Nominating Committee

- Lydia Yanak-2 year term ending June 30, 2017
- Julie Smart-2 year term ending June 30, 2017
- Jim Sorgatz-2 year term ending June 30, 2017

Francis Widget moved to Elect to the Nominating Committee It was seconded and carried by a majority vote of the members.

Returning Nominating Committee Members

- Gary Ezzell, Chair, term ending June 30, 2016
- Charlotte Carl-Mitchell, term ending June 30, 2016
- Ellie Anderla, term ending June 30, 2016

Members Transitioning off the Nominating Committee

- Dale Fisher, term ending June 30, 2015
- Caroli Peterson, term ending June 30, 2015
- Kim St. Clair, term ending June 30, 2015

Thank you for your service!

Installing Our Leaders

Reverend Susan Fredrick-Gray read the following statement to the new leaders:

The relationship between the Board, elected Leaders and congregation is a sacred one. As minister, I pledge my support to these elected Leaders individually, to the Board as a leadership body, and to the Congregation community. I will work to encourage open and respectful relationships of trust and transparency. Installing Our Leaders.

The members of the Board of Trustees and the Nominating Committee read the following:

By accepting this role, we will work to call forth the gifts and vision of the Congregation, its members and friends. We pledge to lead joyfully, creatively and collaboratively. Installing Our Leaders

UUCP Members & Friends read the following statement to the new leaders:

We pledge to support your leadership, trust you with our feedback, and collaborate with you as together we live out our mission of being a congregation that welcomes all as we share journeys, grow in spirit and advance justice.

Smoot Carl-Mitchell moved to adjourn the meeting, it was seconded and motion carried.

Congregational Meeting of October 2015

With a quorum of 50 members present, Congregation President Glen Lockwood called the meeting to order.

Motion to approve the rules of procedure from several members and seconded. **Approved.**

Lead Minister Frederick-Gray provided overview of UUEEC budget for 2015-16.

Questions/Comments: David Boecker-Grieme asked how end of UUCP involvement in UUEEC benefitted UUCP?

- Focus on UUCP's core mission; EEC is not UUCP's core mission.
- Allows possibility for a fulltime associate minister.
- Financial-overhead and follow-up regarding payment of tuition will go to EEC. Analogous allocation of overhead during 2015-2016 and up to one year after will not change UUCP's finances.

Joan Roberts asked about whether change would allow use of space for things other than EEC. SFG noted that Children's Ministry uses classrooms so they will remain dedicated to children's activities. John Warner asked if insurance is part of the overhead allocation - yes, currently. After severance, EEC will be responsible for obtaining insurance for the EEC. Doug Van Der Veen commented that there will be the same management of the EEC.

Joan Roberts moved to approve the EEC budget; Susan Goldsmith seconded. **Budget approved by a clear majority of members present.**

Meeting adjourned.

Congregational Meeting of January 2016

2016 UUCP Congregational Meeting Minutes

January 31, 2016

Call to Order – Glen Lockwood

A congregational meeting of the Unitarian Universalist Congregation of Phoenix was held on January 31, 2016 in the Sanctuary. It began at 10:31 and was presided over by Glen Lockwood, with Caitlin Gaspar recording minutes in place of Secretary Sarah Carlson.

Quorum Check – Glen Lockwood

A quorum check was performed by a show of hands, with 55 members in attendance.

Rules of Procedure – Glen Lockwood

A motion to approve the rules of procedures was made by the board of trustees and seconded by Smoot Carl-Mitchell. It passed unanimously.

Introduction of Board Members – Glen Lockwood

Glen Lockwood introduced the board members.

Approval of Minutes - Glen Lockwood

A motion to approve the minutes of the previous June 2015 and October 2015 meetings was made by the board of trustees and seconded by Smoot Carl-Mitchell. It passed unanimously.

Financial Report – Jim Allen

Jim Allen Treasurer presented the financial report. He introduced members of the finance committee. He reported that income is slightly above expenses and that most members have paid more than 50% of their pledge. He also reviewed the Vision/Mission/Strategic Planning/Budgeting process.

Vision Task Force – Sam Kirkland and Matt Thesing

Sam Kirkland introduced the members of the vision task force. Matt Thesing shared the history of the Vision Task Force. Matt presented the following vision, which has been recommend by the board of trustees.

To be a spiritual community for our time:
Theologically Diverse
Radically Inclusive
Justice Centered

This vision will be voted on in the June congregational meeting. On February 11, 2016 the Vision Task Force will hold its first meeting to engage the Congregation in discussion about how this Vision “fits.”

Ministry and Strategic Report –Rev. Susan Frederick-Grey

Rev. Susan shared highlights from this year. There were many new staff members including Acting Children’s Ministry Director, Membership/Volunteer Coordinators, Intern Minister, and a new Office Assistant. The EEC transition is progressing. We are currently in the process of drafting a lease agreement for the next school year with the preschool. The Capital Campaign Planning Committee formed to address long term maintenance needs and accessibility issues. They plan to launch the campaign in 2017. There is also an Associate Minister Hiring Team. This is a full time position created when the ¾ time Assistant Minister and Children’s Ministry Director left.

Rev. Susan presented actions that can be taken to become a “spiritual community for our time.” These included the need for a full time Associate Minister, a Director of Children’s Ministry, and staffing for justice issues. To fully fund these positions the Capital Campaign Planning Committee is considering making a ministry seed fund part of their campaign.

UU Foundation of Phoenix – Smoot Carl-Mitchell

Smoot Carl-Mitchell introduced the Foundation. Due to a large bequest from Margaret Herrick, the endowment fund doubled to 1.1 million dollars.

General Assembly and District Assembly 2016 – Glen Lockwood

The Unitarian Universalist Association General Assembly will be held June 22-26 in Columbus, OH with a theme of “Heart Land: Where Faiths Connect.” The Pacific Southwest District Assembly will be held April 29-30 in Santa Barbara, CA with a theme of “Draw the Circle Wider: The Prophethood of All Believers.” Both of these involve Unitarian Universalist business and leadership development. Members were encouraged to apply to be delegates representing UUCP at these events.

Questions – Glen Lockwood

A variety of comments and questions were shared about the Capital Campaign, the Foundation’s gift/endowment and how to best utilize Capital and Foundation gifts. Smoot Carl-Mitchell shared that on February 18th 2016, a community night, the Foundation will be having an open chat where members can find out more about the Foundation.

Motion to Adjourn – Glen Lockwood

At 11:10, motion to adjourn was made by Glen Lockwood at and seconded by Ellie Anderla. It passed unanimously.

Board of Trustees Report

I am very pleased to offer this brief synopsis of the activities, tasks and ponderings of this year's Board of Trustees. First – the names of this year's Board:

Jim Allen (Treasurer)	Glen Lockwood (President)
Rajeev Arora (At-Large)	Sarah Montgomery (Vice President)
Sarah Carlson (Secretary)	Karin Quinn (At-Large)
Chloe Dubisch (Youth)	Caitlin Gaspar (At-Large)
Katie Gibson (Youth)	Vince Waldron

*Susan Frederick-Gray (Lead Minister)

*Emrys Staton (Ministerial Intern)

* - Ex-Officio (non-voting)

We began the year with a successful and fun retreat and also did some orientation (important with 7 new members). One of the key elements of the retreat was a report from the Vision Task Force. Their work (begun in the 2014-2015 Program Year) has been central to our work as we try to keep our eyes on the horizon, paying attention to what it does and *will* mean to be “a spiritual community for our time.”

At the retreat we also reviewed and renewed the Board's covenant. We gave special attention to an agreement that we had made in the past to “develop and model spiritual practice ...” We have tried a few things to keep us grounded in our work as a board for a religious / spiritual community. Some things seemed helpful (sharing silence after our check-in and reading) and some need further development.

We have also been focused on the quality of the connection between Board and Congregation. We heard feedback suggesting that people might be more inclined to observe Board meetings if we shared our agenda ahead of time. To that end, we have been publicizing the main discussion topic in Compass and the Order of Service. The fact remains, observing a Board meeting just doesn't make the list of things vying for the attention of most members. Our feelings aren't hurt and we remain resolved to soldier on – and still let you know what we'll be discussing. We'll also be looking for ways to deepen connection that don't require attendance at a meeting (not everything requires a meeting or a committee).

We made changes in our agenda, and are still working on improvements to ensure that we make time for the key discussion topic each month. We have moved the key topic up on our agenda and we generally set aside 30-45 minutes for that discussion. This has helped. We are still working on ways to minimize time spent on “administrivia” so that we can spend more time focused on our real work – ensuring that our policies enable and encourage Staff and Congregation to fulfill our Mission while working to achieve our Vision.

A key focus for the Board (for the last several years) has been fair compensation and benefits for our excellent staff. We have asked Rev. Susan to prioritize overall compensation but it has been a challenge. It appears that our *very successful* Stewardship Campaign this year has put us on a path to improve this situation. Couple that with an agreement from the Foundation to establish a line of credit to jump-start staffing needs for the future, and it looks like our staffing model can now grow to support the ministries that will help us grow into our

Vision - increased focus on Children's Religious Education, pastoral care and Justice Ministries. This is not only a matter of fairness and living our values, but it is strategic in that we want to be viewed as a fair (even generous) congregation when we are in a position to call ministers or hire staff.

I believe that one of the key elements contributing to the successful Stewardship Campaign (besides a great Stewardship Committee) was the Congregation's engagement with early conversations around the proposed Vision. The Staff translated the Vision into proposed plans that made next steps real and attractive for all of us. We can see the future more clearly, and we are committing our time, talent and treasure to achieve that future.

This has been a fulfilling Board year with outstanding contributions from the entire Board. I especially want to thank Emrys Staton (Ministerial Intern) for supporting our work (and UUCP) and for regularly challenging us to be our better selves. I also want to lift up the thoughtful participation and contributions of our Youth Co-Reps, Chloe Dubisch and Katie Gibson. Having Youth representation is part of our tradition and it is something that requires us to engage in some critical self-reflection as we carry out our work – especially as we think about the future – our future – *their* future.

I also want to thank Sarah Montgomery (Vice-President). Sarah has brought many skills and talents to UUCP and I feel especially lucky to have served on the Board with her. The Board is better prepared to do our work – now and in the future – thanks to her organized, thoughtful, fun and loving approach. We look forward to Sarah's future contributions to our community.

Lastly, I want to thank you. This is the second time I have served on the Board and, it is work that I truly enjoy. I appreciate the opportunity to serve a thoughtful, committed, loving community that is open to learning and growing – a community that is supportive and loving – a community that is living its Mission and up to the challenge of living into an ever-evolving Vision.

Yours in Community,
Glen Lockwood, UUCP Board of Trustees President.

Lead Minister's Report

This has been a year of Vision at UUCP!

One of the biggest achievements of the year was the unveiling of a new vision statement by the Vision Task Force. Last June, the Vision Task Force brought a draft vision to the congregation at the Annual Meeting. In August, the Board of Trustees asked the team to keep working on refining the statement. The Board said, we want half as many words and twice as much power. With that, the Vision Task Force went back to our notes and our year-long conversation with the congregation and honed our words to present to the Board and the Congregation in January. The draft Vision, recommended by the board, and which will be voted on at this year's Annual Meeting is:

To Be a Spiritual Community for Our Time

*Theologically Diverse
Radically Inclusive*

Justice Centered

The response to the vision has been overwhelmingly positive. We used “A Spiritual Community for Our Time” as the theme for our Stewardship Campaign, which as of May 1st has reached our goal of \$500,000 – a milestone accomplishment – a more than 10% increase in pledges over last year!

The energy and commitment this year in the ministry has been incredible, and this stewardship drive is just one of the many positive indicators. This year, we again created a Stewardship Ambassador program and had 25 Ambassadors visit over 70 households in the congregation. This individual outreach as well as our growing ability to talk honestly, specifically and humbly about money is a significant culture change in our congregation, and it is helping us grow in generosity and ministry. I am grateful for our Stewardship Ambassadors all and everyone who welcomed a visit from a fellow member Ambassador.

There were a couple of major events and transitions that occurred in June 2015 that were not included in last year’s report so need to be included here.

First, in June 2015, the UUCP Board of Trustees decided to make this fiscal year (July 2015 – June 2016) the last year that UUCP would own and operate the UU Early Education Cooperative, the preschool we have operated for more than 50 years. After a decade of difficult financial realities in the school and low enrollment for the past several years, the management of the school was taking increasing time of the Lead Minister and Business Administrator and was not resulting in better outcomes for the school. Over the summer, a Transition Team of leaders from the preschool and from UUCP was created and a Letter of Agreement was created to guide this year of Transition so that the EEC could continue as a separate entity beginning July 1, 2016. The parent and staff’s direct involvement in the finances of the school has already improved the position of the school and the EEC will end the year with net positive income over expenses! The EEC has received its own 501(c)3 status and is ready to be its own entity July 1. The school will remain on the UUCP campus for the 2016-2017 school year and we will be in negotiations for a building use agreement for future years. It is my hope that this transition will allow the congregation to be more clearly focused on our core mission and will foster stronger support for the school by its parents.

Additionally, at the end of last year, armed protests were held outside the Phoenix Islamic Center in response to news that men who opened fired at an anti-Muslim draw Mohammed contest in Texas were from Phoenix and had attended the Phoenix Islamic Center. In response, more than 30 members of UUCP joined the Islamic Center and Arizona Faith Network for a Love is Stronger than Hate Vigil at the Islamic Center. Several hundred people of all faiths filled the hall to stand together for religious diversity, religious freedom and peace. It was a moving and powerful gathering. Since that event, UUCP’s Ministerial Intern, Emrys Staton, has led additional outreach to the Muslim community in the Valley and even taken members of UUCP for a tour and visit to the center.



June 2, 2015 – Love is Stronger than Hate Vigil at Phoenix Islamic Community Center

This was a year of vision, but it was also a year of beginnings. We welcomed three new people to UUCP's staff: Geoff Anderla as Office Assistant, Katie Resendiz as Director of Children's Ministry and Emrys Staton, Ministerial Intern. In addition, Kristina Benner, who has been my Administrative Assistant, took on the additional role of part-time Membership and Volunteer Coordinator.

Last year, with our successful Stewardship Campaign, we were able to increase our Director of Children's Ministry position from 20 hours a week to 30 hours. (In the 2014-2015 year, the position was full time, but half of the position was for directing the UU EEC preschool). This increase in dedicated staff hours to Children's Ministry resulted in a 15% increase in attendance and participation in Children's Ministry just in the first half of the year (through December 2015). Additionally, Katie Resendiz, working with the Children's Ministry team, initiated a redesign of the program, incorporating the monthly worship themes into the classes, and having regular class guides each Sunday and guest teachers from the congregation sharing stories and experiences connected to the themes. Additionally, the program has grown in flexibility to welcome more fully children of various abilities and neurodiversities. Our children's ministry program is modeling radical inclusivity. Next year, Katie is working on finding grants and partnerships to help bring OWL (Our Whole Lives Comprehensive Sexuality Education) into the wider Phoenix Community.



February 2016 - Fabulous UUCP Picnic at McCormick Stillman Train Park

This year Kristina Benner became our part-time Membership and Volunteer Coordinator. We had the largest Pathway to Membership classes this year than we have had since about 2012! We had over 45 people join the congregation. I am excited for how this position will increase what I have come to call the “stickiness” of our congregation – the process by which we help people connect and get involved at UUCP. Community Nights were also a great success with strong attendance, joyful fellowship and excellent meals! I am grateful for Kristina Benner and all of the fabulous volunteers that make Community Night so much fun.

Geoff Anderla has worked with the Publicity Committee, and thanks to the UUA is creating a new website using a platform that the UUA created and is providing for free to congregations.



Community Night Thanksgiving Potluck – November 2015

This year UUCP was a Teaching Congregation. We welcomed Emrys Staton as our full time, 10-month, ministerial intern. Emrys has brought new perspectives and fresh eyes to our ministry. He's also brought a passion for justice ministry and youth ministry and strong preaching skills. We have been fortunate to have him as our intern, and I believe he also feels fortunate to have chosen UUCP as his internship. He told me on multiple occasions that our ministry is a well sought after place. We knew last year, when we welcomed Emrys that the internship would be a temporary offering. Our plan was to be in search this year for an Associate Minister and our internship program, while having been in the planning phase for a few years, was to be temporary as we worked to hire an Associate Minister.

Unfortunately, our Associate Minister hiring process did not result in a match. We did not find a minister who the hiring team thought would be a good match. Additionally, the announcement that I was to be nominated to run for President of the UUA made the Associate position feel temporary which made it not a good fit for some ministers.

In April, Board President, Glen Lockwood, Emrys Staton and I all wrote letters to the Candidacy Working Group of the UUA's Ministerial Fellowship Committee to request a waiver of the 3-year rule so that we could consider hiring Emrys as our Director of Pastoral and Justice Ministries since we did not find an Associate Minister. Generally speaking, congregations are prohibited from hiring their interns, and we were grateful to receive a waiver of this rule so that we will be hiring Emrys to stay on for next year and possibly one additional year. The Board and I hope this will provide continuity and consistency as we enter this year of potential transition as I campaign for UUA President.

At the very end of February, I was contacted by the UUA's Presidential Search Committee. They informed me that one of the candidates they had nominated to run for President, Sue Philips, was withdrawing and asked if I would be willing to be nominated. This is the first time we have had a Presidential Search Committee and the committee was charged with nominating at least 2 candidates for President. While this is the first time we've had a search committee, we have a long history of contested elections.

After conferring with my family, trusted mentors and the Board of Trustees, I accepted the nomination. The election will be held at the General Assembly in New Orleans in June 2017, still more than a year away. I will continue to serve as UUCP's Lead Minister next year while also running a national campaign. This will take me away from the congregation and pulpit more often, but UUCP has done this before with the Justice GA year, and you are a community of strong leadership. Having Emrys full time along with the rest of UUCP's dedicated staff will also keep the ministry strong.



SUSAN FREDERICK-GRAY FOR UUA PRESIDENT

Love  *Justice*  *Vitality*

Next fall, the Board and I will consider what happens depending on the outcome of the election. If I am elected, the position begins right away. I will return to Phoenix to sell our house and would expect we will have a goodbye party. The UUA will work with the Board in advance to ensure there is an Interim Minister ready to serve UUCP should I be elected. If I am not elected, I will most likely return to UUCP and to our shared ministry. The board and I have agreed not to make any decisions quickly, but I continue to be inspired and fed by this ministry and deeply grateful to share this ministry with you. And I know that it is a testament to your vision, your leadership that we are in a situation where I am being considered for the Presidency. I would not be here without you.

Additional highlights from our year: This was the third year of theme based ministry, where we have followed monthly themes that are woven into worship, small groups and now this year, children's ministry. We will continue this next year and the Small Group Ministry Facilitators, Worship Associates and I are already in the process of brainstorming themes for next year. We also began a regular pulpit exchange between the three UU congregations of the Valley with settled ministers. We will continue this next year as a way of drawing our congregations closer together in partnership and sharing.

We organized a Capital Campaign Planning team this year, with Richard Plattner as Chair. We are doing the planning and research work for a major Capital Campaign to be kicked off next year.



March 23, 2016 Veto Hate Rally, AZ Capitol. Calling for veto of all anti-immigrant, anti-refugee bills.

Unfortunately, after five years of having no anti-immigrant laws receive traction at the Arizona State Capitol, this year saw the emergence of five anti-immigrant and anti-refugee bills. In the campaign against the attacks on immigrants and their families, as well as a rise in anti-immigrant, anti-refugee rhetoric, our Immigration Justice Small Group ministry and many individual members at UUCP have been faithful and dedicated to resisting these efforts.



UUCP Members at Veto Hate Rally – March 2016



Protesters take over the AZ Capitol Rotunda – Veto Hate Rally, March 23, 2016

Next year, we look forward to more fully living into our Vision – a vision that is supported by the additional resources and staff we are dedicating to Justice, Adult and Pastoral Ministries, Children’s Ministry, and Membership and Volunteer Development. In addition, we will be kicking off a major Capital Campaign to continue our efforts in providing for both the care of our facilities and the impact of our ministries. As it is shaping up now, the Capital Campaign will have three main goals: 1) Raise funds for a new HVAC system for the campus; 2) Expand the ministry through a seed fund to support two ministers now and grow into the full operations of this budget over 5-7 years; 3) Continued improvements to physical accessibility and fellowship space needs.

I am grateful for the incredible UUCP staff members who bring their hearts and minds fully to this ministry. Thank you to Heidi Parmenter, Benjie Messer, Katie Resendiz, Kristina Benner, Geoff Anderla, Emrys Staton, Manuel Gomez, Belinda Clark, Mary Price, Lynne Haeseler, Kristen Flangos, the UUEEC teachers, and Gloria Swaine, our Bookkeeper. Their partnership in helping UUCP be a place of inclusive welcome, shared community, spiritual and personal growth, grounded in a shared commitment to love and justice brings so much joy through both the challenges and celebrations of this ministry.

I am excited about the opportunities that are ahead for continuing to strengthen and grow the quality, depth and reach of our ministry.

It is my sincere pleasure to walk with you in this ministry of love and justice. Thank you for walking with me.

Love,
Susan

Staff Reports

Business Administrator

February 2016 marked my 10-year anniversary working for this congregation. The congregation threw me a lovely party and gave me a generous financial gift. I felt so honored by the appreciation, but mostly I felt honored to work for such a generous and loving community.

This year I had opted to have my professional development funds decreased in order to allow some of my coworkers more opportunities to attend UU professional development conferences and events. Much of my professional development comes from local nonprofit trainings and conferences. This year I joined the Association of Fundraising Professionals (AFP) and the local Arizona chapter which allowed me to attend their annual statewide conference last summer. I learned a tremendous amount about fundraising recordkeeping, development planning, and marketing. I plan on attending again this year. Susan and I also attended a couple of the AFP webinars which we found helpful.

As the Business Administrator I work closely with the following groups, each of whom have their own individual reports:

- Finance Committee
- Stewardship Team
- Capital Campaign Committee
- Unitarian Universalist Foundation of Phoenix
- Annual Auction Team

This year each of these committees went more in-depth on evaluating our current practices and procedures to see where we needed improvement or clarification. The Finance Committee reviewed the results of the Internal Audit performed by UUCP member Ted Meyers. Ted is not on the Committee or the Board but has experience with recordkeeping audits. The Committee agreed on instituting some new practices that are covered in their annual report.

The Stewardship Team performed the face-to-face canvass method for the second year in a row. Our Stewardship Campaign met with remarkable success (see the Stewardship Team Annual Report for more details). We shortened the campaign by a few weeks but continued with last year's change in the outreach timeline. This continued to allow Susan and I to make personal touches in the campaign but at the same time shortened the overall campaign length. Results from the campaign show that the shortened timeframe did not hinder the campaign results.

Our Congregation is blessed with a beautiful campus on nine acres of land. It is our spiritual home and the home to two weekday schools. On Sundays we have between 150 and 300 people coming together to grow in spirit, and Monday through Fridays we have between 50 to 70 children, teachers, and parents coming together to grow in knowledge and play.

Maintaining the buildings and the grounds requires help from everyone. When it comes to caring for this home, we are a big family working together to ensure that our home is welcoming and safe for everyone.

As the property manager it is my duty to act as a clearinghouse for building and grounds maintenance issues, maintain all property management records, manage the grounds and maintenance budget, and coordinate repairs and preventative maintenance. My full-time position as Business Administrator and my longevity in the

position (10 years!) makes some of this responsibility easier to handle but like with most staff positions in the congregation, it is also my responsibility to seek those in our community who can share the ministry.

Here are some ways everyone can help care for our campus. Which of these ways will YOU care for our spiritual home?

- **Report maintenance issues to me in the office.** You can do this by writing down the maintenance issue on the Maintenance Repair List on one of the clipboards located in Office 2 or the Kitchen, or calling me in the office at 602-840-8400 or emailing me. Whichever communication method is easiest for you to get the repair issue reported to me is fine. Every Monday a volunteer will review maintenance issues reported, investigate the issue, and help me prioritize issues within the scope of the annual budget for building and ground maintenance.
- **Join our Campus Care Team.** A Campus Care Team member is a person who is willing and able to help with minor repairs and tasks related to campus maintenance. Issues that don't require highly specialized service will be emailed to the Campus Care Team to see whether anyone can volunteer to take care of the issue. If you would like to be included on our Campus Care Team list, please email or call me in the office. All skill levels and experience are welcome-the more team members we have the more care we can provide!
- **Participate in the Campus Work Days.** Is there a special project you are interested in seeing done and willing to help lead? Let me know and I will see whether it is something we can include in a workday.

This year we had a Landscaping Work Day led by Curtiss Manker-Seale and Emrys Staton. We had about ten of us who helped clear away brush and sanded and stained the Memorial Garden teak benches.

I approved for Curtiss to hire a landscaping chipper company to work under his direction to clear out as much of the Memorial Garden brush as possible within our budget parameters. There is much more landscaping work that must be done in the Memorial Garden area, and I hope to continue this progress next year.

Bill Mee and I continue to work on researching the right solution to repair the Memorial Garden statue pool area. We hope that within the next 3-4 months a decision can be made on the best path in restoring the Memorial to its rightful beauty.

I organized and oversaw the repair of the front entrance fascia which included stripping, resealing, repainting the metalwork, patching sheetrock and plaster, and refoaming the roofs of the soffits and the Minister's Office patio floor. At the time of writing this whole project is about 90% completed. We are having new gutters installed and the sheetrock/plaster needs to be painted. All of this expense came out of the Mini-Capital Campaign immediate use funds.

This year we also had all our roofs inspected and the Board approved to have a large section of the Sanctuary roof refoamed. This \$20,000 expense came out of the Maintenance Reserve. We hope to have the Annex roofs repaired in the next 12 months. The remaining roofs are all in good shape.

I sometimes felt like I was warding off the next Great Flood here at UUCP this year. There were numerous water leak issues that caused our water bill to triple. Most of the water leak issues were unrelated and were as follows:

- HVAC piping replacement for fan coil unit outside of kitchen.
- Underground water line pipe by West entrance patched.
- Numerous irrigation water line patches and repairs throughout property.

- HVAC water tower floatation device replaced after it was discovered that water was cycling through nonstop.

Much to our dismay we also received a 3+year sewer bill from the city of Phoenix to the tune of \$9,000. Apparently the town neglected to bill us for the sewer fee after we connected to the sewer over three years ago. Despite this unbudgeted expense, I expect that we will end the year with a balanced budget.

Finally, the Unitarian Universalist Foundation of Phoenix did a remarkable job this year of reviewing and creating documentation of policies and practices of the Foundation. We have done a major cleanup of Foundation files in the office and organized decades of documents in an easily accessible system. Many thanks to Pauline Peverly for this work. This year we also have decided to turn the Foundation bookkeeping over to Gloria Swaine, the congregation bookkeeper. This allows for consistency in recordkeeping and reporting.

Auction FUNdraising Results

I am pleased to report that we raised:

\$6,880 at the live auction

\$560 through event signups

\$825 in sponsorship

\$3284 through the online auction

For a grand total of \$11,549! Our fundraising goal was \$13,000 and we were very close. Our community building goal of having more member/friend sponsored events and activities than physical items was surpassed! We had more community hosted opportunities this year than ever before. Thank you to everyone who donated, hosted, bid and volunteered to make this community building event a blast.

Respectfully Submitted by Heidi Parmenter, Business Administrator

Director of Children's Ministries

The 2015-2016 year began with a staff change in Children's Ministry. Anne Byrne stepped down from her position as Director of Children's Ministry and Pre-School Director in early July. I began mid-July overseeing solely children's ministry (preschool operations are directed by Kristen Flangos, updates on that program can be found elsewhere in this report).

