



**Unitarian Universalist Congregation
of Phoenix
Annual Report
July 2009 - June 2010**

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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 May 31, 2009

Called to order by President Sarah Carlson.

A quorum of 50+ was confirmed.

The following were approved collectively by a show of voting cards:

- Rules of procedure
- Agenda
- Minutes of June 2008 and February 2009 congregational meetings

The agenda items were illustrated with a slide presentation.

Strategic Plan Status

The congregation is making satisfactory progress on its 5 year strategic plan adopted in February 2007.

Financial Review

End of 2008-09 year details will be available after the closeout of the year. Some highlights as of the 10-month point in the year (83% of the year completed):

- Total Income is 86% of annual budget
- Pledge income is 90% of annual budget
- Expenses are 89% of annual budget
- Deficit is at 137% of budgeted deficit

It was noted that congregational members need to complete their pledges, and that the income does not yet include net income from Kids Kamp, expected to be about \$13,000.

The stewardship campaign for 2009-10 is going well. As of May 22, 236 pledging units had pledged \$344,000 so far, representing substantial growth over last year's campaign. By comparison, last year's campaign was also successful with 197 pledging units and \$327,000 at the equivalent time in the campaign.

Budget Approval

Approval of the 2009-10 budget was the first action item. The budget is balanced and includes a total of \$535,000 in income, with \$383,000 to come from pledges. Based upon a motion to approve from the board of trustees, voting was by a show of voting cards. The budget was approved.

Renovation Review

Renovation progress was reported. The renovation committee recommended the following work to be done during the summer of 2009: a new sign on Lincoln Drive, new doors and windows in the 1965 Annex, and sprinklers and fire alarms in the 1965 Annex and the 1961 west wing, at an estimated cost of \$200,000-\$280,000.

A renovation funding plan was reported. The plan is to obtain a loan for \$325,000 to \$350,000 to be used:

- to fund the 2009 summer construction (\$200,000 to \$280,000)
- to pay off the existing Bank of America loan and UU Foundation loan (\$70,000)
- to reimburse the Town of Paradise Valley for the sidewalk when and if billed (\$26,000)
- to fund up to \$30,000 in Capital Campaign Expenses for the 2010 campaign.

The plan also includes the congregation accepting the UU Foundation's agreement to provide a capital reserve guarantee of up to \$60,000.

The plan would also require a balanced operating budget, which has been presented by the board of trustees. Finally, the plan is required to meet all of the conditions for Funding as approved in February of 2009.

The board of trustees is negotiating the terms of a loan with a lender, and the elements of that loan were presented in general. The board of trustees anticipates a special meeting in mid-June to approve a loan.

The questions of three members were answered regarding the summer renovation program and funding.

Richard Plattner moved and Chris Ciemny seconded a congregational motion that the board of trustees be authorized to finish and sign the loan package without an additional congregational vote. After discussion, Richard Plattner withdrew the motion in the interest of keeping a transparent process for the renovation.

Elections

The candidates for the board of trustees and the nominating committee were approved by a show of voting cards. The terms are for two years except as indicated and the new members are as follows:

Board of Trustees:

Sarah Carlson (1 year President, 1 year past president)
Paula Kulina (1 year VP, 1 year President)
Elaine Warner (past president, 1-year term)

Nominating Committee:

Donna Featherston
Gene Harvey
Ann Marie Ciemny

Jay Bastani
Todd Cruse

General Assembly Delegates:

Seven congregation members were approved to be UUCP delegates at the June 2009 UUA General Assembly in Salt Lake City.

Adjournment

A motion was made by Smoot Carl-Mitchell, seconded by Richard Plattner, to adjourn the meeting. The motion was approved by a show of voting cards.

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

Congregational Meeting of January 30th, 2010

Meeting called to order 12:55 pm

Meeting rules approved and quorum (>50) assessed to be sufficient by consensus.

Agenda presented by S. Carlson, Board President.

Financial report by S Carl-Mitchell

Strategic Plan Review presented by S. Carlson

Highlights

- membership growth
- financial procedures clarified
- renovation update
- future renovation plans
- policy governance

Renovation and Capital campaign by G Ezzell

Highlights:

- Restroom addition
- Capital campaign - kick off date March 7th
- Stewardship / capital campaigns to be combined
- House meetings to be held at members' homes
- Celebration Sunday planned for April 18th
- Informational meetings planned for Feb 2010

Green Sanctuary presented by S Leung

Motion:

We, the members of the Unitarian Universalist Congregation of Phoenix, in our desire to

be agents for change in the cause of environmental awareness and sustainability commit ourselves to do the following:

- Examine our daily lives for ways to be better stewards of our environmental resources.
- Encourage the incorporation of the Seventh Principle - respect for the interdependent web of all existence of which we are a part - into the fabric of our congregational life. Examine our practices at UUCP for ways to be better stewards of our environmental resources.
- Engage with the larger community to create a sustainable society that will provide a healthy environment for future generations.

Congregants' questions were addressed regarding compact fluorescent lights.

Motion passed unanimously

Mission and Vision Task Force (MVTF) presented by G. Lockwood

- MVTF felt that our values were adequately articulated by the Principles and Covenant of the UUCP
- "What do we expect of the Mission Statement" criteria was presented
- MVTF will solicit feedback on provisional mission statement in the coming weeks and months

Motion:

The board moved for provisional approval of a renewed statement of our mission, as presented by the MVTF:

Welcoming all in:

- Growing Meaningful Lives
- Sharing Religious Journeys
- Advancing Compassionate Justice

Congregants' verbal comments presented

Motion passed with three opposed

Meeting Adjourned at 1:30 pm
minutes by JL, Board secretary

Board of Trustees Report

The Board of Trustees consisted of: Sarah Carlson (President); Paula Kulina (Vice-President); Smoot Carl-Mitchell (Treasurer); Jimmy Leung (Secretary); Elaine Warner (Past President); Susan Morris, Jay Bastani, and Todd Cruse (at large members); Van Lockwood (Youth Representative); and Rev. Susan Frederick-Gray (ex officio).

This year, the board has focused on making substantial progress in the transition to policy-based governance (PBG). This effort began at last summer's *General Assembly*, where several trustees participated in a seminar on policy-based governance and steps in making a change in governance. Board members also read Dan Hotchkiss' *Governance and Ministry*, which provided a helpful overview of how policy-based governance can facilitate healthy growth that furthers the mission of a faith community, and which has been an invaluable resource. In early August, the board held a one-day retreat facilitated by Ken Brown, the District Executive for the Pacific Southwest District to consider whether and how a transition in governance, generally, and to policy-based governance in particular, would enhance the ability of UUCP to accomplish its mission. We outlined steps in the transition and developed a time frame within which to accomplish those steps.

An essential first step is the articulation of the Congregation's core values and UUCP's mission. Member Linda Bellantoni developed a process to identify our core values by in two "Voicing Our Values" sessions last fall. At the VOV sessions, members and friends shared stories that reflected our core values. Thereafter, a Mission Values Task Force (MVTF), comprised of Celeste Allen, Susan Frederick-Gray, Susan Goldsmith, David Johnson, Glen Lockwood, and Richard Jahrmarkt, was formed to articulate a statement of UUCP's mission that captured our core values. After months of weekly meetings, the MVTF crafted a proposed statement of mission, which was provisionally approved at the mid-year congregational meeting. Since then, MVTF has met with various groups to hear about how the provisional statements fit. The MVTF has taken the feedback into account and the Congregation will be asked to approve the statement of mission at the annual meeting.

