



**Unitarian Universalist  
Congregation of Phoenix  
Annual Report  
July 2008 - June 2009**

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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 by the beginning of June each year.

## **Congregational Meeting Minutes**

### ***Congregational Meeting of June 8, 2008***

- Approval of the agenda, rules of procedure, and minutes of 2007 annual meeting minutes without dissent.
- Recognition of outgoing Board members, Stevie Brookshire, Smoot Carl-Mitchell, Jesse Hise, Peg Paden, and Jaynn Truran; for outgoing Nominating Committee members, Lani Angell Comp, Glen Lockwood, and Heather McLellan; and our many volunteers.
- Recognition for our Staff, Jane Armstrong, Manuel Gomez, Connie Jahrmarkt, Heidi Parmenter, Kate Otting, and Kim St. Clair.
- Stewardship Canvass Summary: As of June 6, 2008, 197 pledging units and \$327,000 pledged. Recognition of Joan Laurence's outstanding efforts as stewardship chair.
- Review of financial status—still a shortfall in income compared to expenses but narrowing. The UUEEC ran a surplus through April 2008 and covered its own expenses and contributed pro rata to the utilities/maintenance overhead of UUCP. Cash reserve on hand: 3 months.
- Personnel compensated at the midrange for Congregations our size and location.
- Fair Share dues paid to the UUA and PSWD for the second year in a row.
- Proposed budget for 7/2008 through 6/2009 projects a deficit of \$30,400, which will need to be covered by reserves, if it occurs. As proposed, budget provides for major roof repair and for ministerial move. Consistent with Strategic Plan decision to invest in our future for the best chance of long-term success. One member noted the importance of balancing our budget in future years.
- Proposed budget approved by the Congregation
- Update of building renovation: new doors and windows installed in November, 2007; Town of Paradise Valley approved UUCP's master plan on 4/30/08, which gave UUCP 5 years to complete Phase I and 7 additional years to complete later phases; sidewalk installed. Overview of the Phase I components including, accessible entrance, new restroom core, new frontage, paved northwest lot, sewer connection, and life/safety

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improvements.

- Review of readiness to proceed with Phase I: architectural plans and bid documents ready, estimate of remaining costs \$1.3 million (as of 2005).
- Challenges include educating members about the project and development of a financing plan and schedule.
- Capital campaign concluded April 30, 2008. \$411,000 received from members; \$550,100 overall income to building fund; \$70,000 to \$80,000 remaining.
- Work that might have been done the summer of 2008 if budget allowed included new doors/windows in 1965 Annex; install sprinklers and fire alarms in '65 annex and west end of the '61 wing at a cost of \$168,000.
- Election to Nominating Committee: Sally Boyd, Gary Ezzell, and Lydia Yanak for two year terms.
- Election to Board: Tim Tilton (Vice-President and President-Elect); Smoot Carl-Mitchell (Treasurer), Jimmy Leung and Susan Morris. Youth representative to be appointed.
- Meeting Adjourns

***Congregational Meeting of February 1, 2009***

Called to order by President Sarah Carlson at 12:17 p.m.

The rules of procedure were reviewed and a motion for adoption was approved by voice vote. Pres. Carlson asked for agreement that a quorum of 50+ is present. All agreed. Pres. Carlson asked for approval of the agenda. All agreed.

The agenda items were illustrated with a slide presentation.

**Agenda Item 1. Financial review.**

Treasurer Smoot Carl-Mitchell

**Agenda Item 2. Membership numbers, and Agenda Item 3. Strategic Plan review**

President Sarah Carlson

There was applause and there were no questions on the financial, Membership numbers, and Strategic Plan review presentations.

**Agenda Item 4. Renovation Motions**

Note: The four motions are below (Attachment A). [The Motions are found in the Renovation Committee's Annual Report.] Because the motions had been

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previously approved by the Board, they did not require a congregational meeting motion or second.

**Motion 1**

Pres. Carlson read Motion 1 and opened discussion of the motion.

Julie Wambach presented an amendment to Motion 1. Seven members spoke their views concerning the amendment to Motion 1.

The vote on the amendment to Motion 1 was: Yes—16; No—83.

Discussion resumed on original Motion 1.

Roy Miller proposed an amendment to Motion 1 that would be an additional subsection in section a. The vote on the second amendment to Motion 1 was: Yes—10; No—85.

Pres. Carlson called the question to close discussion on original Motion 1.

The vote on original Motion 1 was: Yes—85; No—11.

**Motion 2**

Pres. Carlson read Motion 2, opened discussion of the motion, and she asked Renovation Chair Don Weir to describe the practical effect of Motion 2. Don stated that a “yes” vote would direct the renovation committee to do the preparatory work indicated in Motion 2 that could enable an annual meeting vote in May to go forward with construction of Motion 2 elements.

Three members asked questions about Motion 2 that were answered by the Renovation Committee.

The vote on Motion 2 was: Yes—89; No—3.

**Motion 3**

Pres. Carlson read Motion 3 and opened discussion of the motion.

Members were reminded that the effect of a “yes” vote on Motion 3 would be to direct the renovation committee to do the preparatory work that could enable an annual meeting vote in May to go forward with construction of Motion 3 elements.

The vote on Motion 3 was: Yes—82; No—1.

**Motion 4**

Pres. Carlson read Motion 4 and opened discussion of the motion.

Members were reminded that the effect of a “yes” vote on Motion 4 would be to direct the renovation committee to do the preparatory work that could enable an

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annual meeting vote in May to go forward with construction of Motion 4 elements. Two members asked questions, answered by Pres. Carlson and Mr. Weir.

The vote on Motion 4 was: Yes—77; No—0.

### Adjournment

Julie Smart was recognized by Pres. Carlson. Ms. Smart suggested a round of applause for the Renovation Committee and the members responded warmly.

Ellie Anderla made a motion to adjourn and Tim Tilton seconded.

All agreed and the meeting was adjourned at 2:03 p.m. Many hurried off to watch the Arizona Cardinals play in their first Super Bowl.

*This record of decisions is respectfully submitted by S. Weir, secretary of the UUCP board.*

## **Board of Trustees Report**

This year, the Board of Trustees consisted of: Sarah Carlson (President); Tim Tilton (Vice-President through January); Paula Kulina (Vice-President since February); Smoot Carl-Mitchell (Treasurer); Sandy Weir (Secretary); Gary Ezzell (Past President); Donna Featherston, Susan Morris, Jimmy Leung (at large trustees); Van Lockwood and Cleo Van der Veen (Co-Youth Representatives); and UUCP's new settled minister, Rev. Susan Frederick-Gray (ex officio).

The Board held eleven regularly scheduled meetings, as well as meetings regarding stewardship and a joint meeting with the Renovation Committee. The Board retreat was held on September 20, 2008, as part of the start-up weekend. The retreat, led by the Rev. Dr. Ken Brown, the District Executive for the Pacific Southwest District, focused on the roles of the Board and Minister as we embark on our shared ministry.

The Board made further progress in its transition to policy-based governance. This year, the Board approved policies that addressed particular issues of concern. Board trustees also read portions of John Carver's "Boards That Make a Difference" to increase familiarity with policy-based principles. Secretary Sandy Weir has undertaken the task of compiling new and older policies into a manual to facilitate review and organization under policy-based governance. In addition, Jimmy Leung attended a three-day conference sponsored by the Alban Institute and reported on key aspects of policy-based governance for religious groups, which was the focus of the conference. Jimmy prepared a detailed outline of steps to facilitate and increase momentum in order to realize the benefits of policy-based governance. Jimmy prepared a detailed outline of steps towards realizing the benefits of policy-based governance at UUCP, which will facilitate



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more progress in 2009-2010. The Board also identified a need to provide a forum for discussion of governance generally by our Congregation in the coming months.

The Strategic Plan remains central to the Board's activities. The Board reviewed the Congregation's progress with respect to the Strategic Plan in January and May, and updated the Congregation at the February and May Congregational meetings. UUCP has met many of the goals under the Strategic Plan. The Congregation continues to show strong growth from 304 to 344, weekly attendance from 144 to 243, and pledging units from 194 to about 250. We are a Fair Share Congregation for the third year in a row and will maintain that status next year. In March, we moved to two Sunday morning services on a trial basis; attendance at both services has been strong. Further, the Nominating Committee organized a Leadership Development Day, which was held on October 4, 2008 and included a component for volunteer development. Participation in religious education, particularly Children's Ministry, is going very strong and the music program has also seen increased participation. The Finance Committee has completed writing a procedure manual and has consistently provided timely and accurate accounting. The Publicity and Membership committees continue to attract visitors and help new members integrate into our community.

With respect to the renovation, in September the Board approved consolidation of the financing and construction aspects of renovation into one committee, the Renovation Committee, and approved Don Weir as its chair. The Board endorsed four motions proposed by the Renovation Committee for presentation to the Congregation at the mid-year congregational meeting on February 1, 2009. The motions set forth criteria to seek financing for renovation work and three packages of renovation work that might be undertaken during the summer of 2009. Prior to the mid-year meeting, the Renovation Committee held a series of workshops to inform members about the renovation motions and to receive feedback. Following a respectful dialogue among congregational members holding different positions on the motions, the motions were approved by a large margin. In March, Board and Congregation members met with UUA consultant, Dave Rickard, to assess UUCP's readiness to undertake a capital campaign in 2010. Dave highlighted strengths and noted concerns, including the effects of the national economic downturn. On May 7, 2009, the Board and the Renovation Committee held a joint session to consider the scope of renovation work that may be conducted this summer, consistent with the conditions approved by the Congregation on February 1. The Board will determine whether to recommend work this summer on May 21, 2009.

With the arrival of our settled minister, program committees are increasingly being facilitated or "staffed" by Rev. Susan and other personnel. The Green Sanctuary Committee sponsored an Earth Day program that improved our nature trail, created a nature trail guide, and presented programs on living green. The Social Action Committee sponsored a march in support of immigration rights and

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will be awarded the Bennett Prize at General Assembly. In addition, the Social Action Committee co-coordinated participation by approximately 80 friends and members in the Pride Parade. Board members have also provided support. Two Board members, Donna Featherston and Susan Morris, chaired the stewardship effort this year. In addition, Gary Ezzell served on the Nominating Committee and as the liaison from the Renovation Committee to UUCP's architect, Doug Sydnor. Treasurer Smoot Carl-Mitchell also served on the Renovation and Finance Committees and has been instrumental in maintaining UUCP's website (not to mention participation in choir). Secretary Sandy Weir has assisted the Membership, Publicity, and Social Action Committees, and has also been active with the music program.

Overall, this has been a good year for the Board and the Congregation. As Board members, we have been motivated by the energy, enthusiasm, and accomplishments of UUCP's constituencies—and by our settled minister—Reverend Susan Frederick-Gray. We have identified needs and steps to further implement policy-based governance, to renovate our campus, and to continue, or even expand, our programs and thereby reach those in the wider community who seek a spiritual home, such as that here.

Respectfully Submitted,

Sarah Carlson, President

## **Minister's Report**

Overview of year:

Holy cow! What a year! It has been a great delight to be the new kid on the block this year as I have learned the history, the struggles and the dreams of UUCP. The vision first articulated years ago of opening ourselves to the larger community and beginning to affect the Paradise Valley and Phoenix community is emerging again as we take stock in our first year of ministry together and look ahead to who we want to become.

I am your fourth minister in about as many years. The three years of interim ministry are by design largely internally focused. One purpose of interim ministry is to help the congregation identify who it is, what the strengths are and what areas of growth need to be addressed, and to initiate the conversation about the vision of the congregation to clarify which minister you will need to share that vision and help it be realized.

During the winter and spring of last year (2008) your Search Committee came to me with a clear vision for UUCP as a vibrant community that wanted to be become a resource congregation to others in Arizona. Resource congregations are large, healthy congregations working on best practices and creating innovative ministries that other congregations can follow. I was excited and

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inspired by this vision—for I too wanted to be developing innovative ways to practice liberal religion that would have the potential to impact the larger community for the better.

This year we have begun to lay the foundation for this vision. You were already growing tremendously before I arrived and that has continued. Week after week, we filled the parking lot and sanctuary until we needed to have two services to make room for all the people who wanted to be here. In March, the first month of our experiment with two services, our average attendance was up over 50% from the previous March. Since September, we have added fifty-seven new members. Our music director, Connie Jahrmarkt, and I have been working creatively together and trying new things in worship, but always grounded in the desire to have worship be inspiring, moving and matter. Worshipping with you in our Celebration of Life services has been one of the greatest joys of this first year.

Challenges:

All of this energy, growth and enthusiasm have been happening in the midst of very challenging times, and it is creating some of its own challenging opportunities as well. This year has marked the worst economic downturn in a generation. We are all living with financial losses, holding heavy concerns for friends and families that are especially struggling. Too, general uncertainty and anxiety is real as we listen to the “green shoots” of good economic news along side continuing job losses. We are carrying a certain amount of heaviness and even fear with us, no doubt. And it is having an impact, although so far not unmanageable for our budget.

The growth we are having also presents its own challenges as UUCP now moves into a new size. In the last two years, you’ve added over one-hundred new members. UUCP is now among the largest of the mid-size congregations. Now here are the challenges: 1) We need small groups more than ever to help people make connections in the congregation; 2) staffing will need to grow to create more programming and infrastructure for the growing congregation; 3) we are feeling the pressure of running out of space.

1. In congregations our size, it is no longer feasible for everyone to know everybody. Making meaningful connections at service and coffee hour with 200 people is difficult. Small groups create the opportunity for people to connect, share and meet others in the community. They also provide an enriching experience that furthers people’s personal learning and their familiarity with the congregation as well as get connected to other activities of interest.

2. The growth we are having is wonderful. But in order to meet the demands for programming for our members, support for the programming staff, and the larger vision of not just meeting members need, but impacting the community, we need another full-time program staff person (or the equivalent in hours) and another

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half-time administrative person. These are big dreams, yes, and they all won't happen overnight, but these are the opportunities before us. And they are exciting, if not at times daunting.

But let me also say it is okay to be running a little bit behind; growing congregations always are, with their attendance reflecting a greater percentage of their membership, and the membership outpacing the staff. At the same time, these growing edges (small groups, staffing and building) will be limiting factors on our vision until we have made good progress on them.

3. Our growth has also increased the demand on our buildings and we are seeing our spaces stretched. Scheduling is so important because many of our rooms are being used all day Sunday and throughout the week. In addition, we have a real need for a proper nursery or family room. We have an increase of young families and infants in our congregation, but one of our biggest areas of need, is for a nursery for infants. What we call the nursery is a classroom that is used by two years olds at our preschool. It is a great toddler room for eighteen months to three-year-olds, but it has no cribs, no playpens, no good space for babies and it is the room furthest away from the sanctuary. In sum, it does not meet the needs of parents with babies. The new lobby when completed will have a family room which could provide nursery care as well as a place for parents and babies to both see and hear the service comfortably and safely.

When the Universal Access Committee first began its work on planning for ways to make our building more accessible, they had a vision of opening our congregation out to Lincoln Drive, making the entrance visible from the road, fully accessible, inviting and expansive. This is a physical step in realizing the vision of making sure we have a door open to the community—one that we can speak from to impact the community, and one in which we are eagerly inviting the community to enter and experience what we have found here, a community and a religion which is living out love, practicing transformation, and focuses on building a beloved, sustainable community within and outside our doors.

Looking Ahead:

In closing, I greatly appreciate your time in reading my reflections emerging from our first year of ministry together. We are doing great ministry. We are making a difference. The ministry we do here makes a difference. But every success brings new challenges. And every challenge is also an opportunity. It is exciting to just begin to discern that horizon before us, of our building facing Lincoln with its open doors, a new parking lot and sign, a wide and welcoming entrance that has room to welcome new visitors, new restrooms to accommodate all people easily, fire safety throughout our classrooms and sanctuary, and a sewer line underneath it all. Looking inside, we see a vibrant program speaking to the hearts and minds of our people, enriching and challenging opportunities for growth in learning for all ages, for building relationships that nurture our lives, for

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service, justice work, music and worship. A place that opens minds and hearts, that enriches and ennobles our lives, our work, our world.