The summer months were focused on research and team building. As a result, the Children's Ministry Committee began the Sunday School year in September as a strong cohesive team ready to implement new practices and pour energy into the strong existing structure. The team cohesion is reflected in this report which serves as narrative supplement to the Children's Ministry Committee report found later in this report.

Summer Sunday School focused on science experiments and experiences. Community members were invited to present lessons to the students each week. While children were enthusiastic about the topic, it was difficult to gain commitment of community members and the CCM team found themselves frustrated by scheduling. Looking toward the 2016-2017 summer, the committee has adjusted the summer program to incorporate fewer presenters for longer periods of commitment so that their individual investment and connection to the program is deeper.

Upon reviewing feedback from the previous year's surveys, conversations in the community, and teachers personal experience, it was decided that Sunday School lessons need to feel more fun for students, less

burdensome for teachers, and in general less school-like. Recognizing that the remedy might be a major change in how RE is presented at UUCP and require a multi-year effort, this year began with two primary changes. The first was a change in classroom curriculum with new lessons to follow the congregational themes of each month. The second was a move to be intentional in creating accessible inclusive classrooms.

The move to theme-based curriculum was chosen as a first step in a process that will eventually include a move to multi-age classrooms and multi-modal lessons. This year, primary grades classes were organized as K-1, 2nd-3rd grade, and 4th, 5th, and 6th and a lead teacher assigned to each. Every month, three classes were developed to align with the theme, each grade level rotated through the three classes. The remaining Sunday was multi-generational service in the Sanctuary, a Children's Chapel, or a day of service. The lead teacher provided consistency and facilitated check in, chalice lighting, and maintained classroom rhythm. A guest teacher (often a community member who had not worked with CMC in the past) then delivered the main lesson for the day. Sometimes this was teaching a song (Freedom songs for October!) or sharing a personal story (My Family's Holiday traditions for November) or developing a new practice (love lists in February). This was a great opportunity for students to meet and build connections with the greater community, for community members to share their gifts with the children for the congregation, and for the CMC to have an opportunity to reach out to potential new teachers. Pre-School also followed the congregational themes, but was consistently lead by a single teacher and assistant.

The middle school curriculum for the year was Our Whole Lives programming. This group was led by a team of 4 amazing teachers. Jeff Newman, Sam Kirkland, Sarah Montgomery, and Laurie Arora were committed and passionate about the material and the students. This was reflected in the speed with which the students bonded as a group and became comfortable with the topics.

The 5th and 6th grade OWL curriculum was provided during the last 8 weeks of the Sunday School year. This class had a projected enrollment of 15 and saw 23 students register for the class. Two teachers and an assistant were utilized to manage the class size. The only challenge that resulted from such a large group was the time constraint with the teachers sometimes feeling that students did not have time for deep discussion. About half the class was comprised of community members who do not regularly attend UUCP. The shorter 5th and 6th grade OWL class should be regarded as an entry point for new families. This group also saw decent group cohesion. Twelve of the rising 7th graders will be enrolling in Coming of Age for the 2016-2017 school year.

Chalice Kids was offered each Thursday evening in conjunction with Community Night. Caitlin McClelland served as lead teacher. Caitlin is a gifted classroom leader and worked to develop a program that reflected each month's congregational theme while still focusing on free play. Observation of the classroom quickly shows that some of the deepest child to child connections are made during this once weekly play time. Caitlin also worked to develop a sense of accountability and responsibility in the students and provided space for community members to present occasional music, ASL, and art lessons.

YRUU faced challenges this year with huge variation in attendance numbers and little consistency from participants. In January, I launched a review of the program that included interviews, conversations, research, and decent amount of seeking out of advice from community members. The result has been a bit of a rebirth of the program. Moving into the summer, we now have a consistent group of about 12 youth, including 5 rising 9th graders. All of whom are enthusiastic about each week's meeting and are working to create space for newcomers. We have worked to develop a weekly program that incorporate ritual, reflection, conversation, worship, and community building. The next phase for this program is to build out the advisor base, hopefully expanding the team to 8 adults.

Our work to create inclusive classrooms is reflected in practices in every classroom. Through training, conversation, readings, and practical review, teachers worked to shift the way we respond to new and difficult classroom situations and the way we talk about the students involved. The Children's Ministry Committee wholeheartedly embraces the idea that all children deserve a fulfilling Sunday School experience and are undertaking the challenge of creating a structure that allows for all the variation it requires.

It is this unity of purpose and bond as a team that will keep Children's Ministry at UUCP growing and thriving as we move forward.

Intern Minister

UUCP welcomed me into its community in September of 2016 as a full time ministerial intern. The position was made possible by a commitment from the congregation to become a teaching congregation and some extra funding from the UUA to support the stipend. The overall goal of an internship is to expose ministerial candidates to the ins-and-outs of parish ministry under the supervision and guidance of an experienced minister.



Rev. Susan put together an internship committee that met with me monthly to provide support and space for reflection. The committee really helped by offering feedback on a variety of my internship responsibilities, especially worship leading. I'm very grateful to the committee members (Susan Goldsmith - chair, Janet Jenkins, Paula Panzino, Gary Ezzell, Dale Fisher, and Jan Kaplan) who consistently provided constructive feedback, posed questions to assist in my own discernment, and were always encouraging and affirming.

Rev. Susan and I worked out a preaching schedule for the year that would have me in the pulpit once a month, and a Sunday off that I could preach at other UU congregations across Arizona. I tried to participate in as many aspects of congregational life as possible, including facilitating a small group, planning worship, being present at various board and committee meetings, and providing support to our family, youth, and justice ministries.



A few highlights of the year include:

- Planning and officiating a pet blessing service during a Thursday night community dinner.
- Cooking meals for community night dinners (lentil curry, gumbo, and waffles).
- Being present for political actions and demonstrations under the guidance of immigrant-led community organizers (mainly Puente)-including several actions at the state capitol and a street blockade action during a Trump rally.
- Helping coordinate our UUCP group at the UUJAZ Day at the Legislature.
- Organizing a film screening and discussion of “Slavery by Another Name.”
- Working with Katie Resendez, Arpit Dave and Claire Bethel to organize an OWL facilitator training hosted by UUCP.
- Driving a group of YRUU youth up to DeBenneville Pines for Senior High winter camp
- Developing new relationships with progressive clergy leaders in the valley and representing UUCP at the Arizona Faith Network.



In March of 2016, Rev. Susan asked whether I would consider extending my time at UUCP as a staff member after the internship ended. We asked the UUA’s Ministerial Credentialing Office for an exemption to a rule for interns to sever ties with their congregation for a period of time after the internship ends. We applied for and

received a waiver of the rule, and we announced at Celebration Sunday that I would be staying at UUCP for the coming year as a staff member.

While it appears that UUCP will not be in a position to host another intern minister in the near future due to the potential leadership transitions, my hope is that the congregation will continue as a teaching congregation as soon as it has the capacity to do so. It benefits the congregation, the interns, and Unitarian Universalism. I'm personally grateful for all the opportunity, the support and encouragement, and the connections made during my time at UUCP.

Music Director

Overview: After several years of big transitions in our music program, this year seemed relatively calm, but the program continued to solidify. All 75 of our volunteers will all be named below, and I am grateful to all of them! We have added two new musical groups, a jazz duo and a percussion collective, which brings us to a total of eight ensembles. Both of the new groups are small, with just a few key people in each, but they are key people, and I now feel that our program includes everyone who wants and is able to be involved. Each group, whether led by me or by volunteers, is friendly and inviting, and musicians new to the congregation this year have been able to join groups and form relationships quickly and easily. The multitude of groups has also helped keep quality high. Each ensemble rehearses and plans for their services and takes pride in their contributions to worship, and new members regularly cite our excellent music as a reason that they chose to join our congregation.



Our new a capella trio: Bonnie Cunningham, Heidi Singer, Glenda Henman

Choir: Our choir is our most central ensemble. It provides music at more services than any other group, and is often the "first stop" for new musicians at UUCP. I have continued to enjoy the challenge and potential in selecting music, leading rehearsals, and directing the choir, and I think our singing during service has been reliably dramatic and beautiful. Birthday celebrations during rehearsal breaks and twice-yearly parties continue to help members feel part of a clan, and several new members of the congregation have joined the choir and reported quickly feeling a sense of belonging and being accepted. In January, we began using "choir shepherds," people who agreed to check in regularly with their section members and reach out to members who were absent.

Our choir shepherds this spring are Sharon Hise (first sopranos), Susan Morris (second sopranos), Charlotte Carl-Mitchell (altos), Sandy Thomson (tenors) and Jack McComb (basses). Many thanks to them for helping us better welcome new people and keep in touch with each other!



Kellie Walker directing the combined choirs of UUCP and VUU at our All-Music Service

A few other members deserve special thanks for their work with the choir. Charlotte Carl-Mitchell has continued to manage the choir email list, send welcoming emails to new members, and keep track of everyone's folder numbers, which is a huge help. Charlotte also takes photos of choir events, including all of the photos accompanying this report. She and Smoot hosted the choir party in December, and Susan Morris and Duke Plattner hosted the choir party in April. Simon Allardice has continued to make practice tracks, which many members now depend on. And Emily Helton-Riley served as choir librarian until she adopted a baby boy in January. I'm excited for her and am filing our music myself this spring just to find out what's involved.



Emily Helton-Riley, Benjie Messer, Elyse Arring, Nancy Schwartz

This year's choir has included 45 singers: Simon and Toni Allardice, Carolyn Allenby, Ellie Anderla, Diana Ashley, Myra Banks, Barbara Berg, David and Uli Boecker-Grieme, Charlotte Carl-Mitchell, Melissa Carroll-Jackson, Sebastian Ciemny, Bonnie and Dave Cunningham, Bob Davis, Ginny DeMarco, Madelyn Doerr, Dale Domzalski, Sara Duffield, Alec and Donna Featherston, Aaron Ford, Debbie Gordon, Emily Helton-Riley, Bobbi Hess, Sharon Hise, Peter Jackson, Jean Lawton, Curtiss and Susan Manker-Seale, Jack McComb, Joanne

Michael, Susan Morris, Marissa Parker, Richard Plattner, Karin and Katie Quinn, Rosemary Roenfanz, Amanda Rogers, Ileana Salinas, Heidi Singer, Bill Snowden, Donna Talbot, Sandy Thomson and Jerry Whalin. While some have come or gone, the majority have been consistent members, and we reliably have 30 singers at every rehearsal and service.



"A festive group about to go caroling!" Back row: Smoot Carl-Mitchell, Susan Morris, Carolyn Allenby, Sara Duffield, Ellie Anderla, Sharon Hise, Donna Featherston, Sarah Montgomery, Benjie Messer, Charlotte Carl-Mitchell. Front row: Jerry Whalin, Myra Bair, Karen Kurtz, Arisa, Janet Persen, Melissa Carroll-Jackson, Sandy Thomson, Paula Adkins, Ann Jackel

Choral Events: Our choir has a history of collaborating with the choir of Valley Unitarian Universalist (VUU) in Chandler by preparing a combined all-music service in the spring, and more recently, by hosting a one-day "choral festival" in January that was open to all of Arizona's Unitarian Universalist (UU) congregations. This year, VUU's minister of music Kellie Walker and I decided to connect these two events, essentially making the festival a day-long rehearsal for our all-music services. We focused those services on the music of UU composer Elizabeth Alexander, and hired Ms. Alexander to lead the festival. Many choir members reported that working with Ms. Alexander made it our best choir festival yet, and I believe that connecting the two gave the choir festival more purpose.

Choral Goals: I have two personal goals for the choir in the next program year. The first is to find a way for the choir to make decisions about how and what they do. Such a large group is easiest for me to run as a benign dictatorship, but there are some aspects of how it works that I would like to be determined by the group. To that end, I hope to experiment next year with writing a covenant together and perhaps making some decisions together. My second goal is to spend a good part of our fall retreat on learning to read pitches (in solfège), so that all of our singers will be able to read more accurately.

Other All-Music Services: We had three other all-music services this year. I led my annual harmony-singing service on the first weekend in September, and Lynne Haeseler led her annual meditative New Years service with Rev. Susan on the first Sunday in January. Rather than our traditional hymn sing on the Sunday after Christmas, in which the congregation members choose hymns, Igor Glenn led a service of multigenerational singing that Sunday. It was in the round and was a lot of fun. It has been two years since Dave Bellama led an all-music service, and I hope to support him in doing one next year.



Gospel Choir on Easter Sunday. Back row: Richard Plattner, Dale McCurdy, Jack McComb, David Grieme, Sandy Thomson, Bill Snowden, Barbara Berg, Jerry Whalin, Bobbi Hess. Middle row: Jean Lawton, Amanda Rogers, Susan Morris, Dale Domzalski, Ellie Anderla, Carolyn Allenby, Joanne Michael, Ginny DeMarco, Charlotte Carl-Mitchell. Front row: Sharon Hise, Myra Bair, Debbie Gordon, Donna Featherston, Rosemary Roenfan, Heidi Singer. Director: Benjie Messer.

Other Ensembles: Fred Garza, the leader of UUCP's folk-rock band the Dissidents, moved back to Texas in the summer of 2015. Fred had become well-loved at UUCP in his two years in Phoenix, and when he left, I wondered if the group would continue. But through collaboration and commitment, the Dissidents have become a model musical small group this year. They held a fall retreat, wrote a covenant, rehearsed regularly, kept in touch with each other through a private facebook page, supported each other in their lives, and performed beautiful music for our services. For one service, they incorporated the brass and the ukelele group as well, which required extra rehearsals. Glenda Henman has served as the Dissidents manager this year, Matt Buttler has been their musical director, and the band has also included Dave Bellama, Bob Davis, Emma Farrell and Sarah Foerster. The Dissidents also raised money for UUCP and gave themselves a challenge by donating a 45-minute performance to UUCP's annual auction. That performance was purchased by Susan Morris and Duke Plattner and used at our spring choir party, thus having the side effect of supporting relationships between the Dissidents and our choir members. The Dissidents have suggested leading an all-music service over the summer, which would be a first for an ensemble led by a volunteer. If they decide to do that, I'll be excited to support them.

Susan Morris has continued to lead Open Strings, UUCP's bowed string ensemble. This year, the ensemble has also included Liz Galpin, Anne Lackey, Marshall Valentine and Sandy Weir. Because some of these players have limited availability (and because Marshall moved away - we miss you, Marshall!), open strings has been a somewhat fluid collective, alternately a duo, a trio and a quartet. I'm grateful to Susan for her excellent leadership and musicianship with this group.

I've continued to lead the Blessed Brass, our brass group. Last year we only included low brass, but this spring, we began including trumpets as well. The group has included Glenn Lockwood, Elyse Arring, Emily Helton-Riley, Nancy Schwartz, and Richard and Sam Plattner.



Back row: Dave Cunningham, Jack Wisniewski, David Grieme, Jack McComb.

4th row: Richard Plattner, Marshall Valentine, Peter Jackson, Sandy Thomson, Bill Snowden, Bob Davis. 3rd

row: Amanda Rogers, Susan Morris, Uli Boecker-Grieme, Bonnie Cunningham, Barbara Berg, Bobbi Hess,

Jerry Whalin. 2nd Row: Jean Lawton, Sharon Hise, Myra Bain, Debbie Gordon, Katie Quinn, Donna Talbot,

Joanne Michael, Donna Featherston. Front row: Melissa Carroll-Jackson, Karin Quinn, Emily Helton-Riley.

One of our new groups is a jazz duo consisting of pianist Jack Wisniewski and guitarist Patrick Carroll-Jackson. For a short time, it included bassist Igor Glenn as well, but it really found its identity as a duo. Their services have been excellent, and I'm excited to support their development.

Since I came to UUCP three years ago, we've always had an a cappella singing group, though the membership and focus of these groups has changed. This year, Heidi Singer, Glenda Henman and Bonnie Cunningham sang in three services as an a cappella trio, focusing on gospel and Americana. Their voices sound wonderful together, and they plan to continue.



Mary Price, Susan Morris, Joanne Michael, Jean Lawton, and Bobbi Hess celebrating their March birthdays during choir rehearsal

Our newest group is a loose collective of percussionists that accompanies hymns during service, giving them rhythm, color and life. The group exists largely because of the enthusiasm of Don Weir, a wonderful percussionist and longtime member of UUCP. This year, it has also included Emma Farrell, Matt Buttler, Bob Davis, Madelyn Doerr, Jennifer Smith and Richard Plattner. While the drummers normally only need a five-

minute rehearsal before a service, they did spend one evening this year rehearsing and learning percussion technique.



The Dissidents: Matt Buttler, Glenda Henman, Emma Farrell, Sarah Foerster, Bob Davis, Dave Bellama

Carolyn Allenby has continued to lead our Ukelele Circle, which meets regularly on the patio between services to sing and play. Anyone is welcome, on any instrument, and the group is a particularly good place for strummers: guitar, ukelele, mandolin, etc. While the ukelele circle has provided music for worship twice this year, its main purpose is to be a relaxed, fun chance for people to make music at UUCP outside of worship, and I'm very grateful to Carolyn for leading it. The ukelele circle has enjoyed the participation of over thirty people this year. Some of the most regular strummers have been Dale Beeghly, Christine Carmona, Bonnie and Dave Cuninghame, Jake Danforth, Joan Gale, Igor Glenn, Alisa Philips, Richard Plattner, Paul Playford, Nancy Schwartz, Bill Snowden and Jerry Whalin.



Drummers accompany a service: Don Weir, Jennifer Smith, Bob Davis, Lynne Haeseler

Audio/Video Support: This year, our team of sound engineers has included Smoot Carl-Mitchell, Elena Perez, Sam Plattner, Brian Quinn, Reggie Watson and Francis Wiget. They continue to provide excellent support to our services, and we're lucky to have such competent and dependable people behind the board. I'm particularly grateful to Sam Plattner and Elena Perez for completing the soldering of our main snake at the end of the summer of 2015, to Smoot for setting up a private network in the sanctuary and donating an ipad so that we can

mix remotely and to Francis for uploading our sermon recordings during his regular office volunteer time. Another key member of the audio support team is Eric Muehlstedt, who has continued to download and edit our sermon recordings and post them online - thank you, Eric! One of the goals in next year's strategic plan is to get audio recordings of our sermons posted online more frequently and more quickly, and I look forward to meeting with Francis and Eric to think about how to accomplish this.

Professional Staff: Our choir accompanist, Mary Price, is finishing her second year at UUCP. She continues to be an incredibly supportive and attentive accompanist and a big help to me in directing the choir. Mary became engaged to a Phoenix resident this spring and is likely to remain in the area next year after graduating; so I'm looking forward to having her continue with us next year! Pianist Lynne Haeseler has been playing at UUCP less than in previous years, partly because two of our musical groups (Dissidents and jazz) play hymns as well as other music and thus don't require a pianist on their services and partly because, when she is at UUCP, Lynne often shares services with another group (often strings or brass), leaving her less space to fill. Still, her spirit and virtuosity are as fiery as ever, and it's always a pleasure to have her in service.



Sam Kirkland, Patrick Carroll-Jackson, and Jack Wisniewski play jazz to celebrate Heidi Parmenter's 10th anniversary of working at UUCP

Caroling: I organized our Christmas caroling outing for the first time this year. (It had previously been organized by the Outreach Music Ministry, which is no longer active.) Two groups visited homebound UUCP members around the valley. One value of caroling is that it creates connections between choir members and singers who don't want to join the choir; of our 18 carolers, seven of them were not choir members.

Variety Hour: Another way our music program involves people who don't want to be part of a musical group is by hosting low-key talent shows called "Variety Hours" three times each year on Thursday nights after the community night meal. These have been very multigenerational events, with a nice mix of children and adults performing. To my surprise, relatively few members of our musical groups have participated, and my goal for next year is to encourage more of our musicians to take advantage of this opportunity.

Concerts: Using the January choir festival as a rehearsal for our all-music services pushed those services earlier in the spring than in previous years. Because of this, the choir was busy preparing these services in February and for the second year, it didn't prepare a Cabaret show, which has historically happened in March. We may still return to the Cabaret show next year, depending on the enthusiasm of our various musical groups.

I foresaw the possibility of this scheduling issue and wanted to make sure that our music program put on some sort of concert outside of worship; so I put on an evening concert at the end of September called the "Big Fall Show." The first half of the show featured each of our musical groups performing a favorite song from our last year of services. The second half was a set by my New Orleans group Bad Cactus Brass Band. Perhaps it was arrogant to feature myself, but the band was about to end, and I wanted to share it with UUCP before that happened. The show raised money for the congregation, was a lot of fun, gave people a chance to appreciate our music program at its best and took relatively little effort to prepare. The house wasn't packed - I think we had 100 people in the audience - and one of my goals is to hold this show annually, which should grow attendance as word-of-mouth spreads. The only other concert we're hosting this year is an upcoming tribute to Pete Seeger led by UU singer/songwriter Jim Scott.



Anne Lackey, Sandy Weir, Susan Morris and Liz Galpin rehearse before our Christmas service

Equipment: Our hearing assistance system has been broken for most of the year, but we've finally purchased a new system, and our ushers and sound engineers should all be trained on it by this May. Also, two of UUCP's groups (the Buddhist sangha and Traveling Fridays) are using my keyboard amp at every meeting in order to assist people who are hard of hearing. While this is wonderful, I would like to look into personal hearing assistance systems, which would be lighter and more effective.

I used some of the remaining money from last year's mini-capital campaign to purchase a few more microphones, cables and stands so that we can mic a group like the Dissidents. We also had a humidifier / dehumidifier installed in the main grand piano in the sanctuary. This has not only improved the piano's sound but will keep it in tune for longer and thus save us money on tunings. I did not mount any sound dispersion panels in the sanctuary this year, but that's still a goal for next year.

Multiculturalism: This fall, UUCP hosted a visit by Karin Lin and Nancy Palmer Jones, who are writing a book on multiculturalism in UU congregations. At their urging and the suggestion of UUCP musician Heidi Singer, I committed to submitting a few lines of "music notes" to each of our orders of service, which explain the cultural origins of each piece of music and how it connects to that Sunday's sermon. I've enjoyed doing the weekly research involved in writing these notes, and several people have told me that they've found them meaningful.

In our strategic planning meeting this year, I agreed to take on three goals related to multiculturalism. The first

goal was to "investigate what multicultural means in the music program." I already have quite a few ideas about this, but in preparing a report for the worship planning team, I plan to interview various other music directors about this question and do some research as well. I'm hopeful that my report will lead to a discussion that will clarify this goal into some further steps.

The second goal was to "ensure multigenerational music experiences." We already have a few successes in that area. UUCP is lucky to have a very musical parent, Alisa Philips, who has been leading music in our religious education classes, and this year, thanks to the organization of Katie Resendiz, Acting Director of Children's Ministries, that music has been coordinated with our worship themes. Also, we have several youth participating in other ensembles: 8th grader Katie Quinn sings in the choir, and 4th-grader Nancy Schwartz plays in the Blessed Brass and Ukelele Circle. Much more may be possible, and I look forward to meeting with Katie Resendiz about this on a more regular basis next year.

The third goal is not part of the music program, but I agreed to take it on, so I'll report it here. This coming fall, I will be coordinating a month on "Identity," in which members of UUCP will meet in small groups based on various aspects of their identity (i.e. gender, sexuality, class, cultural or religious background, etc.) I will be recruiting and training leaders for these groups over the summer, and I look forward to taking on this significant, non-musical responsibility.



Our ukelele circle preparing for a service. Seated, left to right: Paul Playford, Nancy Schwartz, Carolyn Allenby, Joan Gale, Jake Danforth, Bob Davis, Alisa Philips. Standing, left to right: Donna Talbot, Susan Morris, Karin Quinn.

Music Committee: We haven't had a music committee for two years. In 2014-15, I held one meeting of a "music leader's group", which called together some of the most involved volunteers in our music program. I haven't done anything similar this year, but it's still a goal of mine for next year. Done well, such a group could create relationships between our volunteer musical leaders, support me with larger structural decisions in the music program (budget, special events, calendar), and help to coordinate new initiatives, such as the goals related to multiculturalism listed above.

Conclusion: UUCP's musical community is still vibrant and varied, reflecting the community that it stems from, and it's had a good year. I feel lucky to be leading it. As we adopt a new vision, I look forward to becoming "a music program for a religious community for our time."

Benjie Messer, Music Director

Membership and Volunteer Coordinator

I have had the honor of beginning a new path at UUCP this year as the Membership and Volunteer Coordinator as well as continuing to assist Reverend Susan in administrative tasks. I have been excited to attempt to fill Reverend Linda Lawrence's big shoes by assuming her membership recruitment and engagement tasks. While no one can replace Rev. Linda, she mentored me well, and I'm happy to share with the congregation what I have been working on this year.

In August of 2015, I accepted the role of Membership and Volunteer Coordinator, a 17-hour-per-week position. My responsibilities include overseeing the Membership Committee, the Community Night cooks, and the Sextons.

It has been a joy to work with your Membership Committee. The hard work, innovative thinking and dedication of this group makes newcomers to our congregation feel welcomed and respected as well as ensures that existing members feel connected and engaged in meaningful service to UUCP and beyond. Please see their report for a full description of their efforts. I want to thank Jenny Jones Moats, chair, Jennifer Smith, co-chair, Judith Breuer, Benny Butt, Diane McComb, and Janet Persen for all of the work assumed by the Membership Committee.

The Membership Committee also has help from UUCP members that I would like to thank: Thank you to Charlotte Carl-Mitchell for reserving McCormick-Stillman Railroad Park for the annual picnic. Thank you to Gary Ezzell, Emrys Staton, Glen Lockwood and Reverend Susan for joining Pathway to Membership classes to discuss the meaning of membership and the vision of our congregation. Thank you to Francis Wiget and Pauline Peverly for office volunteer tasks related to new membership.

Although I am the face you most often see at the Welcome Desk in the lobby on Sundays, I simply could not coordinate this effort without the tireless help of my many Welcoming Ministry volunteers: THANK YOU to the Lead Ushers and Greeters who make everything run smoothly: Mike Sheffer, Benny Butt, Larry Reed, Dale Wiebusch, Eric Muehlstedt, Bob Aitken, Gary Ezzell, Teri Talbot, Jim Sorgatz, Smoot Carl-Mitchell, Judith Breuer, Matt Thesing, Lydia Yanak, Ruth Braunstein and Joan Gale.

I have also planned Welcoming Ministry training and appreciation events with the help of the Membership committee. There is a large, weekly need for volunteers to greet and usher, and I have a roster of generous individuals who routinely help. THANK YOU to all the volunteers who sign up to greet or usher: Pam Stivers, Rick Stivers, Donna Talbot, Jon Penrose, Jane Roosen, Judith Breuer, Lynne MacVean, Malcolm MacVean, Linda Vance, Diana Ashley, Jennifer Smith, Yvonne Hoff, Linda Kesler, Bill Kesler, Dale Beeghly, Curt Yeager, Barbara Yeager, Barbara Cawthorne, Barbara De Witt, Harry Eliazarian, Ellie Anderla, Janet Persen, Rene Apack, Charlotte Carl-Mitchell, Jacque Davis, Paisley Rossetti, Patty Sparling, Larry Hart, Martha Holland, Arlene Salmon, Ruth Braunstein, Karen Kurtz, Ariza Kurtz; Lisa Katz; JoAnn Williams; Doug Roberts; Dale Domzalski; Tanya Hamilton; Mary Dawes; Lynn Raabe; Janet Bickley; Sally Boyd; Michael Hipps; Bunny Hodas, Meagan Naboulsi, Jim Tuffin and anyone else I might have inadvertently forgotten. A special thank you goes to Celeste Allen who coordinated the Welcoming Ministry in the month of July in addition to being our Summer Office Intern.

I would like to extend a special gratitude to our Board of Trustee members who volunteered to be greeters this year. Their warm and accessible presence on Sundays has been a joy to see. Thank you to Glen Lockwood, Caitlin Tuffin-Gaspar, Vince Waldron, Karin Quinn, Rajeev Arora, Sarah Montgomery and Sarah Carlson.