With the input from the VOV sessions and the crafting of a statement of mission, the board concentrated on completing steps in the transition to PBG, so that our governance facilitates the accomplishment of our mission. In addition to the ten regular board meetings held during the program year - devoted to the board's on-going responsibilities including oversight, planning, and assessment of the health of our community - board members committed to meeting ad hoc in a monthly "governance working group" to begin to develop policies in four areas: delegation, board governance, monitoring, and strategic planning. During the *GWG* sessions this year, a proposed delegation policy was drafted and presented to the full board, which approved it. The delegation policy makes clear the roles, responsibilities, and authority of staff (professional and lay) and the board to increase efficiency. The *GWG* has made substantial progress in drafting a board governance policy, which will likely be considered by the full board at an upcoming board meeting. The *GWG* will continue to meet to draft a policy (and schedule) to monitor progress in achieving our mission and in setting strategic goals for the next 3-5 years. Paula Kulina and Jimmy Leung have been instrumental in leading and coordinating the *GWG* sessions, but all trustees have actively participated in crafting the policies.

In addition to progress on the transition to PBG, the board has reviewed progress in meeting goals in our current Strategic Plan. UUCP continues to meet or exceed most goals under the Strategic Plan, while efforts are ongoing to improve performance on others. We continue to be a fair share Congregation as a member of the Pacific Southwest District and as a member of the Unitarian Universalist Association (UUA) and will maintain that status next year. Participation in religious education, particularly Children's Ministry, and music programs remain very strong. More members are assisting with buildings and grounds, a long-time need. We continue to attract and retain new members, whose abilities and energies enhance the ability of our community to effect change within and without UUCP.

The renovation work approved by the Congregation last summer has now been completed, on budget, despite some unexpected challenges. The Renovation Committee, particularly its chair, Don Weir, have devoted substantial time to ensuring that the work was completed in a way that did not unduly disrupt programs. Smoot Carl-Mitchell met with the lender regarding financing documentation and has coordinated draws and monitored the capital fund (not to mention, serving on the Finance Committee, as Treasurer, and a trustee-oh yeah, he also sings on the choir!). Thanks to the selfless efforts of Don and Smoot and several others, UUCP now has fire alarms throughout its campus, new energy-efficient windows and doors, and a beautiful new sign. Meanwhile, a successful combined stewardship and capital campaign has been held, led by Diana Ashley and Gary Ezzell, respectively, and planning for the next piece of renovation is ongoing, while UUCP maintains or increases programs.

It's been a good and a productive year for our Congregation. As trustees, board members continue to be motivated by the energy, enthusiasm, and dedication of our members, friends, and staff, professional and lay. It is a testament to what our community can do when we work together to accomplish our mission.

Minister's Report

As our second year of shared ministry draws to a close, there is much to celebrate. When we kicked off the program year in August/September 2009 at our first UUCP Council meeting, I presented what would be one major focus of the year, the 2010 Capital Campaign. Prior to my announcement, the Board and I hired a fundraising consultant to assess whether, given the country's devastating financial circumstances of 2009, we could even hold a Capital Campaign. His assessment was that we could, with his judgment being we could raise \$750,000. We kicked off the campaign in March 2010 with over \$500,000 raised and as of today, we have raised \$809,390 for the Capital Campaign, and \$355,085 for the Stewardship.

We still have pledges coming in and our follow up team is hard at work, but our Capital numbers surpassed expectations and our stewardship number is well ahead of where it was last year at this time. This is all extremely good news and I knew we would have to be conservative in our stewardship projections because of Capital fundraising.

Gary Ezzell, as chair of the Capital Campaign and Diana Ashley as co-chair with Gary of the Combined Capital/Stewardship campaign provided incredible generosity and leadership for the campaign. Diana organized the house meetings, and was present at every meeting. Gary led the initial phase of the Capital campaign and he too was present at most of the neighborhood meetings. Their leadership and the support of the Capital Campaign committee, the Stewardship committee and the follow up team made our campaign successful. To both of them, I offer special recognition, for helping UUCP *Make it Real!* I also want to thank Carey Crabbs for the incredible campaign brochure!

In addition to the Capital and Stewardship Campaign, three other areas of ministry gained great momentum this year (Renovation, Immigration Task Force, and the UUCP Council). The first is our Renovation work. Under the leadership of Don Weir, with much support and shared responsibility from Bill Mee and Heidi Parmenter, further updates of our campus went smoothly, including the replacement of the doors and windows in the annex, the fire alarm, sprinkler and safety upgrades and the brand new sign. Thank you Don Weir!!

This year, a new ministry began, the Immigration Task Force. This began as a part of the Social Action Committee, and grew to include over 14 members. The chair of the Task Force, Bill Lace, has brought tremendous commitment to this group. Through Bill Lace's and Sandy Weir's work with the Arizona Advocacy Network, a presentation to speak to the middle (politically) on immigration and the need for Comprehensive Reform was developed and given here at the congregation. The Social Action Committee and the Immigration Task Force together commissioned and hosted 2 performances of the Dream Act Play which educated people in the congregation and larger community about the human stories and realities that are hidden behind the rhetoric of immigration politics. Bill's leadership on the Immigration Task Force earned UUCP a place at a state wide coalition of organizations working on immigration locally and nationally. The coalition was pulled together by Puente, Border Action Network and Reform Immigration for America. It has brought together more than 25 organizations, and it is a testament to Bill's leadership that we are at this table, with Bill as our representative. Thank you Bill!

In addition, Sarah Burchard, SAC chair, Bill Lace, Larry Thwing and I met frequently this year to put together a grant application to the Unitarian Universalist Funding Panel for \$17,000 to match half of the Don Fenily Bequest for Social Justice that was left to UUCP last year, to hire a Social Justice director to strengthen our work on Immigration reform nationally and human rights and state laws locally. We are waiting to hear whether we received the grant, but should know this

month. During our start-up retreat in September 2009, when I was beginning my ministry here, one of the goals that came out of that meeting was to increase our effectiveness in Social Justice. With this grant and the leadership on this issue, we have the potential to take a huge step in this direction.

Again, due to Bill's work, I have found myself at the center of organizing Unitarian Universalists in Arizona and nationally to fight SB 1070. On May 29th, President of the UUA, Peter Morales, will be coming to Phoenix, along with a dozen or two UU ministers to march with us in the National Day of Action against SB 1070. We hope to have at least 100 UU's marching on May 29th, hopefully 150! This is a big day for Arizona, a big day for the country, a day to stand on the side of human rights and human dignity, and we will be there!

The UUCP Council was organized in February 2009, with Susan Leung as chair, to create better communication and collaboration between committees. The Council is broken up into 3 subcouncils: Worship/Sunday (Susan Goldsmith, chair), Program (Mary Dokes, chair) and Infrastructure/Administration (Don Weir, chair). The Council has provided a chance for staff and lay leaders alike to see the strength, diversity, and growing complexity of our ministry. It has also been a place for Leadership Development and for enhancing support to and sharing talents among our incredible committee and ministry team leaders. It's even a place of renewal and connection. This started as an experiment last year and it has really taken off. I want to thank Susan Leung for being the driving force behind creating the Council and seeing it through to such a strong place. Thank you, Susan!

In addition to these exceptional achievements, other areas of strength and accomplishment this year include the Board's creating and keeping to its Timetable to Transition to Policy Governance. The board has now finalized the delegation policies, which delegate management of the congregation's program to the Minister so the board can focus on policy, strategy (in conjunction with Minister and Congregation), and oversight. Working with the board has been incredibly rewarding. I want to thank Sarah Carlson for her great leadership as President, Paula Kulina as V-P for keeping us on track on our timetable and each of the board members for the commitment, wisdom, and care they bring to their work on the board.

