

Unitarian
Universalist
Congregation
of Phoenix



Annual Report

July 2007 - June 2008

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Mission and Scope

Mission

Our religious community aspires to embrace diversity as we engage in the passionate pursuit of Unitarian Universalist principles; share a ministry that promotes lifelong spiritual growth through service, worship, ritual, and education thereby inspiring lives of joy and hope; and grow and be effective in the greater community.

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 at the beginning of June 2006.

Congregational Meeting Minutes

Congregational Meeting of June 10, 2007

Pursuant to notice duly given, a meeting of the Unitarian Universalist Congregation of Phoenix meeting was held June 10, 2007.

President Gary Ezzell called the meeting to order at 12:10 A.M.

A) PROCEDURAL

MOTION to approval of Rules of Procedure. Motion/Second/Pass

MOTION to approve agenda M/S/P

MOTION to approve minutes of mid-year congregational meeting. M/S/P

B) RECOGNITION of outgoing board members, staff, Gary Ezzell, and gift of painted snow shovel presented to Rev. Jean Wahlstrom.

C) CANVASS/FINANCIAL SUMMARY

Thanks to Joan Laurence for her hard work on this year's canvass campaign. As of June 6, 2007, we have 171 pledging units, \$290,000 pledged.

Thanks to Mary Dokes, Ellie Murphy and Smoot Carl-Mitchell for their work with the finance committee.

UUCP Operations through May 2007:

Total Income:	\$375,000
Total Expenses:	\$377,000

UUCP Operating Reserves through May 2007:

Total Cash, savings:	\$366,500
Restricted Accounts:	\$166,500
Short Term Liabilities:	\$ 55,000
Net Available:	\$145,000
Long term Liabilities:	\$77,600
Totally Unrestricted:	\$67,400

Fair share paid to UUA and PSWD

EEC - Net Surplus through April 2007: \$32,000

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Budget Highlights:

Income:	Pledges (discounted):	\$271,000
	Other Income:	\$ 80,700
	UUF Contribution:	\$ 20,000
	UUF CarryOver:	\$ 24,000
	Total Income:	\$395,700
	Increase from 06-07:	\$ 31,800

Expenses:	Total:	\$420,000
	Increase from 06-07:	\$ 52,100

Budget Bottom Line:

Projected Deficit: \$24,000

MOTION to approve 2007-2008 budget. M/S/P unanimous.

D) RENOVATION PROJECT STATUS

Two step process with PV Town Council:

- (1) Major amendment to special use permit (currently stuck at PV)
- (2) approval of detailed plans; building permit (detailed plans nearly complete)

Near Term Plans:

Door and window replacement, maximum cost: \$140,000

Scope: Replace all sliding doors w/swing doors

Replace east, west and south entry doors

West entry and patio doors - automatic openers

Safety, energy-efficient glass to be used

All according to final plans, save for east entry door

NOTE: Signage for schools - best placement fro EEC/DVLC signage may not be on 40th Place - placement should be negotiable.

Lincoln Drive Sidewalk: Cost estimate \$26,000

To be constructed Dec 06 - Jan 07

Work done by ADOT under contract with PV

Desire to replace UUCP signage - estimate is \$10,000

MOTION endorsed by the Board of Trustees: to authorize expenditure of up to

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\$200,000 to include the door and glass replacement project, sidewalk, new signs, and any related architectural and other expenses. The funds will come from the Capital Building Fund, fundraising and a short-term loan if necessary. M/S/P/ unanimous.

E) NOMINATIONS/ELECTIONS

Appointment of Committee on Ministry members

New: Juli Harvey, Sandra Lynch

Returning: Jesse Hise, Bill Parker, Sandy Thomson

Election of Ministerial Search Committee members

New: Greg Holmberh, Sarah Henkel, Jan Wise

Returning: Jimmy Leung, Ellie Anderla, Judy Lambert, Andy St. Clair

Election of Nominating Committee members

New (2 yr): Susan Goldsmith, Jeff Newman, Pauline Peverly

Returning: Lani Angell Comp, Julie Erfle, Glen Lockwood, Heather McLellan

Election of Incoming Board members

New (2 yr): Gary Ezzell (president), Sarah Carlson (VP and President-elect), Sandy Weir, Donna Featherston

New (1 yr): Jess Hise (past president)

Returning: Smoot Carl-Mitchell (treasurer), Peggy Paden, Jaynn Truran (Secretary)

Youth Rep: Stephen Brookshire

All appointments and elections approved unanimously.

MEETING ADJOURNED AT 1:20 P.M.

Congregational Meeting of January 27, 2008

Pursuant to notice duly given, a meeting of the Unitarian Universalist Congregation of Phoenix was held on January 27, 2008.

Gary Ezzell read the Covenant of Commitment and called the meeting to order at 12:00 P.M. Quorum present.

A) CHANGE TO BYLAWS:

Proposed by the Board of Trustees in conjunction with the Nominating Committee,

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the Committee on Ministry, and the Ministerial Search Committee:

Current Section IVA: "The Minister is an ex-officio member of all committees except the Nominating Committee and the Committee on Ministry."

Proposal to remove the exception. Motion/Second/Pass

FINANCIAL REVIEW

Status compared to budget: we budgeted a \$24,000 deficit and included \$24,000 positive carryover from last year; actual operating net income projected to be \$48,000 deficit

Cash:

Capital Fund Cash	\$62,780
Preschool (EEC) Cash	\$47,544
Total Cash Available	\$224,784
Other Restricted Cash	\$54,911
Unrestricted Cash	\$59,548

Comments: Unrestricted cash = approx. 1.6 months expenses
Unrestricted + Other restricted = approx. 3.2 months expenses

Congregational Operations:

	Actual	% of Annual Budget
Annual Pledges	\$176,000	65%
Total Income	\$228,500	56%
Total Expenses	\$244,500	56%
Net	(\$16,000)	33%

Comments: Buildings and Grounds expenses are over budget: \$36,500 (133% of annual); have not yet received Foundation contribution of \$21,000; other expenses are close to budget; increased contributions

EEC:

	Actual	% of Annual Budget
Income	\$96,800	54%
Expenses	\$94,700	53%
Net	\$2,100	174%

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Overall Financial State: Reasonable reserves, but will be going down if we keep running deficits; Doing better than expected relative to Budget; On track relative to Strategic Plan

MEMBERSHIP STATISTICS:

	<u>2007</u>	<u>2008</u>
Members	251	290
Average Sunday Attendance	125	144
Pledging Units	163	194

STRATEGIC PLAN REVIEW:

Key goals have been met:

Calendaring Day done
Leadership Development Day done
Volunteer Coordinator hired
RE growth measures exceeded
Pledge drive goals exceeded

Continuing progress toward creating and documenting finance policies, including reserve policy and policy for planning for major expenses, AND creating Buildings & Grounds procedure manual

Strategic Plan Revisions: Add Green Sanctuary goals; update numerical goals for membership, retention, covenant group participation. Consensus that our Strategic Plan is a living, working document. We are using it!

Strategic Plan Vision: "Build religious community"; Emphasis is not on the numbers; Emphasis is on being connected to each other and doing meaningful things together

E) RENOVATION/CONSTRUCTION PROJECT UPDATE

Doors/Windows installed in October w/s ignificant support from schools
Still working on getting the "Master Plan" approved by Paradise Valley
Next public hearing: Feb 19
Work study on Feb 5: issue is traffic
Will survey major contributors during Feb to assess options for moving forward
Architectural plans have been completed for "Phase 1", including the (1) lobby, (2) restroom core, (3) safety improvements to main buildings and (4) sewer line

F) NEW BUSINESS

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Special congregational meeting will be held April 20, 2008, to vote on calling ministerial candidate selected by our search committee.

No other new business coming before the congregation, M/S/P to adjourn.

Congregational Meeting of April 20, 2008

Pursuant to notice duly given, a meeting of the Unitarian Universalist Congregation of Phoenix meeting was held April 20, 2008 for the purpose of voting on whether or not to call the Rev. Susan Frederick-Gray.

President Gary Ezzell called the meeting to order at 11:50 A.M.

Recognition of Ministerial Search Committee and their two-year commitment to finding a settled minister for UUCP.

MOTION from Jimmy Leung to call Susan Frederick Gray to be UUCP's settled minister.

MOTION SECONDED by Andy St. Clair.

One person spoke in support of calling Susan Frederick Gray. No one spoke against.

VOTE: 157 FOR, 1 AGAINST. MOTION CARRIES.

Rev. Frederick-Gray addressed the congregation, sharing her excitement and enthusiasm.

MEETING ADJOURNED AT 12:12 P.M.

Respectfully submitted,

/s/ Jaynn Truran
Secretary

Board of Trustees Report

The Board of Trustees this year was comprised of Gary Ezzell (President), Sarah Carlson (Vice-President), Smoot Carl-Mitchell (Treasurer), Jaynn Truran (Secretary), Peggy Paden, Sandy Weir, Donna Featherston, Jesse Hise (Past President), Stevie Brookshire (Youth Representative), and Rev. Roberta Haskin (ex-officio).

The Board continued its transition to policy-based governance. We received financial reports prior to the Board meeting along with reports from staff, so we spent little time on routine details of staff and committee activity and concentrated on larger issues. We had eleven regularly scheduled meetings during June to May, skipping July. We did something new this year in that we began each meeting with a discussion of a chapter in the book "Growing a Beloved Community." This process helped the Board members keep our primary goal in mind, understand each other better, and strengthen our sense of community.

The Board had a planning retreat on September 8 at which we set out some major elements we wanted to concentrate on this year as well as some proposed topics for each of the Board meetings. We reviewed the Congregation's progress with respect to the Strategic Plan in January and May, and we updated the Congregation at our January and June Congregational Meetings about the plan and our financial status.

The Strategic Plan remains central to the Board's activities, and so this report focuses on how we have done relative to its major points. UUCP met many of the goals set out for this year. We held our first annual Calendaring Day on September 29, 2007, and the Nominating Committee organized a Leadership Development Day on January 19, 2008. A part-time Volunteer Coordinator was hired, Kate Otting, who has been working with the Membership Committee during the year. Participation in religious education classes and the music program both increased. Overall, the membership numbers we report to the UUA each February increased compared to last year: Voting members from 251 to 304, average weekly attendance from 125 to 144, and number of pledging units from 163 to 194. We have been a fair-share Congregation for two years and will maintain that next year.

With respect to the construction/renovation, new doors and windows were installed in October and the Town of Paradise Valley (finally) approved our Master Plan in April with a two-step approval period: five years to complete Phase 1 and another

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seven years to complete subsequent phases. Under the guidance of Don Weir, a survey of major donors was conducted to assess options for funding the project. The three-year capital campaign closed on April 30.

The Board is charged with monitoring committee activities and providing support as needed. Two Board members, Sandy Weir and Donna Featherston, took the initiative to be temporary facilitators of two major committees: Publicity and Membership. Smoot Carl-Mitchell and Gary Ezzell also served as key members of the Construction Committee. We also worked with the Ministerial Search Committee, Committee on Ministry, and Nominating Committee to change the UUCP bylaws and allow the minister to serve ex-officio on the latter two key committees. The Congregation approved that change in January. The Board approved new charters for several committees. In particular, the charter for the Committee on Ministry was revised to ensure that it is seen to work collaboratively with the Board and the Minister and to base its assessment of the Congregation's shared ministry on the elements of the Strategic Plan, where appropriate.

Our collaboration with the Finance Committee, led by Mary Dokes, was particularly strong and fruitful. The Finance Committee provided reports each month with useful summaries so that the Board could monitor UUCP's financial performance without needing to scrutinize the details itself. Similarly, the budget for the upcoming year was first created by a subgroup of the Finance Committee and Board.

One theme in the Strategic Plan is for UUCP to document and systematize its procedures. Heidi Parmenter has accomplished much of this for activities run through the office. The Finance Committee is also documenting its processes and creating a formal policy and procedure manual. Many of those processes evolved during the past year and a half, and the Committee and bookkeeper are now making sure they are written and can be passed on. Some effort was made on a Buildings and Grounds manual, but much more needs to be accomplished here.

Overall, this has been a good year for both the Board and the Congregation as a whole. As Board members, we have been motivated by the energy, enthusiasm and accomplishments of all the constituents of UUCP. The core vision of the Strategic Plan is to build religious community, and our collective success in doing that has been evident in so many ways, such as the Social Action Committee and the Choir cooperatively leading more than eighty of us in the Pride Parade. As Jimmy Leung and the Ministerial Search Committee made clear, our new minister, Rev. Susan

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Frederick-Gray, chose to come to UUCP because of what we have become and what we will become. It has been a good year indeed.

For the Board of Trustees,
Gary Ezzell, President

Interim Minister's Report

It has been an honor and a privilege to serve this congregation. I have led Sunday services, rites of passage, and covenant group facilitators. I have preached, pledged, offered pastoral care, supervised professional staff, and attended Board and committee meetings. I helped to hire a volunteer and membership coordinator. It has been an honor and pleasure to serve with the wonderful staff of UUCP. It has been a privilege to serve with your excellent Board of Trustees. Together, we served the mission of this beloved community.

The congregation's morale has improved over this year. People generally feel positive about coming to UUCP. Membership and attendance at Sunday services have significantly increased numerically. New committees have been formed, notably the *Green Sanctuary*, and the *Publicity and Membership* have been re-formed. New people have become involved while others step back for a time. Leadership has been re-invigorated. The infrastructure of the organization is stronger. The building looks better and is safer for all. I have observed a renewal of vitality as you embark on your new ministry.

I have led Sunday services, including 3 new member ingatherings and 1 child dedication service for 5 children. I have officiated at 5 Weddings for members. I have led several Memorial services for members and former members. These are the names of our beloved community members who have gone before us.

Active Members:

Nicki James Erfle
Rodney Engelen
Diana Forrester

Former Members:

Christine Cervenka
Carolyn Goodwin
Glen Jackel
Patricia Weare

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Scattering of Ashes in Memorial Garden: Steven Knight

May you continue to live your Unitarian Universalist values. May your mission enliven your community and may you continue to grow in faith, hope and love.

Rev. Roberta Haskin

Staff Reports

Lifespan Director of Religious Education

The 2007-2008-program year has been marked by great joy as well as tragedy. Member Nick Erfle's untimely and violent death shocked the entire community as we all coped with our own grief while supporting Julie, Colin, and Brody. Our joy came from a growing sense of beloved community as we increased our membership and received exceptionally positive feedback for both the Children's Ministry and Adult Religious Education programs.

I am grateful for our dedicated Sunday school staff who have provided a loving, warm consistency on Sunday mornings. Additionally, both the Children's Ministry and Adult Religious Education Committees remain a constant source of inspiration and support for the work we do in these areas. I simply could not do my job without them!

Other areas of my portfolio include the Young Adult Campus Ministry groups, which continue to evolve over time. The Sunday afternoon group has become a "lunch bunch" time as our young adult members are finding a need for fellowship after busy Sunday mornings of teaching Sunday school, greeting, and staffing the book table! The Campus Ministry group hit a stride this year with a core group of five ASU freshmen that are dedicated to growing the Campus Ministry next year. This group has become focused on spiritual growth and practice.