The Starting Point tour continues to be a fun and informative way to introduce newcomers to our campus, and until I successfully learn to clone myself, thank you to the volunteers who fill in for me: Terry Lockwood, Glen Lockwood, Carol Peterson and Jenny Jones Moats.

Another one of my responsibilities is to organize the Community Night dinners for five months of the year. While I am capable of burning water, the volunteer cooks this year have provided amazing, imaginative and healthy meals at an affordable price for our individuals and families. Thank you to Cook Coordinators Donna and Teri Talbot for providing advice, support and supplies to the other cooks, plus Coffee Hour supplies of ice and creamer. And thank you to all of the cooks: Linda Vance, Sarah Foerster, Amanda Rogers, Daisy Danforth, Ruth Crowley, Emrys Staton, Cherie Stafford, Julie Talbot, Jacque Davis, Judith Breuer, Justin Gelsing and Janine Schmenk. Breaking bread with you has been a joy and an honor.

Thank you to the wonderful sextons who work behind the scenes at Community Night and on Sunday mornings. Belinda Clark's efficiency, humor and heart make being in the kitchen a joy. Thank you also to Sage Fisher, back up sexton, and his grandparents, Lois and Dale Fisher, for providing him with the transportation to get to UUCP. While there are many volunteers who lend a hand in setting up and breaking down the kitchen and Johnson Room, two special volunteers come to mind: thank you to Lynn Ellsworth and Ashley Perez for your constant service.

Finally, I would like to extend my gratitude to everyone at UUCP, both staff members and congregation members who take the extra step to lend a hand when needed. That moment you take to extend a handshake to a visitor, your inquiries about a member you haven't seen in a while, the willingness to step in at the last moment – all of these little acts of kindness and generosity help make my job easier. One act can ripple out in ways unforeseen, and I promise you that I hear stories about how much it matters to people's lives. Thank you all for making UUCP a spiritual community for our time.

With love and gratitude,
Kristina Benner

Office Assistant

As Office Assistant, I oversee the publicity committee, most publications, the database, room usage, and supervise the office volunteers.

I started my position here at UUCP as the Office Assistant in August of 2015.

After additional research, we have decided that we are not going to implement the ACS product, The City. We continue to send out the Horizons Journal each month to members and friends. Elyse Arring continues to edit the Horizons each month, and we are grateful that she continues to do this. We are also very grateful for the numerous volunteers that come to UUCP once a month to help fold, sticker and label the Horizons to prepare for mailing them.

Thanks to our Facebook volunteer, Francis Wiget, we have exceeded our reach expectations for Facebook this year. Francis has educated himself on how to make images from scratch and post inspirational quotes on them. He also shares relevant news having to do with Unitarian Universalism. Our Facebook page currently has almost 1500 people that “like” the page and we regularly get hundreds of those people to see our posts.

We have several office volunteers that help keep the place running during the week. Don Weir does the welcoming duties for all the new visitors as well as the weekly deposit. Pat Reed always has a smile on her face and fills in wherever we need her and is multi-talented. Francis Wiget is our social media guru and is in charge of all the Facebook posts. Pauline Peverly has been coming to UUCP for years and is such a huge help in the office. Julie Smart is our master at putting together the Sunday announcements and the order of service for us on Fridays.

I am also grateful for Bonnie White who proofreads the order of service and Sunday announcements every single week for us and was generous enough to proofread this entire annual report.

I would also like to thank Rebecca Rae Murans who creates all the amazing welcome screen images that we see on Sunday morning in the lobby and another thanks to Jill Story for volunteering to do the entire Connections last year.

The big news is that we will be launching a new website in the coming weeks. The UUA spent countless time and money on developing a theme for congregations to use as a template. The theme is wordpress based and was very easy to implement and transfer the old site to the new site. This wonderful site given to congregations by the UUA potentially saved the congregation over \$10,000.

Respectfully Submitted by Geoff Anderla, Office Assistant

Committee and Ministry Reports

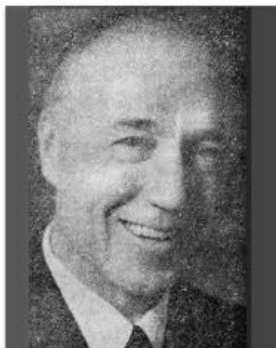
Archives

Archivist: Charlotte Carl-Mitchell

The archive preserves the history of the congregation through such material as board and committee records, publications, memorial orders of service, newspaper obituaries and articles, and program materials. A dedicated room for the archive is in the renovation plan, but until such a secure work area is available, I have only been able to collect material for eventual better storage. I'm using the records in the archive and online to compile an updated history of the congregation. While working on that project, I found an interesting publication showing the original covenant which I shared with Emrys and which became part of his sermon. As archivist and historian, I've attended Council meetings and encouraged the leaders in the congregation to save the history of their efforts. For several years Dale Fisher and I have been working on a photo review of the former ministers of the congregation. In the last members' art show Dale displayed his collage, and it still hangs in the front hall.



Lon Roy Call
January to June 1947
Organizing Minister



Laurance Plank
1947-1949



John K. Findly
1949-1951



Charles Donelson
1952-1954



Dr. E. Burdette Backus
1954-1955



Dr. Edwin C. Broome
1955-1956



Charles Wing
1956-1957
Interim Minister



Arthur Olsen
1957-1963



Raymond G. Manker
1963-1990
Minister Emeritus



Bettye Doty
1990-1991
Interim Minister



Fritz Hudson
1991-1998



Linda Bunyard
1998-2000
Interim Minister



John Burciaga
2000-2005



Jean Wahlstrom
2005-2006
Interim Minister



Roberta Haskin
2007-2008
Interim Minister



Susan Frederick-Gray
Sept 2008-

Capital Campaign Committee

Purpose

The committee is responsible for researching and recommending a capital campaign plan, to include capital improvements and ministry investments with corresponding budgets that support the mission, vision, and strategic ends of the Unitarian Universalist Congregation of Phoenix. The entire project will involve three phases - Planning - Fundraising - Construction. There will likely be three separate committees, one for each of these phases, but with overlap so that some from the Planning phase continue onto the Fundraising phase, etc.

Responsibilities

The capital committee's specific responsibilities include:

- Evaluating the congregation's current capital needs and future ministry and capital needs and selecting the projects that will be included in the next capital campaign fundraiser.
- Reviewing the Master Plan and renovation/accessibility historical documents to help guide the projects.
- Engaging the congregation in the process of naming, prioritizing and building enthusiasm for the projects.
- Hiring a capital campaign consultant to analyze our current fundraising capacity.
- Developing and instituting a marketing plan for the campaign fundraising efforts. (This may be delegated to a separate fundraising team)
- Researching and recommending contractors or other professionals to complete the work.

The capital committee's first job was to assess the congregation's capital needs. This included a review of the physical facilities (what major repairs are anticipated? What work are we required to do to comply with the Master Plan approval from the Town of Paradise Valley? What do we want to build, if anything?).

With regard to ministry investments, the committee is considering creating a sinking fund to help improve the congregation's staffing situation. (A sinking fund is a pool of money which is created and then drawn down over a period of time to meet specific needs. For example, if the congregation currently needs more staff or needs to pay more in wages and benefits than the operating budget will allow, the capital campaign could create a fund earmarked for this purpose. UUCP would then draw money out of this fund to fill the gap over a specified period of years, at which time it would be expected that operating revenue would have increased to allow the staff needs to be paid out of regular income.)

The committee is composed of Dale Fisher, Smoot Carl Mitchell, Gary Ezzell, Bill Mee, Heidi Parmenter, Cheryl Walley, Dale Wiebusch, Bunny Hodas, and Richard "Duke" Plattner is the chair. Mike Sheffer is a congregation member and retired structural engineer who has done quite a bit of work to assist the committee and will probably be formally added to the committee in the near future. Another congregation member, Lynn Ellsworth, has attended most meetings and stands ready to assist us.

Dale Fisher identified a need to repair several leaks in the outside irrigation system and a lack of adequate documentation for where the lines run and where cutoff valves are. Dale and Mike Sheffer spent quite a bit of time and did excellent work with the plans and the contractors remedying the problem.

Mike Sheffer was asked to review the structural soundness of the religious education wing. The RE wing was built using unusual if not experimental techniques, and some concern had been expressed about whether the

structure would stand into the indefinite future. Mike reports that he sees no worrying sign of structural degradation. A more complete analysis would require cutting through ceilings or roof or walls, which seems impractical and unnecessary in the absence of any sign of structural degradation.

In our initial meetings the committee considered a wide variety of physical plant needs. Heidi Parmenter reported that the HVAC (heating and cooling) systems for the sanctuary and RE wing are reaching the end of their useful life. Furthermore, these systems are antiquated, complex and expensive to repair and run, energy inefficient, and a failure would disrupt use of the facility for months. We considered various replacement options and their respective costs and benefits. Mike Sheffer was again instrumental in gathering data and helping us understand it. The committee currently plans to recommend to the board a “distributed” system, which would involve multiple small HVAC units instead of one or two giant ones. This option was both economical and energy-efficient. It also will give individual thermostat control to each room, the failure for any one room will not disrupt use of other rooms, and it will be easier and cheaper to maintain. The ballpark cost of purchase and installation is estimated to be about \$300,000. The increased energy efficiency should make a noticeable reduction in our monthly electric bill.

The committee discussed a wide range of institutional needs and possible solutions, including but not limited to improved accessibility, bigger and more comfortable meeting space, shade structures for outdoor gatherings, a new kitchen, a new sanctuary, and one or both phases of the planned new lobby and lobby entrances. We have had some spirited discussions about what to do first and how to do it. As is usually the case, what we want and what we can afford diverge dramatically.

Along the way we learned through inquiry from Susan and Dale that the design for the proposed kitchen and dining hall building as included in the master plan would be more appropriate for a restaurant than for a congregation. The committee currently believes that the interior design could be inexpensively reworked to be much more functional and much less expensive to build. Because the building footprint would be the same, TOPV would not object to this change. One advantage to building this structure is that it would provide multiple attractive meeting places and allow the current kitchen and Johnson room spaces to be repurposed. However, given the need to replace the HVAC system and the pressing needs to fund additional ministerial staff, the committee currently expects that the kitchen and dining hall building will have to wait for the next capital campaign.

One of the requirements in the master plan is that the upper parking lot be paved and further set back from Lincoln Drive. The deadline for accomplishing this has already passed, although the town has not so far complained. The committee is strongly considering recommending to the congregation board paving the upper parking lot and building a new smooth walkway to the patio sanctuary entrance. This would dramatically improve accessibility and provide immediate benefit to many members and guests with mobility issues. Hopefully, the budget would also allow building of a shade structure for the patio to make it more comfortable for daytime gatherings.

Before any decisions should be made about how money will be spent, UUCP needs to obtain an assessment of our fundraising capacity. We did this before the last capital campaign and the assessor’s estimate was quite close. Rev. Susan is investigating the availability of the prior assessor, and if not him, identifying alternatives.

Once we complete the assessment of fundraising capacity, we will enter discussions with the UU foundation regarding the foundation’s participation in funding these projects. Recall that the foundation’s Board of Directors is a separate group of individuals from the congregation’s board, and the foundation board will make an independent consideration of its options and an independent decision whether and how to participate.

In the fall we hope to initiate the detailed planning for a capital fundraising campaign to carry out in spring 2017.

Children's Ministry Committee

Leaders: Katie Resendiz, Carrie Lifshitz, Carrie Matteson

Members of Committee: Carrie Lifshitz, Carrie Matteson, Sarah Montgomery, Laurie Arora, Cherilyn Walley, Francis Wiget, Lynn MacVean, Jonathan Lifshitz, Sarah Foerster, Jen Hempel, Janine Gelsing, Jeff Newman, Gary Ezzell, Sam Kirkland, Cayenne Newman, Katie Gibson, Chloe Dubisch, Sunshine Watson, Geoff Anderla

Please list all special events/classes/workshops that your group held between July 2015 and June 2016:

Events

Children's Chapel: Winter Solstice December 20th (38 students, 8 teachers and volunteers), Earth Day April 17 (64 Students, 12 volunteers and teachers)

Christmas Eve service- 12-24-15

RE Sunday- 6-5-16

YRUU Sunday- 5-15-16

RE Teacher Retreats: September 3 (9 Attendees), December 19 (8 attendees)

OWL Teacher Training: May 27-29 projected 17 participants

Multi Generational Service

In-gathering Water Service- 9-13-15

Dia de los Muertos All Souls Day- 11-1-15

Thanksgiving Bread Service- 11-22-15

Valentine's Day- 2-14-16

Flower Communion- 3-20-16

Weekly Classes

Weekly Sunday School: Average Attendance of 58.4 students, 9 teachers, 3 youth assistants

7th and 8th Grade OWL: year-long program, total enrollment of 13

YRUU - Average Attendance 3.5 students, 2 advisors

Chalice Kids - 16 Students 2 teacher, 1 music teacher

Class Series

Kids Kamp - Projected 126 campers, 6 junior counselors, 6 counselors, 12 staff

5th and 6th Grade OWL - Total enrollment 23, 2 teachers and 1 assistant

Childcare for Adult Faith Development; Evening Activities, and Community Events - approximately 20 events, average attendance 5 children, paid childcare providers

What were the group's goals for 2015-2016?

The Children's Ministry Committee's 2014-2015 annual report outlined 7 goals as noted below. Included here is a brief description of the committee's work and progress toward each goal.

The first two goals were addressed together

1. We are having a group forum to discuss survey results and respond to suggestions by fine tuning programs accordingly.

2. We plan to align our committee goals with the survey results and the congregation goals

The first half of the Sunday School year was used to analyze and test suggestions as presented in the previous year's survey. In December 2015, a complete review of the survey results was conducted as part of a mid-year teacher retreat and includes action planning. These actions are reflected in the committee's spring work and plans for the 2016-2017 year.

2. We need more teachers committed to the program and willing to engage in team spirit for our children and youth. The number of teacher involved in previous years is unclear. In 2015-2016, 26 community members served as teacher in the religious education program. 14 served as regular (weekly or bi-weekly) classroom leads, 12 were guest teachers - community members who shared topic-specific lessons (these individuals lead 1-6 lessons throughout the year). This number does not include paid childcare staff.

3. We hope to work more with other committees. For example, add one of our teachers to the Share the Plate Committee, interface with the Sewing Circle Committee for an activity, hold more team-building social events, etc. The Children's Ministry Committee continues to strive to collaborate with other committees. This year the CMC nominated Tumbleweed Center for Youth Development for Share the Plate. The collection coincided with YRUU Sunday. Throughout the year, the CMC looked for opportunities to work with the Sewing Circle. It was difficult to identify specific projects that allowed for collaboration; however, the Sewing Circle was very helpful in providing a few sewing needs and helping plan out a few crafts. This coming summer Sewing Circle members will be working with the CMC to prepare items for fall classes. In May the Director of Children's Ministry, in cooperation with Ministerial Intern Emrys Staton, hosted an Arts and Crafts themed community dinner.

4. We want to meet more often as an entire team so that all teachers from all program levels have a closer relationship and youth have more continuous support as they grow up in our congregation.

This year, the CMC shifted our meeting time and frequency. Moving the meeting to 8:30 on Sunday mornings allowed for more members to attend and generated energy for the day's lessons. In August and September, the committee met weekly to prepare for the school year and make adjustments for staff transitions. After in-gathering, the committee moved to meeting every two weeks. Meeting with this frequency created strong connections among members and allowed for greater flexibility in our work.

5. We would like to see increased funding for programs like YRUU, which currently functions without the means necessary to conduct strong programming.

6. We would like to see a new coordinator position that will attend to increased pastoral and program support for children, youth and young adults in our congregation while reaching out to other sites for added networking/support

What key decisions were made in 2015-2016?

Increased community investment in RE programming and the hiring of Katie Resendiz as Director of Children's Ministry allowed the Children's Ministry Committee to closely examine and realign a number of aspects of their work.

Teaches and families expressed a need for lessons to feel more dynamic and connected to the greater community. Previously, Sunday School lessons followed standard curriculum as found in Tapestry of Faith or purchases through UU developers. This year, lessons were designed to follow the congregational themes for

each month. Lead teachers were assigned to grade levels, and new community members were brought in to lead individual lessons on topics important to them. Through this process, students began to develop relationships with members outside of the CMC and the community was able to connect with RE programming in a deeper way.

Lesson alignment work allowed Together Time to become an integral part of the Sunday School lesson with teachers using it to open classroom discussion. The day's class then moved through in-gathering, ritual, and rhythm to the primary lesson presentation and craft. The year's work and themes included: Freedom - the civil rights movement and the significance of our fountain statues, Gratitude - community members shared "why I am thankful for UUCP," Hope - biographies of inspiring leaders, Service - a day of service on campus, Truth - proving mathematical axioms and Love - writing love letters.

The Pre-school classroom, for students 3-5 years old, maintained a traditional Sunday School format of a 1 teacher and 1 assistant to provide consistency and a sense of place for the younger students.

Other decisions made this year include

- Expanding the OWL program with the goal of community based classes. This effort included an OWL Teacher Training.
- Refocusing of the YRUU program. Beginning in January, this team developed a new process for meetings with an increased emphasis on structure, inclusion, faith work, and interdependence. Next year will see even greater shifts as students and team move toward multi-faceted year-round programming.
- The CMC chose to focus efforts on inclusion and classroom accessibility (see Children's Ministry Director's report for greater details).
- Decrease the number of children's chapels to 2, focused on environment-centric holidays (Winter Solstice and Earth Day) organized by a small sub-committee.
- Expansion of Chalice Kids programming to include theme work, music lessons, and intentional free play.

What challenges did the group face in 2015-2016 and how did you overcome them?

While children's ministry present constant challenges and excitement, one issue required consistent focus and re-examination throughout the year.

Attendance for YRUU had diminished and energy in the program ebbed and flowed with great variation. Two of the long-term advisors rotated out of the program, and with minimal visibility in the community, it was hard to rebuild the team. The youth and adult team decided to reformat weekly, meeting to provide more structured conversations, potential actions, and a chance for deeper faith exploration. Moving away from a previous emphasis on youth autonomy, the group focused on interdependence and sharing resources between adult and youth. By year's end, attendance was once again consistent, and the entire team was enthusiastically planning for the year to come.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

Families

Students

Dedicated teachers

Young teachers

Tiffany and Daniel

Dylan Lifshitz (OWL helper)

Zack Phillips (snack helper)

Isobel (Pre-K helper)

Cayenne Newman, Katie Gibson, Chloe Gibson (youth CMC members)

Tommy St. Claire (toddler room helper)

Jenna Metcalf (on call classroom assistant)

Advisors to the program - Lois Fisher, Dale Fisher, Kim St. Clair, Heidi Parmenter, and Ellie Anderla

Community members who served as class teachers, including Brenda Nelson, Sierra Nelson, Lana Magub, Ruth Clark, Jacque Davis, Savannah Sanders, and Kristen Hix

And the UUCP Community for enthusiastically supporting Children's Ministry

What does the group have planned for 2016-2017 and beyond?

The 2016 - 2017 year will see continued expansion of Children's Ministry at UUCP. The Committee plans to

- Move to a studio approach to classes, allowing students to experience faith development and exploration based on personal learning and activity preferences.
- Expand second service and middle school curriculum options.
- Continue development of YRUU Programming.
- Coming of Age programming offered for 7th and 8th graders as well as a parallel adult programming
- Expansion of OWL programming
- Re-launch UU Pals Program

Early Education Cooperative Preschool Parent Committee

Chairs and Members of group: Alexis Lane, Greta Taylor and Shannon Martinez

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

Fall Festival: An annual event for current and prospective families as well as members of the community. It included a Bake Sale, live music, pumpkin patch and other festive, community-oriented activities, raised approximately \$600. (October 2015. 150 attendees)

Sing and Feast: Teacher Jeffery led a multi-denominational holiday sing-along for parents and children, followed by a potluck community lunch. (December 2015. 125 attendees)

Online Auction: A flagship fundraising event including contributions from co-op families along with community businesses, focus on promoting local businesses with shared community-oriented values. Profits exceeding our fundraising goal, reached \$10,000. (November-December 2015)

2nd Annual Spring Dinner Party and Silent Auction: This community event created an opportunity for UUEEC Alumni, current/prospective families, and other members of the community to break bread and enjoy a fun evening. The event was also an opportunity for additional fundraising. Profits exceeded target, reaching \$20,000. (February 2016. 100 attendees.)

MidFirst Bank Coin Drive: We created a new fundraising event, partnering with MidFirst Bank to collect change and donated funds, which were matched dollar for dollar. Families donated \$800, which yielded \$1,600, and was earmarked for professional, permanent shade structure replacements on cement trike yard, since previous “homemade” attempts to fix the awnings had been unsuccessful. September 2015.

2nd Annual Rummage Sale: Event focused on raising funds for additional trike yard improvements. Participants collected infant, child, and family clothing, furniture and housewares. The event was publicized in local newspapers and online sources to bring in additional traffic and increased awareness to our co-op preschool. Profits reached \$1,200. (March 16, 2016. 12 participants worked to set up event. Sale held April 2016. 30 participants. Over 150 community attendees.)

Three UUEEC Family Work Days: Focus of workdays is to organize and sanitize classroom materials and heavy labor to trench sand yard for rain run-off, removing gravel and boulders to create a dramatic-play mud kitchen as well as a natural walkway and sand box. Workdays also included patching and painting classroom walls, revamping the mud kitchen with an eco-friendly and permanent play environment with wood table tops and sinks, as opposed to previous plastic furniture, installing new wood borders along sand on the trike yard/patio and removing part of the aging wood “stage” area in the sand yard to allow for a larger sand area and a stable ground for the outdoor kitchen furniture. Approximately 50 participants per workday. (An increase of approximately 50% from previous school year)

Garden Committee Work Day: Garden Committee Parent Chair (and Master Gardener) led group of parent volunteers in digging, prepping, planting vegetables and flowers for the season in current bed as well as creating a new space in the sand yard. Parents and children present also received an education on soil preparation, planting cycles and composting. (October 2015. 30 participants).

What were the group's goals for 2015-2016?

Establish Preschool as Separate Entity from UU Congregation

This year was one of dramatic changes for the Co-Op Preschool. After discussions with the UU Board and Congregation and Preschool stakeholders, it became clear the Preschool would benefit from defining itself as a separate nonprofit entity while still maintaining its identity as an organization that embodies UU values. To that end, the preschool stakeholders took steps to establish ourselves as an independent entity, creating a Board of Directors, bylaws, and filing 501(c)(3) paperwork to achieve non-profit status. Additionally, we have set up administrative functions to support our new journey in this capacity.

Achieved 100% Enrollment and Better Financial Stability

In addition to taking steps to become a separate entity, we have seen dramatic improvement to our enrollment. The Co-Op Preschool has reached 100% enrollment, increasing students enrolled by nearly 50%. Healthy enrollment and strong fundraising from our parent body has helped increase our income while disciplined spending has kept expenditures low. Our future financial stability is dependent upon maintaining this model. We are optimistic that the growth of our parent community will continue to strengthen our program thereby benefiting not only the preschool, but also Kids Kamp, Desert View Learning Center, and UU Congregation membership.

This goal was achieved by tireless efforts by teachers and staff to provide a strong play-based curriculum where students feel safe to learn, grow and explore while achieving strong social and emotional growth. Current parents also created a warm, welcoming environment that encouraged new families to join the community and become involved and fully integrated.

Increased Teacher Salaries

The stable finances for the preschool will allow starting the 2016-17 school year in a good position. Expenditures that had been cut in the past are getting reinstated, and we are now going to be able to bring in more qualified staff and increase teacher salaries to a livable and competitive wage.

Launched New Website

Additionally, a Parent Technology committee created a dynamic new website to increase online visibility among prospective families. The website also serves as a tool for current families, including links to calendars, parent information, articles pertaining to benefits of play-based programs, merits and description of the co-op style and benefits of involvement.

These efforts focus on the larger goal of continuing to build our brand as one of the oldest and most prominent Play-Based preschool in the Valley where families work together to support children learning through play, which will help ensure we continue to enjoy 100% enrollment.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

Anne Byrne

Kim and Doug van der Veen

Lisa Paine

Radha Nieburgs

Alexis Lane

Christina Chambers

Shannon Martinez

Greta Taylor

AND all of the new and returning parents that helped make this year such a success.

What does the group have planned for 2016-2017 and beyond?

Goals for 2016/2017

- Achieve a successful first year as an independent non-profit organization.
- Maintain 100% enrollment in each of our three classrooms
- Strengthen and grow After Care program to meet the needs of working families on our campus and at Desert View Learning Center.
- Continue to build community awareness through outreach at public events geared towards families with young children.
- Continue to strengthen reputation as the prominent Play-Based Preschool in the Valley.
- Reach out to alumni to encourage continued involvement in the preschool community by attending community events (i.e. Fall Fest, Sing and Feast, Dinner Party/Silent Auction, et al).
- Create Interactive Parent Portal that integrates parent communication, co-op calendars, etc.

Finance Committee

Chair: Diana Ashley

Members: Jim Allen, Treasurer

Smoot Carl-Mitchell

Larry Reed

Rev Susan Frederick-Gray, Lead Minister
 Heidi Parmenter, Business Administrator
 Gloria Swain, Bookkeeper
 Doug Van Der Veen, EEC Preschool Co-Director
 Emrys Staton, Ministerial Intern

As of May 24, we project that the congregation will end the year with a small deficit due to unbudgeted property management expenses. Besides these large unbudgeted expenses, UUCP has done very well this year with a strong response to the stewardship campaign (meeting the stretch goal for the year) and the restructuring of the EEC. To ensure the congregation is aware of the finances of the congregation, several communication vehicles were used during the year. Members and friends of UUCP are mailed quarterly pledge statements and Year-end statements which include the Stewardship Update newsletter produced by Heidi Parmenter. Members of the finance committee are also available at the UUCP meetings and present the budget to the members.

This year the Finance Committee accomplished several things outside of the normal monthly review of financial statements and budgets.

Internal Audit

On August 13, 2015 a meeting was held for the purpose of conducting an Internal Financial Review of the business operations at UUCP. Attending the meeting were Jim Allen, UUCP Board member and Treasurer; Larry Reed, member of the Finance Committee; Heidi Parmenter, UUCP Business Administrator; and Ted Myers, a volunteer assisting with financial filing at UUCP.

The financial review was conducted in accordance with the recommended guidelines for areas of review summarized in "Internal Financial Review for UU Congregations." Areas covered included all current practices and procedures for

- collecting and depositing cash, checks, stock donations and other income,
- all check issuance and other practices for handling accounts payable,
- authorization process for large expenditures,
- payroll issuance and review of payroll records,
- access to bank accounts,
- bank statement and credit card statement review process,
- methodology for record keeping of all transactions,
- staff review process for all transactions,
- storage and backup procedures for documents and records,
- the process for developing the annual budget,
- tracking of monthly expenses and income versus budget, and
- monthly review of financial statements by the Finance Committee.

Conclusions and Recommendations

Most existing procedures were found to be appropriate and include sufficient oversight, but several items were identified where additional procedures are recommended to provide additional safeguards and oversight. These are listed below along with planned actions to be taken. Target completion dates will also be added.