Working with the Mission Values Task Force almost every Friday evening this year has been a source of renewal and inspiration for me. Wrestling over issues of mission vs. vision vs. goals as well as the hard work of trying to get to the essence of the change we want to create in ourselves and in the world has been a great privilege. Thank you Celeste Allen, Susan Goldsmith, Richard Jahrmarkt, David Johnson, Glen Lockwood, and Hannah Roberts for your dedication to this work.

Our Share the Plate Ministry team was created this year and we officially put into place giving away our offering once a month. This has increased our outreach giving nearly three-fold over a few years ago. Through the end of April we had given over \$12,000 to charitable organizations

that help live out our values in the world. I thank Paula Kulina chair, for much of the initial organizing and planning work and for team members Judy Lambert and Larry Thwing for their work in selecting organizations and strengthening our understanding of how much we can give when we act together.

On February 14th, we participated in the Standing on the Side of Love Re-Imagining Valentine's Day Campaign. On that day, I took a public stand to no longer act as an agent of the state in signing marriage licenses. Through the support of Sandy Weir and Bill Mee, we had our Welcoming Congregation banners on display for that Sunday. George Karas took a great picture of the congregation standing together on the side of love. And, we received great news coverage. We were on the local news that night and on the radio later that week. I thank Charlotte Carl-Mitchell for her excellent work as the chair of the Publicity committee in getting us wonderful publicity for the day. New people visited over the next several weeks after having seen us on the news.

By June, the Green Sanctuary Committee, under the leadership of Susan Leung will be submitting UUCP's accreditation application to be certified as a Green Sanctuary. Susan's leadership of the Committee provided the focus that kept us on track to get this far in just three years. One of the accomplishments of the committee that I recognize as a best practice for other committees is the way that their activities, outreach, and green service projects had a family focus. They allowed the whole family to work together on environmental issues. It would be great to see family focus in other areas of service and committee projects. Thank you Susan for your hard work and talented leadership!!

Moving from program to staff, this year we had several staff transitions. We had transition in our Membership Coordinator, as Kate Otting resigned, and Linda Lawrence was hired. Kate was our first Membership Coordinator and even though she was only here 2 years, she grew the Welcoming Ministry program tremendously and navigated as the expectations and job description changed a great deal. Thank you, Kate! Linda Lawrence, an ordained UU minister, was hired in March and has been learning the program and the leaders and volunteers. She brings new ideas and vision to the position. Welcome, Linda!

This year, we also hired, as part of the Capital Campaign, Kathy Bennett to serve as Administrative Assistant to the Minister, to allow me to focus on the Capital Campaign. Kathy was a tremendous asset and helped me do my job better. She handled administrative details so that I could focus on ministry, she helped me stay organized, and she strengthened my strengths for ministry. She was an incredible asset to the Capital Campaign as well. I will miss her and I know I will struggle to be as efficient and on top of things without her.

And lastly, Kim St. Clair, our director of Lifespan Religious Education for the last seven years has resigned to take a teaching position. Kim has brought incredible administrative skills as well as a

true love for Unitarian Universalism, for children, youth and young adults, and a desire to create a program that will lead to our children to remain in our faith as young adults and adults. Kim has built an incredible program that spans the lifetime and she will be sorely missed as our DLRE. We send Kim off with our best wishes for her new professional path. We are currently accepting applications for an Interim DLRE and plan to have someone hired to begin August 1, 2010.

As for my own professional development, this Spring I completed the two-year continuing education program, *Dreaming Big*, designed for ministers training to serve large congregations. I was accepted to this program primarily because of your history as having been a large congregation, and our shared vision to see UUCP be a resource congregation for Arizona, the flagship congregation of AZ. Through the program I have visited 6 of the largest and healthiest UU congregations in the country and have been mentored by both Peter Morales and Laurel Hallman. I have learned much in this program that is an asset to both of us as we continue to grow in health, mission and ministry.

Looking ahead to next year, I want to acknowledge a few of the big ticket items that will take main stage. Number one is the continued renovation work and progress on our Master plan. We will put in a sewer line and make upgrades to our electrical and water systems, and what is not quite clear (but will be within a few months) is the timing to build our new restroom core. Second, the Board and I will be engaging the congregation in setting our next strategic plan, to lay out our goals for the next 3-5 years. Third, Natalie Summit (who is heading up our Covenant Group ministry process) and I are planning a big launch to Covenant Groups next fall. This continues to be an area of needed growth for our congregation and we hope that with additional facilitators and a large kick-off in the fall, we will strengthen this program.

And last, but not least, I want to acknowledge the UUCP staff, who give so much time, energy and care to UUCP. As we have grown, and as we have transitioned to Policy Governance, the work load and responsibility placed on the staff has increased tremendously. I am grateful for the ways in which they have managed these transitions with equanimity. Heidi Parmenter, our Congregation Administrator, has in the last 2 years taken on significant additional executive administration work. She keeps this growing, thriving and increasingly complex organization running. Connie Jahrmarkt ministry to our congregation through brings depth, energy and emotion to our services. With the accompaniment of Lynne Haessler, our program is dynamic and full of life. Connie continues to attract new people to choir and to make way for many of our members and friends to share their musical gifts to enhance our worship life. I have mentioned Kim St. Clair, DLRE, Linda Lawrence, Membership Coordinator and Kathy Bennett, Minister's Assistant. I want to thank Jane Armstrong, the Director of our EEC preschool, for her work in strengthening that program, and adapting to the changes that policy governance has created in the administration of the preschool. And I want to thank Manuel Gomez for his many years as our custodian. Our growing congregation and soon to be growing buildings increase the demands on him and I appreciate his readiness to respond when something needs to be addressed.

I also want to acknowledge Smoot Carl-Mitchell, our congregation Treasurer. The shift to policy governance put the financial management of the organization on the Minister. Smoot has been a tremendous asset to me and to our congregation, function much like unpaid staff in creating financial projects, oversight and counsel to the staff. Thank you Smoot.

This is a long report, but it does reflect how much great work we did this year. I look forward to next year and many more with you in this shared ministry.

Love,

Rev. Susan

Staff Reports

Lifespan Director of Religious Education

I close out this program year proud of all that has been accomplished in our children, youth and adult religious education programming, and feeling like I still have work left to do! It has been a successful year in attracting new families and solid programming in all areas. I do feel as if the programs have plateaued in their growth, and I hope to work with the committees this spring and summer in revitalizing each program and "taking off" next year. Sadly, I will have to watch the "taking off" from the sidelines as I transition from being the Director of Lifespan Religious Education back to my role as a congregation member.

One highlight from this year of which I am particularly proud is Rev. Susan Frederick-Gray, Connie Jahrmarkt and my work as a worship team in creating meaningful multigenerational worship. Additionally, our youth group, YRUU, did a particularly fantastic job with their multigenerational worship service, in large part due to the guidance of Jaynn Truran, Sarah Henkel and James Forrest - a dream team of youth advisors!

Another highlight was the formation of the youth ministry leader small group. Our three YRUU advisors plus our junior high program leaders constituted the membership of this group. We all practiced a contemplative approach to our youth ministry, problem-solved, and in general supported each other. I have no doubt our youth ministry was strengthened by these monthly meetings.

I am pleased to say that all of our lead teachers will be returning to teach in our summer Sunday program and for the 2010-2011-program year. I am also particularly grateful for

the leadership of our Children's Ministry and Adult Religious Education Committees for their continued dedication to and vision for these vital programs. Sarah Henkel and Terry Simmons are the epitome of outstanding committee chairs.

I have drawn great joy, strength and fellowship from serving the congregation as the DRE these past seven years. We have laughed, cried, dreamed and worked together with the goal of being a "beacon of liberal religion in the desert." Thank you for trusting me with the religious education of all of you and your children.