This is what I see ahead in the not-too-distant future. We will stumble along the way, hesitate, and regroup. We will make big strides and little ones. We will begin down paths and have to back track and start again sometimes. It's all a part of the journey. But keeping the vision before us will help guide us along the way.

Thank you for asking me to join my ministry with yours. Thank you for sharing your vision with me. I am deeply humbled by the work we are doing and will continue to do together.

With many blessings and much love,  
Rev. Susan

## **Staff Reports**

### ***Lifespan Director of Religious Education***

Another amazing year with our Religious Education Ministries! We increased attendance in all areas of lifespan religious education programming. A wonderful and poignant highlight was the marking of the anniversary of the Birmingham bombing in September, which was led by our Adult Religious Education Committee.

The Young Adult Campus Ministry group continues to be a draw for our young adults. We have had as many as 16 people at our Sunday afternoon meetings, and we enjoyed a wonderful retreat at Arcosanti in November. We held campus worship services twice a month last fall, but we were unable to secure a regular meeting space this spring. Hence, we are getting on top of scheduling worship space for the next academic year and extending our outreach to the Arizona State University community. I am happy to report, however, that many of our young adults attended a young adult camp at deBenville Pines last fall, and we have successfully integrated this age group into our children and youth program as well as other leadership roles at the UUCP and in the Pacific Southwest District.

I 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 have also worked closely with Kids Kamp co-directors Tiffany Mendez and Jeffrey Sadow as they transition from Jack Putta's many years of exemplary service as Kids Kamp director.

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I am not only grateful for the tremendous leadership of the Children's Ministry and Adult Religious Education Committees, but also for the professional collaboration with Rev. Susan Frederick-Gray, Connie Jahrmarkt, Heidi Parmenter, Jane Armstrong, and Kate Otting as well as the ongoing support of the Board of Trustees and too many other congregation members to list!

In faith and community,  
Kim St. Clair

***Music Director***

In August of 2008 I attended the UU Musicians Conference and began my final year of course work for the UUA's Music Credentialing program (formerly UUMN Certification program.) All my course work is completed and I have just received word that I have completed all requirements for Credentialing and will be honored in the Service of the Living Tradition at General Assembly in June 2009 in Salt Lake City. I have greatly appreciated the support of the UUCP board during this process.

During 2008-2009 I attended weekly staff meetings and worship planning meetings with Rev. Susan Frederick-Gray. Planning for intergenerational worship services, the Birmingham Memorial, and Christmas Eve included our R. E. Director, Kim St. Clair.

Other meetings included: two Arizona/Nevada Cluster Meetings (led worship at the meeting hosted at UUCP), Leadership Development Day, Calendaring Day, Ministerial Start-up.

On August 31 and December 28, choir members helped organize Hymn Sings for the Sunday morning worship service.

As Music Director, I planned Winter Solstice Celebration with the Women's Spirituality Group, led the band, Europa, and taught dances at the celebration. I also organized the Candlelight processional for both Christmas Eve services in which YRUU members and children participated.

In the fall of 2008, in addition to providing music for twenty-nine Sunday morning worship services, the Congregation Choir appeared as a guest ensemble in a concert planned by Lynne Haeseler with her Sanctorum Chanting Choir, provided music for the Memorial Service for the Birmingham Bombing, provided music for one Christmas Eve service, and the ministerial installation service, and participated in the DVLC-UUCP sing-along. Choir members and other UUCP musicians also attended and led the Partner Church Sing-Along and participated in the YRUU Talent Show.

On January 10 from noon until 5:00 p.m., the choir held a winter retreat. During that time, we sang through all the choral anthems that we would sing on Sundays

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during January through June. We also began work on "Sources," which was presented at District Assembly in Mesa with choir members from around the PSWD, professional orchestra and local professional Rap artist.

During December, Congregation Choir members, Family Choir members, and UU PALS sang Christmas carols to several long-time members of UUCP.

March was our annual Cabaret Show. Our theme was "Hittin' the Road." Attendance was high this year. Because of the generosity of all involved donations to the music program through Cabaret exceeded that of previous years.

Choir attendance remains high, with over thirty members. Most members attend most Sunday services. The move to two services on Sunday mornings, which began in March, has been a challenge. Our volunteer choir members who sing in both services come at 8:45 for rehearsal and stay until 12:15 when the second service has ended.

Not all members can or choose to participate in both worship services. When different voices are in a choir, the timbre changes so that each member must adjust their singing. They pay attention to volume, blend and pitch. We are fortunate that most of our choir members have years of experience and a level of musicianship that makes it possible to achieve a good choral sound although the attendance varies somewhat from service to service.

The Family Choir rehearsed six weeks and sang in Sunday Services during October and March. This group continues to be a strong group with members averaging twenty. Heidi Singer has graciously served as volunteer assistant director.

The Soulful Sundown Band provided music for seven Soulful Sundown services this year, two Sunday morning services and a service at District Assembly in Mesa. The band numbers from five to ten members, who lead music for any given service. Because we have moved to two Sunday morning services, it is not certain if this service will continue in fall of 2009. Band members have expressed interest in continuing the service.

In addition to singing in the Congregation Choir, several volunteers provide extra services worthy of mention. Charlotte Carl-Mitchell our music librarian and Cabaret producer; Jerry Whalin and Heidi Singer have served as substitute choir directors and Soulful Sundown band members; all the members of UUCP who played in the orchestra for the DA performance of "Sources" gave of much time and rehearsal for this production (Don Weir, Sandy Weir, Susan Morris). Carolyn Broe, a UUCP member, traded her participation in the orchestra in part for her Four Seasons Orchestra's use of the building for rehearsals and concerts.

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Other Music Committee business

Music Committee purchases this year include a feedback eliminator for our sound system, headset microphone for the minister, forty new choir chairs, additional copies of "Singing the Journey," including a large print, spiral-bound copy for the piano bench, and a piano trolley to maintain correct tuning as the piano is moved weekly to accommodate DVLC dance classes in the sanctuary. The Music Committee continues to provide baby-sitting for members who need this service for rehearsals.

New This Year: In the fall we held an organizational meeting toward the goal of creating small vocal ensembles. The result has been two ensembles organized and led by volunteer, Melinda Iyer. Ron Madison designed and built three risers to accommodate a fourth row of choir members. Richard Jahrmarkt and Paula Adkins researched and guided the music committee in the purchase of new choir chairs. New Choir members, Emily Helton and Kate Brodaski, have added much string instrumental music to worship. As our congregation grows, we continue to be blessed with the musical gifts of instrumentalists/singers, Jenna Daum, Derek Sanchez, Caesar Chavez, Dave Bellama, Stan Adkins, Gerry Kato, Bonnie Cunningham and Mick Robbins. In June Igor Glenn is instituting a Bluegrass-Gospel Sing-Along to be held monthly. In January we hosted a song-leader workshop with clinician the Rev. Jason Shelton of Nashville, Tennessee. Five song-leaders from UUCP and four from Valley UU Church in Chandler participated in the workshop. We anticipate these participants will hone their skills toward leading singing during worship.

Respectfully Submitted  
Connie Jahrmarkt, Music Director

***Early Education Cooperative Preschool Director***

From the Early Education Cooperative Preschool Director – Jane Armstrong

The UUEEC is a parent-participation preschool operating Monday through Friday. The UUEEC was founded in 1961 and currently serves fifty-five 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 and also opens its doors to the community at large. The forty-seven families attending UUEEC come from the following cities: Phoenix (35), Scottsdale (9), Paradise Valley (2), and Anthem (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.



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Budget and Fundraising – Yvette Katsenes

The 2008/2009 school year budget was just under \$196,000. Fundraising this year consisted of an October Fun Family Festival, a Book Fair and Kids Cash Campaign which met our fundraising goal of \$15,000. While some of our classes were overenrolled, some of our classes were under enrolled. We anticipate we will end the year very close to budget.

Looking ahead to the 2009-10 school year, enrollment is down a little. We have had to make some adjustments in enrollment and continue to work to meet our enrollment goals. With a difficult economy, we are seeing many more applications for scholarship and parents waiting to make commitments.

Highlights from this Year

- All Staff members have college degrees and experience in early childhood education except for one who is a candidate for a BA in late 2009.
- The transitional kindergarten teacher hired by the hiring committee was asked to leave in February. The assistant took over the classroom and has done a magnificent job of reaching goals and providing children with a developmentally appropriate learning environment. Parents are very happy with the results.
- Many of our families are facing financial difficulty. The EEC Committee has met this with adding additional children to Lunch Bunch so parents can return to work, letting parents substitute to help defray tuition costs and in one case, asking for food voucher assistance from UUCP. The Committee will continue to brainstorm ways of helping families in need.
- Annual pumpkin hunts at the Ghost Eye Tree.
- Our first annual October Family Fun Festival was a huge success with wonderful family fun and community building; it also met over half of the year's fundraising goal.
- Hot Shot the cowboy shared western stories and rope tricks with the classes.
- 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: the Desert Botanical Gardens, the Puppet Theater, Tolmachoff Farms, Children's Museum, Phoenix Fire Station #92, Arizona Museum for "Youth Beads of Courage Exhibit" and the Arizona Museum of

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Natural History.

- Four's held a Mother's Day tea complete with china and other elegant treats.
- Transitional kindergarten prepared and helped serve a Family Breakfast for parents and siblings
- The three's class washed a dog and a baby.
- The Four's learned about sustainable gardening with the Leung family and planted flowers and vegetables.

Respectfully Submitted,  
Jane Armstrong, Preschool Director

### ***Congregation Administrator***

#### **Meet the Office Volunteers**

Mondays are not nearly as hectic since Larry Agle has been working the morning shift. I count on him to get our welcome letters and calls to visitors done as well as to mail out the weekly checks. He is also well trained in using Ministry Scheduler, our calendaring program, and frequently helps me with scheduling requests. With such a man at my side, Monday mornings are a breeze!

Monday afternoon I count on Sally Boyd to help me with the weekly deposit. With her help it takes half the amount of time to get this weekly task done. Deposits are never a problem to complete with her help.

Since I started here three years ago I have had the pleasure of working with Bill Parker every Tuesday morning. He is the PeopleSuite volunteer expert who puts in the weekly visitor contacts and makes necessary changes in the database. He also makes most of the bola ties for new members. His calm and humorous personality keeps my week going smoothly.

Tuesday afternoons is my time with Jan Wise. For awhile she was my deposit helper until I had to change the deposits to Mondays. Now she helps me with miscellaneous projects (mostly typing, thank you letters, etc.). There is nothing she won't do if asked and I am grateful for her support.

Wednesday mornings I am once again greeted by a helpful gentleman when arriving in the office. It's tough a tough job, huh? Art Dupont is the newest volunteer in the office but you wouldn't know it by the amount of work he gets done! Besides helping with numerous mailings, he has taken on the role of Rebate Coordinator. With his work we are rejuvenating the grocery rebate program and looking at other free or cheap ways to raise extra money for the congregation. Not only does he not get paid for his work in the office but he

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works to bring extra money in to UUCP. What a guy!

Wednesday afternoons brings me the tranquility of Tish Gauntt. Tish does an excellent job at fielding calls, seeing to the little details like the joys and concerns candles, the brochure rack out front, and making sure I don't kill the office plant. There is a peacefulness in the office on Wednesday afternoons which I can only attribute to Tish.

Thursday mornings Sharon Hise, one of the "original" office volunteers that I inherited with the job, is probably one of the most valuable inheritances I will ever receive. Like Jan, there is nothing she won't help with if asked. I recruited her this year to be the artistic director of our office bulletin boards. What a flash of insight that was – she has done a beautiful job in brightening up the boards and keeping them fresh and new. She also is *the* office filer. She keeps our records straight and for that I am eternally grateful.

Thursday afternoons my busy bee, Pauline Peverly, reports for duty. I can't think of anyone better suited for this shift. Thursday afternoons typically bring the last minute flurry of work that needs to be completed by the end of the week. And I can't seem to recall a single time that I have asked for Pauline's help with meeting a deadline and not been able to do it. She has helped me with every conceivable office task.

It's hard to believe there is any work to be done come Friday but trust me, Julie Smart finds it. In some ways she is an extension of myself – in that like her, I am a neat freak who likes everything to be in its place. Whereas I rarely have the time to do this kind of organizing all I have to do is say "Hey Julie, you see that mess over there?" and within a few short hours it is as if it had never been.

It is with a great satisfaction I leave the office every Friday thinking of all that has been accomplished during the week and knowing that it would never happen without the help of our office volunteers.

### **Meet the Office Staff**

Gloria Swaine completed her second year with us as our Bookkeeper/Accountant. Her expertise and experience have made both my work and that of the Finance Committee's so much easier. Gloria understands the needs of religious institutions accounting systems and how they change with new programs, ministries and staffing. She is a team player that we all enjoy working with.

We have seen some changes in Sunday Sextons staff. Many thanks to Betty Wentland who served this role for over a year and resigned from the position this past fall. Mark Grenard stepped up to take her spot. Sherry Celine, who has had this position for over two years, and Mark have transformed Coffee Hour into a well organized social function. We thank them for all their hard work and

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dedication in making UUCP a hospitable place for us on Sunday afternoons.

Last but not least, with the greatest sense of honor I would like to mention Ellie Murphy. Ellie has had a rich leadership history here at UUCP and has worn enough hats to open up her own shop. One of the many roles she has filled at UUCP is that of our weekly bulletin publisher. For eight years she has without fail (Ellie – that *one* time you were in the hospital really doesn't count) published our weekly bulletin. This is a time-sensitive and critical publication that takes lots of coordination, creativity, editing, and patience. It is a job that deserves the highest level of gratitude from the administrator who could not possibly devote the same amount of time and energy into it as Ellie has for so many years. It is with sadness we see the end of her beautiful covers as she is hanging up her hat. Thank you Ellie!

### **Office Hours**

This year my work schedule changed to allow for more time to get work done in the office. I no longer work two Sundays a month with the prior Fridays off. I am now in the office Monday through Friday with public hours of 9a.m. to 3p.m. and administrative hours 3p.m. to 5p.m. This has helped tremendously and the office has been able to work on more pro-active projects and preparations for change as we continue to grow and develop new programs and ministries.

### **Going Green**

At the time of writing this annual report the office is just starting to implement greener publication practices. Below is the article published in the June 2009 issue of Horizons.

#### *Whoa! A New Sunday Bulletin? What?!?*

You will notice on Sunday, July 5 that our weekly bulletin has been redesigned. In an effort to be "greener" and to contain printing costs, our new bulletin will have a reusable jacket with basic information (our covenant, principals and purposes, staff contact information, etc.). We will encourage visitors to take these jackets home with them, and for regular attendees to leave behind for reuse. The order of service will be an insert that gets updated every week. This will cut printing costs, production time, and be better for our environment!

#### *You may ask: What about announcements in the bulletin?*

Well, that's changing too! We will now have a weekly announcement flyer (name to be determined - got any ideas?). This weekly flyer will be posted on the front page of our website every Friday starting July 3 and sent to our email list by the end of the day each Friday. (Have you given the office your email address so you can receive this weekly update?) We will have hardcopies of the flyer available on Sundays for visitors and for those who do not have web/email access.

#### *Now you are wondering: How do I get my announcements in this new flyer?*

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Effective Wednesday, July 1st please email your UUCP weekly announcements to Michele Chavez at [announcements@phoenixuu.org](mailto:announcements@phoenixuu.org) Michele is a free-lance graphic design artist who has volunteered to do this weekly publication. She is a member of our Publicity & Website Committee and we are grateful for her willingness to do this.