1. A process for a semi-annual review of payroll reports will be developed by the Business Manager for approval by the Treasurer.
2. The contract Bookkeeper reviews outstanding checks periodically, and any outstanding checks for over \$1,000 will be reported to the Business Manager and reviewed at the next monthly meeting of the Finance Committee.
3. Monthly credit card statements and backup receipts will be reviewed in more detail by the person doing financial filing to ensure proper backup is included. This will provide oversight since the Business Administrator often has large expenditures on the statements. This process has already started as of August 20, 2015.
4. Coding of credit card expenditures by each card holder is due by the 21st of each month. The person doing the financial filing will notify the Business Administrator when coding has not been received by the deadline and the Business Administrator will follow up with the staff person.
5. Check Request Forms are currently checked by the Business Administrator before going to the Bookkeeper to print checks. These forms will now be initialed by the Business Administrator so the Bookkeeper and Treasurer can confirm that they have been reviewed prior to issuance.
6. A volunteer will be used for the deposit of the weekly cash collections on Monday morning, after being prepared by the Business Manager and the volunteer. This will ensure that the deposit is made promptly, and that two people are involved in the complete process to ensure oversight and control. This process has already been started as of August 17.
7. The Business Administrator will review which accounts (including mortgage and utility services) can be placed on auto-pay for discussion with the Treasurer.
8. Arrangements will be made for photos and/or videos of major physical assets to be kept and backed up off site for insurance purposes.

Finally, better documentation of existing policies and procedures is needed. Some procedures for daily and weekly routine financial tasks have been documented, and forms for handling of cash and checks are used. In addition, a comprehensive document containing policies and procedures, the "Finance Manual," is currently being developed to reflect current practices. This document will be completed during this fiscal year and then reviewed and approved by the Finance Committee.

A Draft of the Finance Committee Charter also exists, which includes details relevant to the monthly review of various financial documents. This draft will be finalized during the current fiscal year.

Charter Revision

This year we also did a thorough charter revision to help provide clarity for the Committee. Our new charter is as follows:

**Unitarian Universalist Congregation of Phoenix
Finance Committee Charter
Adopted November 17, 2015**

Financial Organization of the UUCP

According to the UUCP bylaws, the UUCP Board of Trustees is responsible for “the receipt and disbursement of the Congregation’s funds and the keeping of all Congregation accounts.” Specifically, “checks, drafts and orders upon the funds or credits of the Congregation, bills, notes and other obligations for payment of money by the Congregation, and all contracts and instruments in writing by the Congregation shall be valid and binding upon the Congregation only when executed by such executive officers as shall be designated and authorized by the Board.” According to the Policy Manual, the Board delegates “the Lead Minister as Executive Director,” giving the Lead Minister specific financial authority and fiscal responsibility for the operations, including maintaining financial controls and procedures, approving non-budgeted expenses under \$10,000, and creating the yearly budget, which includes establishing personnel salaries (See Addendum for specific policies).

The UUCP Finance Committee assists the Lead Minister and Business Administrator in achieving these goals. The committee is responsible for recommending financial procedures, goals, and budgets that support the mission, values and strategic goals of the UUCP. The committee also reviews the financial performance against its goals and makes recommendations to the Lead Minister. The committee is accountable to the Lead Minister. The team will work within the limits of the Mission, Vision, Strategic Plan priorities, relevant policies and annual budget set by the Lead Minister, Board and Congregation.

Specific Responsibilities

The finance committee’s specific responsibilities include

- Recommending financial procedures and plans that maintain and improve the financial health and integrity of the UUCP.
- Reviewing and recommending five long-range financial plans for the UUCP.
- Reviewing an annual operating budget and annual capital budget consistent with the long-range financial plan and financial policies.
- Reviewing capital expenditures and unbudgeted operating expenditures.
- Reviewing the financial aspects of major proposed transactions, new programs and services, as well as proposals to discontinue programs or services, and making action recommendations to the Lead Minister.
- Monitoring the financial performance of UUCP as a whole and its major subsidiary organizations or business lines against approved budgets, long-term trends, and industry benchmarks.
- Reviewing and recommending to the Lead Minister the selection of independent investment advisers and managers.
- Reviewing reports from independent investment advisers and managers.
- Reviewing such other related issues that may be appropriately referred to it by the Lead Minister or the Business Administrator for recommendations and guidance.

Liability Review

Larry Reed led a liability review of our current policy through Church Mutual and invited two competing providers to propose a bid for their services. It was determined that we need to increase our property liability coverage which is currently undervalued. Church Asset Management was recommended to us by Rev. Andy

Burnett from Valley UU. Their proposal is under consideration by the committee and the Board as they have offered us more coverage for the same amount as we are currently paying through Church Mutual.

Membership of Finance Committee

The committee is made up of approximately three to six members. The Business Administrator and Lead Minister will select a UUCP member as committee chairperson. The Chairperson, Business Administrator, and Team Members work together to identify and recruit new members to the team as needed. The committee should seek members with backgrounds in finance, accounting, business, investment management, executive leadership, and business ownership. Members serve two-year terms and can serve up to three successive terms. The UUCP Treasurer will serve as an *ex officio* member.

Meetings

The committee will receive and review the following reports:

- Monthly, quarterly, and annual financial statements
- Investment reports
- Key financial ratios
- Key operating benchmarks

Annual Committee Goals

The finance committee will establish goals each year specifying its principal work focus areas for the coming year. Typical examples might include

- Developing an Accounting Manual.
- Developing a long-range capital plan integrated with the organization's strategic plan.
- Reviewing and making recommendations to the Lead Minister and Business Administrator on changes to the liability insurance coverage.

Reporting Requirements

The Finance Committee has the following reporting responsibilities:

- Review of the monthly Board Financial Report as prepared by the Business Administrator prior to the monthly Board of Trustees meeting for accuracy and clarity.
- Review of the congregational meeting financial updates as prepared by the Business Administrator for accuracy and clarity.
- Writing annually to the congregation in conjunction with the congregation's customary annual reporting process.
- Review quarterly stewardship updates as prepared by the Business Administrator

Statement of Authorities

The Lead Minister is responsible for financial oversight.

The Lead Minister and Business Administrator select the finance committee chair

The Lead Minister, Business Administrator, and finance committee approve the Charter.

The Lead Minister may remove any member of the finance committee or disband the committee with proper cause.

Special Thanks:

Thank you to Ted Meyers for leading the annual audit. Thank you to Larry Reed for comparison shopping our liability coverage with other companies.

Submitted by Diana Ashley, Finance Committee Chair

Immigration Small Group Justice Ministry

Leadership: Bill Lace, Kay Grams, Sandy Weir

Members of Group: Bob Keiser, Sally Boyd, Mary Dawes; 4 others were occasional attendees.

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

“The People vs. Arpaio Rally,” September 24, 2015. Eight from the group and eight others from UUCP attended it. “United Against Hate” rally at the State Capitol, March 23, 2016.” The group purchased water bottles for the rally and arranged for an account to be submitted as a “Standing on the Side of Love” website blog. Five from the group and about 20 others from UUCP attended. Publicity came from cooperative efforts of the group and staff.

Four from the group attended each of two “Community Conversations” of the Arizona Faith Network on the subject of a “Living Wage,” exploring the effects of insufficient incomes on the immigrant community and other low-wage workers.

There was a coffee hour “Spotlight” event for our group that had two unusual features that each received much attention: our Puente friend Maricruz prepared two drinks, horchata and jamaica, for the congregation, and Puente’s informational panels about Sheriff Arpaio’s injustices were on display.

As of April 29, it is likely that the group will be active with Puente to urge Gov. Ducey not to sign SB 1377, during the week of May 2, 2016. SB 1377 would create a separate, unequal criminal justice system for immigrants.

What were the group's goals for 2015-2016?

Our goal for interaction with Puente was to be present on the Puente campus at least once every month. We exceeded the goal as someone was present, on average, once per week. We provided childcare, taught English Language Learners, gave material support to Puente staff to attend a conference, and gave childcare room materials.

What key decisions were made in 2015-2016?

We decided not to make the shared experience/spiritual reflection portion of the meetings quite as prominent as they were the previous year. It may be that anti-oppression/anti-racism work in the congregation might reach greater breadth and depth if it is done in another format rather than in combination with human rights partner activities.

What challenges did the group face in 2015-2016 and how did you overcome them?

We anticipated that the distance to the Puente campus from the UUCP neighborhood might limit the number of congregation members and friends who would be present at Puente on a regular basis. The distance has, indeed, been a limiting factor. Similarly, we knew that the lack of fluency in Spanish of the typical UUCP participant would make us somewhat more hesitant in conversations at Puente than would have been likely if more of us were more fluent in Spanish.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016. Members of the congregation gave generously to the Share the Plate collection for Puente.

What does the group have planned for 2016-2017 and beyond?

Some members of the group will remain very active with Puente. We may change the group's format somewhat.

Membership Committee

Chair: Jenny Jones-Moats

Co-chair: Jennifer Smith

Members of Group/Committee

Kristina Benner (Staff Liason/Membership Co-ordinator)

Judith Breuer

Benny Butt

Diane McComb

Janet Persen

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

Starting Point Tours: Kristina leads a tour of the campus on 2nd Sundays of every month for visitors interested in learning more about UUCP, after 1st service. We've had 67 adults and 20 children take the tour, through April of this year.

Coffee Hour Showcase: The Membership Committee coordinated sign up for church activity groups and committees to showcase their group during coffee hour from September through November.

Pathway to Membership Classes: 3 (2 session) classes - Novemeber 2015, February 2016, and April 2016 with a total of 55 participants and 43 new members.

Pathway to Membership Reunions: 1 for each PTM class after 1st service, approximately 4-6 weeks after each PTM class. This gives new members a chance to touch base with the Membership Committee, and ensure they have been able to engage with UUCP in a way they find meaningful.

STARS: The STARS program encourages members to be aware and welcoming to visitors. The Membership Committee set up a STARS / Membership Committee table during the Coffee Hour Showcase and on Welcoming Ministry Appreciation day. Kristina wrote an article for the April 2016 Horizons Newsletter, reminding members of the program and encouraging new STARS to sign up.

Spring picnic: The Membership Committee sponsored the annual Spring Picnic in March. Approximately 50 people, including approximately 15 children, participated.

Welcoming Ministry: Kristina co-ordinates the Welcoming Ministry program and ensures that we have smiling faces on Sunday mornings to greet members and visitors and assist with the services. The Membership Committee sponsored a Welcoming Ministry Appreciation in April. We provided cake, gifts and thank you cards to all who volunteered to greet and/or usher at least once over the past year.

What were the group's goals for 2015-2016?

Our Mission Statement: We strive to lead our congregation in welcoming all people to our faith community by creating a culture that exemplifies inclusion, friendliness, and respect. We acknowledge the value of new and existing members in our congregation.

What key decisions were made in 2015-2016?

In addition to continuing the activities mentioned above, we explored ways we might be able to make UUCP more visible from Lincoln Drive and other ways to increase our visibility in the Phoenix community. Unfortunately, due to the City of Paradise Valley restrictions on signage, we were unable to come up with any low-cost ways to bring awareness. Kristina and Jenny both took an online Healthy Membership class through the UUA. They reviewed what they learned with other committee members to ensure they were incorporating best practices and behaviors into our Welcoming Ministry.

What challenges did the group face in 2015-2016 and how did you overcome them?

The challenge remains to determine when and why people leave the congregation. We know that many of them leave because of a move or other circumstances beyond their control. We do try to keep our eyes and ears open to people who are dissatisfied and "drop out," but it is difficult to get the feedback we need once they have already left. We continuously evaluate our existing programs to ensure we are fulfilling our mission.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

- Gary Ezzell, who is always happy to help us with the Pathway to Membership "Pillars of Membership" portion.
- Charlotte Carl-Mitchell, who books the pavillion at McCormick Railroad Park for the Spring Picnic.
- Lydia Yanak, who makes the calligraphy tags for frequent visitors and friends of UUCP.
- The Office Volunteers, who make phone calls and keep our member database current.
- My co-chair, Jennifer Smith, and all of the Membership Committee members, for their donations of time and talent for the many activities we sponsor during the year and participation as greeters and ushers. Kristina does a wonderful job as Pathway to Membership Coordinator and coordinating Welcoming Ministry for services. We are fortunate to have her as our staff liaison.

What does the group have planned for 2016-2017 and beyond?

This is my last year as Membership Committee chair. I am confident that the Membership Committee will continue to evaluate our existing programs and activities to make sure that what we do is relevant to the congregation and look for new ways to engage our membership and be welcoming and inclusive. We discussed at our last meeting the possibility of meeting with other area Membership Committees to look at best practices and generate new ideas.

Ministerial Internship Committee

Chair: Susan Goldsmith

Members: Paula Chang, Gary Ezzell, Dale Fisher, Susan Goldsmith, Janet Jenkins, Jan Kaplan

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

We welcomed Emrys Staton to internship at UUCP, first at a committee meeting in August and then at a Congregation welcome following a Sunday service in September.

What were the group's goals for 2015-2016?

The role of an internship committee is spelled out in a document from the UUA. We served in a general way as support and an opportunity for reflection for Emrys. In addition we had some formal responsibilities to approve his agreement, to sign off on the plan he and Rev. Susan created for his work during the year, and to conduct two reviews following specific guidelines from UUA. We also had a role in helping the whole Congregation understand what it means to be a teaching congregation.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

Our thanks go to Emrys for his open and inquiring mind and heart, for his willingness to share enthusiasms and doubts, for taking initiative to involve members of the Congregation in various community efforts, for service while learning.

And we thank the members of the Congregation who welcomed Emrys with open arms, who spoke with committee members over the years to discuss questions and (only very occasional) concerns.

And now we thank the UUA for understanding that the special circumstances of our Congregation this year made it appropriate to wave the usual requirement that an intern must stay away from a congregation for three years following an internship year. With that waiver, we look forward to Emrys being with us in a new role next year.

What does the group have planned for 2016-2017 and beyond?

We will not have an intern next year; so do not have plans as a committee.

Nominating Committee



Chair: Gary Ezzell

Members: Ellie Anderla, Charlotte Carl-Mitchell, Julie Smart, Jim Sorgatz, Lydia Yanak

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

We participated in the Coffee Hour Showcase in November, which garnered interest, and several members of the committee met with UUCP Staff to obtain their suggestions and insights.

What were the group's goals for 2015-2016?

The Nominating Committee is charged with providing nominations for election to the UUCP Board of Trustees, the UU Foundation Board of Trustees and the Nominating Committee.

Last year's work to revise the charter, create job descriptions and questionnaires for the positions, and create a detailed timeline made this year's tasks easier.

As required by the UUCP bylaws, we publicized in February the positions that were to be filled.

What key decisions were made in 2015-2016?

We were successful in recruiting qualified and enthusiastic nominees and have since publicized the names, photos, and biographical sketches to the Congregation.

What challenges did the group face in 2015-2016 and how did you overcome them?

The primary challenge for the Nominating Committee is finding ways to get to know potential leaders within this growing congregation. In addition to our own contacts and experiences, it is necessary to reach out to others, such as current leaders and staff, to gain their observations and suggestions. The Coffee Hour Showcase was useful, and other such activities may be considered.

What does the group have planned for 2016-2017 and beyond?

Next year, the majority of the UUCP Board will reach the end of their terms, and so we hope that some members will agree to serve for an additional year in order to re-establish a more balanced transition sequence.

Program Council

Chair: Kim St. Clair

Members: Leaders of ministries, activity groups, and committees

Please list all special events/classes/workshops that your group held between July 2015 and June 2016, including date and number attending.

Three meetings were held: September 26, 2015; January 9, 2016; April 14, 2016.
Approximately 25 people attended each meeting.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016:

Rev. Susan Fredrick-Gray, Heidi Parmenter, Geoff Anderla, Matt Montgomery, and Matt Thiesing, along with the members of the Vision Task Force who attended the January 2016 meeting.

What were the group's goals for 2015-2016?

The goals of the Program Council are to share information pertinent to committee, ministry, and ministry leaders which can then be shared with their members.

What does the group have planned for 2016-2017 and beyond?

Included is information about overarching goals for UUCP in line with its vision and mission. Three semi-annual meetings, which will be chaired by Kim St. Clair.

Publicity Committee

Chair: Mat Montgomery

Members: Mat Montgomery, Geoff Anderla, Heidi Parameter, Jill Story, Sarah Moore, Kindred McEvoy

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

Troubleshooting / Tech Support meeting for members.
Task Force meetings for the new website.

What were the group's goals for 2015-2016?

Our biggest goal was to identify a company and begin construction on a revamp of our existing website.

What key decisions were made in 2015-2016?

UUA was fantastic, and provided us a free Wordpress template with a complete color palette, widgets, and navigation to help ourselves build the site!

What challenges did the group face in 2015-2016 and how did you overcome them?

I cannot thank Geoff enough not only for his work on the back end of the website but being a committed leader in our task force meetings, helping direct our site towards the values and interests of the congregation.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

I will continue to thank Geoff, even though it continues to not be enough. I would also like to thank everyone on the Task Force who helped solidify a large and multifaceted goal into a completed site that's easy to access and highly representative of our community.

What does the group have planned for 2016-2017 and beyond?

Well, I've talked plenty about this great website, but we still have yet to launch! We still have areas to fill in, new content to add, and the migration to implement. Updating and maintaining the site after it goes live will be a project as well, and we will want to make sure anyone who wants any information on UUCP can find great information in print, mail, and online.

Refugee Assistance Program

Group Leaders: Libby Walker and Julie Smart

Members: Libby Walker, Julie Smart, Ellie Anderla, Cathy Kim

We do not hold regular meetings. Our goal is to inform the congregation and encourage them to participate with our partners like the IRC, WTAP and Maryland School.

Special Events:

- November 12, 2015 IRC orientation meeting at UUCP given by Sarah Lords, Volunteer Coordinator at the IRC was attended by 12 members and friends of UUCP.
- December 2015 More than 40 members and friends donated gifts to Tirhas Habte and her 10-year-old son Even.
- December 2015 Senior Women's small group donated personal and household supplies to the IRC.
- March 25, 2016 Tour of the IRC office at Oliver and 43rd avenue given by Sarah Lords and other staff was attended by 10 members of UUCP.
- Ongoing: Numerous members of UUCP have donated household items and furniture to the IRC and to WTAP.

What were the group's goals for 2015-2016?

- To formalize a new partnership between UUCP and the IRC.
- To extend our outreach beyond Eritreans to refugees from all countries.
- To inform the congregation of donation and volunteer opportunities through the IRC.

- To promote other organizations which assist refugees, namely the Welcome to America Project which furnishes apartments. WTAP received Share the Plate for February 2016

What key decisions were made in 2015-2016?

We added Maryland School to our efforts by informing the congregation about volunteer opportunities at the school which has a large population of refugee students.

What challenges did the group face in 2015-2016 and how did you overcome them?

The challenge of communicating RAP's message about this new outreach ministry to the congregation was met by utilizing UUCP's weekly email and Sunday announcements as well as collecting emails from attendees of the IRC orientation, tour participants and holiday donors. We have set up a display at the back of the sanctuary from time to time and produced handouts to help congregants become acquainted with RAP and the various volunteer opportunities. We "put a face on" our project by inviting Tirhas and Even to attend a service.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

- Julie Smart teaches refugees English at the Beatitudes under the auspices of the IRC. In addition she tutors Tirhas Habte once a week and takes Tirhas and Even on outings. She helped Tirhas deal with the numerous Christmas gifts and organized her apartment.
- Ellie Anderla takes Even to the library on a regular basis and has arranged for him to attend kids' camp on a scholarship.
- Cathy Kim has spear-headed our involvement with Maryland School.
- Val Wylie substituted with Tirhas while Julie Smart was away for a month.

What does the group have planned for 2016-2017 and beyond?

We plan to institute regular email communications with our volunteers, to continue to build our volunteers for both the IRC and Maryland School and to keep the congregation informed and involved. We also want to track volunteer participation.

Right Relations Committee

Chair: Mary Dawes

Members: Sam Kirkland, Michael Hipps, Sally Boyd
Susan Frederick-Gray, Emrys Staton

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.
Couples Enrichment, March 16 to April 20, twelve people attended.

What were the group's goals for 2015-2016?

To offer programs to the congregation and to provide mediation for any member requests.

What key decisions were made in 2015-2016?

To seek new members

What challenges did the group face in 2015-2016 and how did you overcome them?

Few requests for mediation; Promoted our program at Coffee after service

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

Jim Sorgatz and Josh Tures, leaders of Couples Enrichment

What does the group have planned for 2016-2017 and beyond?

Forgiveness Workshop, with Sam Kirkland and Vince Waldron

Couples Workshop

Emotional Intelligence

Develop new initiatives

Sanctuary Team

Chair: Ann Bixel

Members: Ann Bixel, Sarah Carlson, Bill Snowden

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

Members and Friends Art Display September/October/Nov

Winter Holidays Display November/December

Diverse Artists Co-operative of Arizona January/February/March

Tish Gauntt One Woman Show March/April/May

Children's Art Show May/June/July/August

Number attending: Hundreds of people who worshiped in and/or visited the Sanctuary

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

All the artists who shared their wonderful creations during our shows. Our wonderful and inventive set up crew without whom there would be no art displays: Francis Wiget, Malcolm MacVean, Ed Cernek, Bill Snowden, Kathy Taylor Art Students.

What were the group's goals for 2015-2016

- To continue to enhance the worship experience of all members and visitors who come to UUCP
- To help maintain and preserve the current UUCP Art Collection.
- To encourage members and friends of UUCP to share their artistic talents
- To improve the art storage area.
- To Display four or five revolving shows
- To increase participation in hanging and showing art work
- To create storage shelves to protect and store the UUCP Collection pieces when not on display.
- To install a hanging system

What challenges did the group face in 2015-2016 and how did you overcome them?

Absence of a hanging system to facilitate the hanging process and reduce wear and tear on the Sanctuary wall. Lack of an appropriate storage area for the UUCP Art Collection when not on display. We requested funding for a partial hanging system on the altar wall so that the total system could be installed in sections.

What does the group have planned for 2016-2017 and beyond?

Continue to improve our Sanctuary displays and hanging system.

What key decisions were made in 2015-2016?

Continuing a holiday show that stands on its own. (i.e., not a part of another display)
 Frequency and duration of shows will continue
 Enlisting more assistance in arranging and hanging artwork.

Sewing and Craft Circle

Our group has diminished in size over the summer and has continued to do so into the New Year. Our secretary Lissa Heidler (center) has been unable to attend our monthly gatherings due to the progression of illness. Our thoughts are with her every day. Janet Biondo (right) has assumed Lissa's duties. (Peg Guidard-Watters, member at large, left).



Although our group strength has reduced, the amount of donations of textiles has remained steady. We have sent dresses, blouses, quilts and knitted blankets to Mexico, the Dominican Republic, and Uganda, as well as locally to the Eritrean Refugee Mission. We have been making pillowcase backpacks for Granite Reef Senior Center Sewers, ***“Project to help foster kids.”*** With their request for help, we have been constructing backpacks out of animal and child print pillowcases to create “one of a kind” backpacks for ***Child Protective Agencies*** here, in Tucson and Las Vegas. Lori Williamson has also added the families of immigrants being dropped at bus

stations by ICE as she was told Restoration Project currently purchases backpacks to give to the displaced families to provide places for the small possessions they are allowed to carry with them. Our backpacks have been graciously welcomed.

It has been our mission for the last five years to provide handmade textiles in the way of clothing, bedding, and backpacks for marginalized children. Our group has collaborated with “*Hands across the Border*,” a Saint Vincent DePaul organization. It has been our honor to send more than 200 dresses, t-shirts and gently used jeans to the children, teens, and students of *the Estado de Morelos Community Center in Cuernavaca, México* during this fiscal year alone. We have received many thank you letters from the Community Center. We have been told that our creations inspire some children to attend school because their self-esteem has improved with those “beautiful” dresses.

The Sewing Circle has also sent several dresses to “*Dress a Girl around the World*,” although they require a cash donation of one dollar per item to help defray shipping costs. Our group runs on personal cash purchases for fabric and notions, so cash out is not in our mission statement. We therefore limit our contributions to this organization. Writing a budget was discussed and rejected.

We joined forces with Granite Reef Senior Center Sewers, “*Project to help foster kids*.” With the dedication of Granite Reef and other organization around the valley, over 10,000 backpacks have replaced the cold, unemotional black plastic garbage bags CPS used to pack children’s possessions when being removed from unsafe living environments. We are very proud to be a small part of this mission.

Simple “crazy” quilts created with happy animal and child themed fabrics have been donated to the Eritrean families here in the Valley. Libby Walker facilitated this donation. With the colder weather this winter, our hand-crafted baby quilts and knitted blankets were a welcome donation to the new American citizens. (They had a baby boom presumably a result of a safe environment.) We have yet to connect with Toni Benagus, but we hope to send some of our baby items down with him this May. Our donations will help the newborn babies at *Hogar Materno in Honduras*.

It had been a productive year with many visitors and friends helping our mission along. Special thanks go out to Ruth Braunstein, whose artistic hand-stitched dresses have caused our group to improve our skills. We would also like to thank Lois Fisher as well as our visiting snow birds who have added to our vision.

A final note from the UUCP Sewing and Craft Circle. We had hoped that many other craft and textile artists would join our group; sadly this has not been the case. Like many organizations, we have struggled with organizing a consistent time and location which has added to the frustration of our core members. With hopes to expand our hands across Arizona, the world and across faiths, we are hoping for more communication, support, and recognition from the congregation and the staff. Our group will continue to build on our skills, our mission, and our love of all children.

Share the Plate Committee

UUCP began sharing one Sunday service plate per month in 2009. Since that time, our congregation has raised \$81,000 through their monthly share the plate donations! This year we have supported charities focused on education, environmental stewardship, animal rights, the arts, and immigration justice. Organizations we contributed to are: Arizona Council on Economic Education, Grand Canyon Association, Liberty Wildlife Rehabilitation Foundation, Phoenix Center for the Arts, Puente, UU Justice Arizona Network, International

Rescue Committee, Phoenix Allies for Community Health, Tumbleweed Center for Youth Development, and UU Service Committee.

We've also developed great documents to guide our activities - a mission statement and operating procedures. The work we do - through you the congregation - helps us

- Practice generosity as a community, as a way of living the Seven Principles of our faith.
- Demonstrate generosity to the larger community, with a view toward spreading awareness of Unitarian Universalism and UUCP.
- Expose our membership to issues of concern in our community and the organizations that seek to improve our society—both as general education and opportunity for further volunteerism.
- Publicize services that our members may want to take advantage of as recipients in their own lives.

We are developing a great reputation in our larger community through all of your contributions to “share the plate”! Thanks to all of you for nominating organizations; please keep it up!

Jan Kaplan (Chair), Lillian Habeich, Melisa Thesing

Small Group Ministry

Coordinator: Ruth Braunstein (candrmb@cox.net)

Facilitators: Rev. Susan Frederick-Gray, Kristina Benner (staff support). Ellie Anderla, Janet McCall Bickley, Ruth Braunstein, Michel Gareau, Caitlin Tuffin Gaspar, Jonny Lifshitz, Sarah Moore, Ellie Murphy, Peggy Paden, Lynne Raabe, Mike Sheffer, Jim Sorgatz, Emrys Staton, Josh Tures, Libby Walker, Bonnie White, Lydia Yanak.

Facilitators led by Rev. Susan met once a month, prior to meeting with their own groups, for a Facilitators' small group discussion.

Goals and Activities for 2015-16:

1. To provide a small group setting, either on or off-campus, for members to meet regularly and to become acquainted outside of a large congregational setting; and
2. To permit further discussion of the monthly worship theme.

Groups met throughout the year or for a limited number of months on a bi-monthly or monthly schedule. The Small Group Ministries were **Beatitudes** (meeting at the Beatitudes' center in Phoenix), **the 4th Wednesday Group**, **Friendship Village** (meeting at Friendship Village in Tempe), the **Men's Group**, **Parents With Young(er) Children**, **Senior Women's Group**, **Sunday Evening Potluck & Small Group Ministry (SEP & SGM)** (meeting in one of the facilitators' homes), **Thursday Evening "Open" Group**, and the **Young Adults' Group**. The Thursday Evening "Open" Group allowed those interested in small group discussions to participate in a group before making a commitment. Attendance for this session sometimes required dividing into two groups led by two different facilitators. Worship themes presented over the year were **What does it Mean to be a people of: Covenant, Freedom, Gratitude, Tradition, Truth, Love, Hope, Service, Peace, Strength and Spirituality**.