I also continued my work with PSWD youth programs, including serving on the Youth Camp Ministries Team, Youth-Adult Summit Transition Team, Counselor-in-Training co-facilitator, dean of Senior High Camp and the District Assembly Youth Caucus Coordinator. I successfully completed the "UU History" course through Starr King School of Ministry and continue to work on my portfolio for the Master's Level credential through the UUA.

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Many thanks to everyone - fellow staff members and congregation members alike - who make serving as the Director of Lifespan Religious Education a blessing in my life.

Respectfully submitted,
Kim St. Clair
Director of Lifespan Religious Education

Music Director

Today is the evening of May 11, 2008. It would be difficult to imagine a more successful musical year at UUCP. Our choir with the Valley UU Choir, 18-member orchestra, story-teller, rap artist, soloists, and narrators has just finished performing "Sources," the new UU cantata by Jason Shelton and Kendyl Gibbons. We did two presentations, May 4 at UUCP and May 11 at Valley UU. We held four Saturday rehearsals in addition to our regular Wednesday night rehearsals. We watched DVD's and listened to CD's. We asked the pianist to "play this part again," we asked the sound technician for "more soloist in the monitors," we asked the director for a cue at rehearsal letter D: just a sampling.

The Fine Arts String Orchestra and the Four Seasons Orchestra have held rehearsals and concerts in our sanctuary. We traded musician fees for rehearsal space. This allowed the cost for the orchestra for "Sources" to be reduced by about \$3000. The music scores are the property of the Church of the Larger Fellowship. Churches who want to perform "Sources" borrow the music from CLF for the price of shipping. We actually downloaded PDF files of the scores and made our own copies, of course with permission.

Ken Brown, PSWD's district executive, has asked that "Sources" be presented at DA, which is in Mesa in 2009. We are discussing the possibility.

In April the UUCP Choir and friends, decorated a truck for a float in the **Phoenix Pride Parade**. Our theme was "Celebrate the Rainbow of Humanity." We set up a keyboard and sound system on the truck, which was rented by Richard Plattner. Members of the choir and 3 YACM members joined to sing on the truck.

March was our annual **Cabaret Show**. Our theme was "Colorific Cabaret." Attendance was high this year. Because of the generosity of all involved and the

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idea of special donations, much like what the Phoenix Symphony or Arizona Opera do, the total funds raised exceeded that of previous years.

This year the choir gained six new members. We lost one long-standing member who moved out of the area. Other members occasionally missed rehearsals because of work-related or family obligations. On Sunday mornings we averaged 22-26 members.

As Music Director, I planned the **Winter Solstice Celebration** with the Women's Spirituality Group, led the band (Europa), and taught dances at the celebration.

The choir provided music for 21 Sunday Morning services and the Christmas Eve special service.

During December, over 30 choir members, Family choir members, and UU PALS sang **Christmas carols** to several long-time members of UUCP.

On September 2, choir members organized and led a **Hymn Sing** for the Sunday morning worship service.

I arranged the choir's schedule so I could be present in Children's Worship the first Sunday of each month, where I led singing and drumming. This year the children who attended learned "Blue Boat Home" and "The Earth is Our Mother," adding to their repertoire of songs from our hymnals. On the Sundays where I led music in Children's Worship, Lynne Haeseler led music in the sanctuary.

The **Family Choir** rehearsed and sang in Sunday Services during October and Jan./Feb. This group decidedly put effort in publicity this year. The result was a doubling of the size of the Family Choir. Heidi Singer, choir member and former UU choir director, acted as assistant director of the Family Choir this year.

New this year:

At GA in Portland, OR in 2007, our president, Gary Ezzel asked, "What is it like, singing in the middle of the choir?" Richard and I had just sung with the GA choir. In September, Gary Ezzel became the first "**honorary choir guest.**" We invited him to sit in the middle of the choir on a Sunday morning so he would know what it is like to sit and hear all that choral sound around him. Since that first Sunday we've invited other congregation members to sit in the middle of the choir.

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This year was our first **New Year's Eve party**. With lots of beverages, food, karaoke, live music, and crafts and videos for the children, everyone at the New Year's Eve party had a great time. The music committee discussed the possibility of continuing to sponsor this successful event. They decided that they would not sponsor this event in the coming year, but would concentrate more on making music than on organizing parties.

The choir began their year with a **fall retreat**, on a Saturday from 10:00 a.m. until 2:00 p.m. During that time we sang through all the choral anthems that we would sing on Sundays during September through December. The event was so well received by choir members, that I decided to have a winter retreat in January. At this retreat we began our work on "Sources" and sang through all the anthems we would be singing on Sunday mornings, January - June.

The **Soulful Sundown Band** provided music for 7 Soulful Sundown services this year and two Sunday morning services. The band numbered from 5-10 members leading music for any given service. We will be discussing the need for and continuation of this type of service with new Rev. Susan, other staff, and board members.

One of our most treasured additions this year is the addition of **Dr. Lynne Haeseler** to our staff. Lynne's enthusiasm, expertise at the piano, skills at leading music, and ability to inspire others in making music are great assets to our community. She comes with many years of experience leading music in religious communities. Especially valuable is her desire to involve many musicians each Sunday and rehearse with them in preparation. She also is the leader of Sanctorum, a chanting choir. Her plans during June are to rehearse this group, inviting choir and other congregation members to participate in the spiritually uplifting experience while providing music for worship during the last three Sundays in June.

We also encourage our in-residence composers. June 1st we will be performing Jerry Whalin's latest choral work, "Joy, Joy Welcome this Happy Day." The Choir, Family Choir and Soulful Sundown Band have all performed songs by Heidi Singer.

Other Music Committee Business

The music committee and I have looked at our choir space in the sanctuary and put some thought into making the space and furniture safer for choir members. We have discussed purchasing new chairs in part to make the slant of the legs uniform

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so that choir members are less likely to trip in the small space in which they have to maneuver. We have also discussed a railing attached to the walls of the ramps, as well as the need to upgrade our sound system with things such as smaller monitors, more wire-less microphones and a feedback eliminator.

Currently we are planning the acceptance of the gift of a new piano to the congregation from Ed Grobe.

We are very excited that we will finally be able to sing the anthem commissioned last year for the installation of our new settled minister.

Respectfully Submitted
Connie Jahrmarkt, Music Director

Early Education Cooperative Preschool Director

The UUEEC is a parent participation preschool operating Monday through Friday. The UUEEC was founded in 1961 and serves 52 children between the ages of two and five. It is licensed by the State of Arizona Department of Health and Safety. The preschool curriculum, based on UU principles, provides a child-centered, respectful, emergent curriculum within developmentally appropriate guidelines. The preschool is an integral part of the UUCP plus opens its doors to the community at large. The families attending UUEEC come from the following cities: Phoenix (34), Scottsdale (9), Paradise Valley (2), Tempe (1), Fountain Hills (1), Anthem (1) and Glendale (1). Most of the new families come to us through word-of-mouth referrals from friends or family members whose children have attended UUEEC. We also receive referrals from schools with similar philosophies, developmental pediatricians, child psychologists, and family therapists.

Highlights from this Year

- All Staff members have college degrees and experience in early childhood education.
- Gail Ober was hired to teach the Transitional Kindergarten class.
- This year our EEC community pulled together to help several families through tragic situations.
- The DVLC/EEC joint fundraiser raised funds to help with the replacement of the doors and windows leading to the patio and sandy playground.
- Annual pumpkin hunts at the Ghost Eye Tree.
- Hot Shot the cowboy, shared western stories and rope tricks with the classes.

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- Rusty Horse came for a visit to give children a ride around the patio.
- The Reptile Guy came to share his lizards and snakes with the school.
- Field Trips included to the Challenger Space Center, Shamrock Farms, the Desert Botanical Gardens, the Puppet Theater, and the Library.
- The Phoenix Fire Department visited us on two occasions complete with a fire truck.
- TK children held a Papa Bear's Pajama Party and began building an igloo with the help of the dads.
- Four's and TK held Mother's Day teas complete with china and other elegant treats.
- The three's class washed a dog and a baby.
- Another very successful Auction was held.

We will "celebrate" with much sadness the retirement of Teacher Josie Young after 27 years of service to the UUEEC. She will be greatly missed and her legacy will live on.

Congregation Administrator

It has been a year of change and growth for both me and the office. I delivered my son, Beau, on Monday, August 27th, 2007 and was working in the office through my pregnancy. Last summer we got a lot done in preparation of my leave. The office volunteers were all trained to be me for 9 weeks. It was a stressful time for many to lose the full-time administrator, especially during the memorial service preparations for a dear member, Nick Erfle. Everyone did their best to keep things afloat and I was on standby for emergencies and consultation. During my 9 weeks of maternity leave the office was nobly run by the following volunteers: Larry Agle, Sally Boyd, Bill Parker, Jan Wise, Sandy Thomson, Sherry Celine, Tish Gauntt, Pauline Peverly, Sharon Hise, Julie Smart, Bernie Hall and last but not least, Ellie Murphy. A special thank you must go out to Jane Armstrong, our Preschool Director, who helped keep everything coordinated.

I hit the ground running once I was back in the office. At our (hopefully) annual Leadership Day I presented the second edition of "The Guide to Working with the Office." Which is slowly but surely becoming institutionalized.

A gracious welcome to the newest office volunteers this year: Ken Hillstrom, Sandy Schenkat, and Art Dupont.

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I can't stress enough how much I appreciate all those who volunteer in this office. Without their support, guidance, and extra hands I would never be able to get my job done.

And words cannot express my gratitude to this community for all they have done to make my transition into motherhood a smooth and loving time. I could not be happier to know that all of you are there to help me raise my son in this beloved community.

Respectfully,
Heidi Parmenter
Congregation Administrator

Committee and Ministry Reports

Adult Religious Education Committee

The Adult Religious Education Committee of the Unitarian Universalist Congregation of Phoenix continues to be committed to providing a structured ARE program guided by UU principles and a balance of "Mind, Spirit and Community." We seek to provide opportunities to explore diverse ideas, promote and support personal growth, and nurture our sense of community. Our goal is to continue to offer classes, workshops, activities, excursions, and celebrations throughout the year. Objectives:

Support UUCP Strategic Plan by growing overall attendance at ARE activities by five percent (we met this goal).. The baseline was 67 overall attendance in 2006-2007, including classes and movie nights, and 134 overall attendance in 2007-2008 including all classes and movie nights. We added two courses that weren't originally scheduled and showed some VERY popular movies, hence the impressive growth in participation.

Coordinate and cross-pollinate efforts with other UUCP groups by combining two activities and one on-going project. For example, some members of the ARE Committee are also members of the Green Sanctuary Committee.

Increase the number of interactions with the general UUCP membership by engaging in activities such as hosting a coffee hour, acting as ushers on Sunday morning, coordinating a Sunday service with an upcoming class, acting as greeters, and maintaining the book table. This goal is our growing edge as the book table was our only consistent activity. Members of the ARE Committee greeted one Sunday.

Our tentative schedule of classes for 2008-2009 is as follows:

October - "Poetry Patterns"; "With Purpose and Principle: Essays about the Seven Principles"

November - "Finding Your Religion: When the Faith You Grew Up With Has Lost Its Meaning"

January - "Parenting Beyond Belief;" "Spirit Practices" (10 sessions)

February - "Understanding the Bible"

March - "From Age-ing to Sage-ing;" "Lifecraft"

April - "Spiritual Depths of Nature"

Our monthly committee meetings and the more intensive annual workshop that has

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been held each spring for the last four years all include on-going evaluations of how responsive we have been to the needs of the community.

We evaluate our class schedule based on general comments we receive, surveys during the year, and feedback from people enrolled. We are often puzzled by the fluctuations in attendance in our classes. We have had very large and very small enrollments. We still wish that more of the congregation's leaders would attend our classes, but we note their level of commitment in other areas.

One trend in surveys seems to be a desire for more "spirituality" in our classes. At a workshop in Tucson for ARE leaders, we determined that other congregations see that trend and that spirituality largely translates to "affect," or "learning through emotional and personal involvement." In talks with our new minister, we have confirmed that we will be able to access resources and support in responding to the changing spiritual orientations of the congregation, a direction that seems also to be noted on the Meadville Lombard Seminary website.

This year we participated in the UUA beta test program of "Spirit in Practice: Ten Workshops for Unitarian Universalist Adults," a series we called Ten Spiritual Tuesdays. It was well received and we were able to enlist ten facilitators for the classes. We will present the updated version in 2008-2009.

We continue in our curriculum for the coming year to pursue spirituality in ways we think are new and appropriate, including some traditional classes about UU roots along with meditation and ecospirituality.

We will be formalizing our facilitator-training program in 2008-2009. From the Tucson workshop we learned that class facilitators benefit greatly from this, and it will get us extra feedback about how our classes are conducted and received.

For the last two years, we have held a monthly movie night during the Week. This year, we have shown *An Inconvenient Truth*, *No End in Sight*, *Sicko*, and *Four Little Girls*. We averaged 20 people at each movie night.

We have continued to maintain active and devoted committee members: Sue Kennedy, Terry Simmons, Juli Harvey, Lois Leader, while welcoming new members Gavin Hornbuckle, Bob Riddle and Jay Bastanti.

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We had 60 people participate in ARE courses this year. We have also benefited from the energy and commitment of other congregational and staff members who have taught classes this year, including:

Larry Agle
Jay Alagia
Jay Bastani
Kathy Baughman
Sarah Carlson
Sherry Celine
Gene Cherry
Juli Harvey
Rev. Roberta Haskin
Lois Leader
Kathy Kruse, Class Facilitator
Terry Simmons
Kim St. Clair

We continue to offer our classes at 9 am on Sunday mornings since many people find it simpler to come earlier on Sundays rather than return on weekday evenings. We have, however, experimented with holding weekday courses. Specifically, Larry Agle offered "A Chosen Faith" on Wednesday afternoons in April and the "Ten Spiritual Tuesdays" course was held on Tuesday evenings. We also have childcare available on Sunday mornings, thus making the classes accessible to parents. We continue to offer the UU Studies Pass for \$35, which allows the purchaser to attend all of the courses offered during the year.

The bookTable continues to offer titles relevant to our mission. The various committee members do a rotation to cover the book table each Sunday after service, and it has proven to be a great place to greet visitors, to discuss their questions about the principles of UU, and to inform them of upcoming ARE classes.

The Book Discussion Group, which also meets on Sunday mornings, continues to delve into books that range from theological and environmental histories to scientific and economic studies in a quest for truth.

In summary, the Adult Religious Education program provides avenues for spiritual growth, and our immediate and long-range planning is the means for providing this to

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our congregants.

We cannot express enough gratitude to Kim St. Clair (DRE) for her continued superlative work and unabated enthusiasm for our committee's work through the year. It has been a joy to work with her and the other committee members and course facilitators.

Respectfully submitted,
Terry Simmons, Chair

Arts & Aesthetics Committee

The Arts and Aesthetics Committee has been down to the nubbins this year with the only participants being Jay Alagia and Tish Gauntt. They, nevertheless, managed to mount four shows, with one more to come this summer. The shows were: an all congregation artists show, photographs of children by Josie Young, watercolors and mixed media by Malita and Joe Wise, and a quilt and needlework show by the Main Street Mavericks. The fifth show will be a display will be a display of work by children, U.U. and otherwise. Many kudos go to Jay, who is retiring as head of the committee after many years of work. Riding to the rescue of the congregation's need for visual art are a bunch of fresh people calling themselves "The Sanctuary Team" co-chaired by Jan Wise and Joan Roberts. Any former members of the Art Committee or the Art and Aesthetics Committee who want to be involved with the new group are more than welcome!