In faith and community,
Kim St. Clair

Music Director

Our music program at UUCP continues to flourish with the help of many volunteers, singers, instrumentalists, organizers and our accompanist, Dr. Lynne Haeseler.

In June of 2009 I attended *General Assembly* and participated in the *Service of the Living Tradition* as a *Credentialed Music Leader*, in the first class, which graduated from the program administered by the Unitarian Universalist Association. I attended the *UU Musicians Conference* in August 2009.

During 2009-2010 I have attended weekly staff and worship planning meetings with Rev. Susan Frederick Gray, and planning for multi-generational worship services, and Christmas Eve services with R. E. Director, Kim St. Clair.

Other meetings: three *Arizona/Nevada Cluster Meetings*, three *Program Council Meetings*, four *Music Committee Meetings*, rehearsals for multi-generational worship services, part of one *Sunday Service Committee Meeting*, *PA workshop*, and two *YRUU meetings*.

The *Congregation Choir* provided music for 21 *Sunday worship services*, one *All-Music Sunday* at Valley UU in Chandler and one *Christmas Eve service*. The choir also sang *Christmas carols* to at-home members of UUCP, produced *Cabaret*, and attended two day-long choir retreats and two *Saturday rehearsals* in addition to weekly *Wednesday night rehearsals*.

The *All-Music Sundays*, May 2 at Valley UU and May 9 at UUCP, were performances of *Requiem* by W. A. Mozart with 80 singers, professional soloists, and a chamber orchestra.

Choir attendance increased to a maximum of 40 members this year. Attrition has leveled the number of participating choir members currently to 34.

The Family Choir rehearsed ten times and sang in the fall under the direction of Heidi Singer and in the spring under my direction. Attendance was 22 singers.

The Soulful Sundown Band rehearsed and provided music for seven Soulful Sundown services this year and one Sunday morning service. The band numbers from 5-10 members who lead music for the Soulful Sundown services.

In addition to singing in the Congregation Choir, several volunteers provide extra services worthy of mention: Charlotte Carl-Mitchell: music librarian and Cabaret producer; Jerry Whalin: Outreach Music Ministry; Gerry Kato: substitute pianist/accompanist.

Other Music Committee business: Music Committee purchases this year include additional choral music to accommodate our increased number of singers in the Congregation Choir, Braille copies of *Singing the Journey* and *Singing the Living Tradition*, additional large-print copies of *Singing the Journey* and *Singing the Living Tradition*.

New This Year:

We began the year with a Family Choir director, Heidi Singer. She accepted a full-time employment opportunity out of state and left mid-year.

Outreach Music Ministry was led by Jerry Whalin, with plans for a group of singers to visit congregation members in need.

Extra effort was made to involve YRUU in music at UUCP, especially during multi-generational services. This increased YRUU participation on several Sundays.

Respectfully Submitted

Connie Jahrmarkt, Music Director

Early Education Cooperative Preschool Director

The UUEEC is a parent participation preschool operating Monday through Friday. The UUEEC was founded in 1961 and currently serves 54 children between the ages of two and five. It is licensed by the State of Arizona Department of Health and Safety. The preschool curriculum, based on UU principles, provides a child-centered, respectful, emergent curriculum within developmentally appropriate guidelines. The preschool is an integral part of the UUCP plus opens its doors to the community at large. The 44 families attending UUEEC come from the following cities: Phoenix (29), Scottsdale (12), Paradise Valley (1), Mesa (1) and Ahwatukee (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.

Budget and Fundraising

The 2009/2010 school year budget was just under \$195,000. Fundraising this year consisted of an October Fun Family Festival with Auction, a Book Fair, and Change is Good! campaign which we hope will meet our fundraising goal of \$15,000. We anticipate we will end the year on budget.

Looking ahead to the 2010-11 school year, enrollment is down a little, especially in the 2's class. People are waiting an additional year to enroll their children in order to save tuition. We have received only one scholarship request to date which is much better than last year.

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 2010 but is a degreed Montessori teacher.

We lost two of our families this year due to financial difficulty. Even with the help and support of the UUEEC these two families could not continue. Both openings were filled quickly from last year's wait list. The Committee will continue to brainstorm ways of helping families in need.

The enrollment for 2010-11 is slow. The 2's have 8 openings, 3's have 2 openings, 4's have one opening and TK has 7 openings. We have visits still taking place and. People are taking longer to decide due to financial obligations and fewer are enrolling in Lunch Bunch at this point.

Annual pumpkin hunts at the Ghost Eye Tree.

Our second annual October Family Fun Festival was a huge success with wonderful family fun and community building but also meeting well over half of the year's fundraising goal. An auction was added to the event and was a big success.

Our annual Holiday Sing with Teacher Jeffrey and Feast is always a special way to celebrate the holidays.

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 will come to share his lizards and snakes with the school in late May.

Field Trips included a trip to an art gallery, Desert Botanical Gardens, Arizona Science Center, Cerreta Candy Company, Camelback Animal Hospital, Fountain Hills Theatre, Tolmachoff Farms, Phoenix Fire Station #92 and Arizona Museum of Natural History.

TK will prepare and help serve a Family Breakfast for parents and siblings after their end of year performance.

The 4's class has become an emergent curriculum classroom with children deciding what they wish to explore and learn with teachers supplying the materials to assist in that exploration. More Kindergarten readiness has been added to the curriculum to help children make an easier transition to elementary school.

The three's class rode 55 gallon horses and washed a dog and a baby.

No flood in Room 15 made for a much smoother year.

Teacher Doug is still changing the world 13 children at a time.

Congregation Administrator

Meet the Office Volunteers

Mondays this year were not quite as manic with Larry Agle and Sally Boyd in to help. At the time of writing this Jill Story, Diana Ashley's daughter has signed on to help out through the summer.

Tuesdays are never terrible with Bill Parker and Jan Wise to help out.

Wednesdays haven't been as wacky with Art Dupont and Tish Gauntt around. It is with sadness and gratitude that I had to say goodbye to Art and his Wednesday morning volunteering. In his place Juli Harvey has stepped in and I as always I welcome new faces.

Thursdays are always a day of thanks as Sharon and Pauline cross off my end of the week tasks.

Fridays are always fabulous with Julie Smart and Dorothy LeWin to get the last of the week's work completed.

Sundays in the office are always serene with Ellie Murphy calmly answering any questions before and after service.

Thank You Editors!

Words cannot express my gratitude for Melinda Merkyl Iyer and Elyse Arring. Melinda has been the editor for our weekly e-newsletter the *UUCP Compass*. Her hardwork and professional editing skills have made this communication a huge success. We are consistently getting 240 to 250 people opening our weekly e-newsletter within hours of sending it.

Elyse Arring has recently taken on the role as the *Horizons Journal* editor. It has been an on-the-job learning experience using Publisher and I appreciate her perseverance and enthusiasm. Horizons has never looked better!

Membership Coordinator

I write this less than two months after assuming the position of UUCP Membership Coordinator. I am still learning about this congregation and about the details and responsibilities of this position, but I have already learned much from many who have laid the groundwork at UUCP for welcoming and integrating new members. I am indebted to Kate Otting, your previous Membership Coordinator, for her past leadership in this position and for organizing, developing, and formalizing a number of important activities and processes that we continue to use. I also thank Kate for her willingness to field my questions and offer wise counsel during this transition period.

My thanks also goes out to those who worked with Kate to establish the Membership (MC) and Membership Engagement Committees (MEC) in their current incarnations. Please refer to Kate's section of the 2009 Annual Report (available on the web site under "Documents") for a history of the evolution of the Membership Coordinator position and its partner committees. I appreciate the work that Laida Restepro (MC Chair), Angela Jansen (MEC Chair), and their committees have done over the past fiscal year. Their committee reports can be found elsewhere in this 2010 Annual Report.