Total census for the 2015-16 year was approximately eighty-five participants and thirteen facilitators.

Three groups previously offered, the Couples Group, Second Monday Night Group, and the Second Wednesday Group, were under-enrolled and cancelled.

Each group, as part of their activities, was encouraged to perform at least one service project for either the congregation or larger public during the duration of their sessions.

Thank you's: to all of the Facilitators, who each month, shared their thoughts and material for the month's theme packet. Thank you also for volunteering their leadership expertise in preparing for and leading their groups. To Rev. Susan and Kristina Benner for organizing the facilitator-generated material into pertinent and thoughtful packets for use with the groups.

Plans for 2016-2017 are to continue to expand the number of groups using the same format. At this time, there does not seem to be a shortage of future volunteer facilitators.

Stewardship Committee

Chair: Smoot Carl-Mitchell

Members: Susan Morris, Kindred McEvoy, Heidi Parmenter, and Susan Frederick-Gray

Sponsored Activities:

Ambassador Training Saturday, March 12, 9:00 AM – 11:00 AM and Thursday, March 17, 6:45 P.M. – 8:45 P.M.

Celebration Sunday, April 24, brunch had between 200 - 250 attendees. Thank you to those who helped with the brunch after the service: Belinda Clark, Lynn Ellsworth, Bunny Hodas, Manuel Gomez and Heidi Parmenter.

Special Thanks:



Sam Kirkland
Vince & Kathleen Waldron
Donna Featherston
Jim Allen Williams
William Snowden & Joan Gale
Glen Lockwood
Susan Morris & Richard Plattner
Gary Ezzell



Charlotte & Smoot Carl-Mitchell
Bunny Hodas
Rev. Susan Frederick-Gray
Don Weir
Carolyn Allenby
Caitlin Gaspar
Jan Kaplan
Kim St. Clair
Sarah Montgomery
Linda Vance
Larry Reed

This year's annual congregational photo was taken by Bill Snowden. Dale Fisher, who was the photographer that started this tradition several years ago, has retired from the duty and helped Bill take over the task. Thank you to both Bill and Dale!



Thank you to everyone who gave a personal testimony during worship throughout the campaign:

Vince Waldron
 Sarah Montgomery
 Sarah Foerester
 Glen Lockwood
 Matt Thesing
 Illiana Salinas
 Celso Mireles
 Katie Gibson
 Bill Snowden & Joan Gale

Accomplishments, Challenges, and Opportunities:



HELP grow OUR flame

2016-2017 Stewardship Campaign

This year we welcomed Kindred McEvoy and Susan Morris on to the Stewardship Team. Kindred is a new member to the congregation and a professional graphic designer. She did all the graphics for the campaign. We received high praise for the professionalism and aesthetics of all the materials this year. Susan Morris helped wordsmith all the materials and provide insight to the campaign as a long-time member. Smoot helped lead our Ambassador program, providing the training with Rev. Susan.

The theme was set by the Board of Trustees this year in conjunction with the unveiling of the new vision statement:

A Spiritual Community for our Time

Radically Inclusive
Theologically Diverse
Justice Centered

Twenty-three members stepped up to be Ambassadors and after two training sessions the group contacted 71 member households. Ambassadors signed up to staff the Stewardship Table each Sunday during coffee hour during the campaign. Sunday attendees were asked to stop by the table to chat with the Ambassadors and turn their pledge forms in. The Ambassador program proved to be highly successful. Pledges from contacted members increased on average by 7.16% over the same pledges the previous year. Ambassador's pledges increased by 8.47% from the previous year.



This year we had a 5 week campaign starting March 20 through April 24. The campaign

brochure and letters were made available March 27 for pickup. We mailed the rest on Monday, March 28. This was the second year that we were able to email members individually who hadn't pledged yet. Though we met our stretch goal with 278 pledges (an increase of 12% more pledgers than last year!), we still ended the campaign with 66 member households not responding. A third mailing was sent to these households the week of May 16.

	# of Pledges	Amount Pledged	Members Not Pledged
2015-2016	247	\$453,540	22
2016-2017	278	\$498,371	66
% Change	12%	10%	-200%

On the morning of April 24, Celebration Sunday, we had about \$60,000 left to raise to reach our stretch goal. During service, Rev. Susan shared with attendees how many gifts we needed at several different levels, she then asked if those in attendance could increase their previously submitted pledge, submit a new pledge, or make a one-time-gift to help us reach our goal. The response was overwhelming. We received 42 increases of pledges that were previously submitted totaling \$9,800 and over \$30,000 in renewal and new pledges. The air that day was filled with excitement and appreciation for our beloved community.

On Monday, April 25, we still had about \$20,000 left to raise to reach our \$500,000 stretch goal. That day we received an anonymous offer of a \$10,000 matching gift. We met the match within four days with 6 one-time gifts, 7 more increases on previously submitted pledges, and 12 new/renewal pledges, all in response to the matching offer.

At the end of May 2015 we had raised \$453,540 with 247 pledges. This May, we have raised \$498,371 with 278 pledges. This is a 10 % increase in total pledges from last year! With the positive response to the matching gift we have raised a grand total of \$509,471 as of May 23.

Thank YOU

UMON New Day Center

Chair: Rene Apack

Members: Anne Lackey, Barbara Yeager, Donna Levene, Cherie Stafford, Betsy Bradley, Paisley Rosetti

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.
The first Sunday every month.

What challenges did the group face in 2015-2016 and how did you overcome them?
To find people to cover July, August, September to volunteer.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.
Anne Lackey, Barbara Yeager, Donna Levene, Cherie Stafford, Betsy Bradley, Paisley Rosetti

Unicare

Chair: Vicki Myers

Members:

Ellie Anderla, Memorial Services Coordinator

Diana Ashley, Friendship Partners Coordinator

Many members and friends of UUCP who are on the Unicare email distribution list provide support as a Friendship Partner or volunteer during Memorial services.

Unicare -- Memorial Services

Since I became Memorial Service director in 2016, there have been three memorial services. The memorial service is planned by the minister and the family. The memorial service director helps the family in the planning of the setup of the sanctuary and the plans for a reception, if the family wishes to have one. Volunteers are greeters and ushers for the service and may help with the setup of the sanctuary and the Johnson room. Currently, we are hoping to find more people to be memorial service directors as I may be unavailable when the need arises. Volunteers in 2016 have included Julie Smart, Sally Boyd, Ann Jackel, Pauline Peverly, Sandy Thomson, Myra Banks and Barbara Berg.

Respectfully Submitted by Ellie Anderla

Vision Task Force

The UUCP Board of Trustees created a Vision Task Force in January 2015. The charge to the Vision Task Force was to develop a new vision statement that would encompass all that we aspire to become as a spiritual community. The Vision Task Force met monthly (more frequently as needed) and utilized various strategies to engage the congregation in the visioning process. Three prototype vision statements were presented to the board for their consideration. Based on the board's feedback, to be bolder and more concise, the Vision Task Force continued to meet and proposed the following vision statement to the board during the board retreat on November 7, 2015:

To be a spiritual community for our time

- **Theologically Diverse**
- **Radically Inclusive**
- **Justice Centered**

The statement was enthusiastically endorsed and received board approval on November 24, 2015.

After the board's approval, the Vision Task Force moved into the next phase of the process. This involved the creation of a plan of engagement in order for the congregation to be ready to vote on the new statement at the Annual Congregational Meeting on June 5, 2016. The Vision Task Force collaborated with the board to develop the following plan:

1. Unveil the new Vision Statement during the Mid-Year Congregational Meeting on January 31, 2016.
2. Conduct board chats, a series of conversations with members of various committees and open meetings after service (these activities were held during the months of February, April and May)
3. Write an article about the Vision Statement for Horizons. Marshall Valentine, Chair VTF, wrote the article. (Marshall moved to North Carolina and offered to write the article. We greatly appreciated his commitment to the process.)
4. Prepare announcements in Compass and the order of service.
5. Give another presentation on the Vision Statement during the Stewardship Campaign program on April 24, 2016.

Responses have been overwhelmingly positive and enthusiastic.

We have all been on this journey of creation together in community. Let us hope that we celebrate this new Vision Statement with its approval on June 5, 2016.

Janet Jenkins

The Vision Task Force

Rev. Susan Frederick-Gray

Tim Allen

Caleb Crabbs

Susan Goldsmith

Sam Kirkland

Janet Jenkins

Lynne MacVean

Matt Thesing

Worship Associates

Coordinator: Heidi Singer

Members this year were: Ellie Anderla, Emma Farrell, Donna Featherston, Michael Hipps, Melissa Schwartz, Heidi Singer, Kim St.Clair, Francis Wiget,

Staff:

Rev. Susan Frederick Gray

Benjie Messer, Music Director

Emrys Staton, Ministerial Intern

What were the group's goals for 2015-2016?

Worship Associates set a goal to establish a group site in a social media platform where we could discuss our experiences and share resources. Specifically we wanted to share what sources we find both inspiring and useful for finding potential readings and opening/closing words. We appreciate that Francis Wiget did the work of setting up a Facebook page for this purpose.

What key decisions were made in 2015-2016?

Worship Associates found the addition of the Ministerial Intern to the staff to be both a benefit and a challenge. It was decided that having both a Worship Associate and the Intern on the platform during a Sunday Service was a little too busy. Consequently, a Worship Associate was included just on Sundays when only one minister was involved. This turned out to be roughly one half the typical number of service opportunities.

What does the group have planned for 2016-2017 and beyond?

Worship Associates are preparing for another meeting where we will take a fresh look at our plans for the coming year. There are many unknowns at this point and we will consider how we can best be prepared to support the congregation in Sunday Services.

Sponsored Group Reports

Circle Dinners

Leader: Mary Wilber

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

14 dinners (November, January, February, March and April)
2 potlucks (Holiday in December and end of year in May)

What were the group's goals for 2015-2016?

To enable members to meet other members in a social setting and to introduce new members in an informal setting.

What challenges did the group face in 2015-2016 and how did you overcome them?

Some did not get that the dinners were not potlucks and that cancelling at the last minute caused problems for the hosts. I tried to explain this in subsequent emails. Also no new congregation members joined.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

Ginny Barnes who has graciously offered her home for the large end of season party in May.

What does the group have planned for 2016-2017 and beyond?

I think the concept needs to be rethought.

Open Arts and Crafts Studio

Leader: Jay Alagia

Members: Gayle Reynolds and Nina Shah

Did you have any special events during the program year?

The members went to a critique session of Scottsdale Art League.

What were the group's goals for 2015-2016?

We wanted more members to join us.

What challenges did the group face in 2015-2016 and how did you overcome them?

Sudden leaving of Tish due to illness.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

We thank the UUCP administration for helping us when we needed help. Also Manuel and Belinda for setting tables. Also the Kid's camp supervisor Jeff for working with us.

What does the group have planned for 2016-2017 and beyond?

We hope to expand our teaching.

Outdoor Group

Leadership: Sure Baird

Hike and potluck leaders:

Jeanne Devine

Sharon Arnold

Julie & Marshal Smart

Bonnie White

Ed Cernak

Mary Plettenberg

Sarah Carlson

Sylvia Tucker

Pauline Peverly

Deb & Rachel Mara

and numerous hikers

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

3 potluck events

Hikes:

Cave Creek Recreation Area - Go John, Overton, and Slate Trails

Phoenix North Mountain Preserve

Phoenix Sonoran Preserve - Apache Wash Loop

Scottsdale Mountain Preserve - Brown's Ranch

Superstition Mountains - Jacob's Cross-cut Trail

McDowell Sonoran Preserve - Lost Dog Trail; Marcus Landslide Trail

Prescott - Goldwater Lake; Groom Creek

What were the group's goals for 2015-2016?

Our principal goal is to provide hikes and outings for exercise, recreation, and spiritual renewal for people of all ages, races, gender orientations, socio-economic levels, and religious beliefs in an atmosphere of physical challenge, open conversation, and mutual support. As a recreational group, our goal is to provide an outlet, both physical and spiritual, from daily cares. Another goal is to provide opportunities for participants to connect with others who take part in the activities.

What challenges did the group face in 2015-2016 and how did you overcome them?

Our principal goal is to provide hikes and outings for exercise, recreation, and spiritual renewal for people of all ages, races, gender orientations, socio-economic levels, and religious beliefs in an atmosphere of physical challenge, open conversation, and mutual support. As a recreational group, our goal is to provide an outlet, both physical and spiritual, from daily cares. Another goal is to provide opportunities for participants to connect with others who take part in the activities.

What does the group have planned for 2016-2017 and beyond?

We will continue all of the above with more hikes including some in new areas. We hope to continue to attract and provide an outlet for members/friends of UUCP as well as people not associated with the congregation.

Poetry Coffeehouse

Chair: Tish Gauntt/Ann Bixel

Members: Tish Gauntt, Ann Bixel, Wayne Mitchell, Clair Dyer, Joan Thomas, Diane Mote, Carol Hoesch

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

Activities: Our major special event is the publication of our yearly journal of writing called Poikilos. There were 13 writers participating in the journal this year. Copies of Poikilos were available to church members every Sunday from October through March.

What were the group's goals for 2015-2016?

Share our own poetry and that of others in our meetings and through our Journal of Poetry Poikilos.

What challenges did the group face in 2015-2016 and how did you overcome them?

We are working on increasing interest in poetry in the congregation.

We encourage visitors and new members.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

Special Thanks: Thanks are due to Tish Gauntt for editing Poikilos and for donating one of her watercolor paintings at auction to help defray the costs of publication. Thanks to Ann Bixel for writing announcements and handling all online activities and to Wayne Mitchell, Clare Dyer, Joan Thomas for their unfailing attendance and support and encouragement.

What does the group have planned for 2016-2017 and beyond?

Continue meetings and publication of Poikilos our journal of poetry and writing.

Saturday Meditation Group

Leader: Jay Alagia

Members: Dale Fisher, Lillian Barker, Mike Peterson, Mike Sheffer, Robert Baltes, Yvonne Harrison, Cara Fontana, Janet Person, Penni Brown, Sure Kennedy

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

- Meditation in Japanese Garden
- Meditation and potluck in memorial Garden
- Drumming Circle and meditation
- Singing of hymns and meditation
- Birthday celebrations

What were the group's goals for 2015-2016?

Better meditation

What key decisions were made in 2015-2016?

Changed the group name to Advanced Meditation Group

What does the group have planned for 2016-2017 and beyond?

Continue in the manners of the recent past.

Traveling Second Fridays

Contact & Leader: Barbara Cawthorne

Members: There are usually 35-50 attending. Some are included below:

Sally Boyd, Lois & Dale Fisher, Margo Wilson Harriet Williams, Lynn Raab, Yetta Parker, Walter & Ruth Pinkus, Mike Peterson, Bill & Joy Mee, Gretchen & Ray Manker, Anne Lackey, Guriyot K. Khalsa, Jan Kaplan, Gene Harvey, Kristina Efimenk, Sherry Celine, Dave & Nancy Bellama, Carolyn Allenby

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

We meet the 2nd Friday of every month January through June.

What were the group's goals for 2015-2016?

The goals are to provide an enjoyable and informative program, lasting for around an hour, of a trip the presenter has experienced.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

This year's presenter who were Kathy Manker and Bruce Gardner, Jan Kaplan, Bill and Joy Mee, and Dan and Karen Cook.

What does the group have planned for 2016-2017 and beyond?

We have the same format, but we will have different presenters.

Walking Poetry Lovers

Leader: Jay Alagia

Members: Jackie Rifkin, Judy Marince, Mike Peterson, Mike Sheffer, Robert Baltes

What were the group's goals for 2015-2016?

Keep enjoying walking, fellowship and poetry

What key decisions were made in 2015-2016?

We changed the walking route for less strenuous walking and shortened walk to 1 ½ miles for 1 hour.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

We would like to thank all the members who walked with us this year.

What does the group have planned for 2016-2017 and beyond?

Keep on walking and enjoying poetry.

Affiliate Reports

Financial Reports

See appended report.

UU Foundation Report

Chair: Susan Goldsmith

Members: Pauline Peverly, secretary

Smoot Carl Mitchell, treasurer

Diana Ashley, assistant treasurer

Robert Back

Don Weir

Please list all special events/classes/workshops that your group held between July 2015 and June 2016.

While not exactly an 'event' the highlight of the year was the bequest received from Margaret Herrick for about \$600,000. We are enormously grateful for this bequest which more than doubled the Foundation's funds.

Table between services so Congregation members could speak with us about the Foundation.

Chalice Keepers appreciation and recruitment event in January.

Board chat on community night in February.

Educational event open to all on End of Life Planning in May.

What were the group's goals for 2015-2016?

As always, our primary goal is to be effective stewards of the Foundation's funds and to make distributions to the Congregation of funds that will further the Congregation's mission. In addition we continue to educate members about legacy giving, to recognize those who are members of Chalice Keepers, the legacy giving society. This year we also had goals that resulted in putting order to the records of the Foundation, coordinating our bookkeeping/accounting system with the system of the Congregation and taking a look at our partial ownership of property in Pinal County.

What key decisions were made in 2015-2016?

In addition to the standard annual distribution of funds to UUCP, in April the Board approved the request from the UUCP board for a line of credit of up to \$90,000.

We approved hiring a real estate attorney to advise us of our partial ownership of a piece of property in Pinal County.

During the year we put several procedures in writing so that the Foundation Boards in the future would not need to continually reinvent the wheels. The procedures spelled out how the Foundation will distribute funds to the Congregation, both annually and on special request from the UUCP Board. We adopted a procedure for how board members will interact with our financial advisor. We simplified our financial reports for clarity and worked with our advisor to ensure our funds are invested according to our goals. We updated our brochures and our web pages.

Please list any people whom you would like to thank for their contributions to your group in 2015-2016.

Margaret Stallworthy for ensuring that the bequest from Margaret Herrick went smoothly and all details were accomplished.

Heidi Parmenter, our staff person, for keeping us on track, for ensuring that our records did get pulled together.

Rev. Kathy Baughman and Emrys Staton for participation in the May workshop.

What does the group have planned for 2016-2017 and beyond?

With our records and procedures now in good shape, the Board looks forward to spending more time educating members of the Congregation about legacy giving opportunities and about how important the Foundation is to

pursuit of the mission of the Congregation. We will continue to recognize current members of Chalice Keepers, the legacy giving society and to honor gifts received by the Foundation.

We will continue to be in discussion with the Congregation about Foundation participation in the upcoming capital campaign.

We look forward to hearing the recommendation about the Pinal County property and perhaps to taking action related to that property.

8:31 PM

Unitarian Universalist Congregation of Phoenix

Final Balance Sheet

08/20/15

As of June 30, 2015

Cash Basis

	Jun 30, 15
ASSETS	
Current Assets	
Checking/Savings	
1030 · Mutual of Omaha - Ckng 3697	123,087.53
Total Checking/Savings	123,087.53
Other Current Assets	
1250 · Due from Others	3,010.00
1580 · Savings-Short Term Investments	
1582 · Scottrade	91,285.07
Total 1580 · Savings-Short Term Investments	91,285.07
Total Other Current Assets	94,295.07
Total Current Assets	217,382.60
Fixed Assets	
1300 · Building Improvements	911,991.81
Total Fixed Assets	911,991.81
TOTAL ASSETS	1,129,374.41
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
2051 · B of A Visa #1034	3,617.86
Total Credit Cards	3,617.86
Other Current Liabilities	
2100 · Payroll Liabilities	
2110 · Net Paychecks	-6.48
2111 · Flexible Spending Program	2,065.71
Total 2100 · Payroll Liabilities	2,059.23
2210 · Prepaid EEC Fees	
2211 · Prepaid EEC Registration	3,100.00
2216 · Prepaid EEC Tuition - Next Yr	11,353.95
Total 2210 · Prepaid EEC Fees	14,453.95
2250 · Due to Others	3,258.62
2310 · Prepaid Pledge Contributions	67,952.97
Total Other Current Liabilities	87,724.77
Total Current Liabilities	91,342.63
Long Term Liabilities	
2400 · Mortgage	
2401 · Mortgage	717,014.83
Total 2400 · Mortgage	717,014.83
Total Long Term Liabilities	717,014.83
Total Liabilities	808,357.46
Equity	
3010 · Unrestrict (retained earnings)	149,195.42
3100 · Temp. Restrict Net Asset - Use	
3101 · EEC	-7,240.80

Unitarian Universalist Congregation of Phoenix
Final Profit & Loss by Class
 July 2014 through June 2015

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 Cash Basis

	AZIM	Capital Fund	Congregation	EEC	Kids Kamp	TOTAL
Ordinary Income/Expense						
Income						
4 - Contributed support						
4010 - Annual Pledges	0.00	0.00	425,679.30	0.00	0.00	425,679.30
4011 - Pledge Discount	0.00	0.00	0.00	0.00	0.00	0.00
4012 - Mid Year Pledges	0.00	0.00	2,080.00	0.00	0.00	2,080.00
4013 - One Time Gifts	0.00	0.00	14,780.00	0.00	0.00	14,780.00
4015 - UU Foundation Support	0.00	0.00	25,816.00	0.00	0.00	25,816.00
4020 - Special Service Contributions	0.00	0.00	17,616.04	0.00	0.00	17,616.04
4050 - Fundraising						
4051 - Auction	0.00	0.00	12,322.50	19,888.84	0.00	32,211.34
4053 - Other Fundraising	0.00	0.00	4,211.00	8,866.21	12.00	13,089.21
Total 4050 - Fundraising	0.00	0.00	16,533.50	28,755.05	12.00	45,300.55
4090 - Other Contributions	0.00	1,470.00	32,493.13	0.00	0.00	33,963.13
4225 - Minister's Discretionary Fund	0.00	0.00	6,901.75	0.00	0.00	6,901.75
4230 - Debt Service Contribution	0.00	41,000.04	0.00	0.00	0.00	41,000.04
4300 - Ministry and Stewardship						
4315 - Music & Choir	0.00	0.00	100.00	0.00	0.00	100.00
4320 - Adult Religious Ministry	0.00	0.00	3,260.00	0.00	0.00	3,260.00
4325 - Children's Religious Ministry	0.00	0.00	1,795.00	0.00	0.00	1,795.00
4330 - 7th & 8th Grade Programs	0.00	0.00	3,962.00	0.00	0.00	3,962.00
4335 - Young Religious UU - teens	0.00	0.00	510.00	0.00	0.00	510.00
4370 - Memorial Garden	0.00	0.00	11,049.00	0.00	0.00	11,049.00
4395 - Community Nights	0.00	0.00	2,413.25	0.00	0.00	2,413.25
Total 4300 - Ministry and Stewardship	0.00	0.00	23,089.25	0.00	0.00	23,089.25
Total 4 - Contributed support	0.00	42,470.04	564,988.97	28,755.05	12.00	636,226.06
5 - Earned revenues						
5010 - Commissions	0.00	0.00	654.38	0.00	0.00	654.38
5020 - Use of Facilities						
5021 - DVLC Facilities Use	0.00	0.00	36,000.00	0.00	0.00	36,000.00
5020 - Use of Facilities - Other	0.00	0.00	4,182.00	0.00	0.00	4,182.00
Total 5020 - Use of Facilities	0.00	0.00	40,182.00	0.00	0.00	40,182.00
5040 - EEC Tuition	0.00	0.00	0.00	93,297.37	0.00	93,297.37
5041 - EEC Registration	0.00	0.00	0.00	3,831.68	0.00	3,831.68
5042 - EEC Lunch Bunch Program	0.00	0.00	0.00	17,448.61	0.00	17,448.61
5044 - EEC Extended Day Program	0.00	0.00	0.00	11,078.46	0.00	11,078.46
5110 - Kids Kamp	0.00	0.00	0.00	0.00	76,860.00	76,860.00
5310 - Interest-savings/short-term inv	0.00	0.00	855.68	0.00	0.00	855.68
5350 - IRS Health Insurance Credit	0.00	0.00	2,072.62	0.00	0.00	2,072.62
5490 - Miscellaneous revenue	0.00	0.00	2,827.62	0.00	0.00	2,827.62

Unitarian Universalist Congregation of Phoenix
Final Profit & Loss by Class
 July 2014 through June 2015

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 Cash Basis

	AZIM	Capital Fund	Congregation	EEC	Kids Kamp	TOTAL
7200 - Staff Salaries & Related - Other	0.00	0.00	0.00	0.00	750.00	750.00
Total 7200 - Staff Salaries & Related	0.00	0.00	272,158.83	112,564.47	40,232.70	424,956.00
7500 - Other personnel expenses	0.00	0.00	14,553.00	4,614.75	1,165.50	20,333.25
7520 - Accounting fees	0.00	0.00	9,740.00	0.00	0.00	9,740.00
7550 - Contract Services	0.00	0.00	2,400.00	3,706.00	2,500.00	8,606.00
7551 - Contract Services - Music						
7550 - Contract Services - Other						
Total 7550 - Contract Services	0.00	0.00	12,140.00	3,706.00	2,500.00	18,346.00
7560 - Staff Development RE	0.00	0.00	1,971.97	0.00	0.00	1,971.97
7561 - Staff Development Music	0.00	0.00	1,383.94	0.00	0.00	1,383.94
7562 - Staff Development EEC	0.00	0.00	0.00	452.16	0.00	452.16
7563 - Staff Development-Admin	0.00	0.00	793.63	0.00	0.00	793.63
7565 - Staff Development-Asst Minister	0.00	0.00	2,970.39	0.00	0.00	2,970.39
7570 - Payroll Processing	0.00	0.00	3,074.52	0.00	0.00	3,074.52
Total 7500 - Other personnel expenses	0.00	0.00	36,887.45	8,772.91	3,665.50	49,325.86
8100 - Non-personnel expenses						
8110 - Supplies	0.00	0.00	3,867.38	2,357.14	6,900.68	13,125.20
8130 - Telephone & telecommunications	0.00	0.00	4,015.97	0.00	0.00	4,015.97
8140 - Postage, shipping, delivery	0.00	0.00	3,144.28	0.00	0.00	3,144.28
8150 - Computer & Software	0.00	0.00	4,510.73	0.00	0.00	4,510.73
8160 - Equip rental & maintenance	0.00	255.39	4,690.70	0.00	0.00	4,946.09
8190 - Bank Charges & Fees	0.00	0.00	5,365.96	1,010.00	10.00	6,385.96
Total 8100 - Non-personnel expenses	0.00	255.39	25,595.02	3,367.14	6,910.68	36,128.23
8200 - Furn, Fixt & Equipt	0.00	0.00	523.32	0.00	0.00	523.32
8250 - Fundraising Expenses						
8251 - Auction	0.00	0.00	421.66	1,565.74	0.00	1,987.40
8250 - Fundraising Expenses - Other	0.00	0.00	0.00	3,174.47	0.00	3,174.47
Total 8250 - Fundraising Expenses	0.00	0.00	421.66	4,740.21	0.00	5,161.87
8500 - Misc expenses						
8530 - Mem dues/Accreditation Renewal	0.00	0.00	37,480.06	79.00	0.00	37,559.06
Total 8500 - Misc expenses	0.00	0.00	37,480.06	79.00	0.00	37,559.06
8600 - Occupancy expenses						
8620 - Utilities	0.00	0.00	22,956.62	0.00	0.00	22,956.62
8640 - Insurance Property & Liab	0.00	0.00	10,309.00	0.00	0.00	10,309.00
8650 - Debit Service-Mortgage interest	0.00	0.00	41,000.04	0.00	0.00	41,000.04
Total 8600 - Occupancy expenses	0.00	0.00	74,265.66	0.00	0.00	74,265.66