Respectfully submitted,
Tish Gauntt

Buildings and Grounds Committee

Members: Bill Mee (chair), Terry Simmons, Gary Ezzell, Heidi Parmenter, Dennis Haskin

The committee met several times this year to prioritize repair and maintenance work. Bill Mee and Heidi Parmenter met to prepare next year's budget and submitted that and our recommendations for capital improvements for next year. Here are some of our accomplishments this year:

- Assessments of the plumbing, electrical, landscape irrigation, roofing, energy use, and door and window conditions.

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- New drains were added to the hallway to prevent the previous years' water leaks. Repaired water damage caused by leaks.
- Significant landscape irrigation repairs - both around the sanctuary and in the Memorial Garden - were made and continuing maintenance started.
- Lighting for the sculpture pool and access pathway was repaired and is now operational.
- New awnings were installed on the coffee patio.
- The east parking lot was sealed and striped.
- The east parking lot lighting was repaired and the southern leg rewired.
- Light fixtures were replaced in Classroom A.
- Phase I construction improvements in the summer of 2007 included new windows and doors in the 1961 buildings.
- Large brush piles were removed from the south property.
- The Memorial Garden benches were refinished by YRUU.
- Landscape cleanups were completed in the fall, winter, and spring with significant catch-up pruning and brush-hauling.
- Three new trees were planted in the northeast parking lot, one of them donated.
- Several plumbing repairs were completed.
- A lightweight step ladder was purchased and donated to help with sanctuary lights.

Dennis Haskin is assisting the committee in creating the B&G Manual as the Strategic Plan requests. We hope to have it completed before Dennis leaves us this summer. The Strategic Plan also requested that B&G plan a Work Day. We determined it was not necessary this year because of the tremendous help we received by groups like Women's Spirituality, YRUU, Sanctuary Team, and Covenant Groups in taking on special projects throughout the campus.

Submitted by Bill Mee and Heidi Parmenter

Canvass Committee

The 2008-2009 Stewardship campaign has been a joyous affair. Thanks to the conscientious generosity of the congregation and the efforts of the stewardship team, we have reached 96 percent of the \$325,000 goal set by the Finance Committee—and more than a month remains before the new fiscal year begins.

This year we took a different approach to the campaign. We decided to emphasize Commitment Sunday and to receive the majority of pledges at that time.

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The theme was "Celebrating our Beloved Community" and April 6th was designated as "Commitment Sunday." To celebrate and to kick off the Stewardship we had a garden party brunch on the patio immediately following the Sunday Service.

An invitation to the party was sent to members and friends at the beginning of March. This was followed in mid-March by the Stewardship Brochure, a cover letter, and a redesigned, personalized pledge form.

On March 30th, the service prepared by the Rev. Roberta Haskin emphasized the importance of stewardship to the health of UUCP, while the Ministerial Search Committee reported that we had a candidate for our settled minister and that she would be with us for candidating week on April 13th.

Informational articles were published in the March and April Horizons.

Three training sessions for host/canvassers were conducted, with an emphasis on their role as host of a table at the Sunday brunch. Each host was provided with a list of congregants to contact by phone or email with an invitation to join the host at his or her table at the garden party. At the party, hosts facilitated conversation among their "guests" in order to capture input from members that traditionally might have been received during face-to-face visits.

The Participants

First and foremost, a very special thank you to a very special woman—Libby Walker—without whom the Stewardship Campaign and particularly the wonderful Garden Party Brunch would not have been what they were. Not only did she make it beautiful, but she was there to do whatever needed doing.

Thank you also to the terrific team of hosts:

Carolyn Allenby	Sally McDade
Charlotte and Smoot Carl-Mitchell	Bill Mee
Sarah Carlson	Peggy Paden
Chris and Ann Marie Ciemny	Betty Sayler and Bill Parker
Mary Dokes	Pauline Peverly
Gary Ezzell	Mort and Jean Rosenberg
Donna Featherston	Julie Smart
Dale and Lois Fisher	Barbara Voth

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Paula Adkins and Pauline Gay	Libby and Dave Walker
Richard Jahrmarkt	Elaine Warner
Shirley Karas	Don Weir
Kathy Kruse	Jerry Whalin
Susan Leung	Jan Wise
Heather McClellan	

Thanks to our wonderful staff: The Rev. Roberta Haskin, Kim St. Clair, Heidi Parmenter, Tiffany Lipkeman, Manuel Gomez, and office volunteers.

Thank you to the Board—especially President Gary Ezzell for his constant support—and to the Membership and Finance Committees for its efforts and support. Thank you also to the entire congregation for understanding that stewardship consists of contributing our “treasures, time, and talents.” Once a year the stewardship campaign asks for our financial treasures. The rest of the year needs our time and talents as well so that our Beloved Community will grow and thrive.

How Are We Doing?

We want to increase the number of pledgers: *Thus far we have received pledges from 178 individuals or families—of these, 11 percent had not pledged last year. We asked everyone to increase their pledge amount if possible: 63 percent of you (in addition to the 11 percent of new pledges) did so. In addition the average pledge amount and median pledge amount have both increased over last year.*

What's Next

We continue to encourage those who have not yet pledged to get their pledges in. We need to meet our goal and we are really close. We will share all of the comments we received at the garden party with the Board, the minister and the appropriate committees.

In community,
Joan Laurence, Stewardship Chair

Capital Campaign

In March 2005, the UUCP launched a 3-year capital campaign with the theme “Our Spiritual Home... From Vision to Reality.” We set ambitious goals for a combined campaign to receive:

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- \$275,000 for our Operating Budget for 2005-6
- \$1,000,000 for our 3-year Capital Campaign

We exceeded our goal of \$275,000 for the 2005-6 operating budget. We also received pledges of \$665,000 toward the Capital Campaign. The vision of the Universal Access Committee to make our Spiritual Home accessible was a step closer to reality.

The Capital Campaign ended on April 30, 2008. We have significant progress toward our accessibility goal.

The unrelenting efforts of our architect, Doug Sydnor, led to the approval of our Master Plan (an Amendment to our Special Use Permit) by the Town of Paradise Valley on April 10, 2008. We set a precedent with the town in that we have:

- 5-year approval to build the Phase 1 Plan
- 12-year approval to build the remainder of the Master Plan

We simply apply for a building permit whenever we authorize a portion of the construction.

Key Milestones for the Capital Campaign are:

August 2002	Universal Access Committee meets for first time
June 2003	Universal Access Committee begins architect search
June 2004	Congregation authorizes 2005 Capital Campaign
October 2004	Congregation approves proceeding with Master Plan and Phase I design
May 2005	Capital Campaign begins
March 2006	UUCP builds patio-accessible entrance
November 2007	Porter Construction installs new doors and windows
April 2008	Town of Paradise Valley approves Master Plan

The generous members and friends of the UUCP gave

\$411,149	in Pledged Gifts
\$ 17,298	in Other Contributions
\$ 50,000	from a Bank of America Loan
\$ 45,000	from the Unitarian Universalist Foundation of Phoenix
\$ 26,635	from Fundraising by the UU Early Education Cooperative and the

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Desert View Learning Center
For a total of \$550,082.

For Phase 1, we have completed:

- All of the architectural drawings
- All of the permissions from the Town of Paradise Valley
- New doors and windows in the sanctuary and 1961 west wing
- The removal from the buildings of all materials of environmental risk
- A temporary accessible entrance to the sanctuary
- Cementing business relationships with the architect, contractor, and bank

The price for the work completed to date is

\$ 41,450	Expenses prior to May 2005
\$ 244,879	Architect Fees
\$ 7,049	Permits and Fees
\$ 13,631	Interest Expense
\$ 153,452	Construction Contracts
\$ 8,535	Professional Fees
\$ 190	Supplies and Services
\$ 160	Miscellaneous Expenses

For a total of \$469,346.

We have \$80,735 of cash on hand to continue work on the project as of April 30, 2008.

Although we celebrate our success, we are not finished. We must continue to dedicate our energy and our gifts to complete the Phase 1 building program.

Children's Ministry Committee

In 2007-2008, the Children's Ministry Committee continued focusing our efforts on strengthening the five pillars of our program - Community, Ritual, Education, Worship and Service - as well as finding ways that we could create more consistency for our children.

Our goals this year were:

- Register at least 25% of our visitors

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- Have more consistent attendance at Sunday School
- Establish an on-going service project
- Strengthen parent/teacher communication
- Strengthen music ministry

Our progress on each goal is as follows:

- Register at least 25% of our visitors - this past year we exceeded this goal significantly. There were 22 visiting families during the year and 20 of them registered in the program. This accounts for 32 new children.
- Have more consistent attendance at Sunday school - On a weekly basis, our attendance in the program averages 70 children, from the nursery to YRUU. With our total registration at 111 this is a successful percentage, although we always strive to bring the children back as often as possible.
- Establish an on-going service project - Our monthly Children's Worshipers were dedicated to the 7th principle this year. All year, our children learned about the value of our environment and how they can both enjoy and protect it. The program culminated with the design and building of a Labyrinth in the desert behind our Memorial Garden.
- Strengthen parent/teacher communication - With the establishment of permanent lead teachers in our classes this year, we significantly improved the communication between our teachers and parents. Just knowing that the same teacher would be there each week made it much easier for parents to be involved in the week-to-week lessons and it made for more successful resolution of questions and concerns. Our teachers were prepared every week for class and the lessons were relevant and cohesive.
- Strengthen music ministry - Connie Jahrmarkt gave our children the gift of her time and talents during our Children's Worshipers this year. She concentrated on teaching a few songs that supported the program's focus on our 7th Principle.

We are proud of our efforts in supporting the five pillars of our program. Here is some detail about what we did this past year.

Community

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We continued with our successful UU Pals program, with 20 sets of pals participating in activities such as ice skating, Christmas caroling, hiking, making holiday cards for people not able to make it the UUCP regularly, and a spaghetti dinner in June. We will continue this program next year and hope to add even more pairs so that our congregation's adults and children can continue the meaningful relationships that they have built. Many thanks to Susan Leung, who created the program in its current form and coordinated all activities for several years. We continued our "No Muss, No Fuss" lunches, where our families brought a dish and spent some time visiting on the playground after service. At this event in March, we welcomed 11 of our new families.

Ritual

We continue to believe that our children gain a sense of self and belonging when they engage in rituals that are constant and emphasized throughout the year. Our special events reinforce this - Pumpkin Sunday, the Empty Bowls Lunch, the Christmas Eve service, the Spring Egg Hunt, Teacher Appreciation, Water Sunday and Ice Cream Sunday. We initiated Spirit Circle this year, which we do right after the children are sung out of the sanctuary. At Spirit Circle, we meet new friends, sing fun songs, and perform the children's version of the covenant. In our classes we "light" a chalice and everyone has a turn to check-in.

Education

Sunday School is the cornerstone of our Children's Ministry program and we took a big step forward this year with the introduction of our lead teachers. Thank you Tiffany Lipkeman, Daniel Mendez, Geraldine Mendez, Drea Rhodes, Hannah Roberts, Angela Spiars, and Carrie Jasberg for your steady presence and excellent lesson preparation every week. We could not make this program work without our volunteer assistants in each class, so a hearty "thank you!" to all of them. We ran two OWL classes this year - 7th/8th grade, lead all year by Steve Harris, Jaynn Truran, Lee Spencer and Diana Saylor, and 5th/6th grade, lead by Diana Saylor, Melissa Smith and Steve Harris. Melissa Smith and Steve Harris attended an OWL training in Tucson for the 1st-2nd/5th-6th programs. Many thanks to Andy St. Clair, Jaynn Truran, Mike Zduniak and Sarah Henkel for working with our YRUU group. We are lucky to have such a caring and capable group of congregation members who dedicate their time to our children. Thank you, everyone.

Worship

Our monthly Children's Worship focused on our 7th Principle this year. With

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lessons such as "The Problem with Trash," we hope to teach our children to respect and protect our environment, to understand what the earth provides us, and to help them create ways to give back. Thank you to our DRE Kim St. Clair for preparing and leading each of these services!

Service

Our children yearn to help others and volunteer for every opportunity we provide for them to do service in support of our congregation and our community. The Empty Bowls event in November raised \$450 for the New Day Center, and \$150 for UNICEF during our Pumpkin Sunday. Our UU Pals created holiday cards for Unicare and New Day Center. Nancy Cruse spearheaded the creation of a Roots and Shoots chapter and brought several new families to our campus each month as they contributed to the Empty Bowls project, led an effort to collect flip-flops and stuffed animals for children in need, and creatively recycled a variety of items. We believe it is critical for our children to learn that they can change the world with their efforts and we continue to look for ways to emphasize this within our overall program.

The Committee

Our committee of six, plus our DRE, has been together for 2 years now. It is a joy to work with these creative, intelligent and committed women as we try each month to improve the spiritual and social experience for our children at UUCP. It is important work and we see the fruits of our labor as our enrollment grows and as our own children ask to go to church each week. I have been honored to be the committee chair for three years and now step back to allow Sarah Henkel to lead us in new directions. I am proud to say that Cathy Maxwell and Nancy Cruse will also return on the committee next year, as will I. We are saddened that Diana Saylor will no longer be a constant physical presence for us, but her influence and creativity is evident in so much of what we have done and will continue to do. And a thousand thank you's to Kim St. Clair, our guiding spirit, the glue that holds us together and the force that brings all our plans to life.

Respectfully submitted,

Wendy Metcalf, Chairperson
Children's Ministry Committee

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Construction Committee

The congregational year began with a significant accomplishment - the first piece of our Phase I renovation was completed during October by the replacement of the doors and windows in the main building. Gene Rowley and Jane Armstrong coordinated UUCP schedules with the work by Porter Construction, our contractor.

The second major accomplishment came toward the end of the year when, on April 10, the Town of Paradise Valley approved the major amendment to our special use permit, otherwise known as our "Master Plan." This was the culmination of a long process involving multiple work-study sessions and public hearings, first with the Planning Commission and then the Town Council. In the end, our plans were approved and the Town specifically commented on the quality of the architecture. The approval has two components: we have five years to complete the work designated as Phase 1 and an additional seven years to complete additional components. Phase 1 consists of the expanded lobby; new restroom core; parking lot, signage, and landscape improvements; accessibility and safety improvements; and a sewer connection. Smoot Carl-Mitchell and our architect, Douglas Sydnor, were tenacious in keeping this process moving to completion, and several Board and congregation members assisted by coming to the public hearings to support our applications.

Also this year, Paradise Valley put in a sidewalk along the south side of Lincoln Drive. UUCP has been required to do that since 2001, and so that part of the overall work is now done as well.

The construction documents for the Phase 1 renovation have been completed, and we are now at a point that we can pull building permits and continue making progress. The challenges are now primarily financial.

The committee's goals for next year are both practical and educational. We will be working to educate the congregation on just what Phase 1 will accomplish and what it will look like. The long delay in getting the master plan approved has distracted UUCP from the immediate and necessary work envisioned more than four years ago, and we will be making that clear to all members, including the many who have joined since this process started. In addition, if funding permits, we will initiate the next step in the renovation,

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which most likely will be doors and windows in the 1965 annex (rooms A-G) and sprinkler and other life-safety improvements there and in the main building.