As Membership Coordinator, my position is part-time (12 - 15 hrs./wk.) and my primary responsibilities are to: (1) Provide professional support and leadership to the Membership Committee and membership process, (2) Provide professional support and accountability to the Membership Engagement Committee and the process of engaging new members in the wider ministry of the congregation, and (3) Participate in Staff and Leadership meetings. Besides bringing professional knowledge from my ministerial training and practical experience from working with multiple congregations, I plan to continue researching best practices in order to provide vision and leadership in the areas of attracting, involving, and integrating committed new members to our congregation.

I can't, however, do all this work alone! It takes all of us to create the kind of religious community that attracts, welcomes, nurtures, and keeps new members. There is a positive energy at UUCP and certainly our minister and leadership set that tone. It is up to all of us to promote our congregation and our religion in healthy, open ways, extolling the values of our community and of community itself. Regardless of internet quizzes and old sayings that may suggest otherwise, you really can't be a UU by yourself. We need the influx of new ideas, talents, skills, gifts, and even challenges to stay vital. Rapid growth is a great "problem" to have, but it does pose challenges. Together we will find ways to face those challenges so that long-time and new members alike will feel

appreciated, valued, and connected in meaningful ways to the life and work of this congregation.

There are many people I could thank beyond the ones already mentioned in this report and in the reports of MC and MEC chairs. At the risk of leaving someone out because of the ignorance factor inherent in my newness, I want to offer special thanks to people who have worked hard behind the scenes this past year to assist in the process of welcoming new people to UUCP: Thank you to Larry Agle who sends welcome letters, makes phone calls, and sees that names for temporary nametags get to the right person; thanks to Lydia Yanak who makes the lovely calligraphic temporary nametags; appreciation to Bill Parker who enters newcomer (and other) information into the database, makes bola ties and numerous phone calls; gratitude to Art Dupont who has handled all the follow-up for returning visitors which includes registering people for Pathway to Membership and responding to returning visitor emails and phone calls; a debt of gratitude (and utter amazement) to Terry Lockwood for her calm, unflappable attention to all the details for PTM classes; kudos, hugs, and admiration to Heidi Parmenter who patiently responds to even my most mundane and ridiculous questions and is often the glue that holds everything together. We couldn't have added more than fifty new members this past year without the stewardship of these processes by all these fine people.

I also want to thank Loretta Isaac who was scheduling people to serve as greeters until family circumstances dictated otherwise. As the staff person who has taken over that responsibility, I understand some of the joys and challenges she had attempting to get advance commitments from busy UU folks (as does Libby Walker who does the lion's share of scheduling ushers)! I truly appreciate all of you who volunteer for the Welcoming Ministry, i.e. those who greet or usher on Sunday mornings. The experiences our members, guests, and newcomers have with you, most often as their first contacts of the morning, play an integral part in their overall sense of being welcomed. Thanks for being there! By the time anyone reads this report, I hope that all of you feel duly celebrated and appreciated after attending the May 8th Welcoming Ministry Appreciation Brunch. I also strongly encourage any and all new members (and any other interested members) to contact me about being part of the Welcoming Ministry as it is a wonderful way to get to know people and be of service to the congregation.

As often happens in volunteer organizations (and in life itself), people experience increased responsibilities with family or work, availability or interests change, and/or health issues interfere with ability to participate. So it goes and we try to carry on as we must through the ebb and flow of life's inevitabilities. That means that my main focus for the coming year will be to ensure that our Membership and Membership Engagement Committees continue to function smoothly That means that you (yes, you!) who have a passion for welcoming newcomers, creating community, and spreading the good news of

Unitarian Universalism might find this to be just the right time to become involved in one of the many facets of the membership process. I'd love to hear from you! Let's talk about your questions and your ideas.

Respectfully Submitted,
Linda Lawrence

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, workshops, activities, excursions, and celebrations throughout the year. Our annual retreat this year will be in May. We are creating an agenda that will incorporate some important research that we did during the year. We conducted two focus discussion groups with invited congregants. Evaluating the results is leading us to innovations that reflect a new kind of faith community that is growing in numbers, becoming more diverse, and is more interested than ever in community faith education. We look forward to publishing the results and our new plans after the retreat.

In addition to the focus groups, we do evaluate our class schedule based on general comments we receive, surveys during the year, and feedback from people enrolled. We are often puzzled by the fluctuations in attendance in our classes. We have had very large and very small enrollments; we had a slight decrease in enrollment this year, largely due to the fact that we had one fewer course this year and didn't host any special events (although we did co-sponsor the "Compassionate Communication" workshop with Right Relations Committee. Our participant rate of classes and move night was 130, down from 135 in 2008-2009. This number does not reflect the number of participants of the Compassionate Communication Workshop nor the Book Discussion Group. The Book Discussion Group drew 99 participants over the course of the program year.

The trend continues toward more "spirituality" in our classes. In 2008, 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 increasing spiritual orientations of the congregation gain this year. We feel that this direction that we detected on the

Meadville Lombard seminary website is still playing out. We feel that the ARE Committee is responding well.

As we welcome our newest members, Barbara Berg and Lillian Habeich, we have also continued to maintain active and devoted committee members:

Sue Kennedy, Terry Simmons, Juli Harvey, Lois Leader, Barbara Berg, Lillian Habeich and Jay Bastanti.

We have continued 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. However we do plan to experiment with some new formats and outreach for weeknight programming, and probably becoming more flexible and experimental with the four-week class format. We have childcare available on Sunday mornings, thus making those 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.

Our program offerings this year were:

- Classes

September - Meditation with Mary Engle

October - Questions for the Religious Journey: Finding Your Own Path

November - Unitarian Universalism: A Narrative History

January - Parenting Beyond Belief: On Raising Ethical, Caring Kids without Religion

February - Building Your Own Theology: Second Edition

March - Jesus and Muhammad: The Parallel Sayings

April - Considering the Asian Religions

- Muuvie Nights

October - Sick Around America

November - Rethink Afghanistan

January - The Power of Forgiveness

February - Sin Nombre

March - For the Bible Tells Me So

April - Capitalism: A Love Story

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 work on maintaining the congregation buildings and grounds for the church, preschool, and the Desert View elementary school. Bill Mee remains the committee chairman. The committee worked on many projects to maintain the buildings and grounds for the congregation and schools use. These included:

- Replacement and repair of hand rails on the main entry stairs
- Painting of front steps by Sarah Carlson and Jan Wise
- Repair of Memorial Garden sculpture pool and pool lights
- Spreading over 30 tons of crushed granite in the Memorial Garden
- Grading and placing river rock to reduce erosion in the Memorial Garden and the northwest parking lot.
- Applying dust control material to the unpaved parking lots
- Continuing work on lights in the sanctuary
- Regular maintenance of congregation landscaping
- Continuing work on maintaining irrigation systems by Vince Waldron
- Painting and repair of sanctuary ramp walls by Earnest Garcia
- Annual pumping of septic tanks
- Monthly pest control service
- Replacement of kitchen sink faucet

Children's Ministry Committee

2009-2010 was a wonderful year for the Children's Ministry Committee. In the discussions around developing our congregation's mission, one of the comments that came

up again and again was pride in our religious education program. The curricula and activities we offer for youth of all ages bring families to the congregation help young people establish their UU identity and make us a model for congregations across the district.