*So does this mean Horizons will shrink because we won't need to put as many announcements in it?*

So maybe this question didn't really cross your mind...but you'll be glad it did! Effective with this issue of Horizons we will be removing 4 pages from the publication, and returning to a 16 page layout. With our new weekly announcement flyer we will cut announcements from Horizons, and instead, focus more on articles (think Minister, Board of Trustees, Staff, Renovation, Finance, etc reports). We will start emailing the full newsletter to our email list (Are you sure you the office has your correct email??) on the last Thursday of every month. If you would like to be removed from the hardcopy mailing list please email Heidi at [administrator@phoenixuu.org](mailto:administrator@phoenixuu.org) (also a great way to make sure we have your correct email in the database!).

Respectfully Submitted,  
Heidi Parmenter, Congregation Administrator

### ***Membership Coordinator***

Since the creation of my position one and one-half years ago, our congregation has experienced breathtaking changes and steady growth. As a part-time staff member, on an eight-hour (eventually twelve-hour) per week schedule, I have been extremely blessed to work with capable and dedicated volunteers and committee members. It would have been impossible to accomplish all we did in the past year without their constant dedication and energy. I would especially like to express my sincerest gratitude for the leadership and support of Donna Featherston, Larry Agle and Gary Ezzell.

Donna Featherston worked feverishly last summer as Interim Chair, finalizing the creation of a covenant and charter. Former member, Dennis Haskins, just prior to my appointment, undertook the task of creating a **Membership Committee Handbook** with clearly defined tasks and duties for the committee. Donna's contribution essentially led to the completion of that handbook, which will be essential for all future Membership Committee leaders.

Donna and I recruited Larry Agle to become the Membership Committee chair for this fiscal year. Under Larry's leadership, the committee became an active one, with monthly meetings and a solid core of committee members, each with defined responsibilities. Larry inspired many new people to join the committee. I appreciate the efforts Larry made, not only as the committee chair, but also as an office volunteer, following up on Sunday visitors, thereby providing the committee and my position with continuity. His warmth and dedication, I believe, has played

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a significant role in the growth – seventy-six new members -- we have experienced during this fiscal year.

In my first week as New Member and Volunteer Coordinator, several members pointed out to me that the way in which we were welcoming visitors needed to be reassessed. Volunteers expressed burnout and fatigue. Furthermore, I would often find many of our visitors in the front foyer, alone and bewildered after Sunday services. Curious about this, I developed a flow chart that showed how visitors found us, what they encountered when they arrived and paths they could take to become members, if they chose. The gaps were fairly noticeable. I also discovered that we had many eager volunteers but that in some cases, their energy was being tapped -- in many cases zapped -- by work that was not necessarily directly benefiting newcomers. Since engaging members and welcoming newcomers is an essential mission of my position, I realized that we needed to start reframing the way we were doing both.

For starters, our **Coffee Hour** was previously staffed and stocked by volunteers. When we had volunteers, we often had generously gourmet coffee hours. We had trouble, however, finding coffee hour volunteers on a regular basis. I also noticed that many of our members were not comfortable approaching newcomers. It became clear that coffee hour should be a critical time to focus on our interactions and communication with newcomers and more volunteers were willing to do this. Thankfully, the UUCP Board agreed to move coffee hour responsibilities to the office administrator and sextons.

To meet the needs of newcomers, Dennis Haskins created the **STARS Program**. This has impacted our congregation culture to be one in which we take notice of visitors through their temporary name tags; we greet them and ask them questions about themselves. Natalie Summit has done a fantastic job running this program and training over twenty-five volunteers with more on the way! Natalie's zeal and training skills have enabled this program to transform the way we receive newcomers. In follow-up focus groups with newcomers, most state that they have felt warmly welcomed by UUCP members.

The Membership Committee also launched the **Welcoming Ministry** to not only greet visitors at the front door but also to sign in both first-time visitors as well as returning visitors who would like transitional name tags and/or to register for new member classes. Sally Boyd graciously led this effort. We recruited over fifty volunteers to staff eleven Welcoming Ministry groups to cover every worship service on Sundays. The volunteers were trained within each of their groups and asked to staff the front lobby before, during and after each service. In addition to training the volunteers, I created a manual with one-page "how to" summaries as well as frequently asked questions to help these volunteers. This program has had tremendous success, thanks to the unending dedication and professionalism of the Welcoming Ministry volunteers. I attribute the program's success to the enthusiasm, one-on-one communication and outreach of Sally Boyd. Lydia

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Yanak has also generously provided returning visitors with beautiful, calligraphic transitional name tags that they can wear every Sunday until they become members.

After co-facilitating a New UU class, Larry Agle and I determined that many of our new members are already UUs. We suggested to the Membership Committee that we redesign the class with its sole focus on membership at UUCP and call it "**Pathway To Membership.**" Donna Featherston created a fantastic DVD for the classes featuring UUCP leaders and activities. Participants' feedback has been overwhelmingly positive.

To engage new and existing members in our congregation, Gary Ezzel and I worked together last fall at Leadership Development Day to elicit the needs and wants of existing leaders and committees. From those initial discussions, we developed the **Membership Engagement Committee**. Gary now chairs the committee, produced its charter and sought Board support for its existence. In a matter of weeks, the committee came together and developed a brilliant survey which was piloted in the April 2009 Pathway To Membership Class. Next, the committee plans to create an inventory of needs from existing committees and groups within UUCP to help direct visitors, new members and existing members toward activities where their skills and interests may be best matched. I am so grateful for Gary's leadership and energy in undertaking this never-been-done-before program!

Reverend Susan and I both agreed that my title, New Membership and Volunteer Coordinator, was confusing to members. Since the focus of my work is essentially to welcome and engage members, we agreed to change it to **Membership Coordinator**. Furthermore, my hours were increased from eight to twelve per week.

I want to thank those who have volunteered to be part of the Membership Committee, and Membership Engagement Committee as well as the Welcoming Ministry. Thank you for your support and gifts of time and talents.

Respectfully submitted,  
Kate Otting  
Membership Coordinator

## **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, one that will hopefully 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,

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workshops, activities, excursions, and celebrations throughout the year.

Our annual retreat this year was exceptionally productive. We came away with a complete class schedule for the coming year and a facilitator already assigned to each one.

Our monthly committee meetings and the more intensive annual workshop that has been held each spring for the last four years all include ongoing 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, but overall we have experienced growth in attendance with 180 participants in ARE programming (courses, movie nights, and the Unimagined speaking engagement), up from 135 participants in 2007-2008. The increase in participation reflects an increase of program offerings as well as overall higher attendance. We still wish that more of the congregation's leaders would attend our classes, but we note their level of commitment in other areas.

The trend continues toward more "spirituality" in our classes. Last year, a workshop in Tucson for ARE leaders convinced us to follow the lead of other congregations in the direction of a spirituality largely informed by "affect" or, "learning through emotional and personal involvement." We have confirmed that sense of changing spiritual orientations of the congregation this year with the new minister, and we feel that this direction that we detected on the Meadville Lombard seminary website is indeed playing out. We feel that the ARE Committee is responding well. Another innovation this year was an adult course facilitator training. This training provided course facilitators with the tools for successful classes, including a standardized format resembling small group ministry.

We continue to deliver Muuvie Night. Attendance has been inconstant but improving (low - three participants; high - forty participants).

We have continued to maintain active and devoted committee members: Sue Kennedy, Terry Simmons, Juli Harvey, Lois Leader, Gavin Hornbuckle, David Johnson and Jay Bastani.

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 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.



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Our program offerings this year were:

“Poetry Patterns” – October - Tuesday nights - Jesse Hise.  
“With Purpose and Principle - October - Sundays - Juli Harvey  
“Finding Your Religion” – November - Sundays - David Johnson  
“Parenting Beyond Belief” – January - Sundays - Kim St. Clair  
Ten Spiritual Tuesdays - January and February - Kim, Terry Simmons and others  
    “Understanding the Bible”- February - Larry Agle  
    “Lifecraft” – March - Sundays - Rev. Linda Lawrence and Jay Bastani  
    “Sacred Depths of Nature” - April - Sundays - Terry Simmons  
    “Age-ing and Sage-ing” - April - Wednesday afternoons - Gene Cherry  
Movie Nights  
    October – “Uncounted”  
    November – “Story of Stuff”  
    January – “Taxi to the Dark Side”  
    February – “The Visitor”  
    March – “Religulous”

The Book Table 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 The Book Table 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 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

### ***Buildings and Grounds Committee***

The Buildings and Grounds Committee continued to work on maintaining the congregation buildings and grounds for the congregation, preschool, and the Desert View elementary school. There were two large projects in fiscal year 2008-09: the installation of air conditioning by Desert View in the 1965 and 2001

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class room buildings (paid for by the Desert View parents) and the reroofing of the original 1961 building classrooms and minister's office (paid for by the congregation).

The committee also worked on many small projects to maintain the buildings and grounds for the congregation and schools use. These included:

- Repair of lights in the sanctuary
- Preparation for painting of the front steps by volunteers
- Repair of the front stair lights and front planter lights
- Repair of one of the trash bin doors
- Repair of parking lot lights
- Regular maintenance of congregation landscaping
- Relocating of patio lights and replacement of outlets with ground fault interrupters
- Painting and tile replacement where space heaters were removed after air conditioning of the class rooms
- Construction of platform for use of the podium by Reverend Susan
- Replacement of window blinds in Reverend Susan's office
- Replaced front entrance railing
- Installation of an AV screen in the Johnson room

Respectfully Submitted,  
Bill Mee, Chair

### ***Children's Ministry Committee***

In 2008-2009, 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
- Have more consistent attendance at Sunday School
- Track Sunday School attendance
- Establish an ongoing service project
- Strengthen parent/teacher communication
- Strengthen music ministry with children

Our progress on each goal is as follows:

- Register at least 25% of our visitors – We exceeded this goal again with the 2008/2009 year. There were approximately sixty visiting children during the year, and thirty-three new children were registered this year, which is 45% of visitors.

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- Have more consistent attendance at Sunday school – On a weekly basis, our attendance in the program averages sixty-five children from the nursery to YRUU, with our largest classes being the Pre-k-Kindergarten class and YRUU. Our total registration is at 121. Attendance is up by 38% from last year; registration is up by 17% over last year.
- Establish an ongoing service project – The children and youth participated in a number of one-time service projects this year, but we did not establish an ongoing project.
- Strengthen parent/teacher communication – This year we continued to rely on paid teachers to maintain consistency week to week. Lead teachers meet monthly to discuss their curricula and bring up any behavior issues. Teachers are expected to send monthly e-mails to parents letting them know what their children will be learning. This communication has been more consistent than last year, but there is room for improvement.
- Strengthen music ministry – With the addition this year of several new multi-generational services, the children have spent more time in the sanctuary sharing music with the adults. The younger children have also enjoyed learning several UU songs and camp songs in Spirit Circle each week, and Teacher Jeffrey Sadow, co-director of Kids Kamp, provided two sing-a-longs this year.

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

#### Community

Reverend Susan has invited the children into the sanctuary for more multigenerational services this year, building the community shared by children and adults to worshipping together. We continued with our successful UU Pals program, with 6 sets of pals participating in activities such as ice skating, Christmas caroling, hiking and a spaghetti dinner. 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 Ann Ciemny for continuing this successful program, which Susan Leung envisioned and implemented. We continued our "No Muss, No Fuss" lunches, where our families brought a dish and spent some time visiting on the playground after service.

#### 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, IIIUUmation, Nifty Gifty, the Christmas Eve service, the Spring Egg Hunt, Teacher Appreciation, Water Sunday and Ice Cream Sunday. We continued

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Spirit Circle this year, which is right after the children are sung out of the sanctuary. At Spirit Circle, the children meet new friends, sing fun songs, and perform their 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. We alternate each year between focusing on our UU faith and learning about other religions. This year we learned about our UU history and beliefs. Thank you to our lead teachers, Tiffany Lipkeman-Mendez, Daniel Mendez, Geraldine Mendez, Jennifer Hempel, Lenore Craite, Angela Spiars, Hannah Roberts and Michelle Gates 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. Many thanks to Jaynn Truran, Mike Zduniak, Geoff Anderla and Sarah Henkel for working with our YRUU group and to Steve Harris, Tammy Wheeler-Rhodes and Gavin Hornbuckle for your work alongside of Angela Spiars with the Coming of Age class. We are lucky to have such a caring and capable group of congregation members who dedicate their time to our children and youth. We also offered “Baby OWL” (Our Whole Lives, First-Second grade), which provides valuable age-appropriate sex-education for this group, it was led by Steve Harris and Melissa Smith with assistance by Jennifer Hempel and Suzanne Martinson. Thank you, everyone.

### Worship

Worship is essential to the Children’s Ministry program. The children joined the adults in the sanctuary for several multi-generational worship services this year: Ingathering, Yom Kippur, Thanksgiving, Christmas Eve, Blessing of the Animals and Flower Communion. In addition, they enjoyed Children’s Worship together for IIIUmination and singing with Jeffrey from Kids’ Kamp. Both YRUU and Coming of Age led Sunday morning worship 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 October raised \$350 for the New Day Center. The older youth volunteered their time to help out with Nifty Gifty, an event that helps children make recycled gifts while their parents do their holiday shopping. Our UU Pals created holiday cards for Unicare and New Day Center. Nancy Cruse continued her successful Roots & Shoots program, which contributed to the Empty Bowls project and creatively recycled a variety of items. Our Coming of Age candidates each performed twenty-four hours of community service as part of their graduation requirements. 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

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In addition to our core committee of Wendy Metcalf, Nancy Cruse, Cathy Maxwell, Tammy Wheeler-Rhodes, Andrea Price-Lace, Sarah Henkel and our DRE Kim St. Clair, the committee has welcomed a number of guests—both grown-ups and Coming of Age students—this year. We are also pleased to add Cynthia Diefert to our committee at our most recent meeting. It is always a pleasure to meet with this talented and driven group of women each month while we strive to improve the program and enjoy a few laughs in the process. We were excited to welcome Andrea Price-Lace, whose expertise was especially appreciated when reviewing our security and background check procedures this year. Thanks to the work of the committee over the years, and especially to Kim St. Clair, the Children's Ministry program now operates like a well-oiled machine, and the committee was used as the model for the congregation. It is an honor to chair such a successful, important and fun committee.

#### Coming Age Class of 2009

Our Coming of Age class was comprised of eleven candidates who have admirably completed the requirements of graduation, which will occur on May 17, 2009. In order to graduate, candidates must attend every content based Sunday morning class; complete twenty-four hours of community service; interview six congregation members, including the minister; be interviewed by a review panel; memorize a religious quote; write an essay and speech; and co-plan a worship service. They also attended five other houses of worship. We are proud of our eleven candidates, their mentors and teachers for their hard work this year! Angela Spiars was the lead COA teacher. She was assisted by Tammy Wheeler-Rhodes, Steve Harris and Gavin Hornbuckle. The graduates and their mentors are listed below:

- Asha Arora mentored by Lani Comp
- Anna Bjornsen mentored by Sarah Henkel
- Emily Cruse mentored by Lois Fisher
- Raymond Haener mentored by Gary Ezzell
- Tallan Hardee mentored by Andy St. Clair
- Gabby Isaac mentored by Tiffany Mendez
- Madison Jay mentored by Terie Slugocki
- Brian Levitt-Ahern mentored by Rick Wambach
- Hayley Metcalf mentored by Betty Saylor
- Andrew Otting-Crandall mentored by Bill Parker
- Chase Walter mentored by Donna Featherston

These graduates are now ready to become full-fledged members of our congregation. Congratulations to them all!

#### Our Whole Lives (OWL)

Steve Harris and Melissa Smith led our OWL program for the First-Second grade class. Eight children and their parents received vitally important, age-appropriate information about human anatomy, sexuality and family life. This course is offered on alternating years, and it is a part of our lifespan OWL program. We

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will offer OWL for Seventh-Eighth graders as well as Fifth-Sixth graders and adults next year. We are sending six individuals to an OWL training May 15-17, 2009, in order to augment our already talented team of OWL facilitators.