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Cash Basis

Unitarian Universalist Congregation of Phoenix
Final Profit & Loss by Class
 July 2014 through June 2015

	AZIM	Capital Fund	Congregation	EEC	Kids Kamp	TOTAL
8885 - Memorial Garden	0.00	0.00	4,707.62	0.00	0.00	4,707.62
Total 8800 - Ministry and Stewardship	0.00	0.00	48,029.25	681.82	0.00	48,711.07
8900 - Church Sponsored Groups						
8910 - Social Action Committee	0.00	0.00	1,500.00	0.00	0.00	1,500.00
8913 - New Day Center						
Total 8910 - Social Action Committee	0.00	0.00	1,500.00	0.00	0.00	1,500.00
8955 - Partner Church						
Total 8900 - Church Sponsored Groups	0.00	0.00	1,650.00	0.00	0.00	1,650.00
Total Expense	2,293.21	95,351.10	678,593.72	130,881.07	50,808.88	957,927.98
Net Ordinary Income	8,000.04	-31,092.72	-53,133.67	23,530.10	26,063.12	-26,633.13
Other Income/Expense						
Other Income						
5043 - EEC Scholarships	0.00	0.00	0.00	5,068.96	0.00	5,068.96
6800 - Mortgage Principle						
6810 - Capital Fund Portion	0.00	27,622.43	0.00	0.00	0.00	27,622.43
6820 - Congregation Portion	0.00	3,470.29	0.00	0.00	0.00	3,470.29
Total 6800 - Mortgage Principle	0.00	31,092.72	0.00	0.00	0.00	31,092.72
9710 - Kid's Kamp Net Income	0.00	0.00	26,063.12	0.00	-26,063.12	0.00
9910 - Prior Period Voided Checks	0.00	0.00	2,028.93	0.00	0.00	2,028.93
Total Other Income	0.00	31,092.72	28,092.05	5,068.96	-26,063.12	38,190.61
Other Expense						
7030 - EEC Scholarship Expense	0.00	0.00	0.00	5,068.96	0.00	5,068.96
9930 - Program admin allocations						
9931 - EEC	0.00	0.00	-22,857.00	22,857.00	0.00	0.00
9932 - AZIM	8,000.04	0.00	-8,000.04	0.00	0.00	0.00
9935 - UU Foundation	0.00	0.00	-8,697.63	0.00	0.00	-8,697.63
Total 9930 - Program admin allocations	8,000.04	0.00	-39,554.67	22,857.00	0.00	-8,697.63
Total Other Expense	8,000.04	0.00	-39,554.67	27,925.96	0.00	-3,628.67
Net Other Income	-8,000.04	31,092.72	67,646.72	-22,857.00	-26,063.12	41,819.28
Net Income	0.00	0.00	14,513.05	673.10	0.00	15,186.15

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 Cash Basis

Unitarian Universalist Congregation of Phoenix
Final Balance Sheet
 As of April 30, 2016

	<u>Apr 30, 16</u>
ASSETS	
Current Assets	
Checking/Savings	
1030 · Mutual of Omaha - Ckng 3697	157,073.49
1080 · Change Fund	100.00
Total Checking/Savings	<u>157,173.49</u>
Other Current Assets	
1580 · Savings-Short Term Investments	
1582 · Scottrade	38,670.72
Total 1580 · Savings-Short Term Investments	<u>38,670.72</u>
Total Other Current Assets	<u>38,670.72</u>
Total Current Assets	195,844.21
Fixed Assets	
1300 · Building Improvements	911,991.81
Total Fixed Assets	<u>911,991.81</u>
TOTAL ASSETS	<u><u>1,107,836.02</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2100 · Payroll Liabilities	
2111 · Flexible Spending Program	712.67
Total 2100 · Payroll Liabilities	<u>712.67</u>
2210 · Prepaid EEC Fees	
2212 · Prepaid EEC Tuition - Current	2,595.28
2213 · Prepaid EEC May Tuition	16,937.52
2214 · Prepaid EEC Lunch Bunch/Ext Day	651.30
Total 2210 · Prepaid EEC Fees	<u>20,184.10</u>
2571 · Suspense	1,961.81
Total Other Current Liabilities	<u>22,858.58</u>
Total Current Liabilities	22,858.58
Long Term Liabilities	
2400 · Mortgage	
2401 · Mortgage	687,515.85
Total 2400 · Mortgage	<u>687,515.85</u>
Total Long Term Liabilities	<u>687,515.85</u>
Total Liabilities	710,374.43
Equity	
3010 · Unrestrict (retained earnings)	181,860.12
3100 · Temp. Restrict Net Asset - Use	
3110 · Capital Funds	
3111 · Capital Building Fund Account	39,994.94
3112 · Maintenance Reserve Fund	44,222.00
3113 · Mini Capital Improvements	5,894.32
Total 3110 · Capital Funds	<u>90,111.26</u>
3114 · AZIM	12,174.09
3185 · Memorial Garden	6,341.38
Total 3100 · Temp. Restrict Net Asset - Use	<u>108,626.73</u>

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Cash Basis

Unitarian Universalist Congregation of Phoenix
Final Profit & Loss by Class
July 2015 through April 2016

	AZIM	Capital Fund	Congregation	EEC	Kids Kamp	TOTAL
Ordinary Income/Expense						
Income						
4010 - Annual Pledges	0.00	0.00	405,227.27	0.00	0.00	405,227.27
4012 - Mid Year Pledges	0.00	0.00	2,156.00	0.00	0.00	2,156.00
4013 - One Time Gifts	0.00	0.00	10,693.97	0.00	0.00	10,693.97
4015 - UU Foundation Support	0.00	0.00	53,716.00	0.00	0.00	53,716.00
4020 - Special Service Contributions	0.00	0.00	11,158.74	0.00	0.00	11,158.74
4050 - Fundraising						
4051 - Auction	0.00	0.00	10,165.50	29,596.94	0.00	39,762.44
4053 - Other Fundraising	0.00	0.00	3,710.00	4,093.27	0.00	7,803.27
Total 4050 - Fundraising	0.00	0.00	13,875.50	33,690.21	0.00	47,565.71
4090 - Other Contributions	0.00	480.00	41,448.71	0.00	0.00	41,928.71
4225 - Minister's Discretionary Fund	0.00	0.00	2,834.00	0.00	0.00	2,834.00
4230 - Debt Service Contribution	0.00	37,500.00	0.00	0.00	0.00	37,500.00
4300 - Ministry & Stewardship						
4320 - Adult Religious Ministry	0.00	0.00	760.00	0.00	0.00	760.00
4325 - Children's Religious Ministry	0.00	0.00	1,380.00	0.00	0.00	1,380.00
4330 - 7th & 8th Grade Programs	0.00	0.00	450.00	0.00	0.00	450.00
4370 - Memorial Garden	0.00	0.00	4,702.00	0.00	0.00	4,702.00
4395 - Community Nights	0.00	0.00	2,896.00	0.00	0.00	2,896.00
Total 4300 - Ministry & Stewardship	0.00	0.00	10,188.00	0.00	0.00	10,188.00
5 - Earned revenues						
5010 - Commissions	0.00	0.00	453.61	0.00	0.00	453.61
5310 - Interest-savings/short-term inv	0.00	0.00	110.04	0.00	0.00	110.04
5320 - Dividends & interest-securities	0.00	0.00	-32.23	0.00	0.00	-32.23
Total 5 - Earned revenues	0.00	0.00	531.42	0.00	0.00	531.42
5020 - Use of Facilities						
5021 - General Use of Facilities	0.00	0.00	1,435.00	0.00	0.00	1,435.00
5022 - DVLC Facilities Use	0.00	0.00	36,000.00	0.00	0.00	36,000.00
Total 5020 - Use of Facilities	0.00	0.00	37,435.00	0.00	0.00	37,435.00
5040 - EEC						
5041 - EEC Tuition	0.00	0.00	0.00	95,330.76	0.00	95,330.76
5042 - EEC Registration	0.00	0.00	0.00	3,150.00	0.00	3,150.00
5044 - EEC Lunch Bunch Program	0.00	0.00	0.00	22,181.00	0.00	22,181.00
5045 - EEC Extended Day Program	0.00	0.00	0.00	17,541.42	0.00	17,541.42
Total 5040 - EEC	0.00	0.00	0.00	138,203.18	0.00	138,203.18
5110 - Kids Kamp	0.00	0.00	0.00	0.00	18,130.00	18,130.00
6910 - Restricted Funds Transfers						
6911 - Capital Fund	0.00	-6,461.14	0.00	0.00	0.00	-6,461.14
6912 - Maintenance Reserve	0.00	19,500.00	0.00	0.00	0.00	19,500.00
6913 - Mini Capital Fund	0.00	10,088.52	0.00	0.00	0.00	10,088.52
6916 - EEC	0.00	0.00	0.00	673.10	0.00	673.10
6925 - AZIM	5,000.00	0.00	0.00	0.00	0.00	5,000.00
6926 - Legal Defense Fund	1,285.66	0.00	0.00	0.00	0.00	1,285.66
Total 6910 - Restricted Funds Transfers	6,285.66	23,127.38	0.00	673.10	0.00	30,086.14
Total Income	6,285.66	61,107.38	589,264.61	172,566.49	18,130.00	847,354.14
Gross Profit	6,285.66	61,107.38	589,264.61	172,566.49	18,130.00	847,354.14
Expense						
1660 - Construction in progress						
1668 - Miscellaneous Expenses	0.00	37.23	0.00	0.00	0.00	37.23
Total 1660 - Construction in progress	0.00	37.23	0.00	0.00	0.00	37.23
7100 - Minister's Package						
7110 - Minister Salary	0.00	0.00	43,508.40	0.00	0.00	43,508.40
7120 - Minister Housing Allowance	0.00	0.00	29,166.60	0.00	0.00	29,166.60
7130 - Pension - Minister	0.00	0.00	7,267.50	0.00	0.00	7,267.50
7140 - Minister Benefits	0.00	0.00	7,129.77	0.00	0.00	7,129.77
7150 - Minister PE Allowance	0.00	0.00	5,807.66	0.00	0.00	5,807.66
7160 - Minister's FICA & MCare	0.00	0.00	5,560.00	0.00	0.00	5,560.00
Total 7100 - Minister's Package	0.00	0.00	98,439.93	0.00	0.00	98,439.93
7200 - Staff Salaries & Related						
7210 - Salaries & wages - staff						
7211 - EEC Substitute Teachers	0.00	0.00	0.00	2,857.50	0.00	2,857.50

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Cash Basis


Unitarian Universalist Congregation of Phoenix
Final Profit & Loss by Class
July 2015 through April 2016

	AZIM	Capital Fund	Congregation	EEC	Kids Kamp	TOTAL
8740 - Interior Renovations						
8743 - Equipment	0.00	1,800.94	0.00	0.00	0.00	1,800.94
Total 8740 - Interior Renovations	0.00	1,800.94	0.00	0.00	0.00	1,800.94
8750 - Building Repair/Improve.-Major	0.00	19,500.00	0.00	0.00	0.00	19,500.00
Total 8700 - Building and Grounds	0.00	31,291.13	42,182.55	0.00	0.00	73,473.68
8800 - Ministry and Stewardship						
8811 - Brochures	0.00	0.00	76.00	0.00	0.00	76.00
8812 - Worship Expense	0.00	0.00	84.76	0.00	0.00	84.76
8813 - Minister's Discretionary Fund	0.00	0.00	1,300.90	0.00	0.00	1,300.90
8815 - Music & Choir	0.00	0.00	2,242.05	0.00	0.00	2,242.05
8825 - Children's Religious Ministry	0.00	0.00	617.98	0.00	0.00	617.98
8835 - YRUU	0.00	0.00	109.31	0.00	0.00	109.31
8845 - Community Outreach	1,285.66	0.00	11,158.74	0.00	0.00	12,444.40
8850 - Publicity	0.00	0.00	842.38	117.51	0.00	959.89
8855 - Newcomer and Membership	0.00	0.00	428.28	0.00	0.00	428.28
8857 - Community Nights	0.00	0.00	1,650.69	0.00	0.00	1,650.69
8860 - Unicare	0.00	0.00	14.08	0.00	0.00	14.08
8885 - Memorial Garden	0.00	0.00	1,719.64	0.00	0.00	1,719.64
Total 8800 - Ministry and Stewardship	1,285.66	0.00	20,244.81	117.51	0.00	21,647.98
8900 - Church Sponsored Groups						
8910 - Social Action Committee						
8913 - New Day Center	0.00	0.00	1,200.00	0.00	0.00	1,200.00
8910 - Social Action Committee - Other	0.00	0.00	263.34	0.00	0.00	263.34
Total 8910 - Social Action Committee	0.00	0.00	1,463.34	0.00	0.00	1,463.34
Total 8900 - Church Sponsored Groups	0.00	0.00	1,463.34	0.00	0.00	1,463.34
Total Expense	1,285.66	90,606.36	570,496.24	107,427.12	63.00	769,878.38
Net Ordinary Income	5,000.00	-29,498.98	18,768.37	65,139.37	18,067.00	77,475.76
Other Income/Expense						
Other Income						
5043 - EEC Scholarships	0.00	0.00	0.00	6,334.00	0.00	6,334.00
6800 - Mortgage Principle						
6810 - Capital Fund Portion	0.00	21,738.00	0.00	0.00	0.00	21,738.00
6820 - Congregation Portion	0.00	7,760.98	0.00	0.00	0.00	7,760.98
Total 6800 - Mortgage Principle	0.00	29,498.98	0.00	0.00	0.00	29,498.98
Total Other Income	0.00	29,498.98	0.00	6,334.00	0.00	35,832.98
Other Expense						
7030 - EEC Scholarship Expense	0.00	0.00	0.00	6,334.00	0.00	6,334.00
9930 - Program admin allocations						
9931 - EEC	0.00	0.00	-20,146.75	20,146.75	0.00	0.00
9932 - AZIM	5,000.00	0.00	-5,000.00	0.00	0.00	0.00
Total 9930 - Program admin allocations	5,000.00	0.00	-25,146.75	20,146.75	0.00	0.00
Total Other Expense	5,000.00	0.00	-25,146.75	26,480.75	0.00	6,334.00
Net Other Income	-5,000.00	29,498.98	25,146.75	-20,146.75	0.00	29,498.98
Net Income	0.00	0.00	43,915.12	44,992.62	18,067.00	106,974.74

	2015-2016 Congregation Budget	2016-2017 Congregation Budget	Notes for Congregation Budget
INCOME			
4010 · Annual Pledges	\$454,000	\$498,000	
4011 · Pledge Discount	(\$18,160)	(\$19,920)	4% discount
4012 · Mid Year Pledges	\$5,000	\$2,000	
4015 · UU Foundation Support	\$46,000	\$53,715	
4020 · Special Service Contributions	\$13,000	\$13,000	
4051 · Fundraising: Auction	\$13,000	\$6,000	
4053 · Fundraising: Other	\$1,500	\$1,500	
4090 · Other Contributions	\$45,000	\$45,000	
One Time Gifts	\$9,500	\$11,100	
4225 · Minister's Discretionary Fund	\$3,500	\$3,500	
4320 · Adult Religious Ministry	\$750	\$750	
4325 · Children's Religious Ministry	\$2,200	\$2,200	
4330 · 7th & 8th Grade Programs	\$2,250	\$2,250	
4335 · Young Religious UU - teens	\$300	\$300	
4370 · Memorial Garden	\$4,500	\$4,500	
4395 · Community Night	\$3,300	\$3,300	
5010 · Commissions	\$600	\$600	No coordinator for grocery rebate program
5020 · Facilities Usage - Other	\$500	\$500	
5021 · DVLC Usage	\$40,500	\$40,500	
5310 · Interest-savings/short-term inv	\$800	\$120	
5350 · IRS Health Insurance Credit	\$2,000	\$2,000	
9710 · Kid's Kamp Net Income	\$25,000	\$25,000	
9931 · Allocations: EEC	\$24,153	\$26,000	Increased
9932 · Allocations: AZIM (release restrict)	\$6,000	\$4,000	
Allocation: UUFP	\$8,756	\$9,266	
Release from Capital Fund		\$65,745	Seed funding from 2016 Capital Campaign (LOC UUFP) to grow into this budget over 5 years
TOTAL INCOME	\$693,950	\$800,926	
EXPENSE			
7110 · Minister Salary	\$52,210	\$57,000	
7120 · Minister Housing Allowance	\$35,000	\$35,000	
7130 · Pension - Minister	\$8,721	\$9,200	
7140 · Minister Benefits	\$8,721	\$9,200	contract is 10% S&H
7150 · Minister PE Allowance	\$8,721	\$9,200	
7160 · Minister's FICA & MCare	\$6,672	\$7,038	
7210 · Salaries & wages - staff	\$234,136	\$278,572	includes FT Ministry Director, HT Member Coord., 25% AA for SFG, 80% FTE Children's
7230 · Pension plan contr - Staff	\$20,075	\$25,816	
7240 · Employee benefits - not pension	\$33,713	\$46,897	Includes prorated health insurance to Office Ass't position and Member Coordinator/AA
7250 · Payroll taxes	\$17,911	\$21,311	
7260 · Workers Comp Insurance	\$5,238	\$4,991	
7270 · Flexible Spending Act Admin	\$510	\$600	

	2015-2016 Congregation Budget	2016-2017 Congregation Budget	Notes for Congregation Budget
7520 · Accounting fees	\$14,567	\$14,567	
7530 · Legal Fees	\$0	\$5,000	increased for rental contract reviews, capital campaign
7551 · Contract Services - Music	\$9,400	\$9,400	
7550 · Contract Services - Other	\$1,000	\$1,000	
7560 · Staff Development RE	\$1,200	\$3,500	
7561 · Staff Development Music Director	\$1,400	\$3,000	
7563 · Staff Development-Admin	\$1,000	\$2,000	
Staff Development-Office Ass't		\$300	
7565 · Staff Development-Associate	\$2,000	\$4,500	
Staff Development - Membership Coordinator		\$1,000	
7570 · Payroll Processing	\$2,100	\$2,100	
8110 · Supplies	\$4,000	\$3,500	
8130 · Telephone & telecommunications	\$4,620	\$4,500	
8140 · Postage, shipping, delivery	\$3,200	\$3,200	
8150 · Computer & Software	\$5,440	\$5,500	
8160 · Equip rental & maintenance	\$5,000	\$4,500	
8190 · Bank Charges & Fees	\$5,000	\$5,000	
8200 · Sound Equipment	\$500	\$500	
8251 · Fundraising Expense: Auction	\$500	\$200	
8530 · Mem dues/Accreditation Renewal	\$34,860	\$34,440	410 members, \$24 PSWD, \$60 UUA
8620 · Utilities	\$21,500	\$31,500	Includes new sewer fee plus overall 10% increase on utilities.
8640 · Insurance Property & Liab	\$10,000	\$11,000	
8650 - Debt Service	\$45,000	\$50,000	71% of debt service from operations
8710 · Grounds Maintenance	\$8,986	\$9,500	
8721 · Coffee Hour Supplies	\$1,900	\$1,900	
8722 · Janitorial Supplies	\$3,300	\$2,300	Switched vendors for considerable savings
8730 · Building Service/Repairs	\$30,830	\$33,000	
8731 · Building Repair/Improve.-Major	\$10,000	\$10,000	Maintenance Reserve Fund
8811 · Brochures	\$300	\$300	
8812 · Worship Expense	\$600	\$900	
8813 · Minister's Discretionary Fund	\$3,500	\$3,500	
8815 · Music & Choir	\$2,500	\$2,500	
8820 · Adult Religious Ministry	\$300	\$300	
8825 · Children's Religious Ministry	\$2,800	\$2,800	
8830 · 7th & 8th Grade Programs	\$500	\$2,500	
8835 · YRUU	\$300	\$300	
8845 · Community Outreach	\$13,000	\$13,000	
8850 · Publicity	\$700	\$700	
8855 · Newcomer and Membership	\$750	\$750	
8860 · Unicare	\$120	\$120	
8865 · Stewardship	\$1,000	\$1,000	
8872 · Lay Leadership Development	\$1,200	\$1,500	

	2015-2016 Congregation Budget	2016-2017 Congregation Budget	Notes for Congregation Budget
8857 · Community Night	\$2,000	\$2,000	
8885 · Memorial Garden	\$3,330	\$4,500	
8913 · New Day Center	\$1,800	\$1,800	
8910 · Justice Ministries	\$500	\$600	
Sanctuary Team		\$125	
TOTAL EXPENSE	\$694,131	\$800,926	
Net Profit/Loss	(\$181)	(\$0)	



UUCP STRATEGIC IMPLEMENTATION PLAN: 2015-2016 PROGRESS REPORT

Submitted by Rev. Susan Frederick-Gray

June 10, 2016

Executive Summary

This report contains summary data and measures on the progress against the 2015-2016 Implementation Plan. It is presented in three sections, one section for each of UUCP Board's Strategic Ends. Within each End is the interpretation from the initial Strategic Plan, a summary of the initial 5 Year Strategic Outcomes. Next, each implementation goal for the year is listed with data summarizing the progress on that goal. At the end of each section, the 5-year strategic target measures are compared to where we are after this year. This is the third year of reporting against these Strategic Ends.

Within End: This continues to be our most focused End. It closely aligns to our core work as a religious community and it has the clearest measures, which is helpful in achieving our targets and annual implementation goals. We achieved 90% of the goals we set out to achieve in this area and we are approaching our 5-year targets. Highlights include the strong increase (37%) in people's self-reporting on the positive impact of the Children's Ministry program for their children. We had strong worship attendance throughout the year and saw an overall 9% increase in attendance. We also had our largest New Member classes in 4 years. Overall, our surveys indicate that the congregation continues to have a strong positive impact on people's lives. Where we fell short, was the decline in participation in Small Groups, Adult Faith development and Unicare. We did not anticipate growth, but hoped to hold steady. I suspect the decline is due to the lack of staff. Rev. Linda retired in April as our ¾ time Assistant Minister. She held the portfolio for Unicare and assisted with adult ministry and small groups. April is our planning time for the next fall, recruiting leaders and planning the fall role out and neither received much attention, as Rev. Susan had to shift to hiring and orienting new staff. Additionally, the ministry leaders for 2 of the major Unicare ministries (the Unicare email list and Friendship partners) had to step back from those positions because their professional work lives were too busy. We now have new leaders recruited and will have Emrys as a staff working with Unicare and Adult programs and I hope this will strengthen these areas.

Among End: This is our most extensive End covering Stewardship to Property Management, Children's Ministry to Multiculturalism to sharing our ministry with the outside world. It is the End that always has the most annual goals. We achieved 78% of the 10 goals in this area and are on track with our 5-year targets. Highlights include the strong increase in Children's Ministry enrollment and participation, up 9% in participation and 78% increase in enrollment. The very high enrollment increase is due to better processes for registration and Katie's follow up with families to register. It may also be a result of 5th and 6th grade OWL being completely full this year. We continue to see strong increases in financial giving, with both our median and average pledges growing this year and a strong Stewardship campaign. While there were no major facility improvements around lighting and accessibility, the planning for the Capital Campaign is key to the future improvements in these areas. It's worth noting the improvements in people's survey responses indicating the congregation is providing perspective and tools to engage cross-cultural experiences and the strong increases in the identity diversity of the staff. Finally, we added a survey question about how often people invite others to UUCP or UUCP events and it was interesting to note that 70% of respondent have invited at least one person, and the largest group (over 30%) have done so 2-5 times this year.

Beyond End: This year, we achieved 68% of the goals we set and are doing very well on all but one of our targets (creating a system to measure people's leadership beyond UUCP). While we only achieved 68% of the goals, we achieved the most important (Ministerial Intern, Website redesign, the creation of staffing for Justice ministries, maintain Fair Share giving to the UUA). The key highlight was our Ministerial Intern program. While we are not able to continue it, we experienced the benefits of it adding new energy to the congregation, a fresh perspective, diversity to worship leadership and the joy and pride of providing a teaching environment for a ministerial candidate. I hope that the congregation may continue to aspire to be a teaching congregation and be able to return to this ministry in the future. One of the interesting things about this End (Being a Beacon of Moral Conscience) is that you never know exactly when this will be especially needed. This year, when 11 bills were proposed in the Arizona legislature that would directly or indirectly harm immigrant and refugees, UUCP members and staff engaged quickly, consistently and effectively in joining a strong coalition of partners to resist these bills becoming laws. All but 1 were defeated! We, as part of a coalition of partners, made a measurable impact for Justice in the state of Arizona! And while this wasn't an annual goal, because you cannot know what will arise in the moment, it should reflect very positively as a measure of our progress in achieving this End. This was similar to last year, when we were able to join in coalition a to help Arizona get ready for and then celebrate Marriage Equality. We didn't have it in our implementation plan because we didn't know it would be possible a year out, but we played a strong and visible role in the work when it was needed.

Within: Members see UUCP as the foundation for their personal and spiritual development and practice.

UUCP is a central part of the lives of UUCP members and families. It provides many opportunities for people and families to develop and share their personal and spiritual growth.

Mission Area: Grow in spirit, share journeys

Five-Year Strategic Outcomes

When people grow personally and spiritually through their participation in UUCP, the outcome will be a healthier community where people genuinely care and support one another, where people are encouraged to healthier habits and relationships and where we foster interpersonal dynamics based on listening and understanding, which support healthy responses to difference and conflict. Small Groups (e.g., choir, Small Group Ministry (SGM), meditation classes) are the primary way people develop relationships in the community and the key place where people receive care and ministry from the community.

Key to achieving these outcomes is offering small groups, worship, and programming that give UUCP community members of all ages the resources of connection, care, and listening, as well as practices and resources to grow personally and spiritually. These outcomes can be measured by the level of participation in the small groups of the congregation (including groups like meditation classes, choir, small group ministry, and Adult Faith Development (AFD) classes). High participation and strong membership retention would reflect that we are offering programs and opportunities that are meeting people's personal and spiritual needs. As we move through the five years of this strategic plan, by measuring participation, we can focus our resources more precisely on the programs that best meet those needs.

5-YEAR TARGETS

- 60% of members are engaged in at least one ministry offering beyond worship or Sunday school each year (this would include choir, AFD course, SGM, etc.)
- 45% new membership retention after 5 years (2015 – revised from 60%)
- Determine baseline of overall annual membership retention (Added 2015)
- Annual increase in positive indicators of impact the ministry is having on people's personal and spiritual lives as individuals and families (Added 2015)
- 65% of members attend UUCP once a week, on average (2015 – revised from 75%)

Within: Members see UUCP as the foundation for their personal and spiritual development and practice.

Overall 90% achievement.

1.1 Conduct hiring process for Associate Minister.

Completed: 100 %

Associate Minister hiring team was formed in the Fall 2015, including Rev. Susan as Lead Minister, Sally Boyd, Carrie Lifshitz, Ceyshe' Napa, Cayenne Newman, Michelle Morgan, and Eric Muehlstedt. The hiring team functioned well. We advertised the position and had only a small number of applicants, none of which seemed like the right candidate for UUCP and the position. When Rev. Susan was invited run for UUA President, it no longer made sense to pursue hiring an Associate because the relationship between Senior Minister and Associate is so important. While we did not find a candidate, we were able to get a waiver so that we could hire our Ministerial Intern to move into this second ministry position as Director of Justice and Pastoral Ministries.

1.2 Secure funding and staffing to oversee Welcoming and Membership Ministries.

Completed: 100 %

We secured funding in the Stewardship campaign that ended in the Spring 2015 and hired Kristina Benner as a part time Membership Volunteer Coordinator for 17hrs/week.

1.3 Maintain participation and process for Small Group Ministry and Adult Faith Development.

Completed: 50%

The process for these programs was maintained 100%. However participation fell considerably in these areas.