Our committee was comprised of Sarah Henkel, chair, and Nancy Cruse, Andrea Price-Lace, Wendy Metcalf, Cynthia Diefert, Cathy Maxwell and Tammy Wheeler-Rhodes, members.

We have made solid progress toward accomplishing this year's goals. Comments on each goal are as follows:

- Register at least 25% of our visitors - We exceeded this goal again this year. There were approximately 60 visiting children during the year, and 23 new children were registered this year, which means that we registered 37% of visitors.
- Have more consistent attendance at Sunday school - On a weekly basis, our attendance in the program averages 70 children from the nursery to YRUU. Our largest classes by far are still Pre-K/Kindergarten and YRUU. Our total registration is at 106.
- Track attendance - We have excelled at this goal this year, recording attendance figures for each class almost every single week. Kim (or a member of the Children's Ministry Committee when Kim is absent) records each class' attendance each week. These figures are tracked in a spreadsheet that is accessible to all UUCP staff for easy reference.
- 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 - We identified this as an area of improvement last year, and the paid teachers have indeed increased their communication with parents. Lead teachers have been e-mailing parents semi-monthly to keep them apprised of the goings-on in their children's classrooms. Lead teachers have also written monthly articles for Horizons.
- Strengthen music ministry - The children engage in music each week, whether on the basketball court for Spirit Circle or in the sanctuary during multigenerational services. In particular, the service led by YRUU in April focused on music and showed the younger children that it's okay to dance and sing out loud.

- Reach out to at least one other committee to collaborate - Our October children's fellowship time collaborated with Susan Leung and the Green Sanctuary Committee.

In addition, the Children's Ministry Committee accomplished the following during the 09/10-program year:

- Halo Website - Over the years Nancy Cruse has created a number of beautiful T-shirt and tote bag designs. Wendy Metcalf has worked with Halo to create a website to make these designs available to other UU's. Kim St. Clair and Connie Jahrmarkt spread the word on their UU listservs. When other congregations order merchandise with our design, we get a percentage of the cost.
- Second Service - In response to the congregation's needs, we have recruited Tucky Fuzzle to teach the older children (age four and up) during the second service. After Tucky expressed feeling torn between choir and children's fellowship, Angela Spiars replaced her. She is following the UU Principles and Me curriculum.
- Nursery Needs - The nursery in its current layout is not ideal. When the restroom renovation is complete the current restroom core can become a dedicated nursery. For now we have budgeted funds to make the nursery more appropriate for infants and have requested Pack 'n' Play playpens for the room.
- Emergency Evacuation Plan - The campus-wide fire drill on March 28th was successful from a Religious Education perspective. The teachers had their walkie-talkies and were adequately prepared. They calmly and quietly led their students out to the grassy area by the basketball courts, where the students remained in groups by classroom. All students made it safely out of the classrooms and are prepared in case of a true emergency.
- Focus Group - We held a focus group on April 18th to gauge the congregation's opinions of the Children's Ministry program. We asked for their thoughts on what is working as well as what they consider our "growing edges." We learned that even more regular on-going communication about Sunday school is necessary to keep parents abreast of lessons and other issues. We also learned that by and large parents are appreciative of the sense of acceptance and the reinforcement of our UU values during Sunday school.
- Teacher Appreciation - Since we have so many Children's Ministry teachers and volunteers, this year we have decided to recognize them with a lunch after the May 23rd service rather than bringing them to the front of the congregation during service. To thank our teachers and volunteers for their service, we are giving them a recipe card for chalice cookies with a kid's signature on the back.

Respectfully submitted,

Sarah Henkel, Chairperson

Finance Committee

The purpose of the finance committee is to report to, advise, and respond to the Board of Trustees on all matters concerning the finances of the Congregation. The committee is responsible for assisting the staff in 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 2009-2010 committee consisted of James Allen, Chair, Larry Agle, Dave Cunningham, Shirley Karas, and Don Weir. Adjunct members of the committee are Smoot Carl-Mitchell, Treasurer, Cara Denby and Jane Armstrong representing the Early Education Cooperative (EEC), Rev. Susan Frederick-Gray, and Heidi Parmenter, Administrator. Gloria Swaine, who is the bookkeeper for the finances, also attends. Shirley Karas joined the committee in November 2009 and has become a valuable member. Larry Agle and Dave Cunningham rolled off the committee in October 2009 and April 2010 respectively. We'd like to thank both of them for their contributions to the finance committee.

Accomplishments

During the past year, most restricted accounts have been phased out. The funds previously associated with those restricted accounts are being incorporated into the regular line items in the general account. Procedures for dealing with the remaining restricted accounts were created.

As part of the strategic plan, the finance committee continues its efforts to create financial procedures. The church office is the official repository for all procedures. Once the procedures are created, they will be reviewed annually for current accuracy. During the past year, work has progressed on the procedures for the EEC, these efforts will continue through the next fiscal year.

The budget procedure was revised in order to better reflect the input of the staff on the budget process. The finance committee now collects and reviews the budget requests from the various committees. The individual committee budgets are incorporated into a full budget by the staff and then reviewed by the finance committee prior to presentation to the Board and congregation.

As part of the Capital Campaign, the finance committee is reviewing the procedures used to make use of the capital funds as well as the associated loan. The goal is to not only

have proper accounting of the funds but also have the use of the funds transparent to the Board and Congregation. This process will proceed through the next fiscal year.

Communication

To ensure the congregation is aware of the finances of the congregation 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 are posted in Office 2

Overview

UUCP is ending the 2009-2010 fiscal year with a net zero balance, assuming the receipt of the outstanding pledges and other income. Given the previous years of planned deficits and the general ongoing economic problems, we are grateful to have remained on target for a balanced budget. A balanced budget for the next fiscal year, 2010-2011 is also planned, although not all pledges have been received as of this date. The ability of the Congregation to operate with a balanced budget provides the platform for the ongoing efforts of the Capital Campaign.

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 James Allen, Chair

Green Sanctuary Committee

The Green Sanctuary Committee (GSC) continued to work on the twelve projects needed for Green Sanctuary accreditation as well as on other projects, as the need arose.

GSC members, with assistance from the congregation, completed the following:

- Shared information about the green efforts of our UUCP community members by writing member profiles for Horizons. Harriet Williams capably led this effort and

wrote about member projects like gardening, composting, solar energy, wind energy, gray water, and alternative fuel vehicles.

- Worked with the Sunday Services Committee to plan a Sunday service with a green focus. Members from the Adult Religious Education, Green Sanctuary, and Sunday Service committees make an appealing presentation on the many dimensions of eating. Thanks to Terry Simmons for organizing and leading this service.
- Worked with the ARE Committee to offer movie nights showing films with a green focus, including Food Inc.
- Organized a Green Day for members of the congregation and the community. Liz Lonetti of the Phoenix Permaculture Guild presented sessions on sustainable gardening, water harvesting, and chicken raising. Lois Leader led congregation members in performing maintenance work on the trail.
- Developed a gardening program for use at the New Day Center. The children at the New Day Center planted seeds and seedlings while learning about the interdependent web of existence. Special thanks to Harriet Williams for taking the lead and to Nancy and Emily Cruse for leading some of the sessions.
- Researched and helped to implement the curriculum, "Teaching Global Sustainability in the Primary Grades: A K-4 Curriculum," used during the summer program offered by the Children's Ministry Committee.
- Used the website and the GSC bulletin board to communicate information about environmentally friendly practices and about local green events. Lydia Yanak made a particularly effective bulletin board for the holiday season outlining a green wish list for our planet and for our congregation.
- Assisted the Choir and Music Committee in making Cabaret a greener event. Thanks to the special efforts of Lydia Yanak, Sarah Carlson, Harriet Williams, Heather McLellan, and Linda Benson for their clean-up and dishwashing efforts.