Respectfully submitted,  
Sarah Henkel, Chair

***Covenant Groups***

This year we had six covenant groups meeting throughout the year, usually two times a month. In addition, the covenant group facilitators met monthly with the minister for their own small group and on-going training. We will have two covenant groups that will meet during the summer and then have new groups forming again in the fall. In March, I led a "Come and See" introduction to covenant groups with a training element for potential new facilitators.

Next year, I hope to have groups meeting over the course of five months, with each group at the end of five months making an intentional decision to either randomly split into two groups, making room for more people, or end the group. It is my hope this will help our covenant groups to multiply as well as to create a way for new people to join into groups. The summer groups will try this out, meeting for four to five months. I am borrowing this model from Unity Church – Unitarian in St. Paul, Minnesota and hope that the five month commitment feels more manageable for participants and facilitators.

If you are interested in facilitating a Covenant Group and

- Have good people skills
- Are genuinely interested in helping people to become spiritually engaged with one another
- Can feel comfortable learning to guide group dynamics in positive ways
- Are comfortable being primarily responsible for the administrative details of group meetings
- Are reliable
- Support the covenant group model

Then, please call or email me!

Yours,  
Rev. Susan

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***Finance Committee***

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 and the Board then presents the budget to the congregation for approval. After the budget is approved, the finance committee is responsible for monitoring the income and expenses as they relate to the current budget and for developing financial procedures. The committee reports to the Treasurer, who in turn reports to the Board of Trustees.

The current committee consists of Mary Dokes, Chair, Larry Agle, Jim Allen, Dave Cunningham, Ellie Murphy, and Don Weir. Adjunct members of the committee are Smoot Carl-Mitchell, Treasurer, Yvette Katsenes representing the Early Education Cooperative (EEC), Rev. Susan Frederick-Gray and Heidi Parmenter, Administrator. Sarah Carlson, President, and Gloria Swaine, bookkeeper also attends. Ellie Murphy rolled off the committee in May 2009. We'd like to thank her for restarting the finance committee in the fall of 2005 and all her work on the committee since then.

Accomplishments during the 2008-09 fiscal year include the following:

- As part of the strategic plan, the finance committee has focused on creating financial procedures during the past year. The church office will be the official repository for all procedures. Once the procedures are created, they will be reviewed annually for current accuracy. The following procedures were created:
  - Weekly Bank Deposit
  - Annual Budget
  - Distribution of UU Foundation Funds
  - Restricted Accounts
  - EEC Scholarship
  - Quickbooks entries
  - Memorial Garden
  - Payroll QB Entry
- Members can now pay their pledge through our website.
- Developed the congregation's operating budget for 2009-10 fiscal year.
- Reviewed and recommended to the board to adopt the Early Education Cooperative's 2009-2010 budget.
- To ensure the congregation is aware of the finances of the congregation

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the following communication vehicles were used during the year:

- Produced quarterly pledge statements
- Produced year-end statements for members and friends of UUCP
- Regular reporting to the congregation through monthly articles in Horizons including information on how the congregation is tracking the actual to budget pledge amount, total revenue, total expenses and net income.
- Monthly financial statements posted in Office 2

### **Unitarian Universalist Congregation of Phoenix Overview**

UUCP is ending the 2008-2009 fiscal year with the deficit that was budgeted. In light of the current financial situation and downturn in the economy, we are grateful to have remained on budget. Another result of the economic downturn, was the reduction in the amount UUCP received from the Foundation. The budgeted amount was \$30,000 and we received just half that amount.

Highlights as of March 31, 2009 include:

- Long-term liabilities of \$68,065 which includes:
  - \$37,164 note payable to Bank of America for the Construction Project
  - \$30,901 payable to the Unitarian Universalist Foundation (UUF)
- Short term liabilities of \$16,625 which includes mostly prepaid Early Education Cooperative (EEC) tuition and registration fees.
- UUCP has a diverse source of revenue to fund its operations. Sources of revenue 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 long-term projects

Submitted by Mary Dokes, Chair

### ***Green Sanctuary Committee***

The Green Sanctuary Committee (GSC) submitted UUCP's application for Green Sanctuary certification. Our congregation was accepted as a GS candidate on September 8, 2008. The review committee at the UUA's Office of Congregation Stewardship Services had the following summary comments about our application:

Overall, your program looks diverse, well balanced, and exciting. You



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presented a thorough application with a few short-comings, a strong diverse action plan that seems appropriate for your congregation.

GSC members set to work on the projects outlined in our application and were able to accomplish the following:

- Researched ways to make our Sunday services greener, including the examination of the Order of Service and coffee hour. We want to recognize the efforts of Sue Kennedy in this effort.
- Worked with the Sunday Services Committee to plan three Sunday services with a green focus. The services included Energy Independence by Bill Mee; A Greener Future for our Schools by Neil Douglas of U.S. Green Schools; and Desert Biofuels by Brad Biddle.
- Offered an adult RE class in conjunction with the ARE committee about ecospirituality. Special thanks to Terry Simmons for leading this class.
- Organized a Green Day for the congregation. Over twenty congregation members helped work on the trail and attended workshops on green living (presented by congregation member Linda Benson), solar energy (thanks to Harriet Williams for arranging the presentation by American Solar), and composting (given by Liz Lonetti of the Phoenix Permaculture Guild). Thanks also to Uli Boecker-Grime for the information she provided about greening household products.
- Assisted Booker T. Washington Headstart Program with its green efforts. Held a workday when twenty-five congregation members painted and worked on a garden for the school. Organized a Fork and Spoon Drive in which congregation members donated 440 utensils to replace the plastic ones thrown away each day by the school.
- Worked on green events and projects for the children and youth of our congregation. Hosted, in partnership with the Children's Ministry Committee, an Eco-Scavenger Hunt and Potluck for the families with pre-K through fourth graders. Organized assistance from the fifth and sixth graders with the Fork and Spoon Drive, the COA class with greening Cabaret, and the YRUU with painting at Booker T. Washington.
- Assisted the Choir and Music Committee in making Cabaret a greener event. Thanks to the special efforts of Lydia Yanak, Sarah Carlson, Natalie Summit, Harriet Williams, Heather McLellan, Maddie Jay, Randy Jay and the event attendees, we were able to recycle most of the garbage from the event. We also want to express appreciation to Cabaret's producer, Charlotte Carl-Mitchell, for her support of our green efforts.

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- Developed a trail guide highlighting native plants and animals as well as worked on improving the trail on UUCP's property. Kudos to Lois Leader for her fine leadership on this project.
- Conducted an in-service on environmental stewardship for the teachers to our EEC. Thanks to Elizabeth and Katherine Leung for building a recycling monster which was awarded to the classroom teachers who thought of the most ways to reuse a plastic bag.

Again, we appreciate the efficiency of our secretary, Harriet Williams. She takes detailed minutes of our meetings and collates our green tips for Horizons. Special thanks to Mark Grenard for so capably serving as a liaison with the Renovations Committee and for researching environmentally friendly restroom equipment. GSC also appreciates the on-going research efforts of John Wilbur in the area of recycling and of Sarah Carlson in the area of solar water heaters/electrical panels.

Submitted with sustainable regard,  
Susan Leung, Chair

### ***Human Relations and Conflict Resolution Committee***

In its first full year as a committee with a new name and new focus, Human Relations and Conflict Resolution concentrated on devising committee organization, reaching out to the UUCP community, and setting guidelines for conflict resolution.

#### Committee Organization

We met on the third Tuesday of each month. Reverend Susan attended every meeting as an active participant along with Sandy Thomson, Gene Cherry, and Julie Wambach. Sandy agreed to be Junior Chair and to lead the committee from July 1, 2010-2012. We requested a budget line and asked for \$500 to cover an October, 2009, workshop. The Governing Board accepted the HRCR Charter. As a subcommittee of the Committee on Ministry, we kept COM aware of what we were doing. Betty Saylor was copied on committee minutes, and twice she invited one of us to attend a COM meeting.

#### Reaching Out

We wanted to let the congregation know the new commitment of HRCR, so we published an article in the Horizon, and Sandy made sure Ellie Murphy had an inspirational blurb from HRCR each week in the Sunday Order of Service. Gene with Heidi's help rewrote, printed, and distributed new brochures. Gene also worked with Heidi to get HRCR on uucp.org with a copy of the brochure. Kate Otting generously offered to do a "Dealing with Difficult People" workshop which was a great success. Susan Goldsmith attended a meeting to talk about plans for a year-round leadership development subcommittee with which HRCR would like to collaborate. Julie met with the Governing Board and the Council of Committee

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Chairs to explain to leaders what services were offered by HRCR. With the help of Terry Simmons, Adult Religious Education will work with us next year on two workshops.

Guidelines for Conflict Resolution

We set up a mechanism whereby Reverend Susan can acquire names of out-of-church professionals when she wants to refer someone. We continued to offer our services as mediators and group process monitors during the year, and we worked on ways to better integrate the mediation program into UUCP's structure. After considering several more formal approaches, we agreed to retain the present process where HRCR works informally with Reverend Susan and leadership to best serve our congregants.

Julie Wambach, Chair

***Membership Committee***

The focus of the Membership Committee of UUCP is to represent our congregation as a welcoming one that is inclusive, friendly and respects and acknowledges the values of our new and existing members. Our vision is to create a growing intergenerational and multicultural community rich in diversity and energetically engaged in the activities of the congregation. This year the committee focused on welcoming people to become new members. A separate committee was formed to focus on membership engagement in the activities of UUCP.

The committee supports our strategic plan for growth. In fiscal year 2008-2009 we have increased the membership by seventy-four members.

This year the Membership Committee was reorganized into sub-committee tasks. Eleven Welcoming Teams (originally called PODS) were developed to welcome people coming to services. The following people were leaders for the teams: Sally Boyd (who also coordinated the teams as well as lead), Buddy Bortz, Bill Parker, Susan Leung, Bert Pearlman, Loretta Isaac, Stephanie Hart, Glen Lockwood, Jerry Whalin, Pauline Peverly and Kate Otting. There was also a substitute list developed to cover absences. A manual was created by Kate Otting, Volunteer Coordinator, to detail the expectations of each Welcoming Team. Each visitor returning regularly was offered a temporary name tag done with calligraphy once they registered with their address, telephone and email address for the Congregation's data base. The name tags were made by Lydia Yanak. All visitors that completed the register were called Monday mornings (Phoenix Area only) and were sent welcoming letters signed by the minister. The role of greeting included being available throughout the service, handling increased security and greeting for two services.

The New UU Class was reprogrammed to become a Pathway to Membership Class by the spring of 2009. For those visitors wanting to learn more about

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Unitarian Universalism, once a month the minister provided an informal information group following the Sunday service. The Pathway to Membership classes focused on the history and activities of UUCP. They were scheduled for January, April, September and November. They were held on two consecutive Sunday mornings in the Johnson Room with a potluck Saturday evening before the third Sunday when the new members were received into the congregation. Leaders for these classes this year have been: Lisa Katz, Gene Cherry, Kate Otting and Larry Agle. The manual developed by Dennis Haskin was revised to reflect changes by Kate Otting.

The STARS program is composed of members of the congregation who have been trained in the skills of listening to visitors and guests to help them connect to UUCP. There are thirty-five STARS who provide this service before and after services. Natalie Summit effectively trains and coordinates the program.

In follow up Monday morning telephone calls, as well as in new members comments indicating how they heard about the congregation, a common response is the attractiveness and quality of the web site. Jimmy Leung is the committee's liaison with the website in keeping it updated.

Jerry Whalin is the Secretary and Members at Large are Laida Restrepo, Ellie Murphy and Lisa Katz. Ex-Officio members: Kate Otting, Susan Fredrick –Gray. Laida Restrepo is succeeding Larry Agle as Chair.

Submitted by,  
Larry Agle, Chair

### ***Membership Engagement Committee***

The Membership Engagement Committee was just formed this spring in order supplement the Membership Committee's efforts to bring newcomers into membership. Finding meaningful connections within our congregation can be challenging for new members. We have many groups and activities, but UUCP has not had an organized method for assisting members make contact with those which might be particularly rewarding. This new committee will be working in conjunction with our staff Member Coordinator (Kate Otting) to help fill this gap.

From our charter:

#### Functions and Goals

- Provide a set of tools and processes to identify congregants' gifts and interests
- Incorporate congregants' interests and activity history into the UUCP database

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- Provide a set of tools and processes to identify opportunities for volunteer involvement
- Create and implement a system for matching people with suitable opportunities
- Create and implement a system for monitoring follow-through and measuring member engagement

So far, the committee has been focusing on the first point and has developed an interest survey that was distributed to the latest new member class. The survey was designed to help us match members' interests with existing (and possible future) groups and activities. We will be providing new members' contact information to the appropriate group leaders so members can be invited to participate. We will also be following to up to ensure that appropriate contact is made.

This is just a first step; our goals are broad and will take time to achieve. Our initial focus is on new and recent members, but our scope includes helping the entire congregation find opportunities for deeper connection and engagement.

Initial membership (and more are welcome):

Gary Ezzell (Chair)

Lisa Katz

Greg Cline

Angela Jansen

Respectfully Submitted,  
Gary Ezzell, Chair

### ***Committee on Ministry***

The Committee on Ministry (COM) is a committee of the Board. As such the committee reports to the Board and makes recommendations that are informed by the Committee's charge:

Using the mission of the congregation as guide and standard, the Committee on Ministry will promote and support the congregation's shared ministry, gauge the effectiveness of our ministry, make recommendations to enhance the quality of the ministry and lead the congregation in managing conflict resolution.

Members of the Committee are: Betty Sayler, Chair  
Jesse Hise  
Juli Harvey  
Sandra Lynch

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Richard Plattner  
Julie Smart  
Reverend Susan Fredrick-Gray

The specific charge of leading the Congregation in the managing of conflict resolution has been delegated to a sub-committee of the Committee on Ministry. This sub committee, formerly called Conflict Resolution, reviewed and revised itself, emerging as the Human Relations and Conflict Resolution Committee. This revision from individual and group conflict to an emphasis on pre-emptive prevention of conflict through a non-violent communication model is a statement of the evolution of personal relationships among members of the Congregation. Their progress for the year can be found under their name in the Annual Report.

COM met monthly to discuss issues pertinent to the Congregation's shared ministry. Among these issues were transition and settlement of our new minister, barriers and difficulties of midsize congregations, member involvement and reaction to the renovation project, and preparation and preparedness for a capital campaign.

Respectfully Submitted,  
Betty Sayler, Chair

### ***Music Committee***

This fiscal year has been very successful for the choir. We have added six new choir members with many 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; Diana Ashley, Chair; Jerry Whalin, Secretary; Paula Adkins, Treasurer; Charlotte Carl-Mitchell, Librarian; Sally McDade, member-at-large.

This year there was an array of music presentations including choir participation in Sunday services, ensembles of choir members, Lynn Haeseler supporting services led by the Sunday Services committee, Soulful Sundown services on Sunday evenings, annual Cabaret and special presentations led by accompanist, Lynn Haeseler and special Sunday services led by the family choir. The choir is blessed with members who are also accomplished musicians who play, piano, guitar, flute, cello, violin, viola, horn, banjo, drums and other percussion instruments. 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 tradition of Sunday morning hymn sings bringing congregants into the sanctuary with song and in the spirit of joy.

Exhibit A. Choir Sings for Susan Frederick-Gray's Installation

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- August 27, 2008 - We began the year with the first rehearsal. That Sunday was the first Music Committee meeting where themes for the Spring Cabaret were finalized with the theme "Movin' On" selected.
- September 2009 - Connie Jahrmarkt worked closely with Susan Frederick-Gray to design choir accompaniments to sermon themes planned for the fall period.
- September 13, 2009 – Birmingham Memorial service with hymns prior to the service.
- September 27, 2009 – Lynn Haessler leading Amazing Grace concert.
- September 28, 2009 – Choir sings Jerry Whalin's "UU Covenant" and Ed Grobe's "What is a Church."
- October 23, 2009 – American Song Night with the DVLC.
- Oct 26, 2009 – Partner Church celebration and ceremony. Choir sings hymns in Hungarian and the church has a BBQ in honor of our partner church. There is ensemble music with musicians playing guitars, violin and banjo with group singing.