Gary Ezzell, interim chair

Members and liaisons: Dale Fisher, Gene Rowley, Otis Odell, Richard Jahrmarkt, Smoot Carl-Mitchell, Bill Mee, Muriel Osder, Jack Putta, Glen Lockwood, Don Weir

Covenant Groups

This year's seven covenant groups were led by Larry Agle, Ellie Anderla and Ellie Murphy, Gene Cherry, John and Pam Gill, Gene Harvey, Jimmy Leung, and Natalie Summit. These facilitators met monthly with the minister. The covenant groups comprise our small group ministry program that follows a specific format of chalice lighting, check-in, reading and discussion on a theme, and closing words. Five of the groups chose to pick general themes of spiritual growth while 2 of the groups chose to have an overall theme. One theme was parenting and the other was Eastern religions. There are 65 participants in the covenant groups or 22% of our current membership. The small group ministry continues to be a good way to assimilate new members and offer spiritual growth to all members.

Finance Committee

The purpose of the Finance Committee is to report to, advise, and respond to the Board of Trustees on all matters concerning the finances of the Congregation. The committee is responsible for developing the congregational budget, which is presented to the Board for approval. The Board then presents the budget to the congregation for a vote to adopt the budget for the following fiscal year. After the budget is approved, the committee is responsible for monitoring the income and expenses as they relate to the current budget and for developing financial policies and procedures. The committee reports to the Treasurer, who in turn reports to the Board of Trustees.

The current committee consists of Mary Dokes, Chair, Ellie Murphy, and Don Weir. Adjunct members of the committee are Smoot Carl-Mitchell, Treasurer, Yvette Katsenes representing the Early Education Cooperative (EEC), Rev. Roberta Haskin and Administrator Heidi Parmenter, President Gary Ezzell, and Vice-President Sarah Carlson also attend.

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Accomplishments during the 2007-08 fiscal year include the following:

- Created a covenant for the finance committee.
- Hired a bookkeeper with extensive Quickbooks experience in June 2007.
- Transition of processing Scottrade account transaction and reconciliation to the Treasurer.
- Monthly reconciliation of bank and stock accounts is completed by treasurer.
- Revised process of applying pledge payments.
- Researched each account on profit and loss and balance sheet to ensure the accounts reflect accurate balances.
- Revised the process to post funds received for restricted accounts. Funds are posted directly to the restricted accounts and not to a revenue account.
- Funds to cover expenses of restricted accounts are moved from the corresponding restricted account and posted to the profit and loss statement as an offset to the expense.
- To more accurately reflect the Capital Campaign the accounting was transferred from the balance sheet to the profit and loss statement. Once a portion of the project is completed it will be capitalized and reflected as an asset on the balance sheet.
- Established a merchant account.
- Developed a budget for 2008-09 fiscal year.
- Produced quarterly pledge statements and year-end statements for members and friends of UUCP. These are now produced from Quickbooks, which has reduced the processing time.
- Regular reporting to the congregation through monthly articles in Horizons and posting of monthly financial statements in Office 2.

Unitarian Universalist Congregation of Phoenix Overview

UUCP is ending the 2007-2008 fiscal year in good financial shape. Highlights as of March 31, 2008 include:

Total cash on hand of \$248,719

Long-term liabilities of \$73,546 which includes:

\$42,645 note payable to Bank of America for the Construction Project

\$30,901 payable to the Unitarian Universalist Foundation (UUF)

Short term liabilities of \$15,000 which includes mostly prepaid pledges and Early Education Cooperative (EEC) tuition.

UUCP has a diverse source of revenue to fund its operations. Sources of revenue

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include:

- Pledges from members
- EEC tuition
- Rental income from the Desert View Learning Center (DVLC)
- Designated gifts
- Fundraising events from church sponsored groups
- UUF support for Strategic Plan
- Sources of income and what they are spent on are shown in the attached charts.

Submitted by Mary Dokes, Finance Chair

Early Education Cooperative Overview (EEC)

The UUEEC is a parent participation preschool operating Monday through Friday. The UUEEC was founded in 1961 and serves 52 children between the ages of two and five. It is licensed by the State of Arizona Department of Health and Safety. The preschool curriculum, based on UU principles, provides a child-centered, respectful, emergent curriculum within developmentally appropriate guidelines. The preschool is an integral part of the UUCP plus opens its doors to the community at large. The families attending UUEEC come from the following cities: Phoenix (34), Scottsdale (9), Paradise Valley (2), Tempe (1), Fountain Hills (1), Anthem (1) and Glendale (1). Most of the new families come to us through word-of-mouth referrals from friends or family members whose children have attended UUEEC. We also receive referrals from schools with similar philosophies, developmental pediatricians, child psychologists, and family therapists.

The 2007-2008 school year ended slightly less than budgeted for the year. Our annual fundraiser earned approximately \$16,500 after expenses, but we spent approximately \$2,000 on the door fundraiser and therefore the final amount is about \$500 less than budgeted. While some of our classes were over-enrolled, some of our classes were under-enrolled. We anticipate we will end the year slightly under budget (approximately 3%).

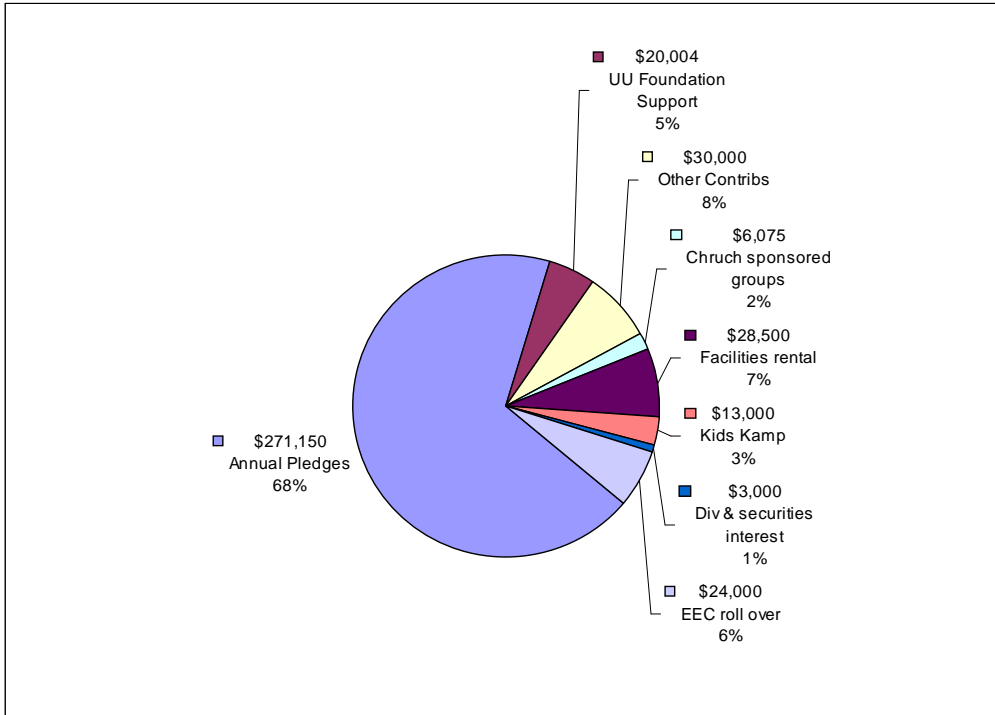
However, next year looks like our most promising year for enrollment in several years. Most of the classes are enrolled at their highest levels to date. Our fundraising target for the next year remains at \$15,000, which makes up a portion of the operating budget.

Submitted by Jane Armstrong, EEC Director and Yvette Katsenes, EEC Treasurer

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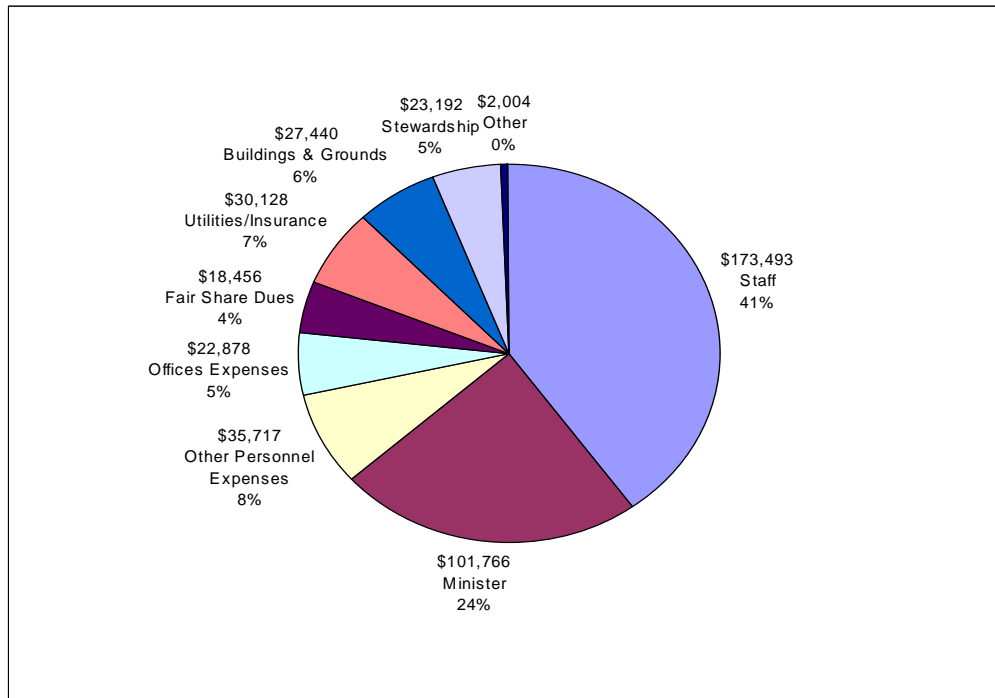
Sources of Income and Expenses based on 2007-08 Operating Budget

Sources of Income



Sources of Expense

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Green Sanctuary Committee

The Green Sanctuary Committee (GSC) was organized and received Board approval of its charter in September 2007. The Committee's stated mission is to motivate our UUCP community to be agents of change for environmental awareness and sustainability. Following is a list of committee accomplishments during its first 8 months:

- Submitted to the Board a proposal for the integration of GSC into the Strategic Plan in time for its consideration in January 2008.
- Completed an environmental audit of the UUCP community. Special thanks to Heidi Parmenter for her assistance. Copies of the audit were made available to the congregation after Sunday services in January 2008.
- Created an interest survey and received responses from 95 congregational members. GSC used the survey results to help identify possible projects for the congregation to undertake as part of its Green Sanctuary certification.
- Led the Sunday service, "Building a Green Culture," on November 4. The sermon was given by committee members Harriet Williams, Barb Voth,

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and Bill Mee. The focus was on sustainable actions we can take as individuals, as a congregation, and as part of a larger community.

- Held a focus group with 19 congregational members (plus committee members) in attendance to discuss proposed projects for GS certification.
- Assisted the Choir and Music Committee in making Cabaret a greener event. Thanks to the special efforts of Lydia Yanak, Sarah Carlson, Natalie Summit, and the event attendees, we were able to recycle four large garbage bags of cans/paper/plastics and only created 2.5 bags of throwaway trash.
- Researched a new recycling contract for the UUCP property. Thanks to Heather McLellan for her timely and comprehensive research.
- Selected 12 projects as part of our application for Green Sanctuary Candidacy. Thanks to Terry Simmons, Lydia Yanak, Sarah Carlson, and Sue Kennedy for taking the lead.

We would like to give special kudos to Harriet Williams for so ably serving as our secretary. She does an amazing job of organizing our many ideas and of getting our minutes out in a timely manner.

GSC also appreciates the regular contributions that Juli Harvey has made in providing green tips for Horizons.

Submitted with sustainable regard,
Susan Leung
Chair

Human Relations and Conflict Resolution Committee

The committee formerly known as Conflict Management Advisory Group was reinvented this year as the Human Relations and Conflict Resolution Committee. Reasons for the change were (1) over the last several years during a time of congregational turmoil CMAG was busy putting out fires and UUCP now has no serious conflicts, (2) CMAG was never been, nor should it ever be, part of management, (3) congregation management, not CMAG, is responsible for the improved climate in the congregation, and (4) as UUCP moves forward, it needs the services of this committee.

During this rebirth process, Sandy Thomson, Gene Cherry, and I received generous

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support and direction from Rev. Roberta Haskin. Also on our committee and planning to be more active next year are Loretta Isaac and Kate Otting.

We have a final meeting in May during which we hope to finalize plans for 2008-2009.

Following are a draft of the charter for HRCRC and a proposal for the "Tools for Tomorrow" project.

HUMAN RELATIONS AND CONFLICT RESOLUTION COMMITTEE CHARTER
First Draft, April 2008

Accountability

The Human Relations and Conflict Resolution Committee (formerly Conflict Management Advisory Group) is a subcommittee of the Committee on Ministry.

Purpose

The Human Relations and Conflict Resolution Committee provides UUCP members and groups information and skills for growth through human relations and conflict resolution.

Responsibilities

Among other tasks, the Human Relations and Conflict Resolution Committee:

- Mediates disputes for UUCP individuals and groups,
- Provides trained facilitators for group meetings,
- Assists committees with group process by providing trained group process observers who offer feedback during and following meetings,
- Offers workshops on communication skills and other topics,
- Disseminates lists of appropriate ideas, books, and experts on human relations and conflict resolution.

In order to accomplish these tasks, the Human Relations and Conflict Resolution Committee gathers individuals who they prepare to be:

- Mediators,
- Meeting facilitators,
- Organizational development and group dynamic specialists, and

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- Workshop presenters.

Structure

The Human Relations and Conflict Resolution Committee is composed of six to ten members who have expertise in human behavior, group dynamics, organizational systems, human communication, and mediation. They need to be compassionate listeners and have experience as helping professionals. They should be respected and trusted in the congregation.

Committee members serve two-year terms and may serve an unlimited number of successive terms. In February, members of the committee whose terms expire in the current year will inform the Chairperson if they desire to continue or terminate their service. New members may be recruited as need arises.

The Chairperson will prepare yearly goals and agendas and will preside at meetings. The Chairperson will be the committee contact with others in the congregation, including the Chairperson of the Committee on Ministry. A Junior Chairperson will take notes and copies of documents will be kept by the Chairperson. The Junior Chairperson will assume responsibilities of the Chairperson when the Chairperson is unavailable.

Calendar of Events

The Human Relations and Conflict Resolution Committee will hold meetings at least monthly September through May and as needed in the summer.

April Annual report for Congregational Meeting,
May Annual planning and goal setting,
Fall Attend Congregation Planning Meeting with activities and dates
February Members inform Chair of their plans

TOOLS FOR TOMORROW

Human Relations and Conflict Relations Committee 2008-2009 Project

Purpose

UUCP is on the brink of a new epoch, and only its members can move our congregation forward. With plans for growth that include the introduction of a new minister, our congregation will experience many changes--some predictable and

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some not. Change brings both disputes and opportunities. The Human Relations and Conflict Resolution Committee offers "Tools for Tomorrow," a series of opportunities for congregants to develop new information, new insights, and new skills as they contribute to UUCP inevitable changes.

HRCRC plans the following:

- Bring together members so they may think about and discuss their own and others' concerns about upcoming changes,
- Encourage members to appreciate that problems with change are natural, and
- Present tools so individual members and the full congregation may reap the benefits of change.