The work of our secretary, Harriet Williams, is especially appreciated as she not only wrote our committee minutes but she also lead two of our certification projects. As one committee member remarked, "Her masterful minutes provided structure and institutional memory for us." Mark Grenard continued to effectively serve as a liaison with the Renovations Committee and to work on efficient bathrooms. GSC also appreciates the on-going research efforts of John Wilbur in the area of recycling/solar energy and of Sarah Carlson in the area of solar water heaters/electrical panels. John has helped to track the current partnership between solar companies and non-profit organizations in Arizona with an eye to how it could benefit UUCP.

At the January Congregational Meeting, the GSC submitted the following resolution to the congregation for adoption:

We the members of the Unitarian Universalist Congregation in our desire to be agents for change in the cause of environmental awareness and sustainability commit ourselves to do the following:

Examine our daily lives for ways to be better stewards of our environmental resources.

Encourage the incorporation of the Seventh Principle - respect for the interdependent web of all existence of which we are a part - into the fabric of our congregational life. Examine our practices at UUCP for ways to be better stewards of our environmental resources.

Engage with the larger community to create a sustainable society that will provide a healthy environment for future generations.

It was passed unanimously. The GSC expects to submit UUCP's application for accreditation this summer.

Submitted with sustainable regard,

Susan Leung

Chair

Membership Committee

Members: Terry Lockwood, Sherry Celine, Jerry Whalin (secretary), Gene Cherry, Dean Taylor, Caroli Du Fresne, Loretta Isaac, Angela Jansen, Jimmy Leung, Art Dupont, and Laida Restrepo (Chair). Staff representative Linda Lawrence as of March, 2010, and Kate Otting before that.

Meetings: The Membership Committee (MC) meets approximately once a month. We have met about 6 times since August. Because so many of us have conflicts that make it difficult to meet on Sunday mornings, we will establish a regular weekday evening meeting time at our upcoming retreat.

Mission: The MC's primary mission as established in 2008 is to lead our congregation in welcoming all people to our faith community by creating a culture that exemplifies inclusion, friendliness, and respect, and acknowledges the value of new and existing members in our congregation. To this end, the MC has a variety of subcommittees and programs with specific aims. Following is a description of the current subcommittees, their work and accomplishments this year, an evaluation of what we have done and suggestions for future directions.

1. Pathway to Membership (PTM): This subcommittee is led by Terry Lockwood, who began coordinating PTM as of January 2010. Terry coordinates the PTM classes which are facilitated by Terry Simmons and Caroli Du Fresne. The format, name and purpose of

the class have changed over the last year. This class was formerly "New UU" and included more UU history and theology. It was determined that those who wanted to become new members already knew that they wanted to be UU and had done some research about Unitarian Universalism. Therefore, the class was shortened to two sessions. The first two-hour Sunday morning session allows new members to meet and tell something of their spiritual journey, review the pillars of membership, and offers brief presentations about UUCP stewardship and activities. The second portion of the class takes place the following Saturday evening with a potluck dinner, a short talk by our minister, a brief video of UUCP history, and a joining ceremony for those who are ready to become members. These classes are going well and they range from 10-25 people per class. Since the time of our last annual report deadline, we have welcomed 51 adult members and 9 Coming of Age student members to our congregation - a 20% increase in membership which is far above the 5% goal set by the congregation. Next year's class schedule has PTM classes starting on the first Sunday of the month they are offered. They are generally offered four times each year, with the first class set to begin Sunday, August 1, 2010, with a potluck the following Saturday. For our last PTM class we hired a sexton, and the plan is to continue to do that. It worked very well because it allowed all members to participate in the welcoming ceremony.

- a. Evaluation: The current class structure seems to be working well. There may be some revision of the class content prior to the August session. Great idea to have a sexton. Continue to do that. We may need to recruit some more class facilitators, especially if the class grows. Right now we have 2-4 facilitators
- b. Future directions: Obtain feedback from recent attendees on the content, structure, and need for additional content. There is conversation about starting a new members' covenant group. Explore whether we need a separate class on UUism, and if so, coordinate with adult RE.

2. Welcoming Ministry (WM): This ministry is now led by Linda Lawrence, our Membership Coordinator, a change in the last two months. The charge for this subcommittee is to have a group of volunteers at the door before, during, and after services to greet, welcome and provide information to visitors. In addition, two of the greeters ensure that the entrance to the congregation is safe; should there be an emergency they will notify others. The structure and process for the visitors table has been revised throughout the year to our current procedures. When newcomers and guests sign in and provide information, we use their contact information for following up with them about their visit. If they are returning visitors who would like to have a name tag or to participate in the Pathway to Membership class, they have another place to sign up. Lydia Yanak makes temporary name tags for returning visitors. The visitors use this stop to ask questions and the volunteers at the table often connect them to other information or contacts. This committee evolved from the coordinator having pods or groups of people in charge of a Sunday every couple of months, to a volunteer signing

people to greet, to an ongoing signup online coordinated by the membership coordinator. Two reasons for this change: the job became too big for a volunteer, and the new security procedures required two persons present at all times at the welcoming table. We are in the process of retraining and thanking new Welcoming Ministry volunteers with a luncheon on May 8th.

a. Evaluation: This program has really evolved and there are an increasing number of volunteers. The 5/8 training should help build volunteer confidence with safety procedures. We need to ask recent members how the whole welcoming process is working. Lastly, we would like to see a more focused effort in talking to visitors after the service to answer questions and to ensure that we make personal connections with the visitors.

b. Future directions: Ensure we have a large pool of people to serve as Welcoming Ministry volunteers. Evaluate what visitors need and want and what the perceptions are when they first come in and during subsequent visits.

3. Visitor tracking: Art Dupont has been leading this effort and we appreciate all he has done. Visitor tracking entails entering visitor contact information into the UUCP data base, and making follow up contacts to welcome visitors, answer any questions they may have, and see if they would like more information including information about Pathway to Membership. This program of visitor tracking has provided us with some basic information, and we have had some discussions about what other information we may need. We are careful with visitors as we want them to feel welcomed, not pressured. Reminders about class are also done as part of this program.

a. Evaluation: This process has provided us with some useful information about our visitors.

b. Future directions: We are getting ready to track how many PTM participants actually become members. Also it would be good to know how many of those who visit are truly looking for a new religious home, and of those who join become active members in the community.

4. STARS: This subcommittee is led by Natalie Summit. She single-handedly trains people on an individual or group basis to be open and welcoming to new members. We are trying to get all the Welcoming Ministry volunteers trained in STARS so they have an open and friendly attitude when they greet and welcome new visitors. To date there are 43 STARS graduates and of those 41 are still active.

a. Evaluation: This is a great program and Natalie will continue to work on training. We may need to evaluate whether we need more trainers.

b. Future directions: Continue to train new members and Welcoming Ministry volunteers.

5. After services discussions: Gene Cherry started this program to provide a venue for visitors to discuss the worship services and have questions answered. Unfortunately, the number of people interested has not been large and the program has been discontinued.
6. Membership Engagement (ME) coordination: Angela Jansen is the ME representative on the committee. Please refer to her report elsewhere in this annual report. To date MC has not worked in coordinating with ME, and thus, we will address this need in the upcoming year.
7. Web page: Our Membership Coordinator, Linda Lawrence, will be writing our web content with input from committee members. Jimmy Leung is the current go-to person to make changes on the web. We are expecting big changes on the whole website, and when this happens we will be working on the visitors' page. To date, we have updated information for visitors, including the information on PTM classes.
 - a. Evaluation: This requires minimal work right now and we will continue to monitor.
 - b. Future directions: Obtain feedback on what web visitors would like to see. Make changes as we develop new programs and procedures.
8. Other activities: The Membership Committee retreat is scheduled for May 25th. We will be discussing follow-up contacts with new members to get feedback on above programs. We will need to schedule a time to review and revise (if needed) our charter and to discuss how the mission of our committee integrates with the mission of the congregation as a whole. We extend an invitation to anyone who feels called to join in the ministry of welcoming and integrating new members to contact our Membership Coordinator.