Exhibit B. Choir musicians play at Partner Church BBQ celebration.

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- November 23, 2009 - Thanksgiving celebration with choir and family choir.
- December 12-24, 2009 – Christmas caroling with various choir combinations bringing joy to many UUCP congregants.

Exhibit C. Choir members sing Christmas Carols to shut-in UUCP members.



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- December 24, 2009 – Christmas Eve service and hymn sing
- January 10, 2009 – Choir retreat with five-hour warm-up of spring music offerings.
- January 11, 2009 – MLK day celebration and Music Committee meeting.
- January 24, Song Leading Workshop with Jason Shelton for 2 hours.
- January 25, 2009 – Installation celebration of Susan Frederick-Gray with special 1 hour rehearsal prior to the ceremony. This was glorious.
- March 21, 2009 – CABARET - The choir sings “Truck’in” as part of the Movin’ theme for Cabaret.

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Exhibit D. Choir members sing "Truckin'" at Cabaret



- May 1 - District Assembly – Sources Cantata performed at the Hilton in Mesa, AZ. Choirs from Phoenix, California, Chandler, Tucson and Sierra Vista combined to bring over 100 voices and myriad musical instruments to celebrate the "Sources" cantata by Jason Shelton.

Exhibit E. Combined choirs sing for District Assembly.



- May 17, 2009 – Coming of Age celebration.
- June 7, 2009 - Connie Jahrmarkt receives UU Musician Certification.

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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,  
Diana Ashley, Chair

***Nominating Committee***

Our 2008-2009 Nominating Committee:

- Worked hard
- Argued passionately, listened to each other
- Laughed, had fun, loved the work we do
- Had great energy and rapport = community
- Had thoughtful discussions
- Considered responsibility to our beloved community and each other
- Met our goals, on time (is that redundant?)

**Nominations:** The job seemed a bit daunting, but we were pleased to find wonderful nominees, willing, even eager to serve their UUCP congregation – from our initial choices! Job Descriptions provided to each candidate were essential tools to this success.

Board Nominations:

A big leadership gap was left by the departure of Tim Tilton (2008-2009 VP and President-Elect); We are delighted that Sarah Carlson graciously agreed to continue in the Presidential role for another year.

Paula Kulina was nominated as Vice President

Todd Cruse: Board member

Jay Bastani : Board member

Elaine Warner: Past President.

Nominating Committee 2009-2010

Donna Featherston

Gene Harvey

Ann Marie Ciemny

Recommendations for the Committee on Ministry:

Terry Simmons

Lani Angell Comp

Natalie Summit

Brief biographical descriptions of each nominee were provided in the April and May 2009 issues of Horizons.

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**Leadership:** Incoming members of the Nominating Committee recognized the groundbreaking work of the 2007-2008 Nominating Committee's Leadership Development Day (LDD) event, and together we made a goal to continue and expand leadership development as a year-round process.

LDD October 2008 described:

The second annual LDD, held on October 4, 2008, focused on "Recruiting, Sustaining and Appreciating Volunteers." Approximately fifty UUCP leaders and potential leaders attended. The presenters gave their time and energy generously and left the attendees with tools for leadership and hand-outs for future reference. The volunteer presenters and speakers were: Rev. Susan Frederick-Gray, Jimmy Leung, Jane Armstrong, Kim St. Clair, Piya Jacob, Sarah Carlson, Gary Ezzell, Kate Otting and Heidi Parmenter.

A Calendaring session was added to LDD, to help coordinate the many needs of all the committees and groups of our rapidly growing congregation – all requiring time to share the same limited space our UUCP campus has to offer – part of the nuts and bolts of leadership.

We determined that Leadership Development (LD) should be led by a subcommittee of the Nominating Committee. That subcommittee will be initiated by Gary Ezzell, who will assemble a team making LD a year-round project that will provide opportunity, recognition and celebration of leadership potential within our many new members as well as the old.

Challenges and visions for the 2009-2010 Nominating Committee include:

1. Supporting the development of the LD Subcommittee
2. Working with the newly established UUCP Council to encourage and mentor committee chairs to interact and to share the leadership within their committees
3. Helping committees to follow the UUCP Strategic Plan: having a charter, establishing goals, keeping records – 'planning, implementing, assessing, repeating'.
4. Suggest a calendar for committees to follow – to support community growth and productivity.
5. We found value in keeping good records accessible to the Nominating Committee members, despite the confidential nature of Nominating Committee work. Embracing technology as our friend is sometimes frustrating, but we are working on it!

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Respectfully submitted by your 2008-2009 Nominating Committee:

Susan Goldsmith, out-going Chair  
Pauline Peverly, out-going member  
Jeff Newman, out-going member  
Gary Ezzell, continuing member  
Sally Boyd, continuing member  
Lydia Yanak, continuing member

***Partner Church Committee***

In October 2008 the Partner Church Committee, on behalf of UUCP, hosted the first-ever visit to the U.S. by members of our partner church in Szekelyudvarhely, Transylvania/Romania. Rev. Domokos (“Domi”) Ruzs and his wife Eva, and their Congregation President Gyula Littasi and his wife Csilla spent nearly three weeks with us. To sum up—WOW! We could not have had a more positive experience.

Here are some highlights of their visit.

- The first event was a reception at the home of Ray and Gretchen Manker, where nineteen people gathered to welcome our guests to the United States and to UUCP.
- They took a driving tour of the southwest with Ernie Garcia and Paula Kulina, including Sedona, Grand Canyon, Monument Valley, southern Utah, and Las Vegas. Their favorite part of the trip was seeing the different colored rocks and cliffs in southern Utah. They also saw a real cowboy herding cows and persuaded him to pose for photographs.
- UUCP hosted the Western Potluck. The four learned some square dancing moves and Domi sang a campfire song. Thanks to the many volunteers that made this event a success!

We had a very special Sunday service. Domi preached his first sermon in English, titled “Guiding Lights.” It was a touching acknowledgment of the role that UUCP plays in local community, and of the role we have played in the development of their Szekelyudvarhely church. Thanks to the efforts of Connie Jahrmarkt and the choir, we enjoyed special music. The choir sang “Spirit of Life,” the traditional partner-church anthem, in Hungarian; Eva and Csilla were invited to sit with the choir. During the service Domi presented a gift to the congregation: a wooden *kopjafa* (pronounced “ko-pi-a-fa”). *Kopjafas* are a symbol of Transylvanian cultural identity. Traditionally they were used to commemorate a person’s life, and the patterns carved on the pole narrated the life story of the deceased. More recently, however, *kopjafa* are erected all over Transylvania to mark historic events or significant anniversaries. Our beautiful oak *kopjafa*, carved by a Unitarian in Transylvania, symbolizes our everlasting friendship. The *kopjafa* is placed in the front of our sanctuary—please view it up close and read the inscription plate.

UUCP presented the visitors with two special gifts. Rev. Domi received a hand-

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made stole, and Gyula was given a UUCP banner for the Szekelyudvarhely congregation. Thanks to Libby Walker for her beautiful artistry on these two gifts, so reflective of our southwest environment.

Our visitors spent a week participating in UUCP activities and seeing local sights, including:

- The Desert Botanical Garden and Heard Museum, courtesy of Lani Comp and Judy Lambert
- Women's Spirituality, Board of Trustees, Social Action, Religious Education, Coming of Age and Unicare meetings, where they learned about how our church life is organized
- Desert View Learning Center and Early Education Cooperative tour
- Local ministers' reception at Rev. Susan's home
- Individual UUCP members opened their homes to our visitors, providing not only home hospitality (Ray and Gretchen Manker, Piya Jacob, Lani Comp and Sandy Lynch) but giving them a taste of American culture and lifestyles. Gary Bealls gave them a tour of his art studio; Jane Armstrong gave them a horseback ride; and Charlotte Carl-Mitchell shared her memorabilia collection. They sang Russian folk songs at the Perlmans, and charmed Ann Ciemny's parents over dinner.
- They spent a weekend in Tucson, hosted by the UU Congregation of NW Tucson. Domi and Rev. Susan Manker-Seale led the Sunday service there, and gifts were exchanged. While in the area they toured the Arizona Sonora Desert Museum, courtesy of Ernie Garcia and Ellie Anderla. They especially enjoyed seeing the free flight of birds and seeing the reptile exhibit.

If you are interested in being part of future plans, please see one of the committee members: Paula Kulina, Ernie Garcia, Judy Lambert, Marcy Kiefer and Ellie Anderla.



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Respectfully Submitted,  
Paula Kulina, Chair

### ***Publicity Committee***

The purpose of the Publicity and Website Committee, as stated in its charter, is to raise awareness of the principles of the Unitarian Universalist Congregation of Phoenix (UUCP) and its activities to attract new members.

To carry out that purpose the committee has worked in two major areas. The first is traditional media which includes press releases, advertising and printed material. The second is new media, including the UUCP website and other electronic resources.

In the first category we have facilitated the following:



- In response to a press release on the arrival of the Rev. Susan Frederick-

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Gray, an article with photos was published in the Scottsdale Republic section of the Arizona Republic newspaper on September 4, 2008.



- In response to the press release on the Birmingham bombing commemoration, another article and photo appeared in the Scottsdale Republic on September 17, 2008 on the vigil held at UUCP on September 13, 2008.



- Members of UUCP, including Rev Susan Frederick-Gray above, were in photos in the Arizona Republic and on its website on November 11, 2008. The event was a candlelight vigil in protest of the passage of the gay marriage ban, Proposition 102. No names or affiliations of the people were mentioned, but we knew who they were!



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Submitted photo

### Called to Paradise Valley

The Rev. Susan Frederick-Gray was installed as minister Jan. 25 at the Unitarian Universalist Congregation of Phoenix, 4027 E. Lincoln Drive. She earned her undergraduate degree in molecular biology and a master of divinity degree from Harvard Divinity School in 2001. The Rev. Frederick- Gray ministered to UU congregations in Tennessee and Ohio before being called to the UU Congregation of Phoenix. Visit [www.phoenixuu.org](http://www.phoenixuu.org).



Submitted photo

### Life and lessons of Africa

"Living in Africa" is the topic of the travel series "Traveling 2nd Fridays" 7 p.m. Friday, Feb. 13 at the Unitarian Universalist Congregation of Phoenix, 4027 E. Lincoln Drive. All are welcome to this informative event. A free-will offering will be taken to support the work of the congregation. Dave Bellama and Nancy McCharen have experienced much of what Africa has to offer as they lived and worked there for 20 years as Peace Corps volunteers. They will share their story during the evening event. The travel series continues onto France, Antarctica, Nepal and ancient Turkey in upcoming months. Visit [www.phoenixuu.org](http://www.phoenixuu.org).

- Carolyn Allenby worked on developing a relationship with the Paradise Valley Independent, the small newspaper that covers the community around the church, making it very targeted publicity. She has taken photos and submitted news releases and gotten publicity on Rev. Susan Frederick-Gray's installation on January 25, 2009 and on other events at the church, including Dave Bellama's talk on Africa.
- Noelle Bowman, adjunct member of the Publicity Committee who works for the Arizona Republic, graciously shared her knowledge and expertise in the creation of eye-catching news releases.
- We have also sent out news releases on events, such as Cabaret, the Unimagined Tour and the recent Sources performance, that did not get any response that we're aware of. We continue to need help from congregation members and friends in finding where our publicity appears.
- We paid \$52.86 for a listing in the Guide to Scottsdale Churches.
- We purchased 16 announcements on radio stations KJZZ and KBAQ that ran in December 2008. The package cost \$640 which was 50% off the usual price.
- We no longer have any charges for our listing in the Dex white and yellow pages because we now have only what comes free with our phone service.
- Michele revised the business card size hand-outs we use at the Pride Parade and other events.
- We reformatted the Memorial Garden brochure and after a bit more revision, it will be available to members and the public.

The second major area for the Committee is new media. The UUCP website is now the primary means we're using to fulfill our purpose - to raise awareness of the principles of the Unitarian Universalist Congregation of Phoenix (UUCP) and its activities to attract new members.

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A lot of work has been done this year to make the site more user friendly and informative.

Jimmy Leung has:

- Updated the minister's page with a biography of the Rev. Susan Frederick-Gray
- Updated the sermons page; Rev. Susan's sermons are on a page of their own while all the old material went to a new page-"sermon archives"
- Added to "UU links," including multimedia and links to UUA and PSWD
- Added content including multimedia to "UU history"
- Created a page with a biography of Lynn Haeseler and link to her page (with Lynn's permission)
- Added several pictures - picture of the sanctuary to "Sunday Service", and of Gay Pride parade "to welcoming congregation
- Made a new visitors' page
- Deleted an old search committee page
- Made several links from "welcoming congregation", "Principles" and "sources" to similar UUA pages
- Helped a number of other people post things on the front page, such as stewardship and UUA presidential elections, the board, etc.
- Continues to encourage people to use the website

Heidi Parmenter has:

Been responsible for keeping Horizons, the calendar, sermon topics and other major content updates (i.e. two service change) on the website.

Smoot Carl-Mitchell has:

- Added Job Club links
- Added expire dates to "Happenings" articles, so the expire from the front page automatically.
- Added online credit card pledge payment process integrated with PayPal account
- Explored forum mechanism for committee communications

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Carolyn Allenby has:

- Encouraged the creation of a photo gallery on the website.
  
- Taken photos that have been used in the photo gallery and for news releases.

Charlotte Carl-Mitchell has:

- Added a biography and photos of Connie to the Music section of the website
- Created a photo gallery of choir pictures under Music
  
- Created a photo gallery of UUCP pictures with a link on the Welcome to Visitors page
  
- Wrote articles for the Happenings section on the home page about the installation, Cabaret and the Sources performance at DA.

#### Current and Future Projects

With the help of new committee member, Michele Hermanson Chaves, we have developed a Publicity Request Form that will be available on line for any member to download, fill out and forward to the Publicity Committee. The committee will then help get the word out about whatever UUCP event, honor or news is happening.

The committee has been discussing the creation of a E-UUCP committee that would bring together people interested in new media such as Facebook, blogs, twitter, podcasts, etc. as ways to publicize who we are and what we do. Jimmy Leung is going to convene a meeting on the issue and Michele Hermanson Chaves is going to help plan and present the program.

We are also discussing ways to improve the website. We feel strongly that the 'New Media' is the way to go in the future.

The members of the committee are Charlotte Carl-Mitchell, chair, Jimmy Leung, Smoot Carl-Mitchell, Richard Jahrmarkt, Carolyn Allenby, and Michele Hermanson Chaves. Adjunct member – Noelle Bowman. Staff support – Heidi Parmenter.

Respectfully submitted,  
Charlotte Carl-Mitchell  
Chair, Publicity and Website Committee

#### ***Renovation Committee***

The UUCP began a new operational year with increasing membership,

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leadership from Rev. Susan Frederick-Gray, and a high level of energy within the Congregation. There is more need than ever to bring our facilities up to modern accessibility and environmental standards. A new motto was coined for the end of the Capital Campaign Brochure - let's "...make our building as friendly and accessible as we are."

During its July 2008 meeting, the UUCP Board of Trustees confirmed its support of the renovation/construction effort, and specifically decided to combine the supervision of construction and the organization of the financing under the umbrella of a new "Renovation Committee." On August 19th, the Board approved the nomination of Don Weir as the chair of the Renovation Committee.

This committee continues the work of the Universal Access Committee and the Construction Committee. The UUCP began the year with:

- A world class design from Doug Sydnor, our architect, that is functional, environmentally friendly, attractive, and affordable
- Full approval of the Town of Paradise Valley of our Master Plan with a five-year time period for Phase One and a twelve-year time frame for the remainder of the plan
- Significant support from a broad base of our members, friends, and tenants
- Completed building improvements to show the world that we are serious!