Consultant

Chris Dove, Specialist in Compassionate Communication (also known as Nonviolent Communication).

Activities

- Four hour Saturday afternoon workshop on Basics of Compassionate Communication (e.g., participant's concerns; tools that address their and others' human needs rather than abstract strategies; tools that support inclusion and respect).
- Under the auspices of the Nominating Committee, conduct a workshop for congregation leaders about guiding the congregation through anticipated and unanticipated changes (e.g., structural modifications; ways leaders and members may deal with change; perspectives for special situations, such as transference as unrecognized needs).
- Both through Adult RE and Covenant Groups, set up self-study groups using Marshall Rosenberg's Nonviolent Communication books.
- Through Adult RE, two-hour sessions on Compassionate Communication for 4-6 week, limited to 8 members.

Advertisement

- From June, 2008, through June, 2009, contribute a short question or thoughtful statement in the Sunday order-of-service.

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- Distribute a Chris Dove brochure.
- Articles for "Horizon."
- Page on *phoenixuu.org*

Submitted by
Julie Wambach, Chair

Membership Committee

The Membership Committee of UUCP strives to lead our congregation in welcoming all people to our faith community by creating a culture that exemplifies inclusion, friendliness, and respect and acknowledges the value of new and existing members in our congregation. Our vision is to create a growing intergenerational and multicultural congregational community, rich in diversity and energetically engaged in activities of the congregation, also to create a climate where members and friends see themselves as a vital and contributing part of the life of the UUCP.

The Committee supports our strategic plan for growth. In the 2007-2008 fiscal year, we have increased membership by 54 members! We have made several improvements to our welcoming process and our path to membership which have contributed to our growth and building our beloved community.

We are very grateful to Rev. Roberta who has brought such a warm and welcoming presence to UUCP. Rev Roberta offers us the opportunity in each Sunday Celebration to meet and greet each other, which helps foster a habit and mood of reaching out to one another. She also introduces each visitor very kindly, and mentions the membership table at coffee hour as a place to gather and learn more. Reverend Susan has embraced this practice during her sermons and we look forward to continued community building during our Sunday services.

This year we started the STARS program, a major expansion of an earlier "guide program. Instead of simply designating a couple of people to greet visitors, we now have trained 39 people in skills of listening to guests and helping them connect with UUCP. These "STARS" make it their intention to greet visitors during the first 15 minutes after Sunday Service. Many thanks to our luminary trainers Dennis Haskin and Natalie Summitt and our constellation of STARS : Sharon Hise, Sally McDade, Jerry Whalin, Pauline Gay, Paula Atkins, Heidi Singer, Julie Smart, Sally Boyd, Brea Burgie, Bob Hanson, Smoot Carl-Mitchell, Charlotte Carl-Mitchell, Andrea Kever,

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Peggy Paden, Sandy Weir, Sandy Schenkat, Carolyn Allenby, Dave Walker, Libby Walker, Gene Harvey, Lydia Yanak, Ellie Anderlea, Sherry Celine, Nancy Bowen, Gary Ezzell, Julie Wambach, Rick Wambach, Kate Otting, Glen Lockwood, Lani Comp, Barbara Voth, Ellie Murphy, Donna Featherston, Sarah Carlson, Bill Parker, Betty Sayler, Enid Jones and Joan Laurence.

This fall, Kate Otting joined staff as Volunteer Coordinator in an 8-hour-per-week position. Kate presented at Leadership Day and has been instrumental in coordinating coverage for the Newcomer and the Patio desks as well as coffee hour. Kate is working with Committee members and Reverend Roberta to develop plans to streamline the welcoming process and involve more people.

We created, then improved upon, having a table of information on UUCP activities at coffee hour, as well as the sign-up information for the New UU Class. Bob Hanson was extremely helpful in this effort and we send him our thanks and well wishes across the miles to his new home in Minnesota. Special thanks also to Sandy Schenkat and Jean Rosenberg who have supported this table.

Carolyn Allenby has taken care to coordinate new UU class schedules with Adult Religious Education so that interested participants could take "Chosen Faith" in October, New UU in November, and the UU identity classes in January, followed by UU identity in February. This has eliminated conflict between the New UU Classes and other RE offerings in order to encourage the participation of both new and existing members.

Most successful members develop meaningful connections through RE, choir, covenant groups, social action, circle dinners, women's spirituality, etc. We encouraged these groups to publicize their activities more openly both at the membership patio table and at new UU classes and receptions and to share information on how to get involved.

We make handmade calligraphic name tags available to repeat visitors. All they need to do is sign up at the membership table at coffee hour on the clipboard request form, and it will be available for them the next week. This is more welcoming than sticky badges every week. Many thanks to Lydia Yanak for sharing her artistic abilities in this effort.

Rev. Roberta has been wonderfully supportive of the New UU classes by attending

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both the first class and the potluck, when possible. Her husband, Dennis Haskin, has been an incredible boon to the committee in many ways. Thanks to Dennis, we have a comprehensive membership manual available this spring. We have had wonderful support for the new UU classes this year from Sally Boyd, Rick and Julie Wambach, Dennis Haskin, Lydia Yanak, Carolyn Allenby, Julie Smart and new members Larry Agle and Lisa Katz who have jumped in to teach our most recent class. Focus groups after the last three classes have offered valuable information to help us hone our efforts. We've reduced the number of speakers, and switched to having the potluck in the Johnson room to encourage identification of UUCP as our home. The manuals for the New UU classes have been updated.

Much has been accomplished through the caring and diligent efforts of those mentioned above and other supporters of the committee. We are now in the process of formalizing our committee to provide support to each other and build community for our team. We have initiated monthly meetings. We have drafted a charter and covenant and the committee is actively examining how to best organize and structure our team, including the Chair position and the feasibility of Co-Chairs for this active committee. We are thankful for the energy and enthusiasm that Carolyn Allenby has brought to our welcoming ministry during her term as Chairperson this past year.

In a sermon on the meaning of membership, Reverend Susan-Frederick Gray said:

"Being a member of a congregation means participating in transformation. It means being open to a new awareness that comes from reaching out and listening across difference, to hearing others stories, to sharing your own, and being changed by that sharing to a deeper more authentic understanding of life and self. It also means participating in the transformation of the congregation toward the beloved community, where together we create a welcoming table that has room for all of us and room for all our unknown brothers and sisters yet to join us."

We look back on this year with gratitude to Reverend Roberta for her beautiful sermons and loving presence that has drawn in new "brothers and sisters" and has brought us all closer. We look forward with joy to Reverend Susan joining us at our "welcoming table."

Respectfully Submitted,

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Donna Featherston
Interim Chairperson

Committee on Ministry

It has been a full year for the Committee on Ministry, tackling a variety of issues. It has been a satisfactory experience in that we have had full discussion on these issues and have reached consensus on each.

The Committee on Ministry had begun in the previous year to debate the role of the minister in the committee. This discussion was continued as we began deliberations this year. The Congregation's by-laws listed the minister as an ad hoc member of the Committee. In consultation with the Board, it was finally concluded that the minister should be a full member of COM, recommending to the Board that the by-laws be changed to reflect this decision.

In addition, the by-laws called for COM to evaluate the Congregation's ministry one year and to assess the performance of the minister on alternating years. After extensive discussion, investigation of the recommendations of UUA and again in consultation with the Board, it was decided that assessment was the Board's charge and recommended that the by-laws be changed to reflect this decision as well. By-law changes were made at the January Congregational meeting. The committee charter was revised to reflect these changes.

The selection process by which new members are selected was begun the previous year and is now firmly established. New members are appointed by the Board. A system has been worked out whereby nominees are selected by the Nominating Committee in consultation with the Board and Committee on Ministry, using the criteria set forth in COM's charter. This process has been used now over the last two selection cycles and has worked well, choosing dedicated, involved nominees for the Committee.

The Committee also focused on the revitalization of the Conflict Management Committee, a subcommittee of COM. Because of the lessening of conflict within the congregation, there had been less need for this committee. Even so, it was felt that such a committee needed to be in place and functioning. Julie Wambach was asked to reform the committee. She and others (Gene Cherry, Sandy Thomson, Loretta Isaac and Kate Otting) have made substantial progress, focusing not only on conflict management but human relations as well. The committee has been renamed to the

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Human Relations and Conflict Resolution Committee.

COM, at the request of UUA, did an evaluation of Rev. Roberta Haskins, our Interim Minister. As we all know, she has done an exemplary job and her evaluation reflected that level of performance. We have been fortunate to have had her leadership over the past year.

Lastly, the largest of our tasks was to do another evaluation of the Congregation's ministry. While we had done an evaluation the previous year, it was felt that the Strategic Plan was still relatively new and not embedded in the Congregation's psyche and for this reason, we should see what progress had been made. We have individually evaluated nineteen Activity and Program Committees and are in the process of evaluating twelve Infrastructure Committees, e.g., Building and Grounds, Finance, Personnel, Stewardship, etc. It has been exciting to identify the positive growth we have made. To quote from the covering summary of the report on the Activity/Program Committees: "We have found our ministry to be energetic and dynamic. As a living organism, it is constantly evolving and changing. There is evidence of free thinking and free expression along with a willingness to take the initiative and not be bound by rules and restrictions or waiting for someone else to do what needs to be done."

As you can see, this has been a busy, involved, and exciting year. We have been fortunate to have had six members who have a deep commitment to the Congregation's welfare, who have been focused on our tasks, and who have invested time, energy and thought to the tasks of the Committee. In addition we have had the excellent participation of Rev. Haskins who in her quiet way has added greatly to our discussions. While we look forward to working with our newly called Minister, Rev. Susan Frederick-Grey, we will miss Roberta.

COM Members:

Bill Parker, Chair

Jesse Hise

Sandy Thomson

Juli Harvey

Sandy Lynch

Betty Sayler

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Music Committee

This fiscal year has been very successful for the choir. We have added eight new choir members with six of them continuing on to become UUCP members at large. The choir has become a force that moves the congregation each time we sing. Our music director, Connie Jahrmarkt, has improved both the sound and quality of our choir and we continue to grow in both size and creativity.

The members of our music committee are Connie Jahrmarkt, music director, Paula Adkins, Chair, Jerry Whalin, secretary, Richard Jahrmarkt, treasurer, Charlotte Carl- Mitchell, librarian, Sharon Hiss, choir member directory, and Pat Shannon, art and design.

- September 1, 2007 : We began this fiscal year with a choir retreat held at UUCP. The four-hour warm-up to the year's music offerings provided everyone with a fresh beginning for a wonderful year.
- Every Wednesday our choir prepared for the music section of the services by attending a two-hour rehearsal.
- Choir director and music department head Connie continued the morning hymn sing which brings people in with song and a sprit of joy.
- November, 2007: Our music program set the tone for Thanksgiving and prepared for the music of the season for the winter holidays, with music from around the world as well as music of other faiths, in many different languages.

Our accompanist, Ed Grobe, retired and the choir elected to hire Lynne Haeseler to be our new replacement. We will miss Ed as he was not only a long-time choir member and our pianist but our linguist for years.

- December 2007: The tradition of caroling to shut-ins continued this year and was attended by our choir as well as the family choir.
- We caroled to many people who have not been able to attend our services due to health or family issues. Our combined choirs brought joy to many people.

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- December 31, 2007: The choir chaired the first annual "New York New Year's Eve Ball", a multigenerational party with live music provided by members of the music department headed skillfully by Connie Jahrmarkt with other musicians from outside the congregation adding to the band.
- The event was attended by singles, couples, and families with children and everyone had a wonderful time. The Bridge group even set up tables and played several rounds while the music played in the background.
- Children danced in the sanctuary, did crafts, and watched movies in the Johnson room. Karaoke was another happening adding diversity to the event.
- The pot luck was well-supported and can be a growing event with more group participation.
- The choir learned that we were not to have beer or wine at the event unless we had obtained a liquor license. Time was not favorable for doing so but this event proved very successful with the nonalcoholic options sold at the ball.

Families, singles, couples and families with children all appreciated the event filled with music, dancing, karaoke, crafts, and movies for the kids as well as

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a couple of tables of bridge. Everyone who attended this temperate event had a "ball" as the New Year was celebrated New York style and we all got to go home and watch the New Year come in for Arizona in our P.J.'s.

- March 8, 2008: Our next main event was our yearly fundraiser "Cabaret." The theme for this year was "Colorific Cabaret" and the music, song and dance, solos, bits, skits, and chorale music made this cabaret one of our most successful. We filled the sanctuary with guests who were treated to good food, fun, laughs, and great music. The occupancy was pushing our limits this year.



- April 12, 2008: Our choir was involved in the Gay Pride Parade and created a float with flowers and a rainbow "Celebrating the Colors of Diversity." The choir members and others filled the float with about 35 people and we had many others marching as well as two people who unicycled around us as we sang our way through the streets of downtown Phoenix.

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- May 4, 2008: Our finale to the year's events would have to be the combined choirs of UUCP, Chandler, New Mexico, and other members of UU congregations in the area all working on a cantata called "Sources". This is a Unitarian Universalist Cantata for chorus and soloists, piano, strings, and percussion with words (which reflect our traditions) by Kendyl Gibbons and music by Jason Shelton. It was well-received. This musical event was very time-consuming having both choirs practicing the usual Wednesdays as well as four Saturday rehearsals to get the music, timing and orchestra working together in unity. The all-music program at the UUCP on May 4th filled the sanctuary. One visitor who had come to our services several times looking for a spiritual center told me that this service was the convincing event in having her officially include her name for the new member classes.
- May 11, 2008 This Sunday the Cantata was performed at the Chandler Church and again there were no empty seats.



They say a picture is worth a thousand words so we hope this pictorial highlight of this fiscal year has helped explain the goings on of the UUCP music program and the UUCP choir particularly. We will continue to add our voice to build a stronger, healthier, growing community.

Thank You,
Paula Adkins, Chair

Our Whole Lives (OWL)

Self-Worth, Sexual Health, Responsibility, Justice, and Inclusivity

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OWL Program Assumptions

- All persons are sexual.
- Sexuality is a good part of the human experience.
- Sexuality includes much more than sexual behavior.
- Human beings are sexual from the time they are born until they die.
- It is natural to express sexual feelings in a variety of ways.
- People engage in healthy sexual behavior for a variety of reasons.

Come Aboard!

Our teaching team met in July and early August to chart our course for the year and prepare for our parent orientation session. We were excited to see a full roster listing the names of nineteen 11-13 year olds and we eagerly got started planning our lessons and dividing our tasks. Julie Erfle joined the team this year and kick-started us with her vision, ideas, energy and enthusiasm for the OWL program. Lee Spencer hosted a planning session, facilitated several early classes, and led a coordinating OWL parents group. Thank you both so much for your hard work this year!

Anchors Away!

Early in September, we cast off and got started with Lesson One: The Sex-Talk and Pizza Overnight. We facilitated an introduction to the curriculum and a discussion of values followed by pizza, ice cream, Cheeze-its, and very little sleep. Classes met twice per month, on Sunday afternoons from 1 to 3 p.m., and some of the topics we covered in addition to contraception, pregnancy, and anatomy included physiology, sexual language, friendships, healthy relationship skills, puberty, gender, identity and orientation, sexual abuse, and decision-making.