There are currently 86 registered participants, plus an average of 12 people per month in the drop-in group. We saw a sharp decline in Adult Faith Development this year. Possible reasons for this decline: staff time limitation to devote to these programs, without Assistant Minister to support programs. We did not do as big of a push for small groups this year as in the past, because of focus being on integrating new staff and less overall staff time devoted to this area. There is a question of what length of course works in people's schedules. Most classes this year were long commitments, rather than short offerings or one-day workshops. Questions about how well a monthly or twice a month small group or adult class works in people's schedule. The process is maintained (100%) but participation is down from 2014-2015. This is somewhat expected because of lack of staff capacity.

1.4 Continue to invest in dynamic and inspiring worship.

Completed: 100%

The development and strengthening of music groups and the addition of Emrys Staton as a second regular preacher and worship leader and the strong team work exhibited across the team with Rev. Susan, Benjie Messer, Katie Resendiz and Emrys created strong, inspiring worship. There is interest in pursuing more technology for worship especially to strengthen the singing and music aspects of the service.

1.5 Gather and chart summary data from 3 years of annual survey, tracking participation, retention and attendance.

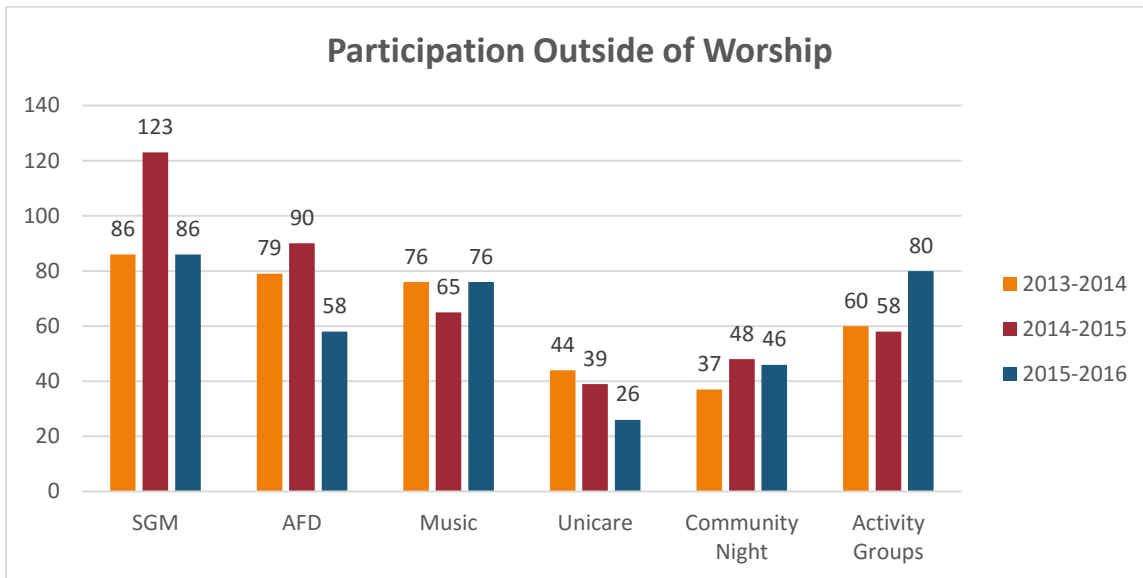
Completed: 100 %

See graphs below.

Small Group Ministries, Adult Faith Development, Music, and Unicare participation is tracked via rosters and require ongoing commitment. We are able to track how many members are participating in these programs.

Activity Groups and Community Night participation is tracked by number of attendees per event/meeting and can have different people each time. It is not possible to track how many unique members are participating in these programs.

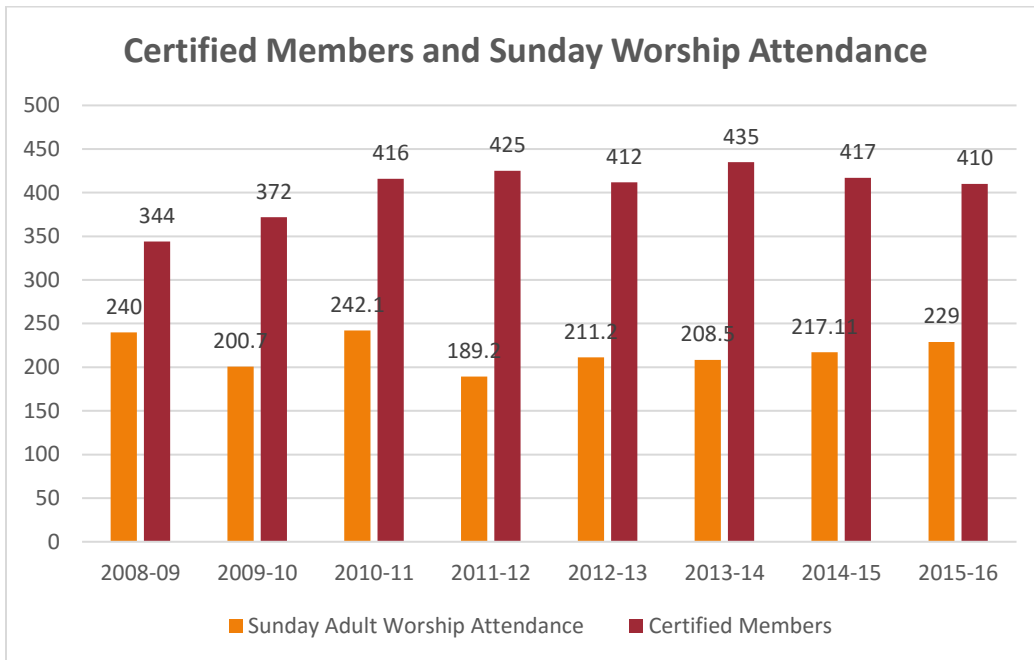
The total number of participants in programs outside of worship and Sunday Children’s Ministry classes in 2015 – 2016 was 372. This figure does include non-members and double counting.



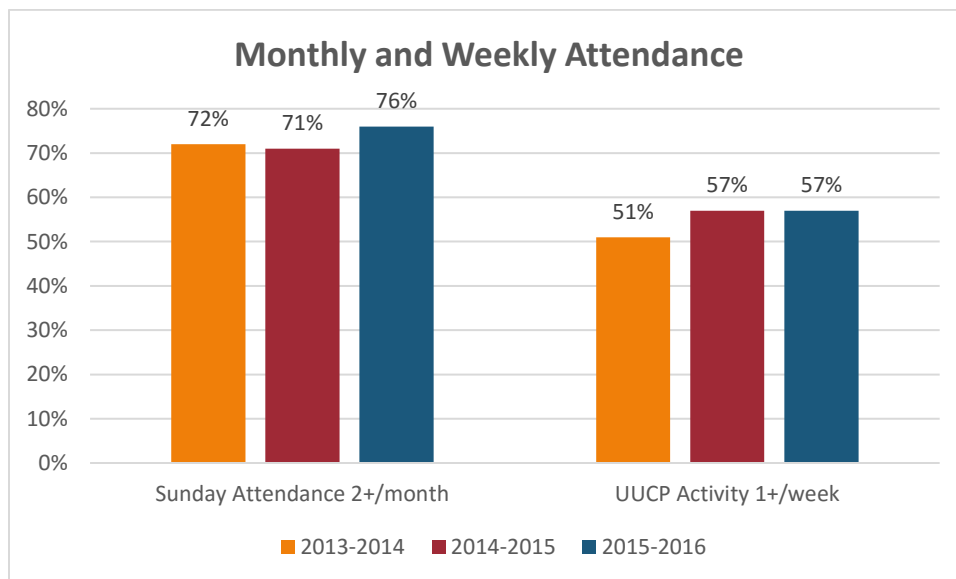
- ▶ Total # of Members: 410
- ▶ Total # of Participants: 372
- ▶ This is a 12% decrease in number of participants over last year.
- ▶ Percentage: 91% (However, there is at this time no way to track each member individually)

Of 156 survey respondents, we had 201 “hits” for participation in the ministries listed above.

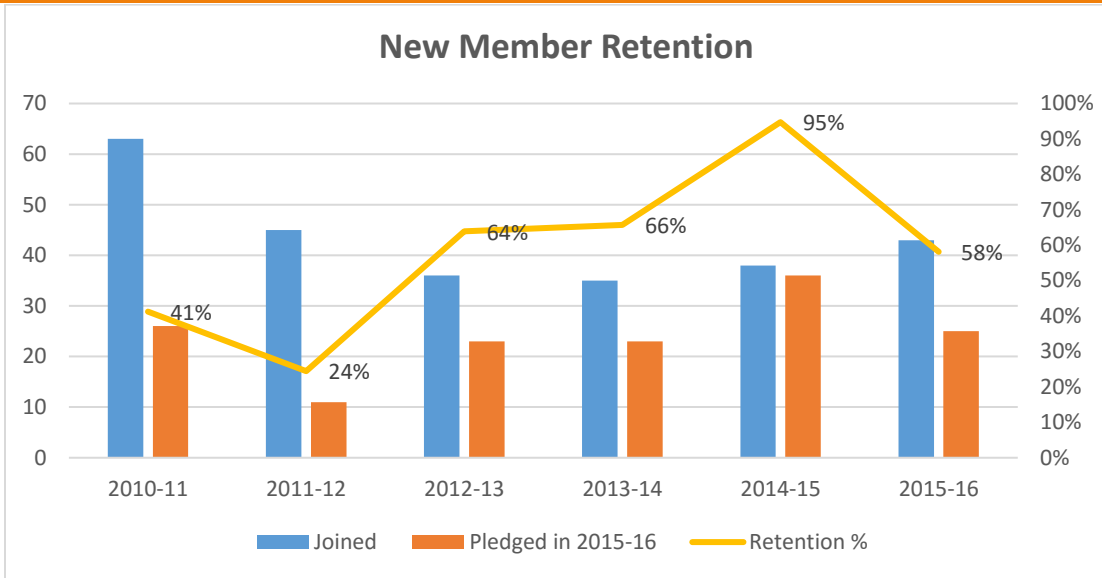
"Certified Members" are the UUA-certified membership numbers tabulated in January of the congregation year that is listed. Attendance numbers are defined as the average Sunday worship attendance during the period between and including Ingathering and the last Sunday in May.



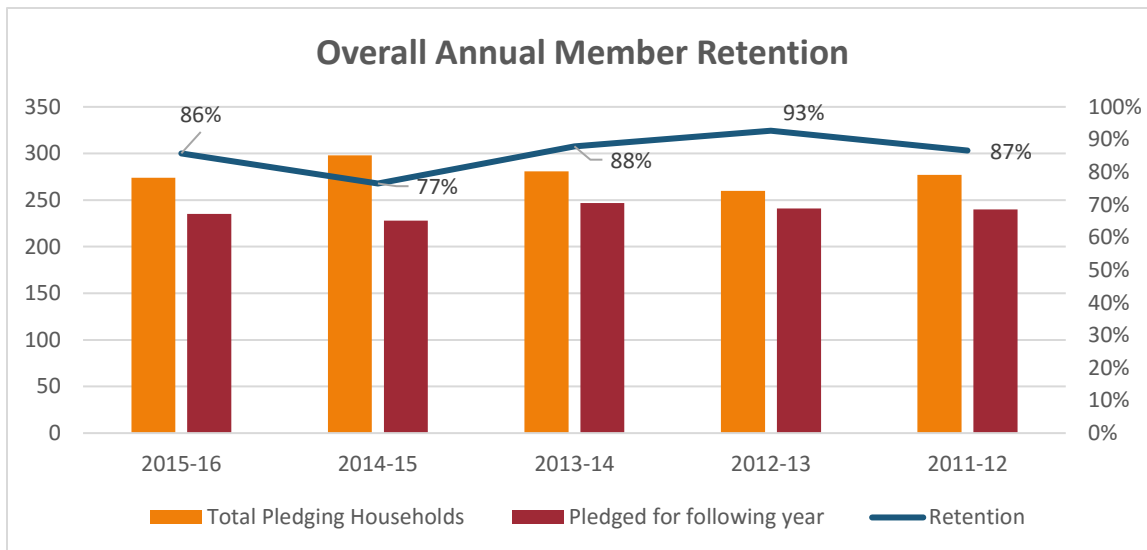
► Sunday Attendance as a Percentage of Members: 56% (8% increase over last year)



► Self Reporting from 2016 Survey: 76% of respondents attend at least twice a month (5% increase from last year); 57% of respondents are at UUCP at least once a week (same as last year)



- ▶ (2016) 41% 24% 64% 66% 95% 58%
- ▶ (2015) 49% 42% 64% 74% 61%
- ▶ (2014) 49% 53% 72% 51%

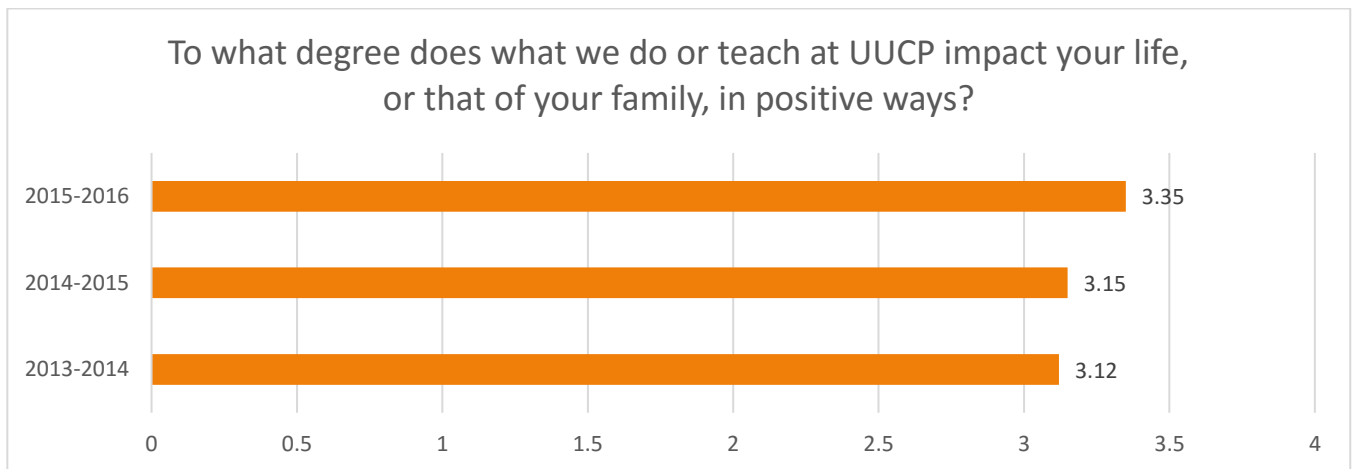
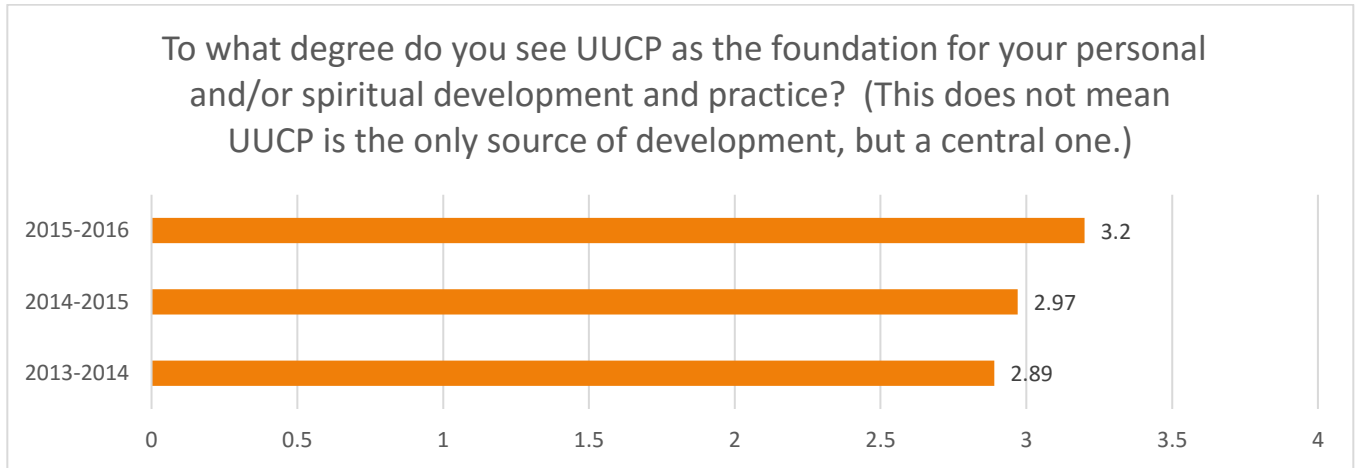


- ▶ Over 5 year period, average Membership Retention 86%

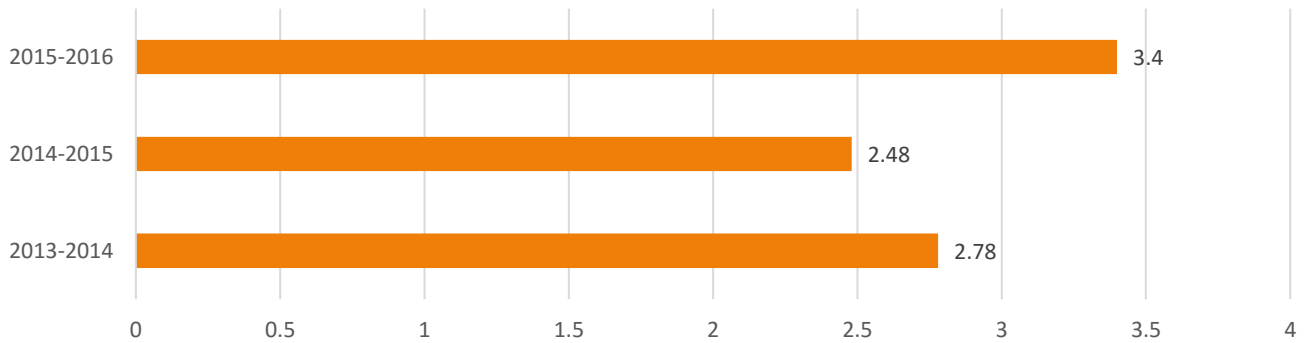
UUCP STRATEGIC IMPLEMENTATION PLAN: 2015-2016 PROGRESS REPORT

The graphs below use data collected from the Annual Survey, administered for the last three years. The May 2016 survey had 156 respondents, compared to 218 survey respondents in 2014 and 166 respondents in 2015.

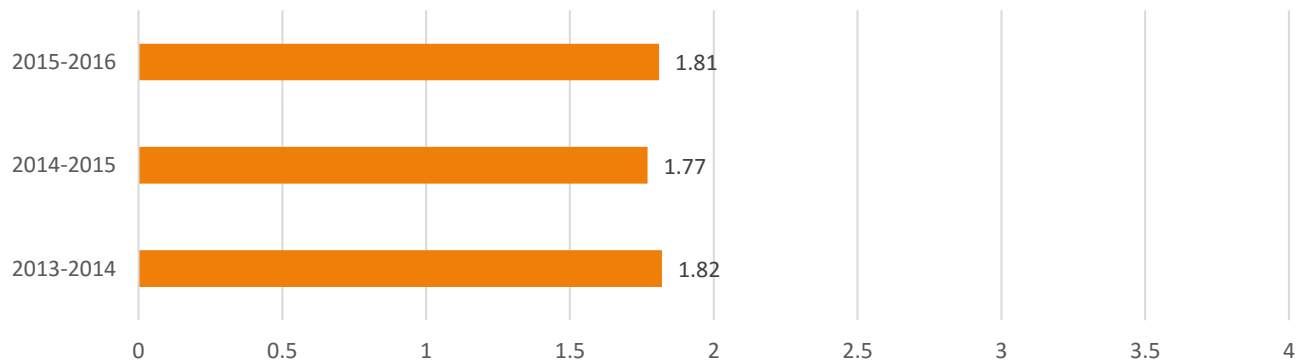
Answer Options Very much so - 4 3 2 1 Not at all - 0 N/A



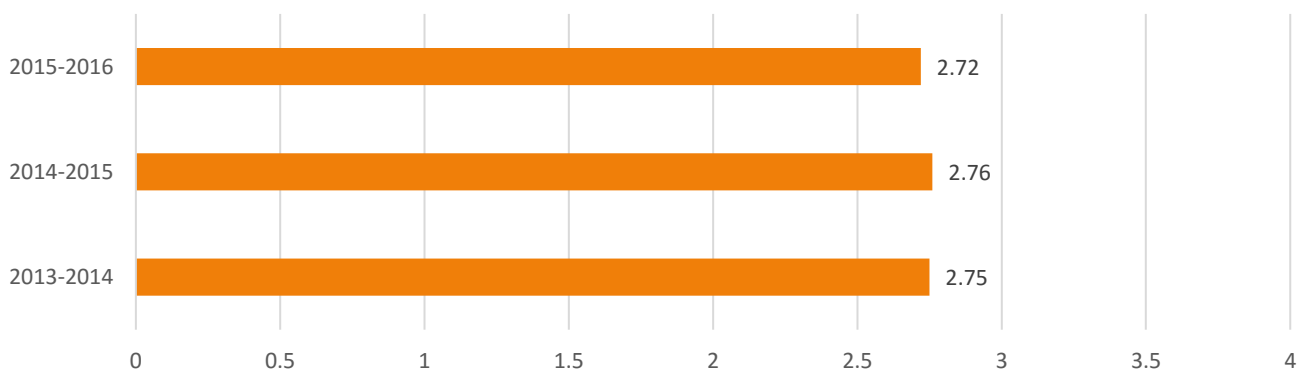
To what degree does your child's (children's) involvement in UUCP's religious education and children's ministry program make a positive impact on their character and development?

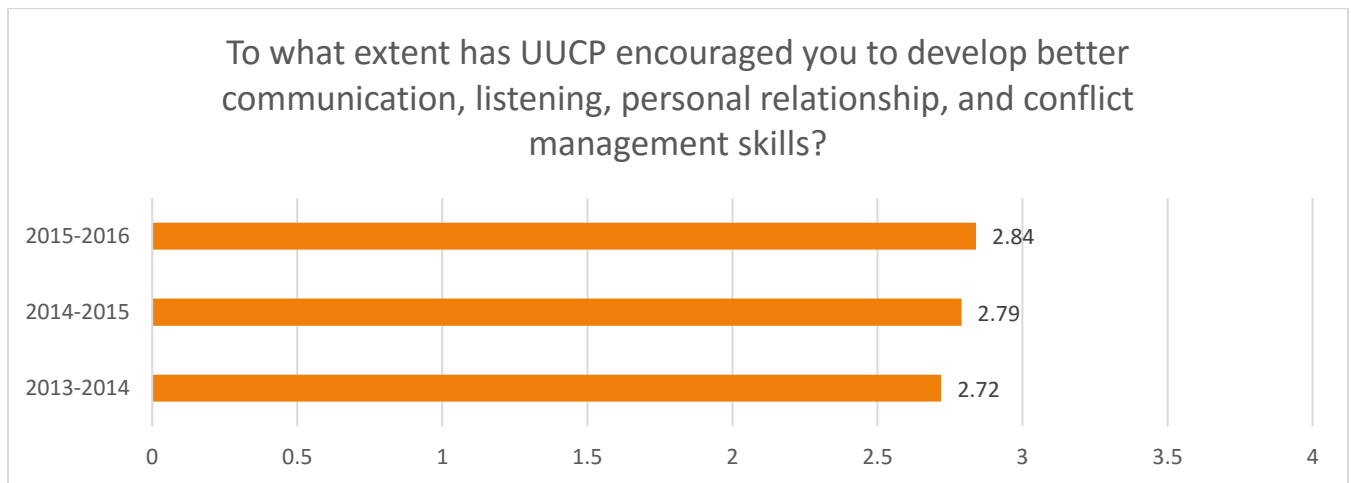
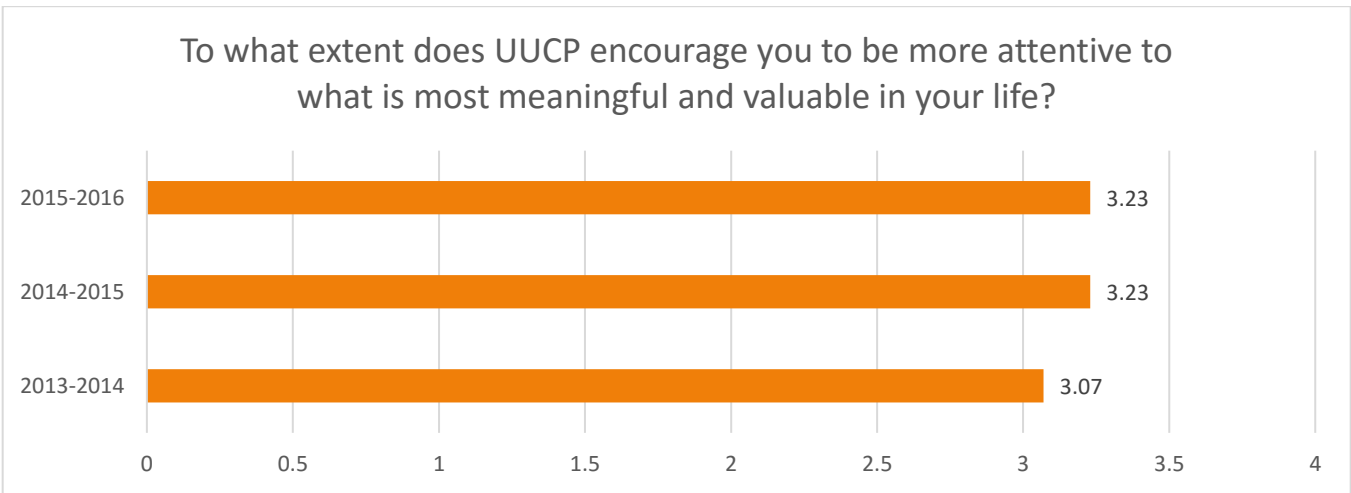
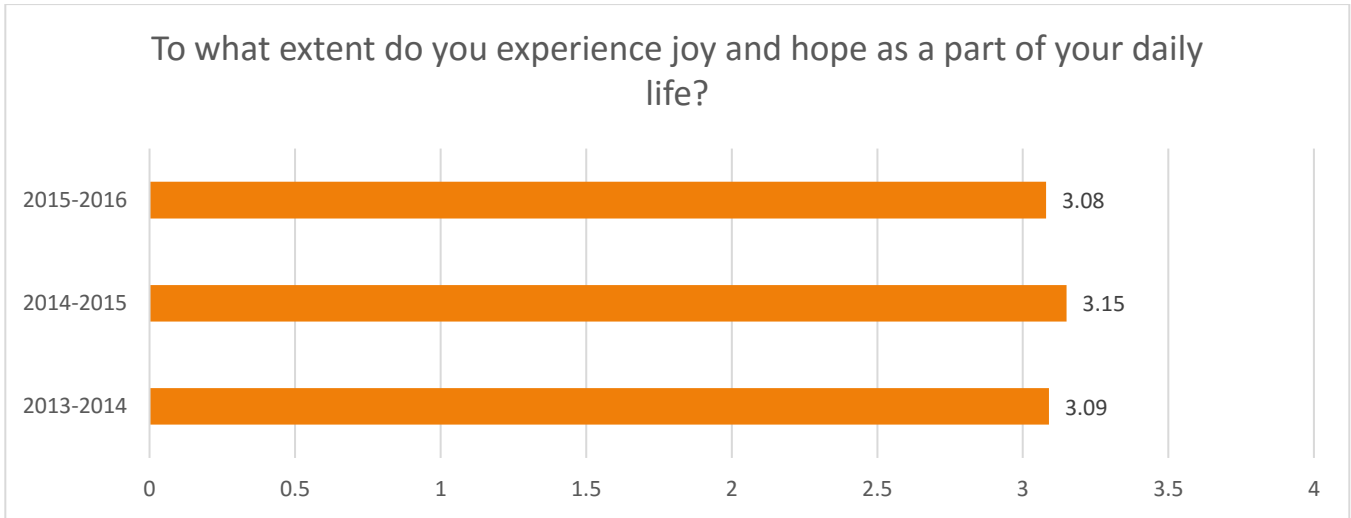


To what extent has UUCP been a part of encouraging you and/or your family to create a regular ritual or mindfulness practice?