The Committee had eight formal meetings between September 2008 and April 2009 as summarized below:

<b>Date</b>	<b># Attending</b>	<b>Comments</b>
September 4, 2008	8	Formational Meeting
October 7, 2008	14	Joint meeting with Board and Architect
November 6, 2008	9	
December 2, 2008	6	Workshop Preparations
January 15, 2009	11	
February 5, 2009	11	
March 5, 2009	7	
April 2, 2009	11	

In addition, there were a number of meetings and workshops with the architect and builder, neighborhood citizens, Committees, and the Congregation.

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Active members of the committee include:

Don Weir	Smoot Carl-Mitchell
Gary Ezzell	Jack Putta
Dale Fisher	Bart Faber
Gene Rowley	Greg Cline
Richard Jahrmarkt	Richard Plattner
Glen Lockwood	Mark Grenard
Bill Mee	

In addition, the Committee has four executive co-chairs. The role of the executive co-chair is that of trusted consultant and voice of the congregation to ensure appropriate checks on the general direction of the Renovation Committee. Based on past experiences, this role was conceived as one method of assuring a strong connection with the sense of the congregation and some measure of oversight between major interactions with the congregation.

Rev. Susan Frederick-Gray, called Minister of the Unitarian Universalist Congregation of Phoenix

Sarah Carlson, President of the Unitarian Universalist Congregation of Phoenix Board of Trustees

Marshall Smart, President of the Unitarian Universalist Congregation of Phoenix Foundation

Jesse Hise, Past President of the Unitarian Universalist Congregation of Phoenix Board of Trustees

The formational meeting of the Committee was held on September 4th, 2008. The following mission statements were approved for the Committee:

- Oversee the construction of the remaining elements of the Phase One Building Program
- Develop the financing plan for completing the Phase One Building Program
- Address additional building and grounds needs that are outside the scope of normal Buildings & Grounds Committee maintenance

The Committee agreed to the following operating procedures:

- Meet as a committee on first Thursday of each month
- All correspondence by E-mail with minimum use of paper

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- Work done by teams of one to three people
- Effort accompanies suggestions

The Committee accomplished a number of tasks during this year towards the mission. The following paragraphs outline the highlights.

End of 2005-2008 Capital Campaign Activities - Committee members, prior to the committee formation, conducted most of these activities. At the request of the Board of Trustees, a survey was conducted to capture the attitudes of UUCP members with a strong financial commitment to the congregation to continuing the building project. A four-page brochure was prepared and mailed to all contributors to the Capital Campaign that highlights the results and accounts for all of the funds received and spent. A survey was completed for the UUA that highlights the impact the Campaign has had on the UUCP. Finally, acknowledgement letters were sent in January 2009 to all contributors to the Campaign after the end date of April 30, 2008.

Construction options for 2008-9 – Plans were developed to address the foundational/environmental aspects of the project; specifically:

Dust Control - The Town of Paradise Valley requires us to improve the Northwest parking lot due to the effect that dust plays on our daily environment. The Town requirement reminds us of our desire and obligation to “green-up.” We are also looking at way to increase our parking capacity.

1965 Annex doors/windows and fire sprinklers and alarm system throughout - Replacing the windows and doors in the main portion of the building last year highlighted the deterioration of the 1965 Annex (where our Sunday RE meets as well as where UUEEC and Kids Kamp share space). The primary needs in this space are doors and windows to address security and energy efficiency. It is also time that we address a lingering safety issue and install fire safety equipment throughout the classroom wings.

Sewer system – We have two rapidly deteriorating septic systems. Maintenance on these systems is increasingly challenging and we are again reminded of our desire to reduce the environmental impact of our campus. The septic systems will require replacement in the not-too-distant future and we have a fantastic (and not necessarily open-ended) opportunity to tie-in to the Phoenix sewer system. The sewer requires a major excavation down to the Southeast corner of our property.

January 2009 Workshops – The Renovation Committee continues to envision a building that supports this vibrant community’s vision and mission. Glen Lockwood led three educational discussions in January in preparation for the

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Congregational Meeting on February 1st. The motions presented to the Congregation, with the approval and endorsement of the Board of Trustees, are:

**Motion #1 Conditions for Funding Renovation Projects**

a. The Congregation requires that the borrowing of funds for completion of UUCP Renovation Projects shall be accomplished under the following conditions:

- A Congregational vote must approve the terms of the loan
- The Lending Guidelines of the UUA Building Program (<http://www.uua.org/leaders/leaderslibrary/buildingloans/27516.shtml>) shall be followed where applicable and any deviations clearly identified
- A detailed financial projection plan showing the source of the loan payments must be documented
- A cash reserve of at least eighteen months of loan payments must exist and be maintained until eighteen months from loan end
- The UUCP Foundation must be offered the right of first refusal for making the loan
- The requirements of the Articles of Incorporation, Bylaws, or other contractual agreements must be satisfied.

b. A Capital Campaign will be conducted in the 2009-10 fiscal year to seek contributions to fund the building improvements approved by the Congregation

**Motion #2 Upgrade of Northwest Parking Lot, Sign, 1965 Annex Doors and Windows, Water and Electrical service, and Fire Alarms & Sprinkler**

The Congregation authorizes the Renovation Committee to prepare a detailed proposal for vote at the May 2009 Congregational Meeting for the renovation of northwest parking lot, sign, 1965 Annex doors and windows, water and electrical service, and fire alarms and sprinklers for the 1961 classroom wing, and the 1965 annex. The estimated cost of this project is \$874,678.20. The proposal shall include a funding plan, detailed cost estimate, and definition of the scope of work.

**Motion #3 Add Installation of Sewer**

The Congregation authorizes the Renovation Committee to prepare a detailed proposal for vote at the May 2009 Congregational Meeting that adds the construction of a new sewer line to serve the entire UUCP property. The

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estimated cost of the sewer is \$291,225.00 which raises the cost of the total project to \$1,165,903.20. The proposal shall include a funding plan, detailed cost estimate and definition of the scope of work.

**Motion #4 Add Other proposed upgrades**

The Congregation authorizes the Renovation Committee to prepare a detailed proposal for vote at the May 2009 Congregational Meeting that adds:

- Fire Alarm and Sprinklers in Sanctuary (\$83,765)
- Masonry wall at northwest corner of property (\$9735)
- Site wall at Southeast corner of property (\$17,233.70 - Clearview HOA pays remaining 2/3)
- Electrical issues in chiller pit (tbd)
- North courtyard upgrades (tbd)
- Parking canopies over handicapped spaces in northwest lot (\$13,200)
- Northeast parking lot extension and reconfiguring (tbd)
- The proposal shall include a funding plan, detailed cost estimate and definition of the scope of work.

The motions were approved by the Congregation on February 1, 2009.

Support for the Architect - Gary Ezzell remains the UUCP member designated to interface with Doug Sydnor, the UUCP architect. It was agreed that a single point of contact was necessary to ensure consistent information and reduce chances for out-of-scope requests. Three amendments to the Architect's agreement were negotiated during this year.

- Amendment 9 closes out the current agreement through Amendment 8 and establishes that all obligations under the Agreement have been satisfied.
- Amendment 10 authorizes the design modifications for the northwest parking lot upgrade, new sign, fire sprinklers and alarms, 1965 annex doors and windows, and new sewer line.
- Amendment 10A authorizes funding civil engineering, electrical engineering, and landscape architectural services for the Amendment 10 design work.



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In addition, two meetings were held with the architect and builder to define construction costs and related impacts on UUCP schedules and activities.

Neighborhood Meetings – Richard Plattner facilitated two meetings with the adjacent landowner and the Clearview Homeowners Association representative to define the Temporary Construction Easement needed for the sewer. In addition, the Committee supported a neighborhood meeting for Christ Church of the Ascension for their application for an amendment to their Special Use Permit from the Town of Paradise Valley.

Support to Green Sanctuary Committee – The Committee reviewed and obtained approval to incorporate the waterless urinal and double flush water closets recommended by the Green Sanctuary Committee. The Renovation Committee also coordinated with the Architect for a document defining the environmental features of the Master Plan design.

Coordination with the UUCP Foundation – Don Weir met twice with the Foundation to discuss options and issues for financial relationships between the Congregation building project and the Foundation. A plan to support the financial reserve requirement was developed.

Coordination with the Committee on Ministry - The Renovation Committee sought the help of the Committee on Ministry in four areas:

- The Capital Campaign assessment process.
- The assessment weekend held March 13-15, 2009. The workshop focused on UUCP's readiness for a capital campaign in 2009-2010.
- A feasibility study to help set Capital Campaign goals and communicate with members.
- Going forward, is there a role for the Committee on Ministry in this process?

Don Weir participated in two meetings with the Committee on Ministry to discuss the Renovation and several Committee on Ministry members participated in the workshop.

LEED Certification - Bert Pearlman led efforts to identify a process for getting the building LEED certified. He requested information on grant opportunities with the U.S. Green Building Council for Leadership in Energy and Environmental Design (LEED) certification. Unfortunately, there are currently no grant monies available to assist in LEED certifications.

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Parking – Parking became an issue with the increased attendance at Sunday Services due to membership growth and Rev. Susan Frederick-Gray's arrival as the Called Minister of UUCP. Gary Ezzell conducted a parking lot use evaluation. Parking plans were reviewed and various options were discussed. The Committee worked with the Architect to define a new striping plan for the Northeast parking lot and administrative approval was received from the Town of Paradise Valley.

Capital Campaign Planning – The Committee conducted an Assessment Weekend to evaluate the health and suitability of the UUCP to conduct a Capital Campaign in 2009-10. Dave Rickard, a fundraising consultant of the UUA was hired to lead the assessment. The Committee assembled the required data and facilitated the meetings on March 13-15, 2009. Twenty-eight members participated in the workshop on Saturday. In addition, Dave met with the Minister, Board of Trustees, and Renovation Committee. The weekend generated a significant volume of information that will be useful for future planning.

The biggest obstacle to future progress on the building project is the current economic downturn. It will be difficult to finance a significant building project until there is a positive economic outlook.

Respectfully Submitted,

Don Weir, Chair  
2008-9 Renovation Committee

### ***Sanctuary Team***

#### History

The Sanctuary Team, established in May 2008, represents a merger of two committees that previously served UUCP for a number of years: The Art Committee, which planned and managed exhibitions in the UUCP Sanctuary and the Sanctuary Team, which decorated the Sanctuary for special occasions, primarily during the Christmas season, and tended to maintenance of decorative materials and areas where they are stored.

#### Purpose

The purpose of the Sanctuary Team is to recruit, screen and select artists, craftsmen and artistic collaborations to display their work at UUCP to enhance worship services and other ceremonies/events taking place at UUCP. Individuals or groups wishing to display arts, crafts, photography, etc. must apply directly to the Sanctuary Team and must complete a written agreement with UUCP prior to exhibition. The Team oversees and/or assists with the installation and removal of exhibits, coordinates their periods of display with other congregational

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activities and keeps records of works displayed.

The Team continues to decorate the sanctuary for Christmas, remove the decorations after the holidays and maintain the storage areas used for the seasonal decorations. The upstairs area where previously donated art is stored has also become a responsibility of the Sanctuary Team.

### Membership

Joan Roberts and Jan Wise are the Co-Chairs of the Sanctuary Team. Other members include Sally Boyd, Joan Gale, Tish Gauntt, Bernie Hall, Sharon Hise, Ann Jackel, Dot Manser, Peggy Paden, Julie Smart, Sandy Thomson, Libby Walker and Elaine Warner.

### Exhibit Schedule - 2008-2009

The traditional Members and Friends Exhibit was hung on August 29, 2008 and remained on view through November. It was a large show with many members represented. We received an abundance of positive comments and several works were sold, resulting in a commission for UUCP.

The Christmas Decorations were assembled by the Team on December 5, 2008. We have three artificial trees that are boxed and stored for most of the year and it is always a challenge to reassemble them. Very few of us can ever recall how to put the things together. We have had many good laughs over our haphazard attempts to put them up and connect their electrical cords so that everything lights up. This year was especially difficult because Sandy Thomson was out of town and her electrical expertise was sorely missed.

January 3, 2009 marked the hanging of an exciting new exhibit by the Artists of the Black Community (ABC-AZ). This exhibit featured the work of ten artists representing their organization including our own long-time member, Dr. Eugene Grigsby. Khandra Howard coordinated the exhibit for ABC-AZ. This exhibit was really a big success and was something different because it had been many years since the black artists had shown their work at UUCP. The response of the congregation was so positive that we plan to ask the artists for a return engagement in 2010.

The Sanctuary walls were left empty from March 7 until April 3, 2009 in order to accommodate decorations for the annual fundraiser Cabaret, put on by the UUCP Choir.

One of our favorite groups that regularly display their work at UUCP is the Main Street Mavericks, a group of fiber artists whose work is very much appreciated by the congregation. This exhibit was installed on April 4, 2009 and will be removed on May 30. Several large quilts have already been sold and we expect we will

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sell others. We hope the Mavericks will return with new pieces next year.

Last summer we had an absolutely fantastic summer exhibit of Children's Art provided by Desert View Learning Center, the UUCP Cooperative Preschool and our own Carla Dunlap who teaches art in Cartwright School District. This year we expect to have them all back again to brighten our walls during the long hot summer. This display will be hung on June 6, 2009 and will be with us until late August.

#### Other Activities

The Sanctuary Team has held several planning meetings during the year and also sponsored a Work Day on May 26, 2008. Its goal was to review the contents of the upstairs "Art Archive," make decisions about its use and retention and to straighten up and rearrange the areas where the artworks are stored. An existing list of artworks, including numbers, was reviewed and compared with works found. Many works were numbered, others were not, and quite a few which were on the list were not located but assumed to be hanging in other parts of the building.

Some items were in extremely poor condition with broken glass and frames, water or insect damage and dirt. We disposed of these items. Others items that were slightly damaged or assessed to be unusable for display at UUCP were gathered and taken to Good Will. There still remains a sizeable quantity of work in the the upstairs storage area that is unlikely to ever be used again. Although we made good progress on this workday, much remains to be done. Hopefully we will be able to schedule another such workday during the summer of 2009.

Respectfully Submitted,  
Jan Wise & Joan Roberts, Co-chairs

#### ***Social Action Committee***

Service is our prayer.  
Social action for social justice.

Some congregations call it the Social Justice Committee, we call it the Social Action Committee.

We were fortunate to have some very active new members this year. I especially want to recognize and thank Ceyshe' Napa, Terry Torrey, Larry Thwing and Bill Lace for stepping up and helping with our many activities.

Our new banner, made by Libby Walker, reads:

The Social Action Committee  
of the

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We carry this banner when we show our support and concern on social issues.

This year we marched in the Pride Parade to show our support for the LGBT community and to show that we are a Welcoming Congregation. Our participation was organized by Larry Thwing and Ceyshe' Napa who did a fine job. We had over seventy marchers in our group and over a hundred colorful balloons.

We moved our monthly meeting to the fourth Tuesday of the month to accommodate our new minister, Rev. Susan, and we are pleased that she is taking an active interest in our activities. Thank you, Susan, and thanks also to your son and husband who often come with you on our marches and protests.

Janice Brunson is one of the jewels of our congregation and this committee wishes to support and recognize all of the amazing work she has done this year traveling to Africa to help and support the UUs that she has connected with in Africa. Thank you, Janice, for all of the work that you do.

I want to give a special thanks to Heather McLellan who has been my vice chair this year and has been not only my support but has continued to be UUCP's connection to the New Day Shelter and the ICM collection for the needy. Carla Dunlap and Bev Spiars do a craft project with the children after the monthly meal and they do a wonderful job. The children love and enjoy everything they do.

We continue our support for:

- Circulo de Amigas in Nicaragua and Answer Nepal
- Hogar Materno in Honduras which Tony Banegas visits every year and delivers our contribution
- And the Tonatierra in Nicaragua a hospital that George and Jane Pauk visit annually and deliver our monetary support.