We wrote a covenant, we always checked-in, new friendships grew among the youth, and there was a lot of laughing - not awkward giggles at every utterance of "penis" but honest, comfortable laughter among people who felt safe enough to admit to silly misconceptions and to ask the questions they might never ask anywhere else. Diana Saylor stepped in and shared her time and expertise by preparing for and leading several very special sessions after Tom Brookshire had to step down due to his relocation to California. Thank you both for your continuing dedication to the OWL program and your willingness to help in so many ways. For our sessions that explored LGBTQ lifestyles and issues, we were honored to engage a small panel of guests from within our congregation, and we worked hard to keep our lessons informative, focused and interesting. Attendance was good, with an average of 17

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per class, and we had no issue with tardiness.

Choppy Waters?!

This was a big class, and we did have our challenges. We realized early that our teaching team of five would unfortunately dwindle to two; we often struggled to cover everything within our two-hour class; side conversations deprived participants the chance to participate fully; the curriculum needs to be updated in places; and we faced recurring cell phone interruptions.

This was a big class of 7th and 8th graders on the brink of high school talking frankly about sexuality - excited, nervous, intimidated, and curious. We struggled with behavior issues at each session that in hindsight seem due to it being just that: *a big class of 7th and 8th graders on the brink of high school talking frankly about sexuality - excited, nervous, intimidated, and curious.* This team recommends a that the program be kept to 12 participants to increase the bonding necessary to facilitate honest, open, and intimate discussion about sensitive subjects, and we will gladly help with creative solutions for such a wonderful "problem."

Smooth Sailing...

This was a big class, and it was a great year for OWL! Any issues we struggled with pale in comparison to the overall success of the year! We talked about topics and issues that a lot of adults don't discuss and helped to redefine the term "sex ed" to encompass OWL's comprehensive approach to relationships and sexuality. We laughed about the *vas deferens* and *vulvas* but now these kids know what and where those are! We handled condoms and practiced asking for a date. We discussed what it might be like to be eighty years old or to suddenly lose our sight. We identified unhealthy relationships and pondered questions surrounding teenage pregnancy, harassment, and abstinence. To cap the year, many of us marched (and several even unicycled!) with the congregation in Phoenix' annual Gay Pride Parade. We received good feedback and some interesting and surprising insights from the participants in our program evaluations, and can say with certainty that the members of this group will look back fondly on their experience together in OWL this year.

Thank you oodles to Kim and to our OWL parents for your support and love. Thank you to Divina Allen for sharing your time with Sage so Steve could co-lead OWL every almost time we met! Thank you to all of the youth who participated this year: you keep us on our toes and remind us that you are the future. We are so proud of you all!

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Submitted by Jaynn Truran, on behalf of the 2007-2008 OWL teaching team:

Steve Harris
Lee Spencer
Tom Brookshire
Diana Saylor
Julie Erfle

Nominating Committee

The 2007-2008 Nominating Committee took some positive steps related to having nominating become more focused on leadership identification and development. We had a team that had good balance with respect to skills, congregational involvement, and interests. We met our goals related to the strategic plan:

- Coordinated a leadership development day that had 60 participants and fantastic energy.
- Nominated a full slate of candidates (on time) for the 2008-2009 Board and Nominating Committee and collaborated with the Committee on Ministry to recommend two incoming members for this committee.

We have been struggling to keep up with planned activities and some of the infrastructure that is necessary to make leadership development a year-long process. Next year's committee will be working to identify a Leadership Development Day subcommittee so that the work of identifying and developing our leaders can take place all the time. We are planning to have a meeting of the 2007-2008 and 2008-2009 committees this summer so that next year's planning can get started right away (a lesson we learned by not starting soon enough for our leadership development event this year).

We recognized during the leadership identification process that the congregation is making sound decisions with respect to accepting or denying formal leadership roles. We had great conversations that allowed people to truly consider the requirements of the role we were asking them to consider. Having job descriptions, covenants, and charters for all of the roles in which we engage will make this process even more effective in the future.

On behalf of the 2007-2008 Nominating Committee, I thank you for the privilege

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of serving such a vibrant and growing community.

Glen Lockwood (out-going chair)
on behalf of

Lani Comp (retiring)
Heather McLellan (retiring)
Susan Goldsmith
Jeff Newman
Pauline Peverly

Partner Church Council Committee

Members of our committee are dedicated to maintaining and strengthening the relationship we have with the second congregation in Szekelyudvarhely, Romania. Following a tremendously energizing trip to Transylvania by six committee members in late 2006, our committee is now focused on preparing to host four members of our partner church for a visit here in Phoenix. It will happen! October 2008 is the date, with visas and airplane tickets already arranged for the minister Domokos Ruzs and his wife Eva and congregation president Gyula Littasi and his wife Csilla.

The Partner Church Committee has been slowly raising funds to cover travel expenses for the upcoming visit by selling the various handcrafted items we brought back from our 2006 trip. We also secured a Travel Grant from the UU Partner Church Council. In the months to come we will be looking for volunteers to help with the visit—home hospitality, local outings, and attending various UUCP committee meetings. Our goals for the visit are to deepen the bonds between individuals of our two congregations, showcase our model of congregational involvement, and provide opportunities for spiritual growth.

Submitted by Ernie Garcia and Paula Kulina

Committee Members and supporters:

Ellie Anderla
Ernie Garcia
Judit Gellert

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Marcy Kiefer
Paula Kulina
Judy Lambert
Ray Manker
Gretchen Manker
Beth Malmgren

Publicity Committee

Carey Crabbs did an excellent job for several years as a one-person publicity committee, but she declined to continue in that role. In the Fall of 2007, Sandy Weir became the temporary facilitator of a newly created and expanded committee. Those attending the first meeting on December 3, 2007 were Sandy Weir, Sally Boyd, Tina Rhodes, Heidi Parmenter, Carolyn Allenby, Dennis Haskin, Smoot Carl-Mitchell, and Gary Ezzell. The group decided to start incrementally, recruit a chair, write a charter and get the board's approval of a chair, and obtain board review of the charter. They considered all of the existing publicity methods used by the congregation and also potential methods that were not yet being used and agreed that for some of the methods, greater effectiveness would happen if groups would use the "How To .." Guidebook more, coordinate better with the office, and initiate their publicity more promptly. Therefore, the publicity committee need not be very involved in mass emails, ordinary Horizons articles, bulletin notices, etc.

Budget and Advertising

Publicity had a budget of \$3,058 for 2007-08. We placed an ad in the Tribune to advertise our showing of the movie "The Ground Truth," about the War in Iraq in veterans' own voices. The showing was in June 2007, the previous fiscal year, but we paid the bill in this fiscal year. For the amount we paid, we didn't think we got a good enough result so we've decided to rely less on paid advertising in the future. We continued our listing in the Scottsdale Church Directory. In the past we had an ad as well as a listing but have not continued that for the past two years. We also placed a display ad in the Gay Arizona directory, both printed and online, taking advantage of a half price sale! The remainder of the money we spent on advertising was to Dex Media West for business directory and Yellow Pages listings in the Phoenix Metro directory and separate Yellow Pages and for the combined Scottsdale/Paradise Valley business and Yellow Pages. Before we installed

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the new phone service, the listings were paid for under utilities as a phone expense, but that has changed and the charges are now covered by the Publicity budget. In looking at the Dex business and yellow pages for the Phoenix area, it appears we have more listings for UUCP than necessary. One listing in each should be enough and cost less money. We are currently working to change that and save from the approximately \$82 a month we're spending for that service. Since more and more people find us via our website, only the most basic listing should suffice.

Press Releases

It's been our practice to issue press releases for any UUCP activity other than normal Sunday services. Sally Boyd wrote and sent them this year. Charlotte Carl-Mitchell helped by putting the information on Cabaret on the azcentral.com online calendar and sending a release to the Paradise Valley Independent. Noelle Bowman, a new UUCP member and project editor at The Arizona Republic, member of the Society of Professional Journalists and expert resource for the Publicity Committee, adapted a draft done by the Valley UU and we sent out press releases on the premiere of "Sources," a UU cantata being performed at UUCP on May 4 and the Valley UU on May 11. Releases for that were sent to:

Arizona Republic
Scottsdale Republic
Tribune
Paradise Valley Independent
North Scottsdale Independent
New Times
Echo Magazine
Radio: KJZZ and KBAQ

In addition, earlier releases were to be sent to:

Scottsdale Views
The Rep
Get Out
AzFCT (Arizona Foundation for Contemporary Theology)
PFLAG Phoenix
Radio: KDKB, KNIX/KYOT/KMXP/Kez, KTAR

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Since the media is far-ranging throughout the Valley and it is difficult to receive all of the publications, Publicity asks that when members see mention when of UUCP they clip the page and forward it to the Publicity Chair (Publicity Box in Office 2). Be sure to indicate in what publication or station the notice appeared and when.

Website

The website includes our monthly newsletters, calendar of events, special events, sermon topics, and much more for both new visitors and long-standing member. A majority of visitors cite the website when they tell us how they heard about UUCP. After the resignation of our previous volunteer webmaster, Tina Rhodes agreed to be a technical resource person, with Smoot Carl-Mitchell as a back-up.

The UUCP website was reconfigured to make it easier for congregation members and visitors to use and for members to post their own content. Heidi Parmenter and Donna Featherston were trained by Smoot and Tina to work with the new site. They then trained interested members of the congregation at two meetings, Sunday, March 9 and Monday, March 10. Eight members attended the training, Glen Lockwood, Connie and Richard, Paula Kulina and Ernie Garcia, Jimmy, Susan and Elizabeth, and Joan Laurence. We're optimistic that the website will be used by more and more members to share their information and stories.

The website is supported by Drupal, an open source content management platform, which has many features that work well for our congregation. Various members can help maintain the site and each can pick how technical or nontechnical they'd like their participation to be.

Brochures, Business Cards, Letterhead, and Branding

Carey Crabbs has said she would continue to do the CM and ARE brochures for Kim and the covenant group brochure. The goal is to work toward a more consistent template for brochures and have a template/s on the website for brochures. Last year a business card was made for the congregation that could be handed out at the Pride Parade. We did that again this year, providing information about our welcoming community to a very targeted audience. The Publicity Committee also worked on the issue of branding,

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trying to decide on colors, fonts and formats that would be consistent across all our publications. Dennis Haskin took on the issue of our letterhead. It was decided the blue of the current letterhead was close enough to the blue of our website that they would be considered matching.

Looking Ahead

The 2008-00 proposed budget is \$2,000, less than before because we're planning on using as many free resources as possible. Press releases will continue to be a means of reaching the larger community. Primarily the website and less so, the Yellow Pages are mentioned by guests as the source for finding UUCP. As such, it's even more important the website be kept current to provide up to date information about the congregation to the community.

The Publicity Committee welcomes all members' comments and suggestions.

Respectfully submitted,

Charlotte Carl-Mitchell

Publicity Chair

Sanctuary Team

In December, the Sanctuary Team decorated three Christmas trees for the Sanctuary. A fourth tree, designated for the Children's Religious Education to decorate, is expected to become an annual event. Wreaths and flowers completed the Christmas theme.

The storage room behind the pulpit was reorganized to accommodate items from the Johnson Room cupboards which will be used to store new folding chairs. Purchased with funds from the UU Crafters' Holiday Craft Sale and other donations, the new chairs will be delivered in late May. To preserve the new chairs, eighteen old chairs will be used by the Monday/Tuesday art class and stored in the far left lower cupboard in the Johnson Room. Kid's Kamp will use the remaining old chairs and store them elsewhere after June.

The Sanctuary Team and the Art Committee are in the process of merging. The combined committee will be called The Sanctuary Team. A charter, written by Jan Wise with committee member input, will be approved by committee members and the UUCP Board.

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Sanctuary Team members: Jan Wise, Joan Roberts, Ann Jackel, Peggy Paden, Dorothy Manser, Sally Boyd, Bernie Hall, Libby Walker, Julie Smart, and Sandy Thomson. Tish Gauntt will serve as the new committee Art Consultant.

We welcome anyone interested maintaining and beautifying the sanctuary. Please call Joan Roberts at 602-943-9841 or Jan Wise at 602-258-572.

Submitted by:
Joan Roberts

Social Action Committee

Mission: The Social Action Committee (SAC) fosters congregational involvement in social reform by balancing four aspects of social responsibility within the congregational community: Education, Service, Witness, and Action

Social Education

- Service is Our Prayer/Social Action Minute - a public announcement at the beginning of the service to promote matters of urgent importance, e.g., immigration, tax credits, Darfur, Dream Act, homelessness, universal health care, democratic reforms in Eritrea, and many more. Coordinated by the committee chair.
- Social Action Lunch - the third Sunday each month September thru May (except December) SAC hosts a delicious lunch for a \$5 donation. Speakers and topics included State Representative Kyrsten Sinema, health care and environment; Tony Herrera, Latino immigration issues; Kim Sellers Pollins, Booker T Washington Child Development director; Dawn Tripp, new Circulo de Amigas president; Rene Gentry, ICM director; Nicole Churchill, UMOM; Harriet Williams, solar energy; and Lisa Hartman, UUSC/PSWD coordinator. Attendance is between 35 and 60. Lunch donations are given to the speaker's non-profit organization.
- Mother's Day church service - Hogar Materno in Honduras and Casa Maternas in Nicaragua, projects supported by UUCP. Jane and George Pauk and Heather McLellan.
- Social Action table - at the back of sanctuary with information regarding current and ongoing SAC projects, including Fair Trade coffee sales (more on this later).

Social Service

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- New Day Center at UMOM transitional family shelter - shop, cook and serve posse stew, salad, and brownies the first Sunday each month to homeless families - \$1600. Coordinated by Lydia Yanak, Katie Raife and Heather McLellan with a minimum of 10 wonderful, fabulous volunteers each month.
- Booker T. Washington Child Development Center - more than 40 years supporting family literacy, classroom development, and board membership.
- Circulo de Amigas - Jinetego, Nicaragua - sponsor two students for school tuition, books, clothes, and medical care - \$1256. Jane and George Pauk visit and keep us updated. Desert View as well as several church members also sponsors students.
- Hogar Materno - birthing center in Yoro, Honduras - UUCP member Tony Banegas, a native Honduran, facilitates this project - \$700. Hogar is supported totally by donations that Tony raises in Phoenix from various sources.
- Answer Nepal - new member Carla Dunlap introduced this sponsorship program to us. Over 500 children of the lowest caste in Nepal are sponsored who would never have the chance to attend school, let alone a high ranking school. We sponsor one 11-yea- old student who comes from a poor rural family. All students are taught English - \$250.
- Bridges to Africa - SAC contributed \$500 to Janice Brunson's humanitarian efforts with UUs in Africa, specifically Kenya.

Social Witness

- Pride Parade - more than 80! UUCP parade marchers including the entire choir with a decorated truck. Each year we have increased our participation in this fun GLBT April event coordinated by Sandy Weir.
- Committee on Eritrea, an independent group affiliated with Amnesty International to free our former member Aster Yohannes and her husband Petros Solomon, political prisoners, and other Eritrean political prisoners. Libby Walker is coordinator.
- Souper Bowl Sunday - congregational fundraiser in conjunction with Super Bowl Sunday the first Sunday in February. Youth carry soup pots after church for donations to be used toward the New Day dinners.