To what extent do you find you are able to maintain a sense of calm in times of stress?





Comparison to 5-year targets

In January 2012, for each of the Ends, we identified specific 5-year targets, knowing they may have to be adjusted or reviewed as we began to take measures. Below is a comparison of the 5-year targets to our results for this year.

*We do not have a method for counting unique participants in our offerings beyond Sunday morning. We had 372 people participate in ministries beyond Sunday service or Sunday school classes. Of the 156 survey respondents, we had 201 hits for ministries other than just attending service or Children’s Ministry classes. We may wish to change our target to aim for percentage increases in participation in various offerings.

	5 Year Target	2015-2016 Measures
Percentage of members engaged beyond Sunday morning	60%	*91%
Percentage of new members still members after 5 years (New Member Retention)	45%	41%
Determine baseline of overall annual membership retention	--	86%
Annual increase in positive indicators of impact the ministry is having on people’s personal and spiritual lives as individuals and families (Added 2015)		Of our 8 measures, 5 showed an increase, 2 showed negligible declines, 1 showed no change. Of those that went up, the positive impact of RE was most striking with 37% improvement over last year.
Percentage of members attend UUCP once a week	65%	56% Sunday attendance, (8% increase over last year) 57% self-reporting from survey (same percentage as last year)

Among: UUCP is a healthy, vibrant, multigenerational, and multicultural religious community filled with committed uuvangelical Unitarian Universalists.

UUCP has adequate resources to fund a growing, thriving ministry. UUCP has an adaptive culture that does not reflect just one dominant culture. UUCP provides activities and worship that engage people and families across the generations. Members are passionate about UUCP and quick to share about its ministry and invite their friends and neighbors.

Mission Area: Welcoming all in building religious community, called to grow in spirit and share journeys

Five-Year Strategic Outcomes

UUCP is a healthy, vibrant community, with a campus that is well maintained, accessible and inviting, showing the care we invest in our spiritual home, a bustling campus throughout the week, lively and engaged worship, and a community life that inspires people and encourages them in their own growth and health.

UUCP is a truly multigenerational, multicultural community, reflecting a rare and precious model of community that encourages wider perspectives, dynamic relationships, and communication across generations and cultures. Our community is a visible expression of our core values—the worth and dignity of all people, the desire to learn and grow together. Through it we will be equipped to “welcome all.”

UUCP is filled with committed Unitarian Universalists demonstrating a great spirit of leadership and investment, both time and financial among members. In addition, we do not expect or wait for people to stumble across us, but rather we reach out to others and practice an invitational approach, making Unitarian Universalism commonly known in the wider community.

Key to achieving this outcome is training for members and leaders, evaluating current programming for children and youth, and evaluating intentional multigenerational programming. We will measure how well we are achieving these ends through monitoring of attendance and participation levels in the programs for all age groups and specifically multigenerational programming. Another measure is the extent to which our leadership and membership are growing in their identification as multicultural. We will also measure our progress toward increasing the accessibility, maintenance, and care of our campus. We will measure increased commitment through participation, size of leadership pool, and giving levels. We will also measure the degree to which we are visible and invited to participate in the larger community, and the extent to which members are growing more comfortable sharing our values and inviting others to UUCP.

5-YEAR TARGETS

- We have accessible, visible, well lit access to our campus and buildings
- Our campus is well maintained, cared for, and is growing to meet needs of the program and staffing
- Strong participation, nearing capacity in children’s, youth, and multigenerational programming
- 20% of paid staff identify as having a cultural identity other than white and straight (Revised 2015)
- 80% of paid staff have anti-racism, anti-oppression training and/or work experience (Added 2015)
- Overall individual financial income to UUCP increases by 7% a year (Added 2015)
- Double the participation numbers of children and youth in Children’s Ministry (Added 2015)
- Increase intercultural awareness, competency and skills among members of UUCP (Added 2015)
- Track members’ action in inviting people to UUCP events and service (Added 2015)

2. Among: UUCP is a healthy, vibrant, multigenerational, and multicultural religious community filled with committed uuvangelical Unitarian Universalists.

Overall 78% achievement.

2.1 Work with “capital campaign/improvements” committee to engage congregation in conversation about building needs for ministry and create plan for addressing needs.

Completed: 75 %

Committee was formed and did lots of background work including maintenance inspections to determine pressing maintenance needs over next 2-5 years, estimates for work, new cost estimated for next phases of master plan and estimates for staff seed fund. I only am giving 75% because the team did not feel ready to engage the congregation until this pre-work was done. They expect to engage the congregation in the fall.

2.2 Review current property expenses and contracts and vendors to save money. Investigate different options for maintaining building, contracts or staffing. Move to self-insuring HVAC systems from Maintenance Reserve Account, increase savings to Maintenance Reserve account by \$10,000. Create a clear process/system for handling maintenance issues.

Completed: 100%

HVAC contract reviewed and other options investigated. We decided to keep our Comprehensive plan for our aging system. Larry Reed solicited bids for liability insurance. We expect to make a change that will provide better coverage at lower rate. We switched vendor for custodial supplies to save over \$1,000.

2.3 Evaluate new Stewardship practices implemented in 2014-2015 and determine and measure key Stewardship indicators to track over time.

Completed: 100%

100% Key indicators we are tracking:

- Pledge increases for individuals
- New Pledges
- Rate of pledge form submissions
- Participant/Friend responses to personalized outreach
- Payment response to personalized emails and phone calls

2.4 Evaluate database needs for managing Stewardship, Membership and Financial needs and programs.

Completed: 0%

Initial research indicates more input from the Membership Coordinator, Children’s Ministry Director, and Bookkeeper are needed. We did not have time resources to complete. It is on next year’s implementation plan.

2.5 Manage Transition of UUEEC preschool to a separately incorporated entity by June 30, 2016. Negotiate any issues related to future building use options.

Completed 100%

Transition went smoothly. Room Usage Agreement for 2016-2017 is nearly complete. Preschool had a very strong year, increasing enrollment and revenue. They are in a significantly better position than last year.

2.6 Increase staffing to Children's Ministry program by 8 hours.

Completed 100%

Exceeded! We increased staffing to Children's ministry by 10 hours/wk (from 20-30 hrs.)

2.7 Incorporate a system for follow up with families of children into visitor process.

Completed: 100%

All visiting families with children receive an email or phone contact from the Acting Director of Children's Ministry. This contact includes an invitation to upcoming events, an offer to be placed on the CMC mailing list, and an opportunity to ask any questions about our programming.

2.8 Conduct focus groups to gather feedback on engagement in RE.

Completed: 100%

Five parent meetings were held. Attendance was very limited. The CMC perused other avenues for feedback including individual family meetings, parent-teacher conference style appointments, listening sessions with multiple families, and targeted questioning for feedback on specific elements. Comments were recorded and suggestions for programmatic change were implemented as appropriate. These included aspects of communication, sign-in process, payment process, and student inclusion.

2.9 Implement learning and goals for Children's Ministry informed by surveys and focus groups.

Completed: 100%

New format for shared effort lesson planning, bi-weekly CMC meetings, and framing this year as a year for experimentation and exploration allows for ease of implementation of learning and goals.

2.10 Create a presentation from Beth Zemsky's multicultural workshop with UUCP to be used as a training tool (for RE, Welcoming Ministry and Leadership).

Completed: 0%

We do not have sufficient staff or volunteer capacity to get this done. We will try next year.

Comparison to 5-year targets

Below is a comparison of the 5-year targets to our results for this year.

- ▶ We have accessible, visible, well lit access to our campus and buildings

We've continued to make sound and hearing accessibility improvements in sanctuary, with brand new hearing assist devices. The next Capital Campaign is directed toward both maintenance and accessibility.

- ▶ Our campus is well maintained, cared for and is growing to meet needs of the program and staffing

Capital Campaign will launch the biggest continuation in this area. However this year, we had a major roof repair of sanctuary roof, we did roof drainage and fascia repair around the campus and Heidi Parmenter, Curtiss Manker-Seale and Emrys Staton worked on a great grounds clean up that has improved the access, visibility and tended look of the Memorial Garden.

- ▶ Double the participation numbers of children and youth in Children's Ministry (Added 2015)

2015-2016: average attendance 61 children and youth (47% of capacity). This was a 9% increase over last year.

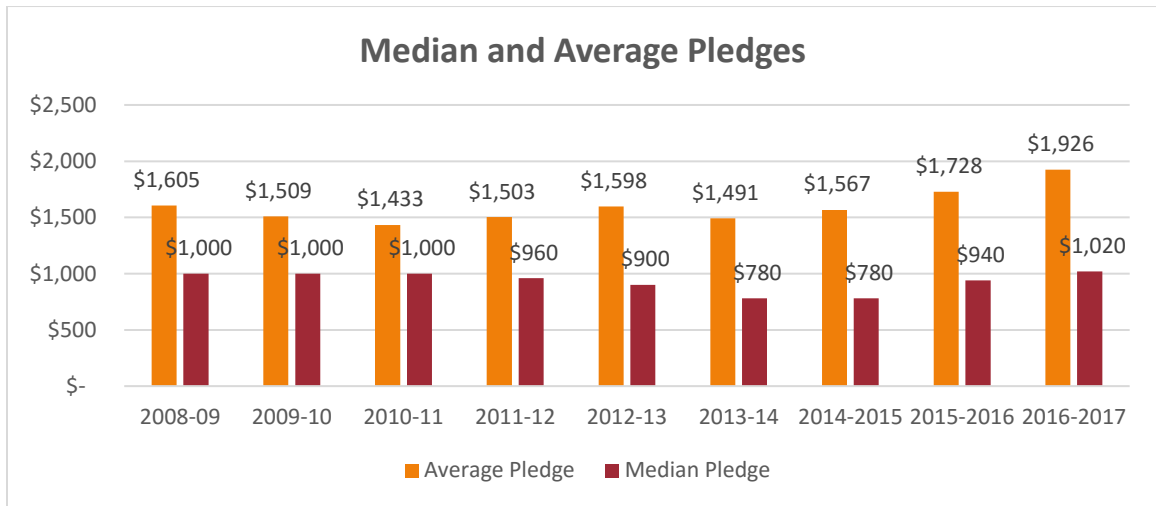
2015-2016: enrollment 153 children and youth. This was a 78% increase from last year.

- ▶ 20% of paid staff identify as having a cultural identity other than white and straight (Revised 2015) Exceed this at the moment. Out of 8 dedicated congregation staff (not including preschool or Kids Kamp staff), 38% identify as having an identity other than white and straight. Also 50% of our staff is male, which is double what it was last year.

- ▶ 80% of paid staff have anti-racism, anti-oppression training and/or work experience (Added 2015)

75% of our staff have had anti-racism, anti-oppression training or work experience

- ▶ Overall individual financial income to UUCP increases by 7% a year (Added 2015)

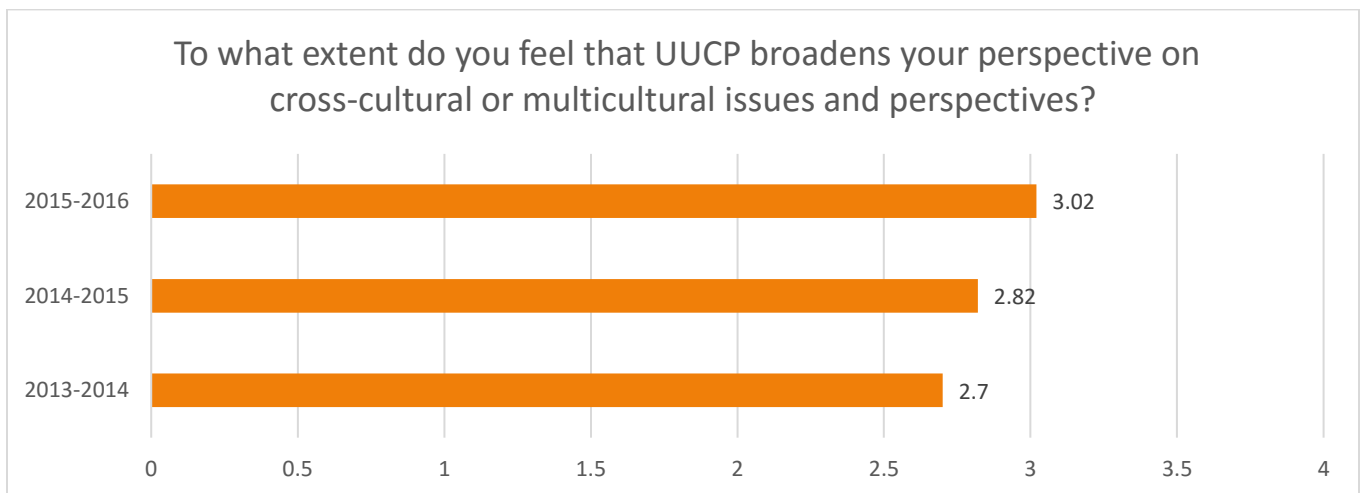


The median pledge increased this year by 9% this year, a 31% increase over 2 years.

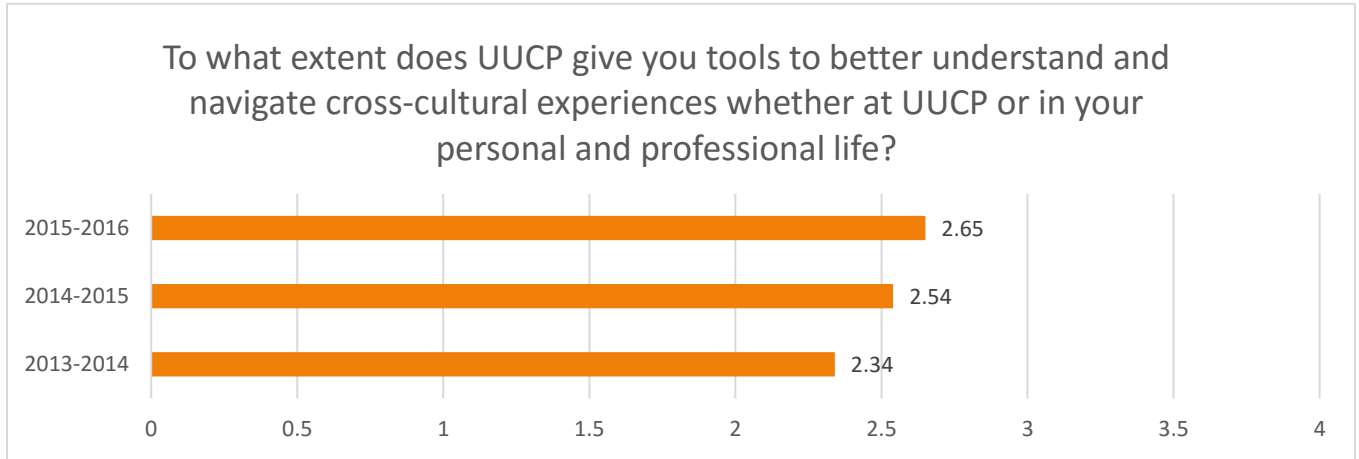
Average pledge increased by 12% this year, over 23% over 2 years

[Need clarity on how best to measure this target]

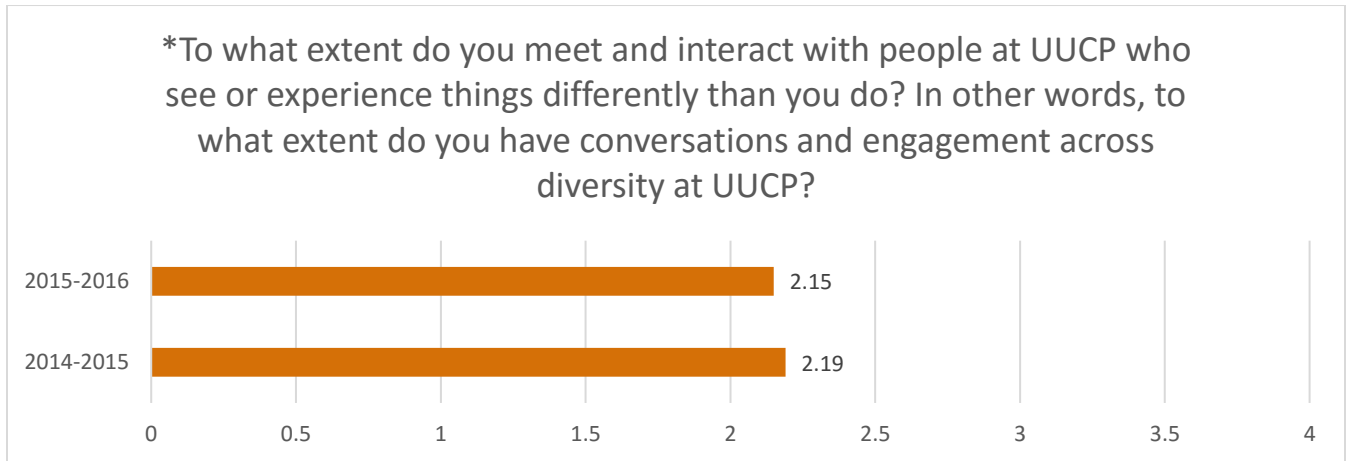
- ▶ Increase intercultural awareness, competency and skills among members of UUCP (Added 2015)
Survey data below shows overall small increases in people’s indicators that UUCP increases their skills and perspective on intercultural competency.



7% increase over last year



4 % increase over last year

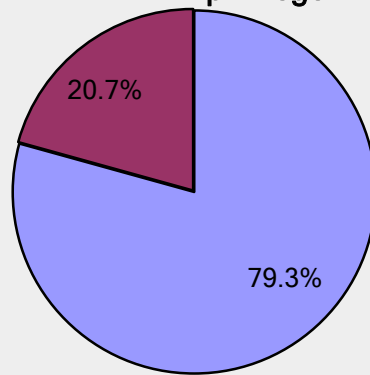


2 % decline from last year.

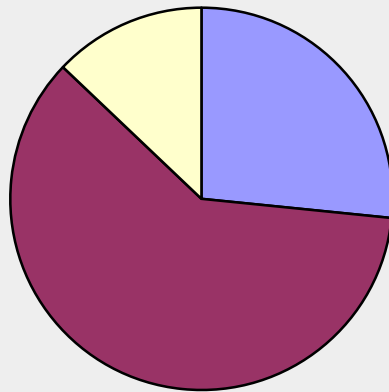
*Question has only been asked for the last two years.

These questions to measures people's intercultural awareness were added this year.

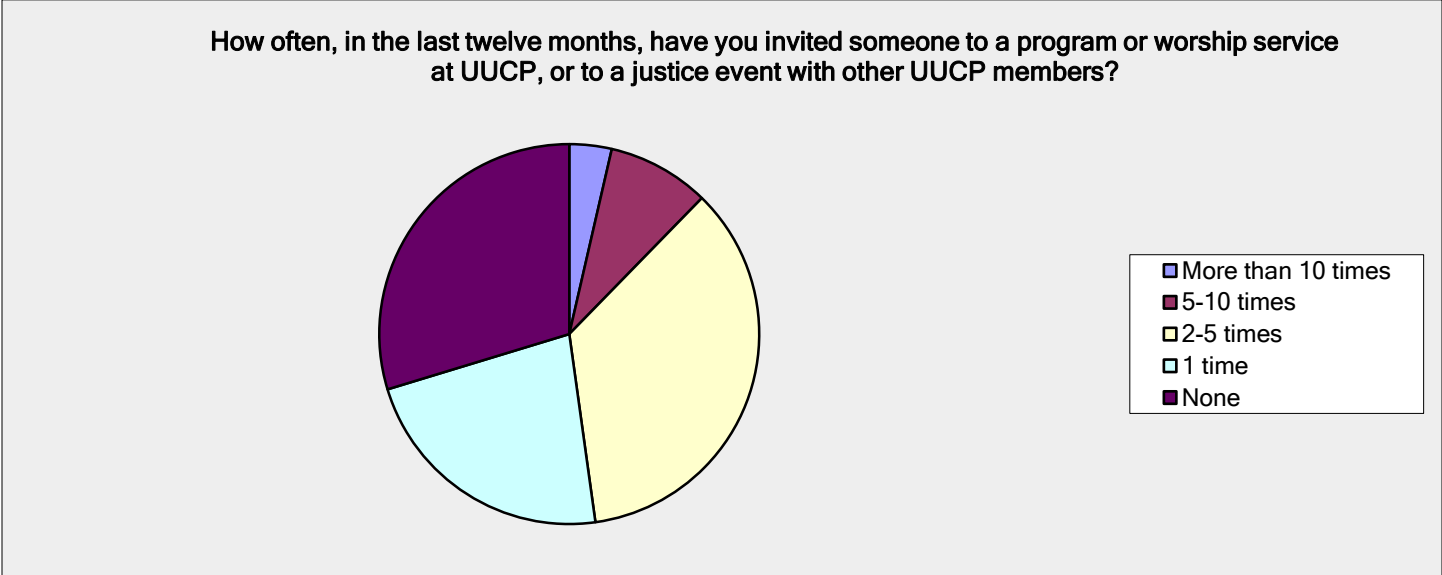
In the last three months, have you had an experience that made you aware of the dynamics of power and privilege, such as racial, gender or economic privilege?



If your answer to Question 22 is "yes," did the experience happen at UUCP?



► Track members' action in inviting people to UUCP events and service (Added 2015)



3. Beyond: UUCP is a flagship congregation in the UUA and a beacon of moral conscience to the world.

UUCP is a prominent congregation within the UUA that shares its resources and best practices widely with other congregations. UUCP is not afraid to take public stands and join with others on issues that are central to our core values.

Mission Area: Grow in spirit, advance justice

Five-Year Strategic Outcomes

As a flagship congregation, we have ministries that are so dynamic, professional and strong—operating at such a level of impact and meaning—that others look to our programming as a resource for their own. We have strong leadership and ministries, and by sharing these with the larger UU association of congregations we are of service and strength to the larger association. We have increased our financial giving to the association and other charitable organizations.

We are a beacon of moral conscience, and we provide an organized, sustained religious voice in the public square that advocates for our core values—particularly of equity, compassion and dignity. We have a positive, visible impact which results in a community and a state that more highly values equality, defends against discrimination based on identity, and honors the responsibility we have to the environment.

A key measure of this end is the extent to which others are inquiring or reaching out to UUCP to learn from our ministries. Part of our work will be to identify strengths and focus resources on best practices. Arizona Immigration Ministry (AZIM) is not at this time an active ministry, although our partnerships with Puente and other migrant and immigrant rights groups remain. Participation fell in the 2012-2013 year and we do not have dedicated staff to this ministry. A new statewide UU Justice advocacy group has formed (UUJAZ) which we are connected to and can be another key way for UUCP as part of the AZ UU community to support our values being heard in the public square.

5-YEAR TARGETS

- We are a teaching congregation, funding a Ministerial intern program
- Youth and adults from UUCP serve on district, regional, and/or national committees and boards of our Association
- Continue to maintain status as a Fair Share Congregation to the UUA
- UUCP recognizes among its members, and develops and encourages in its members, community service and leadership beyond UUCP (including in public office, public service, and nonprofit leadership)
 - We create systems or become part of programs that allow us to share our best practices with other congregations (including programs at GA or DA)
 - We have systems and staff in place for strong outreach to communities and organizations beyond UUCP (including other UU congregations) and partnerships for collective work on key issues.
 - We see successful wins in dismantling anti-immigrant laws, policing and tactics in Arizona
 - We see measurable improvements in acceptance of equality for GLBT people in AZ.

3. Beyond: UUCP is a flagship congregation in the UUA and a beacon of moral conscience to the world.

68% achievement, including our longer-term goal of creating justice ministry staffing. However, most important goals were achieved.

3.1 Hire, welcome, nurture and supervise a Ministerial Intern (who will have regular preaching and pastoral care responsibilities).

Completed: 100%

We welcomed Emrys Staton as our full time 10-month ministerial intern.

3.2 Establish way to measure and acknowledge youth and adults serving on district, regional, or national committees/boards of the UUA.

Completed: 10%

Proposal has been created but not reviewed or implemented.

3.3 Continue to maintain Fair Share giving to the UUA and district.

Completed: 100%

3.4 Charge a committee with offering a workshop at DA.

Completed 0%

We did not have sufficient capacity at this time.

3.5 Website redesign, explore options including UUA for design and costs.

Completed 100%

Website will launch very soon – probably week of June 13th.

Longer Term Goal:

3.6 Fund dedicated staff to work on justice ministries and beyond the congregation work.

Completed 100%

The plan for a Ministry seed fund as one aspect of the Capital Campaign will allow us to create the funds to have dedicated justice ministry staff for the 2016-2017 year.

Comparison to 5-year targets

Below is a comparison of the 5-year targets to our results for this year.

- ▶ We are a teaching congregation, funding a Ministerial Intern

Met for this year. We will not be able to continue the program next year, nor perhaps for the foreseeable future, while we transition to have two ministry positions and potential transition of the Lead Minister. While we have not been able to create a sustainable internship program and become a regular teaching congregation, I believe holding on to this as a goal for the future is important and that the early work to identify this goal made our work with Emrys this year possible and successful.

- ▶ UUCP youth and adults serve on district, regional and/or national committees and boards of our Association.

We had 6 UUCP members serving in UU volunteer or staff leadership beyond UUCP.
 Smoot Carl-Mitchell serves as Treasurer of the Pacific Southwest District Board
 Jenna Metcalf was on the PSWD Youth Board as the Social Action Coordinator
 Cayenne Newman was co-dean of Camp DeBenneville Winter Senior High Youth Camp
 Geoff Anderla is the new Camping Ministries Director for Camp DeBenneville Pines.
 Rev. Susan Frederick-Gray served as President of the PSWD Chapter of the Unitarian
 Universalist Ministers Association (ended April 2016)
 Katie Resendiz was the Social Justice Coordinator for UUJAZ this year (ended May 2016)

- ▶ Continue to maintain status as a Fair Share Congregation to the District and UUA.

Fair Share in 2015-2016; budgeted to be fair share in 2016-2017

- ▶ UUCP recognizes among its members and develops and encourages in its members, community service and leadership beyond UUCP (including in public office, public service and non profit leadership).

We do not currently have a way to measure and track this.

- ▶ We have systems and staff in place for strong outreach to communities and organizations beyond UUCP and partnerships for collective work on key issues

We have our Justice Ministry Team framework and system and with the addition of Justice staff next year, we should be able to achieve this target.

- ▶ We see successful wins in dismantling anti-immigrant laws, policing and tactics in Arizona

Out of 12 piece of legislation with anti-immigrant, anti-refugee implications introduced in the AZ Legislature, 10 were defeated! UUCP and UU's in Phoenix showed a consistent and strong support for the organized campaign against these bills. UUCP involvement and participation at every single major action and we were a strong part of the coalitions organizing the actions. We don't have a way to measure the calls and emails that UUCP members made to Governor and Legislators but we worked hard to get the word out and make the contacts easy. Emrys and Rev. Susan made lots of calls and email.

- ▶ We see measurable improvements in acceptance of equality for GLBT people in AZ.

We did not see measureable improvements, but we didn't see any anti-GLBT legislation in AZ this year. We did provide support to Tan Truong and his organizing work for Competitive Arizona working on a statewide non-discrimination law in Arizona. Tan was just here for a few months to work a piece of the campaign. He attended services, Emrys phone banked with the group and we gave some political intelligence about the area.