Many thanks to the volunteers who work at the Social Action table at the back of the sanctuary every Sunday to answer questions, hand out literature, and sell Fair Trade coffee, tea and chocolate.

We work very hard to bring a speaker to our congregation once a month to speak at the Social Action luncheon. The luncheons are planned to educate and inform us on social justice issues that need our attention.

Immigration has been an important issue this year and we have joined with our Latino community to protest the treatment community has received from some of our law enforcement officers here in the state of Arizona. Thanks must go out to George and Jane Pauk for the time they have put into keeping us connected on

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this important issue. This year at GA we will receive recognition for our efforts to support justice for immigrants. Also Carla Dunlap is working to have a play produced in our sanctuary on immigration that will help make us all more aware of the struggles that immigrants face in this country. We are especially interested in the Dream Act play.

This year Souper Bowl Sunday collected over \$1200 for the ICM Interfaith Cooperative Ministries which gives food and clothing to those in need. We also have a basket near the front entrance where non-perishable food items and clothing can be placed for later pick up.

At Christmas time we sell USC cards to support work for social justice and collect books for the Head Start program at Booker T. Washington school. Jane Pauk made an appeal for members of congregation to support this school by filling out a Arizona tax credit form.

In following with our principle of "Service is our prayer," our congregation continued in its commitment to provide meals to the New Day Center each month. For those of you not familiar with the New Day Center, is a non-profit homeless shelter on Van Buren Road in Phoenix. On the first Sunday of each month in 2008, a meal was prepared at our congregation and then served at the New Day Center in the afternoon. To make this happen, approximately ten to twelve volunteers each month shopped, cooked or served the meal. Baked goods were also donated. Food is purchased through the Social Action Committee annual budget.

The food provided served between 100 and 150 individuals, many of those families with children. A new facet has been the addition of the art program for the children at the New Day Center. This is also staffed by UU volunteers. With finances being so tight right now for so many people, our gift of a meal probably is benefiting more people than ever. Thanks to all who have made this happen. We will continue with our efforts during 2009.

In conclusion, we are busy and active and concerned individuals who believe that we can make a difference. We welcome new members to our committee and very much need your help and support.

In LOVE and PEACE,  
Sarah Burchard, Chair

### ***Stewardship Committee***

The 2009-2010 Stewardship Campaign

This year's stewardship campaign embodied a spirit of celebration and generosity as we planned for and enjoyed Commitment Sunday on March 30, 2009. Our campaign theme was "Breaking New Ground Together" reminding our

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members of the excitement of our first year in our new ministry with Reverend Susan Frederick-Gray.

Our emphasis during the campaign was encouraging our members to become Suggested Giving Guide pledgers. The Giving Guide was printed on the back of the pledge form. It was a talking point in the announcements leading up to Commitment Sunday and in our presentation to new members on April 26. We also mentioned the giving guide in Horizons articles published this Spring. Special thanks to the UUCP Board of Trustees who led the way by agreeing to share their pledge percentages of income and to Reverend Susan Frederick-Gray for her leadership and openness about her own giving.

Throughout the campaign, we sought to remind members of UUCP's vital presence in our lives through a series of videos posted on YouTube.com and the UUCP website in the weeks leading up to Commitment Sunday. Our special thanks to Reverend Susan Frederick-Gray for her inspirational video message about the spiritual practice of generosity.

We wish to thank the many dedicated people who made calls to personally invite members and friends to Commitment Sunday:

Elaine Warner	Richard Plattner
Sharon and Jesse Hise	Ann Ciemny
Jimmy and Susan Leung	Rick and Julie Wambach
Jeff and Andrea Newman	Carolyn Allenby
Smoot and Charlotte Carl-Mitchell	Mary and Gary Dokes
Sarah Carlson	Gary Ezzell
Betty Wentland	Jan Kaplan and Helen Walker
Barbara Cawthorne	Sandra Weir
Sandra Lynch	Libby Walker
Greg Holmberg and Toni Colette	Bill Lace
Todd and Nancy Cruse	Amy Light
Peggy Paden	Heather McLellan
Pauline Peverly	Richard Jahrmarkt
Sarah Henkel	Bill Mee
Glen Lockwood	Bill Parker and Betty Saylor
Paula Kulina	Julie Smart

We also wish to thank our wonderful staff: Heidi Parmenter and our office volunteers, Kim St. Clair, Tiffany Lipkeman, and Manuel Gomez. We are grateful to the Coming of Age Class of 2009 who beautified our sanctuary for Commitment Sunday with their lovely soda can flower centerpieces.

As of this writing on May 10, 2009, we have reached 85% of our \$385,000 goal. We are moving in on our goal. We continue to encourage those who have not yet pledge, to turn in their pledges, and we are continuing personal follow up calls.

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We wish to thank all of our members and friends who pledged this year!

In Community,  
Donna Featherston and Susan Morris, Co-Chairs

***Sunday Services Committee***

The Sunday Services Committee arranges and conducts services in the absence of our minister, Rev. Susan Frederick-Gray. The committee's goal is to provide spiritual, inspiring and educational services with a variety of interest. When possible we try to integrate the expertise of other committees and groups such as ARE, Social Action, Women's Spirituality, Green Sanctuary and Poetry Coffeehouse to ensure an appropriate awareness of UU Principles and spirituality.

We welcomed two new members to our committee this year, Nancy McCharen and Mary Wilbur. Other members are Gene Harvey, and Sarah Burchard, with Terry Simmons and Heather McLellan as co-chairs. Rev. Susan is an ex-officio member. We work well together with each member taking an active role in planning and leading the services.

As we awaited the arrival of Rev. Susan and said good-bye to interim Rev. Roberta, we began the summer 2008 schedule on Father's Day. The speaker was ASU professor Doris Marie Provine whose service was titled "Toward Justice for Settled but Undocumented Immigrants." She had recently returned from a year's sabbatical studying the subject in Mexico City and Vancouver. Subject, titles and speakers for the entire 2008 summer schedule were as follows:

Summer Solstice - Women's Spirituality Circle  
Arizona Department of Peace  
Energy Independence - member Bill Mee  
Reflections on GA - member Kathy Baughman  
The Great Equalizer - Horace Mann - member Juli Harvey  
Dances of Universal Peace  
Celebration of Writers - Poetry Coffeehouse  
A Sustainable Future Built for Our Schools - US Green Schools Foundation  
AZ Death Penalty Forum  
Living Transformations - member Susan Goldsmith  
Favorite UU Songs - Connie Jahrmarkt

As you can see, this congregation provides many opportunities to speak and lead services for which we are gratefully appreciative. We welcome your ideas for a future service. Just let any member of our committee know what you are thinking.

In March the congregation reorganized to two Sunday services with the SSC



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making an easy transition.

During the church year SSC was responsible for the following services:

November- "Dignity Found" by Julie Wambach with Service Leader Terry Simmons

December- "Hymn Sing" with Service Leader Connie Jahrmarkt

February- "Immigration Yesterday, Today and Tomorrow" by immigrant activist Alfredo Gutierrez with Service Leader Heather McLellan

March- "Women's Heritage Trail" by Judith Register with Service Leader Mary Wilbur

April – "Desert Biofuels Initiative" by Brad Biddle with Service Leader Gene Harvey

It has been a sincere pleasure to work closely with Rev. Susan during her first year at UUCP and we look forward to many more collaborative years.

We are almost finished with the schedule for this summer beginning on June 28. Stay tuned and READ YOUR HORIZONS for details.

Respectfully,  
Heather McLellan, Co-Chair

### ***Unicare***

Q. What is Unicare and who is a part of Unicare?

A. Unicare helps to foster the caring in our Congregation and everyone is a part of that.

The longer I am a part of Unicare, the more I appreciate the loving and caring we give each other in our UU Congregation. People reach out in countless ways to care for those who grieve, for those who are recovering from surgeries or sickness, for those who need some assistance or just a kind word to get through.

The "core" Unicare Committee held its annual meeting in October at the home of Sally Boyd and wrote its covenant:

1. Hold one fun annual meeting
2. Love and appreciate one another.
3. Reaffirm our commitment to those in need.
4. Operate by consensus.

We also reviewed our commitment to "Friendship Pairs" which is a program to provide outreach to home-bound congregation members. A special thanks is

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due to Barbara Cawthorne, Carolyn Allenby, Ann Jackel, Susan Goldsmith, Betty Sayler, Billye and Kermit Butler, George and Shirley Karas, Sandy Thomson, Susan Morris, Jean Rosenberg, Sandy and Don Weir, Tish Gauntt, Sally Boyd, Ellie Murphy, Charlotte and Smoot Carl-Mitchell, Jane and Rod Armstrong, Dorothy Hull, and Libby Walker who have participated in this ministry.

Unicare also assists with memorial services under the direction of the minister and the office administrator.

The following members have volunteered to take a leadership role in this ministry: Julie Smart, Sally Boyd, Shirley Karas, Ellie Murphy, Sharon Hise, Jean Rosenberg, and Ellie Anderla.

Inspired by a suggestion from Piya Jacob, Director of the Desert View Learning Center, Unicare members Shirley Karas, Sally Boyd, Jean Rosenberg, and Julie Smart held a "Helping Hands Boutique Sale" (May 10 and 17 ) to raise money for the minister's discretionary fund with the intent of providing food coupons to local food banks for those UU members feeling the pinch in these tight economic times. A big thanks to this "crack team" !

Many thanks must go out to those who have not been mentioned due to the failing memory of the "old Unicare Lady."

If being a part of Unicare sounds like a good idea to you or if you have suggestions, please feel free to e-mail me at [sambasmart@cox.net](mailto:sambasmart@cox.net).

Julie Smart, Chair

### ***Ushers***

With the advent of two services the UU Ushers' list grew to twenty-three people including six lead ushers.

Ann Ciemny (lead)  
Barbara Voth (lead)  
Betty Wentland  
Carla Dunlap  
Ellie Anderla  
Gene Cherry (lead)  
Gene Harvey  
George Karas  
Shirley Karas  
Heather McLelland  
Jan Wise (lead)  
Jimmy Leung  
Susan Leung  
Joan Gale

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Joan Laurence  
Lani Comp (lead)  
Libby Walker (lead)  
Mort Rosenberg  
Jean Rosenberg  
Natalie Summit  
Sandy Donovan  
Sandra Lynch  
Sherry Celine

The schedule for the coming month is completed by email at the end of each month and posted on the ushers' desk.

New procedures were developed to reflect changes in the order of service and collection. New ushers received the materials by email and were trained on the job. Two new leads were also trained on the job with experienced leads as shadows for the first two months. A procedure book is kept in the ushers' desk along with the supplies we use.

We celebrated ourselves with a potluck in March.

Respectfully Submitted,  
Libby Walker & Ann Ciemny

### ***Young Religious UU's***

It is important to note right away that we can never capture the true spirit of all that is YRUU in our annual report. UUCP's YRUU program is lively, engaging, fun, contemplative, supportive and a treasure to this congregation. We are so very happy to have the time and space that we have together.

This year started big and stayed big. Instead of holding our annual YRUU-led service at the end of the year, we elected to lead the annual Coming Out Day service in September, with a bit of a twist on the traditional idea of "coming out," inviting everyone to "come out" and share whatever we hold dear. The service was a rousing success and proof that we can put together a very meaningful service in a short amount of time. We also hosted a "No-Talent Talent Show" in the fall, and it was great that so many of our newer members jumped in to show off their musical talents, spoken word poetry, and extremely flexible limbs!

Some other event highlights:

- We spent a night together re-painting our "art wall" in Annex Room C;
- We gathered for late night bowling with the YRUU group from Valley UU in Chandler;

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- We held two overnight lock-ins and sponsored two district-wide YRUU weekend conferences;
- We sent many teens and several advisors up the mountain to winter camp at deBenville Pines;
- We trekked out to purchase a new rug and game cabinet for our room;
- We shoveled gravel and did yard work to raise funds;
- We marched in the Phoenix Gay Pride Parade and attended a gay rights rally;
- We made 300 seed-starting pots as gifts for attendees at District Assembly;
- We made and sold fun necklaces at District Assembly as a fundraiser;
- We ate a lot of pizza, burritos, and candy, and drank a lot of coffee as we gathered almost every Sunday afternoon for lunch and continued conversation and camaraderie!

What cannot be measured or listed here is evidence of the interconnectedness of our YRUU group. Our group has grown to twenty-plus youth, with a team of four core advisors, and the group has bonded and grown together in ways we can't put into words. Our Sunday morning YRUU groups are the epitome of small – or covenant - group ministry. Some topics we covered this year: confronting our fears; visioning our futures; depression; drug use; honesty; healthy vs. toxic relationships; family dynamics; and our UU principles and purposes. At our recent Quaker good-bye to end the school year, the youth emphasized the important role that YRUU plays in their lives. Many consider UUCP/YRUU to be a second home, a place where they feel accepted and free to be themselves.

When UUCP went to two services, the group decided to meet at 9:30am, during the early service, giving us a chance to either extend our time together, or attend the second service, and this has worked out well.

We were very inspired to hear about a trip that the YRUU group from the UU Church of Tucson took to Nicaragua last year, and we would like to consider such a trip in the coming years, perhaps visiting another UU congregation, or helping with a social justice project. We welcome any ideas the adult community may have for us! We will also look to have guest speakers join us once a month in the 2009-2010 church year, to share their stories or offer information about specific topics.

We look forward to welcoming into YRUU a new class of ninth grade-age

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students, but we are decidedly saddened as we see several long time members move into the young adult community within our congregation and within the world. Briana Noonan and Dani Lockwood are off to ASU and U of A, respectively, and we thank them both for their unwavering commitment to the YRUU program and our wider community. Congratulations and best wishes also go out to Divina Allan, Guillermo Martinez, Kaleena Newman, and Laura Waldron. We appreciate their guidance and support, and we will miss them all very much!

Respectfully Submitted by Jaynn Truran, on behalf of our YRUU Advisor Team of Sarah Henkel, Geoff Anderla, Mike Zduniak and our awesome ally, James Forrest.

## **Sponsored Group Reports**

### ***Circle Dinners***

Circle Dinners have been a great success this year. Around sixty people signed up to be part of this activity. There were twenty-one dinners in individual homes with 270 + attendance. Special thanks to Sally Boyd for opening her home for our December feast and to Ginny and George Barnes for our May one. Counting our organizational dinner in the Johnson Room in September, there were twenty-two dinners this year. Shirley Anderson, Sherry Celine, and Marsha Farrell did a wonderful job of organizing the September dinner. They deserve special thanks for cleaning up after that large group!

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. Several winter visitors also hosted and I hope they take the word back to their home towns that UU-Phoenix continues this denomination-wide tradition.

This year we had two vegetarian dinners for the first time and they were a great success. Next year we hope to have more new members join us.

Tháinig siad, d'ithe siad\* and the conversation was great!

(\*They came, they ate.....)

Respectfully Submitted,  
Mary Wilber

### ***Job Club***

History

The economic decline which began in fiscal year 2007-2008 created the need for

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the Job Club to resume regular meetings in the Spring of 2007. The current economic recession has fueled a vigorous growth of the Job Club as a support group. Meetings of the club are responsive to the needs of the people seeking help. As people in 2007-2008 developed resolutions for their employment needs, the club suspended weekly meetings in late summer of 2007. Leaders were available for individual consultation after that time.

Weekly Meetings Resume in 2008

The current downturn created the need to resume weekly meetings now focused on unemployment and the need to find work. Career transitions include self-assessment, researching the job market, networking and informational interviewing, interviewing for the job (includes handling behavioral interviewing questions), negotiating salary, benefits and celebrating successes. Last year we reported helping five people. This year so far our numbers are twenty-one and growing.

Creation of Web Site

Because of the severity of the economic crisis we have also added to the congregation's website a help wanted component (job needing to be done and work needed). The focus of this activity is to help people with some part-time work, i.e. handyman, carpentry, electrician, computer technician, home care, pet sitting, etc. The Job Club would link people needing work with those people who have short term jobs available. The income to the unemployed person helps as they find full time work in a job market that is extremely competitive. Though the web site is in its preliminary stages, we have already had success in matching members of the Congregation who needed short-term projects with unemployed members who were available to do the jobs.