Social Action

- UUSC - \$150 membership, sold holiday cards, Fair Trade coffee, chocolate, and tea.
- Holiday Projects - first 3 Sundays in December are set aside for congregation participation to donate to 3 charities: **Childrens books** for the

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Booker T. Washington Child Development Center, **gift items** for New Day clients, and **personal care, baby items, and nonperishable food** for ICM.

- AZ Tax Credits - Jane Pauk informed those eligible to take advantage of two AZ tax credits that can be specifically targeted to educationally disadvantaged schools, including Garfield Elementary, Shaw Elementary and Booker T. Washington.
- Fair Trade - UUSC Coffee Project - sell fair trade coffee, tea and chocolate bars at the Social Action table. Provide information promoting conscious consideration of economic justice for the growers in Central America. The Coffee Hour uses fair trade coffee.
- New Sanctuary Movement subcommittee chaired by George Pauk. Grounded in UU principles affirming the inherent worth and dignity of every person, the subcommittee was formed for the purpose of educating the congregation and the greater community of the serious AZ immigration issues facing the Latino community. A Statement of Immediate Witness to Support Immigrant Families was written.
- Amnesty International - membership \$150
 - Meetings - 2nd Sunday after church September through June open to all.

SAC is an active, passionate committee. Thanks to the members of the committee as well as to congregation members who generously contributed time, talent, and resources. UUCP is a socially conscious, active congregation. The dedication to support UU principles makes us all very proud.

In peace

Heather McLellan, chair

Sunday Services Committee

The Sunday Services Committee arranged services during the summer and other Sundays when Reverend Roberta was not available.

The committee's goal was to provide inspiring and educational programs with variety and interest. We attempt whenever possible to integrate the expertise of other committees, especially ARE and Social Action, to ensure an appropriate note of spirituality and delivery on UU Principles.

The committee now consists of:

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Terry Simmons, Interim Chair
Gene Harvey, Secretary
Heather McLellan
Sarah Burman
Tina Rhodes

We received effective support and great scheduling flexibility from Reverend Roberta this year and were able to respond to a changing calendar. We ended our regular year with a talk by Eleanor Eisenberg concerning women's reproductive rights, followed by a Mothers' Day presentation by George Pauk about Hogar Materno, which also was concerned with maternity.

We have finalized the summer's service agenda, which starts in late June with a Fathers' Day service about migrant worker fathers away from home. June ends with a service about The Department of Peace led by Heather McLellan. The summer schedule will be in Horizons, which combines July and August.

We are looking for at least two new members and are greatly relieved by the arrival of Tina Rhodes, our newest member.

We were pleased to meet with Rev. Frederick-Gray in April and look forward to the kind of guidance we need in serving a changing spiritual community.

Respectfully Submitted
Terry Simmons, Chair.

Unicare

On occasion, the question of "What exactly is Unicare?" pops up. The Unicare Charter of January 2001 list these duties of the Unicare Committee:

1. Identify members and friends with restricted mobility and/or restricted family or social contacts who would benefit from and appreciate regular visits from a member of the congregation.
2. Identify members and friends with acute needs for personal support or assistance and coordinate the appropriate support of assistance to be offered.
3. Determine each quarter which members and friends of the congregation have become inactive and initiate contact to express concerns and let them know they are missed.

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4. Insure that personal notes or cards of congratulation and sympathy are sent to members and friends at times of birth, marriage, illness or death.
5. Coordinate the congregation's support for memorial services.
6. Publish a brochure describing Unicare services.

Our Unicare year started out with a committee lunch at the home of Sally Boyd which included Rev. Roberta Haskin. Our continuation of Friendship Pairs was reviewed and endorsed. Ways to include the homebound in the life of the Congregation were discussed.

As the year progressed, children's RE become involved in making and distributing Valentine cards and spring baskets to the homebound. This collaboration has been delightful for all; long may it continue!

The joy that was brought to our homebound members by the choir as they caroled during the holidays cannot be measured except in the smiles of those for whom the songs were intended and even their appreciative neighbors.

To close out our "year," Sally Boyd, Ellie Murphy, and myself facilitated a class on "Life Choices - Making Decisions About End-of-Life Issues." We had speakers from: the office of the Secretary of State regarding online registration of advance directives, the Hospice of the Valley, and the Adult Care Connection Placement Service. Information on the Funeral Consumers Alliance, Science Care, and the UUCP Emergency Record and Memorial Garden Application were presented. The class was well-attended and there have been requests for it to be presented again in the future. Informational packets provided by the AZ Secretary of State Office, Hospice of the Valley, Adult Care Connection and Science Care are available by contacting either Julie Smart or Sally Boyd.

Please e-mail me at sambasmart@cox.net if you have any suggestions for Unicare, if you wish to alert Unicare to a special need being experienced by one of our members, or if you would like to join our fearless and caring committee.

Julie Smart
Unicare Chair

Ushers

The Ushers Group started the year out with a pot-luck/meeting/party held at Libby

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and Dave Walker's house in the early autumn. We all had a delightful time and the meeting part was held to about 15 minutes! Good food, good wine, good friends, and a short meeting! What more could you ask for?

The main duty of an usher is to make sure that the service goes smoothly. Libby and I believe our ushers did a fine job this year and we look forward to working with them next year, too. We have tried to get enough volunteers to insure that no one needs to work more than one Sunday a month, with the exception of the lead ushers. We hope that this will become a reality in the coming year.

Many of our ushers work several jobs and hence must plan their schedules accordingly. We have choir members, sextons, sound system people, Women's Group members, Green Sanctuary members, and the list goes on. We would like to give these people our special thanks. We would also like to thank those people who are not ushers and stepped in to cover an emergency.

I would like to give you the names of the people on our team:

Ann Ciemy	Ellie Anderla
Betty Wentland	Diana Ashley
Natalie Summit	Sherry Celine
Sandra Donovan	Gene Harvey
Gene Cherry	Greg Holmberg
Jan Wise	Joan Gale
Mary and Bob Schneider	Susan Leung
Myrna Toussaint-Devine	Dave Walker

To these people, Libby and I give our sincere appreciation. We could not have done it without ALL of you! Thank you so much!

Barbara Voth and Libby Walker, Lead Ushers

Young Religious UU's

This year in YRUU we established a new calendar for Sunday sessions to help us focus on providing a balance between the five pillars of the UUCP Religious Education program: community, ritual, education, service, and worship. It was a year of growth, introspection, and above all, fun.

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Community

Over the last decade our YRUU advisors have worked with the youth to establish a friendly, welcoming community grounded in respect. This encourages open and honest discussion and fosters life-long bonds with fellow YRUU participants and the UU church as a whole. This year we identified a need to model this type of community to 6th, 7th and 8th graders. To this end we launched the first Youth Empowerment Saturday (YES), which utilized an abridged format of a community-building conference Phoenix hosted this fall. Through breakout sessions and activities involving the whole group, the high school students showed the middle-schoolers what it means to be part of an open and accepting community. Since YES the 6th, 7th and 8th graders have shown a greater tendency to involve the whole group in activities rather than breaking into cliques, and they listen to each other more respectfully in Sunday worship and Our Whole Lives classes. Of course, we continue to reinforce our own YRUU community through summer and winter camps at De Benneville Pines, various conferences, informal gatherings the first Thursday of the month, and purely fun events like going out to lunch together and playing putt-putt at District Assembly.

Ritual

This year was a time of embracing our well-known rituals and creating some new ones. We established a new calendar: the first Sunday of the month is youth-led worship, the second Social Action, the third adult-led worship, the fourth community building and when there is a fifth Sunday we go out for brunch. The format has worked well to ensure that we maintain a balance between the five pillars and create a greater sense of ritual and routine. During our worship services the first and third Sunday of the month we maintain the covenant format (check-in, reading/meditation, chalice lighting, discussion questions and check-out), and we have check-in and check-out every Sunday to underscore the sense of ritual. This May we will continue the ritual of bridging out our graduating seniors to mark the transition from high school to young adulthood. There was brief discussion of replacing the time-honored singing of Joni Mitchell's "The Circle Game" for District Assembly bridging, but it was met with such vehement protest that we decided to maintain that ritual as well.

Worship

In response to requests from the greater UUCP community, YRUU has had an increased presence in the sanctuary for Sunday worship this year. We led worship for Association Sunday this October, and the youth did an amazing job of sharing

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responsibility and juggling the various elements of Sunday service. The YRUU-ers also carried the UUCP banner into the sanctuary to promote participation in Pride Parade and attended service both times our candidate and now minister, Rev. Susan Frederick-Gray preached. Of course, worship doesn't have to happen in the sanctuary. There were many memorable worship experiences this year, including an amazing meditation that Jaynn led in which we all envisioned three gifts bestowed to us by a trusted advisor and spiritual guide. In the discussion afterward we gained a greater sense of one another's individual spiritual paths.

Service

The 2007/2008-program year marked an increased focus on service. In planning our social action projects, we divided them into three categories: *aquí* (here - the UUCP community), *allí* (there - the greater Phoenix area) and *allá* (way over there - national and international level). On the *aquí* level we coordinated with the Green Sanctuary committee to find out what upkeep was needed on campus. In response to their request we sanded and varnished four benches near the memorial fountain. We also connected with a valued long-time member, Charles Lynch, over lunch. It was inspirational to see the genuine interest and engagement across generations. For our *allí* projects we gathered a group of over a dozen youth to carry the UUCP banner and march in the Phoenix Pride Parade. We also had a sizeable group of volunteers for the annual PAC 911 pet adoption Saturday. As a service project on the *allá* level we collected donations of clothing, toiletries, and school supplies for one of our dedicated members to take to an orphanage in Mexico.

It's been an incredible year, and we look forward to an even more amazing 2008/2009!

Respectfully Submitted,
Andy St. Clair, YRUU Advisor
Jaynn Truran, YRUU Advisor
Mike Zduniak, YRUU Advisor
Sarah Henkel, YRUU Advisor

Sponsored Group Reports

Bridge Group

The bridge group is off to a slow but steady start. We meet the 2nd Saturday of the month. We have had fairly consistent attendance consisting of about 12 people (not always the same twelve). The past couple of times we have met in a private home as the Johnson room was busy which works pretty well. We send out a notice about 2-3 weeks before the meeting and get pretty good response. Our regulars are John Wilber, Jan Wise, Sally McDade, Joan and Bill Roberts, Gene Cherry, Sally Boyd and Sandy Thomson. Others who have attended are Sandra Lynch, Janice Bronson, Smoot Carl-Mitchell, Rick and Julie Wambach, Roger Johnsonbaugh, and Shelly and Duffy Almer.

Sandra J. Thomson
Sally Boyd
Co-chairs

Circle Dinners

The rebirth of the Circle Dinners this year has been a great success. Nineteen hosts/hostesses entertained more than 200 people at the small monthly dinners. Two members graciously hosted open houses for Circle Dinner members in December and May. Thanks to Sally Boyd for our December feast and to Shirley and Thor Anderson for our May one. Counting our organizational dinner at the Johnson Room in September, we had 22 culinary feasts this year.

It is especially heartening to see that so many of our new members have become part of this denomination-wide activity; several even volunteered to become hosts as soon as they signed up.

Although I reach most participants by email, Marcia Farrell makes the monthly phone calls to those without email. Marcia's help with the phone calls and her mentoring has been a godsend. People like Marcia and the 19 who opened their homes and organized the dinners have made this year a success.

Tháinig siad, d'ithe siad *and the conversation was great!
(*They came, they ate.....)

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Submitted by Mary Wilbur

Job Club

Changes in our economy created the need to reinstitute the Job Club. This weekly support group helps people with many such career issues as unemployment, unhappiness with the job, and wanting to make a transition, as well as seeking a promotion or transition with an employer. Career transitions include self-assessment, researching the job market, networking and informational interviewing, interviewing for the job which includes handling behavioral interviewing questions, negotiating salary and benefits, and celebrating successes. Members of the congregation have volunteered their skills and time for informational interviewing, researching the job market, and interviewing for the job. The needs of the group guide the process which is facilitated by Pauline Peverly and Larry Agle. Since March 4, 2008 when the club was reformed, we have worked with three women and five men.

MUUvie Group

The MUUvie Group meets on the second Sunday of each month to discuss films that have been selected by the group at the previous meeting. We have a typical UU free-for-all potluck: members bring anything they want, and the host provides a main dish. Hosts volunteer their homes for our monthly meetings, which usually end up with ten or twelve die-hard fans attending.

The two movies we select for the next month are usually indie/foreign films that are likely to provide good discussion material, and occasionally we select a video as well. It isn't necessary to see all of the films to attend, but it certainly helps the group discussion. And we always keep in mind that this is a discussion group, not a debate group. No one needs to convince anyone else that their view is the right one, which keeps us opinionated UU's polite.

The MUUvie Group is looking for a new leader (or co-leaders) for next year who would like to coordinate meetings and help in leading discussions. If you're interested in the job, please let me know.

And if you'd like to be on our e-mail list, please send me your address and I'll add you to our list.

Sharon Hise

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sharonhise@aol.com

Outdoor Group

Though the Outdoor Group was without a leader this year, its members still managed to put on their hiking boots and organize the following events:

August 11, 2007	Saguaro Lake Cruise led by Pauline Peverly
August 19	Served as Coffee Hosts led by Sherry Celine and Joyce Short
August 25	Prescott hike led by Sylvia Tucker and Pauline Peverly
September 22	Boynton Canyon hike led by Sylvia Tucker and Pauline Peverly
October 13	Maricopa County hike led by Sherry Celine
October 21	Planning meeting and potluck led by Sherry Celine
October 27	Boyce Thompson Arboretum hike led by Jan Wise
November 10	Red Rock State Park hike led by George Karas and Marshal Smart
November 24	Superstition hike led by Marshal and Julie Smart
December 8	South Mt Park hike led by Susan Miles and Tom Parker
December 22	Urban holiday activity led by Frank Ashton
January 1	North Mt Park hike and potluck led by Pauline Peverly and Jan Wise
January 12	Bluff Springs Loop hike led by Ron and Laura Rohlfing
January 26	Pinnacle Peak Park hike led by Susan Leung
February 9	Go John Trail hike led by George and Shirley Karas
February 23	Elephant Mt hike led by Gary Ezzell
March 8	Barnhart Trail hike led by Eve Simon and Marshal Smart
March 22	Wet Beaver Creek hike led by Bernie Hall and Julie Smart
April 12	Pipeline Canyon hike led by Frank Ashton
April 20	Planning meeting and potluck led by Pauline Peverly
April 26	Parsons Spring hike led by Sherry Celine
May 10	Geronimo Trail guided hike led by Lillian Habeich
May 24	4th Annual Pool Party and Walk led by Toni and Greg Colotte-Holmberg
June 14	Homestead Trail hike led by Sharon Arnold

Poetry Coffeehouse

The Poetry Coffeehouse meets the first Sunday of every month in Annex Room C at 9:00 AM. Our mission is to be supportive of those who enjoy writing poetry. We

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encourage those who attend our meetings to write poetry and to share it with our group. We also encourage people who attend our monthly sessions to share poetry by their favorite authors with us. Then we usually have a discussion and offer supportive comments about the poem shared.

This past year we sponsored the publication of another edition of POIKILOS. In this literary magazine were featured U-U poets who belong to our church. It was a great success this year, with many people submitting their work. All of the copies of the magazine were distributed.