Respectfully Submitted,  
Larry Agle & Pauline Peverly

***Outdoor Group***

<b>DATE</b>	<b>HIKE</b>	<b>LOCATION</b>	<b>DISTANCE</b>	<b>DIFFICULTY</b>	<b>LEADER (S)</b>
THURSDAY JAN 1	Spur Cross Ranch Conserv. Area	Town of Cave Creek	3 and 6 Miles	Easy & Moderate	George & Shirley Karas
SATURDAY JAN 10	Phoenix Mountain Preserve	Phoenix	6 Miles	Easy Plus	F. Ashton Sally Boyd
SATURDAY JAN 24	First Water to Canyon Lake	Superstition Wilderness	7 Miles	Moderate	Ron Rohlfig

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SATURDAY FEB 14	Pass Mtn. -- Usery Mtn Reg. Park	Mesa	7 Miles	Moderate	Shirley & George Karas
SATURDAY FEB 28	7 Springs	Carefree	6 Miles	Moderate	P. Peverly Jan Wise
SATURDAY MAR 14	Woodchute Mountain	Jerome	8 Miles	Moderate	Tom Parker
SATURDAY MAR 28	Secret Canyon	Sedona	8 Miles	Moderate	Marshal & Julie Smart
SATURDAY APRIL 11	Pipeline Trail	Lake Pleasant	4 Miles	Easy Plus	Frank Ashton
SATURDAY APRIL 25	Fossil Springs	Strawberry	7 Miles	Easy Plus	Laura Rohlfing
SUNDAY APRIL 26	Planning Potluck	P. Peverly's Home		Delicious!	Pauline Peverly
SATURDAY MAY 9	Bismark Lake	Flagstaff	2.5 Miles	Easy Plus	Joyce Short
SATURDAY MAY 23	Horton Springs	Payson	8 Miles	Moderate	Bernie Hall Julie Smart
SATURDAY JUNE 13	Groom Creek Loop	Prescott	8 Miles	Moderate	Sue Baird
SATURDAY JUNE 27	Schultz Pass	Flagstaff	8 Miles	Moderate	Ron Rohlfing

### ***Poetry Coffeehouse***

THE POETRY COFFEEHOUSE had a productive year. In August we hosted a Sunday service with our "Celebration of U-U Writers."

It was a great success. We also published an edition of POIKILOS Literary Journal in June, edited by Tish Gauntt and W. John Williamson. It also was a great success with many poets and writers from our congregation publishing their poems, short stories, and non-fiction work.

Throughout the year, we held our monthly meetings on the first Sunday of every month. These meetings were well attended. We have a cadre of dedicated

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members--about half a dozen-- who keep our group alive and well. We met in Annex Room C for most of the year. Lately we have been gathering in Annex Room H. Regardless, the creativity of our people remains original and enthusiastic!

Again this year we are planning to publish another edition of POIKILOS in June. Congregants are encouraged to submit their poems, short stories and other creative writings by June 1.

We welcome participants of all ages and talents in our poetry-writing and - appreciation group! The important thing is that those who come are interested in poetry, whether reading their own work or poems of a favorite author, or simply listening to the poems other poets have to share.

Respectfully submitted,  
W. John Williamson  
Facilitator

### ***Traveling Second Fridays***

Our Schedule this year was:

#### **PAPUA NEW GUINEA – JOAN PATE, FRIDAY, JANUARY 9**

Papua New Guinea is located on the second largest island in the world about 100 miles north of Australia. Of all of the sixty three countries we have visited, it is by far the most primitive. In fact, the interior of the island lacks an adequate road system, most of the time we traveled in a small six passenger airplane landing on grass strips and in a small boat on the river system. The capital city of Port Moresby, located on the coastline, has all of the modern conveniences, but only eighteen percent of the population lives in any of its cities. The rest of the people live in small traditional tribal villages. They live off the land, using only the products naturally available. These villages do not have water systems or electricity. Without electricity they have little contact with the outside world, and abide by native customs much different from our own.

#### **THE LIFE AND LESSONS OF 20 YEARS IN AFRICA– DAVE BELDAMA AND NANCY MCCHAREN, FRIDAY, FEBRUARY 13**

Africa is a continent full of life and passions, highs and lows, rich and poor, the good and the bad and everything in between. In twenty years of living, working and raising a family in several countries in Africa, Dave Bellama and Nancy McCharen have experienced much of what Africa has to offer. They both began as Peace Corps Volunteers in Niger, West Africa, and after returning to the US for higher education in public health, African studies, and environmental studies kept going back to Africa. Dave and Nancy will share with us the life and lessons from the “ole continent” which they love.

#### **FANTASTIC FRANCE – KAREN COOK, MARCH 13**



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Seven years ago, Karen Cook learned that she has cousins in France. Since then, she and her husband Dan have visited France three times, and Karen has attended language school there. Their travels have taken them from Provence in the south to Mont Saint-Michel in the north, the beautiful coastal town of La Rochelle on the Atlantic to the tiny villages of Alsace in the east. Come see their photos, learn about their experiences, and hear about their plans to live in France for 7 months beginning in April, 2009.

ADVENTURES IN ANTARCTICA– JOAN & BILL ROBERTS, FRANK ASHTON, SHIRLEY & GEORGE KARAS, AND JULIE & MARSHAL SMART, FRIDAY, APRIL 3

(first Friday due to Easter)

Within the last 4+ years UUCP members Joan & Bill Roberts, Frank Ashton, Shirley & George Karas, and Julie & Marshal Smart traveled on separate occasions to the great white (and cold) land of Antarctica. Join them on April 3 as they share photos and videos from their adventures.

BHUTAN AND NEPAL– JOAN GALE, FRIDAY, MAY 8

Both lands offer beautiful scenery of the Himalayan Mountains with rivers, active cities and exotic and deeply religious people. There are many photos of the Buddhist monasteries, Hindu temples and a few of the New Delhi streets and temples taken during an unexpected layover and a one day city tour. In all 3 countries, people were open and friendly to the photos we took.

ANCIENT TURKEY– BARBARA CAWTHORNE, FRIDAY, JUNE 12

Some of the sights in Istanbul's old town are the Spice Bazaar, Blue Mosque, Hagia Sophia (a masterpiece of Byzantine architecture), and Topkapi Palace. Cappadocia is the region where people lived in rock dwellings from the 10th C. Nearby is a 7th C. underground city used by Christians fleeing Arab raiders. Going through the Taurus Mountains during a blizzard was frightening on the way to the beautiful Mediterranean port city of Antalya. Along the coast there are examples of the many ruins from the Greek and Roman Empires including Ephesus and Pergamon.

Respectfully Submitted,  
Barbara Cawthorne

### ***Women's Spirituality Circle***

This has been a beautiful spirit-filled year of friendship, fun and frolic. During summer we enjoyed Monday meetings in members' homes, more relaxed and laid back often with potluck and pool. One evening of song and dance to a favorite piece of music was enjoyed in Carolyn Allenby's music room. At one of our first meetings back in Annex B in September, we hosted two lovely ladies from our partner church in Transylvania, Eva Ruzs, wife of the minister, and Csilla Littasi, wife of the congregation president. Heather McLellan lead several goddess and peace chants and tai chi which they were familiar with from

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television. Other programs included "Telling Our Stories" led by Barbara Sciacca; "Early UU Women Ministers" led by Kathy Baughman; "Defining Our Own Religion" led by Sandra Lynch; "Rescuing the Bible from Fundamentalists" led by snowbird Jo Yates; "Mardi Gras" led by Regina Nelms. The following day, February 24 was Mardi Gras when ironically Regina had a car accident spending the next three months laid up in a nursing home with a crushed heel and broken wrist. She is recuperating at home these days, and our phone calls, visits and cards will continue to cheer her spirits.

Summer Solstice was celebrated with a beautiful church service coordinated by Sarah Burchard. Other participants were Kathy Baughman, Heather McLellan, Cary Avery, with Barbara Sciacca on piano. Halos of flower crowns were everywhere. Heidi Singer and Kat Crabtree from the choir also participated.

Winter Solstice, coordinated by Mary Schneider and Sarah Burchard was a grand evening of poetry, song, dance and bliss attended by many from the larger community. Connie Jahmarkt's band Europa played favorites to everyone's delight.

We recently began collecting underwear and flip flops for Chrysalis Domestic Violence Shelter clients and hope to establish a deeper relationship with them.

Saturday morning brunches once a month at members' homes have been a huge success bringing out most everyone from the woodwork. We love food, especially chocolate!

Other activities included the second Rocky Point retreat (with no accidents); washing and waxing the statues; Fall Saturday evening party at Robin Storms; Robin also hosted an Obama Inauguration morning party on January 20th; several outings to favorite restaurants, and much more.

Eleven of us attended the UU district's DeBenneville Women's Storyteller's retreat in California's San Bernadino mountains in April. Barbara Sciacca led a healing circle workshop and Heather led tai chi and an evening of drumming and chanting. Some of us have already made reservations for next year's retreat and encourage others to do so. We learned that Gretchen and Ray Manker discovered the beautiful property in 1960 when Ray was a southwest District representative in California before coming to Arizona.

The Women's Spirituality Circle honors the spiritual teachings of Earth-centered traditions, celebrating the sacred circle of life, living in harmony with the rhythms of nature. We are open to all women who are on a path of greater and deeper meaning in connection with the congregation's covenant to affirm and promote the inherent worth and dignity of every person.

Spiritually yours,

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Heather McLellan

## **Affiliate Reports**

### ***Kids Kamp***

Kids Kamp 2008 had a very successful year. The camp was full and there were children in just about every classroom. The camp runs sort of like a school schedule with groups of children (called tribes) going from class to class with teenaged counselors leading their groups. Kids Kamp offers classes such as art, cooking, music, sports n' games, drama and story telling...all taught by professional artists and teachers. Last year the teachers included Mark Vanek, Diane Hunt, Helena Durenberger, Jonathon Mincks, Kathy Putta, Marcia Hansen, and Sam Anderson. Johanna Clark taught the kindergarten and Kelly Blackson taught the preschool.

The older campers all have lunch together and then head into the Sanctuary where they are treated to a performance. Each day the performance is as different as the individuals who perform. One day two counselors might sing their favorite songs; another day might be spent with our drama teacher performing magic tricks.

At the end of camp there is a big, Final Show, which includes performances from every age group from the eleven year olds on down through the four year olds. It is a great way to end camp.

Many of the children return year after year. Some of them arrive as preschoolers and continue on through as teenagers taking on a new role as camp counselors themselves.

Kids Kamp provides about twelve to eighteen teenagers with jobs, paying over \$ 7.00 per hour. It is a great service to the community, and a wonderful first job for many fourteen through sixteen year olds. Van Lockwood, Mitchell St Clair, Geraldine Mendez, Briana and Kelia Noonan all worked as counselors.

The camp was co-directed by Jeffrey Sadow and Jack Putta. Tiffany Mendez was director in training and also taught many different classes. After nearly 20 years, Jack is retiring as co-director. We look forward to having Tiffany co-direct the camp with Jeffrey this upcoming June.

Kids Kamp has always contributed to the well being of the congregation. The camp has never gone into the red and keeps its costs low. For the past three years Kids Kamp has brought in a net profit of \$13,000 to the congregation.

The camp has been blessed with advice and support from the wonderful and devoted church and office staff. It is always a pleasure working with Heidi and all

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the office volunteers. They are always most helpful, friendly and generous with their time. Kim St Clair is great! Each year she gives in-depth workshops for our counselors, often with Geoff Comp assisting. We have seen what a positive difference it has made.

Kids Kamp fosters UU values of mutual respect and the honoring the individuality of each person and it promotes the spirit of cooperation. We look forward to its thirty-second year.

Sincerely,  
Jack Putta and Jeff Sadow, Co-Directors 2008

### ***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>.

#### Financial Standing

Income from event registrations, memberships, and donations continues to cover expenses. SAWUURA continues to be financially stable, with approximately \$40,000 in total cash assets distributed in a bank savings account, money market, checking, and conservative investments, an amount nearly identical to the past several years.

#### Physical Property

The physical property continues to be beautiful and well maintained. Eb Eberlein and Wally Gerard made significant progress on renovations to the winter cabin, including refinishing the exterior, installing a wood stove and a new back door, constructing a lean-to for firewood, and completing the upstairs ceiling and floor. Other activity on the property over the past year includes replacing the gate valve on the water tank, repairs to the windmill, the usual fuel reduction and clearing of downed trees on the fence line, and annual cleanup of the stone cabin. The Board has also recently approved expenditures for road improvements, and is actively exploring the possibility of laying down a significant amount of gravel. Plans for our ramada have been temporarily put on hold due to the loss of our major source of funding; however, the Board is planning a capital campaign to raise funds for its eventual construction.

The Forest Service conducted a prescribed burn on 1500 acres adjacent to our

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property to the north. The Forest Service considered this a successful burn. Our view to the north may look a little different for the near future, but we were pleased that the care they took meant there was a minimal effect on our property.

### Activities

Over the past year there has been much use of SAWUURA, although our Labor Day event had to be cancelled due to extreme weather conditions. Heavy rains made it unsafe for us to hold our large sponsored event. Most campers were very understanding, and a few families braved the elements to camp on their own. Work weekends made up the bulk of the visits to the property over the past year, with some families also venturing up for Easter.

### Documents Archiving

In 2008 outgoing Board President Scott Henderson oversaw the completion of the document archiving project. This project involved bringing together in one place all of the historical SAWUURA materials such as meeting minutes, brochures, records of property maintenance, committee and treasurer reports, and copies of the bylaws. This material is now collected, organized, and stored safely in archival-appropriate boxes at the Unitarian Universalist Congregation of Phoenix. This project could not have succeeded without help from many people, and SAWUURA thanks Scott Henderson, Rev. Ray & Gretchen Manker, Gene Rowley & Audrey Mawson, and Ernie Garcia & Paula Kulina for their untiring efforts, which will preserve SAWUURA history for future generations. Thanks also to SAWUURA member Scott Hager for transferring historical video footage into digital format, and providing DVDs of the footage for our use.

### 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.

Several members staffed an information table at the Pacific Southwest District Assembly in Mesa this spring. It was a great opportunity to publicize SAWUURA and network with other groups such as deBenneville Pines. We heard a lot of "I never knew you existed!" and an equal amount of "I'm so glad you are doing what you're doing!" We received a clear message that UUs value the wilderness and are glad to support organizations like ours.

### Affiliations

SAWUURA is a member of CU2C2, the Council of Unitarian Universalist Camps and Conferences (<http://www.cu2c2.org/>).

Our 2008-2009 board of directors is as follows:

Erin Mullarkey (President) from Chandler (VUU) Church

Eb Eberlein (Vice President) from Tucson

Tom Parker (Treasurer) from UUCP

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Jeff Chamberlain (Secretary) from Tucson  
Ray Manker (Trustee, Founding Member) from UUCP  
Suzanne Marie (Trustee) from UUCP  
Curtiss Manker-Seale (Trustee) from Tucson  
Wally Gerrard (Trustee) From Tucson  
Bryan Blackman (Trustee) from Chandler (VUU) Church

***UU Foundation***

The Unitarian Universalist Foundation of Phoenix is a non-profit, 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 Sarah Carlson, 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, 2009.

Cash and Marketable Securities	\$291,896
Loans	\$30,901
Land	\$1

Loans to UUCP and Chandler UU  
Value of land interests deemed too speculative to list.

Respectfully Submitted,  
Marshal Smart

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**Financial Reports (not available online)**

*June 2008 Balance Sheet*

*June 2008 Profit and Loss Statement*

*2009 Balance Sheet*

*2009 Profit and Loss Statement*

*July 2009 - June 2010 Preliminary Congregational Budget*