We also dedicated one of our meetings during the year to the memory of Officer Nick Erfle, a member of the Phoenix Police Department and of our congregation, who lost his life in the line of duty. People who do not typically attend our meetings came to this memorial reading to share their poems on the occasion of this young man's tragic death. Inspiring poems were read at that time.

This summer The Poetry Coffeehouse will conduct a service in early August in which persons from the U-U Community of Poets will share their poetry with the congregation. The format to be followed for this service is currently under discussion in our group.

Respectfully submitted,
John Williamson, Facilitator

Singletarians

It was with regret that the cochairs decided to discontinue Singletarian activities in January 2008. Diminishing attendance and difficulty in planning events led to our decision. Singletarians has been an activity group at the congregation intermittently since the 1970s and has had a long history of promoting friendship and support for congregation singles. We look forward to renewed interest at a later date.

Marilyn Bellincampi and Judy Lambert

Traveling Second Fridays

I wish to thank all those who provided travel programs and thank all those who attended each presentation. We couldn't have had such a successful year without

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both. We had 16 to 35 people attending each month. A special thank you to Libby Walker who filled in for me while we were traveling.

Our past year's schedule was as follows:

JANUARY - Hiking and Backpacking in the Grand Canyon - Jan Kaplan, Friday, January 11, 2007

What a wonderful treat it is to have this magnificent geologic wonder in our backyard! Yet many of us never get past the South Rim tourist lookouts! Jan will share some treks on backcountry trails, as well as the 24 mi. rim to rim day hike that several of our members have completed. We'll look at equipment, food, and you'll get to ask those questions you've always wanted to ask!

FEBRUARY - The Historical, Beautiful and Varied Eastern Coast of the Adriatic by Small Ship: From Croatia to Greece - Margo and Thom Wilson, Friday, Friday, February 8, 2007

The spectacular Adriatic coastline features villages and cities with Roman and Greek ruins, and Venetian, Renaissance, Romanesque and Gothic architecture. We traveled from Zagreb, Croatia to the UNESCO sites of Plitvice National Park and Diocletian's Palace in Split, and then by the lovely little ship "Athena" to the Croatian islands of Hvar and Korcula, and to the Venetian walled city of Dubrovnik, another UNESCO monument. Kotor, Montenegro (UNESCO) lies on a beautiful bay and is framed by walls climbing the mountain behind. Albania has its own UNESCO site, the Roman, Greek and Byzantine ruins of Butrint. Greece provided us with stops at Corfu, Delphi and Athens.

MARCH - Visual and Spoken Images of Bandelier National Monument - George Karas, Friday, March 14, 2007

For ten out of the past eleven summers George and Shirley Karas have served as volunteer campground hosts at several national parks. For the past three summers they have been at Bandelier National Monument, New Mexico which this year celebrated the 91st anniversary of its founding. They plan to share several of the many photographs which they have taken in those three summers.

Before Shirley and George arrived this past summer, Barbara and Dave Cawthorne visited Bandelier and she will have much to say about a first-time visitor's perspective of this historic and beautiful archeological park.

APRIL - Pune India - Jay and Shoba Basanti, Friday, April 11, 2007

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Pune (formerly Poona) lies in the rainshadow on the Deccan Plateau 120 miles southeast of Bombay. Due to its rugged landscapes, it resembles Phoenix topographically. The city was the capital of the Maratha Empire from 15th to 18th Century. After it was weakened by Nadir Shah invasion and later by the British, it came under the protectorate of the East India Company. Poona remains the Marathi (regional language) capital and is the centre of cultural and musical activities. It was primarily a University town but with the socialist planners of 1970s became the manufacturing centre (the Detroit of India) and is now evolving simultaneously into the software city; Infosys, the giant software company, had its start here. It has maintained its tradition as a cantonment and remains the headquarters of the Army Southern Command. Shoba and Jay will present the everyday life in this town from their memories, slides and ample anecdotes from a town of 400,000 to present day 3 million over past 50 years.

MAY - Eritrea - Libby Walker, Friday, May 9, 2007

There is more to the tiny east African nation of Eritrea than its current plight as a dictatorship. Once an Italian colony, Eritrea boasts an architectural gem of a capital city on a mountain plateau and a coastline along the Red Sea. Federated to Ethiopia after WWII, Eritrea's people fought Africa's longest war for independence from Ethiopia from 1961 until 1991. We will explore Eritrea's history, its present hardships and its future using video and firsthand experiences of Eritrean refugees.

JUNE - Vietnam - Barbara Cawthorne, Friday, June 13, 2007

Barbara and Dave Cawthorne will take you north to Hanoi which has years of history (the Old Quarter to the Hanoi Hilton). Visit Halong Bay spending the night on a private junk while going through the emerald waters amongst the most spectacular scenery. Travel to 13th century ruins of the Champa kingdom and contrast it with the beautiful beaches of Nha Trang. Experience the mountain town of Dalat used as a vacation retreat for the French colonial officials. Then travel south to cruise the Mekong Delta visiting the local villages and finishing with Saigon touring the nearby Cu Chi Tunnels of the Viet Cong.

Respectfully submitted by Barbara Cawthorne.

UU Crafters

UU Crafters held its first meetings for about three months early in 2007 to share ideas and generate enthusiasm for a Holiday Craft Sale which generated enough

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money to buy new folding chairs for the Johnson Room. Since that time, crafters have preferred to work on their own. We will hold one organizational meeting in May to discuss the possibility for a 2008 Holiday Craft Sale.

Women's Spirituality Circle

Women's Spirituality Circle activities for July 1 '07 thru June 30 '08 began with our usual summer meetings and pool parties at members' homes. In September regular Monday night meetings returned to annex B and included various topics and book discussions. A large group went to Rocky Point on retreat. Our Winter Solstice celebration for the congregation and the community was so well attended we were able to donate \$500.00 to UUCP. We celebrated Candelmas with a ritual honoring Kathy Baughman's ordination as a UU minister. We contributed an additional \$1000.00 to UUCP by repainting and refurnishing Annex B with new rug and 30 new chairs. Our 13-week class called "Rise Up and Call her Name" was open to women of the congregation and the community. During the year we cooked and served a New Day meal and washed and waxed the statues in the Memorial Garden. We recently completed a member survey, the results of which will drive planning for the coming year. We will end this year by conducting a Summer Solstice Sunday service.

Affiliate Reports

Kids Kamp

Dear Friends,

Kids Kamp recently celebrated its 30th year, but just what is Kids Kamp? Kids Kamp is a children's program that fosters UU values such as mutual respect, the honoring of ones individuality, and having fun within the spirit of cooperation.

The way the camp runs is sort of like a school schedule, but with the counselors leading their groups of 12-14 children to six different classes throughout the day. Kids Kamp offers classes such as art, cooking, music, sports n' games, drama and story telling, all taught by professional artists and teachers.

The bulk of the credit for the success of this camp goes to this very talented core group of staff members that has remained very stable. They are like family and it is truly a community. Children return looking forward to the traditions and personal

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ties they have with the teachers, who they trust, love and know so well. Many of the children return year after year -some of them first arriving as preschoolers and continuing on through as teenagers taking on a new role as camp counselors themselves.

The camp is co-directed by Jeffrey Sadow and Jack Putta. Jeffrey has worked at the camp for 20 years, the last 12 years as a co- director. Jack Putta has taught at Kids Kamp for 26 years, and has worked as one of its co-directors for the last 17. Tiffany Lipkeman has been with the camp 6 years teaching a wide variety of classes, including kindergarten, preschool and the games class. Diane Hunt has taught dance for 20 years and her husband Mark Vanek has been teaching cooking, water games and crafts for nearly that long. Sam Anderson has taught drumming for the last 12 years, and both our sports n' games coach Kathy Putta and creative arts teacher Marcia Hanson have taught for the last 10 years. Our drama teacher is Jonathon Mincks, and this is his third year. Helena Durenberger teaches art and this is her second year.

Johanna Clark has run the kindergarten program for the last 10 years, and we are happy to have Kelly Blackson teaching the preschool.

Kids Kamp provides about 12 to 18 teenagers with jobs, paying over \$ 6.00 per hour. It is a great service to the community, and a wonderful first job for many 14 through 16 year olds. Van Lockwood, Mitchell St Clair, Geraldine Mendez all are returning this year and they will be joined by Briana and Kelia Noonan.

Kids Kamp has always contributed to the well-being of the church. The camp has never gone into the red and keeps its costs low. Not only has the camp contributed \$4,000 to \$6,000 annually to the church's operating costs, covering not only our own impact, but also covering the annual carpet cleaning and paying for numerous needed repairs. Any extra funds are rolled over into the general church fund.

Last year, it took in about \$43,000 and spent about \$35,000 on salaries, materials, and other expenses. This year we will probably take in about \$ 42,000.

Throughout the years this camp has been blessed with advice and support from the wonderful and devoted church and office staff (including Donna Lee, Joanne Michaels, Bob and Ellie Murphy, Ann Scott, Marge Stallworthy, and Karin Metcalf to

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name but a few). It is a pleasure working with Heidi and all the office volunteers. They are always most helpful, friendly and generous with their time. Kim St Clair is great! She has given in-depth workshops for our counselors, often with Geoff Comp assisting, and we have seen what a positive difference it has made.

Sincerely,
Jack Putta and Jeff Sadow
Kids Kamp Co-Directors

SAWUURA

SAWUURA is our beautiful 109-acre wilderness located approximately five miles south of Young, Arizona, in the Sierra Ancha Wilderness Area, surrounded by thousands of acres of the Tonto National Forest. A board of directors meets 6 or more times a year to oversee the facilities and to plan opportunities for Unitarian Universalists to experience this great wilderness camp. Our events are open to SAWUURA members as well as guests. We serve primarily UU congregations in Arizona, but are open to all who share the love of nature and our UU spirit of respect for the interdependent web of life.

Additional details about SAWUURA can always be found on our web site, which we maintain at <http://www.sawuura.org>.

Goals

SAWUURA intends to continue growing in membership and to reach out to all UU congregations in Arizona and beyond. We want to continue to connect individuals, families and youth groups to the "wildness" of the natural world, for enjoyment, education, and spiritual growth.

Conditions at SAWUURA

SAWUURA is in good condition. The juniper and other trees and vegetation are healthy, and the landscape - except for some normal clearing of dead wood and maintenance around the camp area and along our perimeter fence - is in a relatively undisturbed and natural state. There have been no wildfires or other natural disasters within the property boundaries during the past year. Wildlife-friendly perimeter fencing has been adequately maintained and thus no cattle have been on the property during the past year.

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Financial Standing

Income from event registrations, memberships, and donations, has roughly covered all routine maintenance expenses for the past year. SAWUURA continues to be financially stable with a little less than \$40,000 in total cash assets distributed in a bank savings account, money market, checking, and conservative investments, an amount mostly unchanged for the past several years. This year the balance has gone down slightly, due mostly to investment in cabin improvements, but we are actively planning fundraisers for the upcoming year to offset this decline as well as to provide additional money for further improvements.

As in previous years, SAWUURA has also made small cash donations to the Young, AZ library and Young Health Clinic.

Projects and Facilities Management

We have reached 8 years into the ten-year study of the effects of excluding cattle from our property. A grant from the Partners for Fish and Wildlife, USFW, helped pay for a wildlife-friendly fence and cattle guards. As part of the agreement, we are conducting a study to see what changes we can detect in the habitat and the wildlife. Among our projects are recording ground water depth; photo points (photographing from selected points from season to season), recording bird and wildlife sightings, and recording plant species.

We have also been keeping a log of the water depth for the last 7 years, measured at the original (hand dug) property well. The water level has been low during much of the past year, but this spring rain has brought the original well water level to over 5' - the highest seen there in many years. Our drinking water well and windmill are working well and providing adequate amount of water for camping needs.

This year we have performed a major upgrade to the "Winter Cabin", including new exterior siding (of permanent, weatherproof material), completion of the wood stove and 2nd floor loft, and a general cleanup. We spent approximately \$5000 to accomplish this. The Stone Cabin was also cleaned and fixed up. With the exception of the Winter cabin deck, which needs repair within the next few years, both cabins are in great shape.

Terry Robinson, a long time SAWUURA member and contributor, has offered to donate sufficient money to fund the construction of a large Ramada at SAWUURA - a kind of community centering structure providing a roof sufficient to cover the

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entire kitchen area and enough also enough for picnic tables for seating approximately 65-70 persons (the usual maximum number of persons we allow at any one event). We are developing plans to raise additional funds to supplement Terry's contribution and hope to have a great new community centering building by 2009.

Activities and Events

Since the last annual report, there has been much use of SAWUURA. In addition to the usual hiking, birding, star-gazing, and other common camping activities, major events requiring camper registration (Memorial Day, Labor Day, etc.) generally have a theme and program activities for adults and children. UU religious services are normally held on Sundays at these events, often in a circle of old trees called "The Grove of the Ancients." A hand-made sweat lodge near the main common area is often used for "sweats."

Over 60 persons attended each of the 2007 Labor Day and Memorial Day Campouts, and we also sponsored a successful Fall "Writing Camp." Board members and other smaller groups of visitors have camped on the property on many other occasions over the past year, most commonly for "Work/Play" and "Hosted Free Camp" weekends, when much of the facilities improvements and maintenance are carried out.

Affiliations

SAWUURA is a member of CU2C2, the Council of Unitarian Universalist Camps and Conferences (<http://www.uucamps.org/>).

Our board of directors is as follows:

- Scott Henderson (President) from Chandler (VUU) Church
- Eb Eberlein (Vice President) from Tucson
- Tom Parker (Treasurer) from UUCP
- Jeff Chamberlain (Secretary) from Tucson
- Ray Manker (Trustee, Founding Member) from UUCP
- Suzanne Marie (Trustee) from UUCP
- Joe Stefani (Trustee) From Tucson (resigned April 2008)
- Curtiss Manker-Seale (Trustee) from Tucson

Sincerely,
Scott Henderson
President of the Board of Trustees, SAWUURA

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UU Foundation

The Unitarian Universalist Foundation of Phoenix is a nonprofit, tax exempt Arizona corporation incorporated in 1974 primarily to provide a permanent program of financial support for UUCP. Funding of this endowment is to be achieved through current and long-range gifts. UUF emphasizes gifts from trusts and estates.

All members of UUCP are also members of UUF. The current officers and directors of UUF are Marshal Smart, President; Margaret Stallworthy, Controller; Jan Kaplan, Secretary; Dave Walker, Richard Jahrmarkt, Richard Plattner, and Gary Ezzell, ex officio.

UUF's assets are divided into two funds, a general fund and a Memorial Garden fund. The latter is used to contribute to the cost of maintaining the Memorial Garden. UUF also holds a fund in memory of Audrey Engelen which is used to provide flowers for the service on the UUCP annual meeting date. The bulk of UUF's assets are invested in stocks and bonds through Northern Trust which acts as investment advisor.

For information with respect to making a gift to UUF, please contact a member of the UUF board.

Following is a summary of UUF's assets as of March 31, 2008.

Cash and Marketable Securities	\$398,338
Loans	\$70,901
Land	\$1

Loans to UUCP and Chandler UU

Value of land interests deemed too speculative to list.

Respectfully submitted,
Marshal Smart

Financial Reports (not available online)

UU Foundation of Phoenix

June 2007 Balance Sheet

June 2007 Profit and Loss Statement

2008 Balance Sheet

2008 Profit and Loss Statement

July 2008 - June 2009 Preliminary Congregational Budget