Membership Engagement Committee

Function

The role of the Membership Engagement Committee is to supplement the Membership Committee's efforts to bring newcomers into membership as well as to work with present members to allow them to discover fellowship within the congregation. Finding meaningful connections within our congregation can be challenging for new members. We have many groups and activities, and the actions of our committee will allow new and existing members to discover those groups, committees, and activities which will allow them to use their talents and form relationships with members of the congregation.

From our charter:

Goals

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

- 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

Accomplishments

In the last year, we have attained the goals set out above. The committee has developed an interest survey that was distributed to the participants of the past three Pathways to Membership classes. The survey was designed to match members' interests with existing (and possible future) groups and activities. A database was developed into which we are able to enter designated interests (from their survey responses), which are then linked to the corresponding committees and chairs. The new members' contact information is emailed to the appropriate group leaders and they contact the members and invite them to participate. We have gone through the entire process once, with the class from January. We currently have data from the following two classes, and these will be input within the next month.

Next Steps

This is just a first step; our ongoing goals are broad and will take time to fully 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. Development of internal protocol and methodology for survey entry and follow up still needs to be finalized.

Membership:

Angela Jansen (Chair)

Greg Cline

Gary Ezzell

Respectfully Submitted,

Angela Jansen, Chair

Music Committee

The Music Committee serves as the governing body for the congregation choir, approving choir expenses and acting as a sounding-board to the Music Director in exploring new music and musical projects (including production of Cabaret, the annual congregation dinner-show). The Music Committee is open to all choir members and lovers of music working to support Music at UUCP. The members of the music committee for 2009-2010 are: Connie Jahrmarkt, Music Director, Diana Ashley, Chair; Jerry Whalin, Secretary;

Paula Adkins, Treasurer; Charlotte Carl-Mitchell, Vice-Chair/Librarian. All other choir members are also members-at-large.

The Music Program consists of expanded opportunities this year:



- The Congregation Choir - a choir for adults and high school students who love to sing, have previous choir experience and can read music at least at a basic level. The Congregation Choir sings 2-3 Sundays per month.



- The Family Choir - a choir for all ages where music is made in a variety of ways. The family choir leads special and intergenerational Sunday services.



- The Soulful Sundown Band - a group open to guitarists, drummers, keyboardists and vocalists who read music and charts. The Band meets the first Friday of each month for practice followed by a Soulful Sundown Service the same day.



- The Outreach Music Ministries (new this year) - a group that combines musical talents to visit our members and friends (convalescing) either at home or in a care facility) and to fill the room with beautiful songs and to heal the heart.



- Music Ensembles - Musicians form ad-hoc vocal and instrumental ensembles for performances and special services as requested.

The choir has become a force (integrated with the messages of Rev. Susan Frederick-Gray's ministry) that moves the congregation each time it performs. Leadership from Music Director, Connie Jahrmarkt, and musical support from Lynn Haeseler, Congregation Accompanist, has improved both the sound and quality of the Congregation Choir as we continue to grow in both size and creativity.

The choir is blessed with members who are also accomplished musicians with choir members playing, piano, guitar, flute, cello, violin, viola, horn, banjo, drums and other percussion instruments. Every Wednesday, choir members prepare for Sunday services by attending a two-hour rehearsal. Choir Director, Connie Jahrmarkt, continues the tradition of Sunday morning hymn sings bringing congregants into the sanctuary with song and in the spirit of joy.

The expansion of the choir is a natural result of the expansion of overall membership spirited by the charisma, energy and enthusiasm of Minister, Rev. Susan Frederick-Gray, installed January 25, 2009; 1st service Sept 7, 2008. Rev. Susan's installation was the start of a wonderful journey the Congregation and the Choir are embarked upon together, welcoming all in

- Growing meaningful lives
- Sharing religious journeys
- Advancing compassionate justice.

Exhibit A. Choir Sings for Susan Frederick-Gray's Installation on January 25, 2009



- August 26, 2009 - 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 "Hard Times - Great Tunes" selected.

- September 2009 - Connie Jahrmarkt worked closely with Susan Frederick-Grey to design choir accompaniments to sermon themes planned for the fall period.
- September 13, 2009 - Service - "Ingathering Water Communion". Choir sings We Are A River; I love to Sing More Than Anything; Adorable Flujo.



- September 19, 2009 - Choir Retreat noon-4:00p.m. preparing music for the coming year.
- September 20, 2009 - Sermon - "Balancing Word and Deed". Unknown Special Music
- September 27, 2009 - Sermon - "At-One-Ment Celebration of Yom-Kippur", day of forgiveness and atonement". Choir sings Nigun Bialik, other service music played by Ed Grobe
- October 4, 2009 - Sermon - "When a House Becomes a Home". Choir sings Si Tu Suenos.
- October 10, 2009 - Bluegrass Gospel Sing-along UUCP - Igor Glenn, bassist, leads another joint follow-up revival of Bluegrass gospel Music at UUCP for UUCP and Valley UU members.
- October 11, 2009 - Sermon - "FOOD" - Special Music_Lynne Haeseler
- October 18, 2009 - Sermon - "Does God Make Mistakes"? Choir sings Hold Me, Rock Me; Everything Possible; Stand - Heidi Singer, soloist. Instrumentalists: Bonnie Cunningham, Emily Helton-Riley, Don Weir, Sandy Weir, Jo Cleland, Derek Sanchez, Jenna Daum, Dennis Yee, Lynne Haseler, Bonnie Cunningham, Donna Featherston.
- October 25, 2009 - Sermon - "The Miracle in the Mundane-The Super in the Natural". Special Music - Lynne Haeseler other service music by Emily Joiner
- November 1, 2009 - Sermon -"All Souls-Day of the Dead". Choir sings Sweet Radiant Mystery. Other service music: Max Robins with Lynne Haeseler
- November 8, 2009 - Sermon-"In Pursuit of Peace". Special Music - Dave Bellama, other musicians: Reed Featherston
- November 15, 2009 -Sermon-"A Radical Covenant". Special Music - Lynne Haeseler, other service music by Katherine Leung

- November 22, 2009 - Sermon - "All Ages Thanksgiving Service: Let Us Break Bread Together". Choir sings Thanksgiving Calypso; Kaki Lambe.
- November 29, 2009 - Sermon - "Family Fables, Family Foibles". Special Music - Dave Bellama, Heidi Singer
- December 6, 2009 - Sermon - "A Time of Preparation". Special Music - Gerry Kato
- December 13, 2009 - Sermon - "Candles of Hope and Freedom - Hanukkah and the story of the Maccabees". Choir sings Kyrie (African Mass)



- December 19, 2009 - Christmas Caroling - Congregation Choir sing get ready to embark on a caroling adventure to cheer up shut-in or ailing members.
- December 20, 2009 - Sermon - "Multigenerational Solstice Service - The Longest Night. Choir sings Gloria by Vivaldi. Other service music by Lynne Haeseler and Gerry Kato.



- December 24, 2009 - Service - "Christmas Eve Service". Choir sings - O Praise the Lord with Heart and Voice by Haydn; Jeg er så glad hver Juleweld.
- December 27, 2007 - Service - "Hymn Sing". Everyone selects hymns to sing.

- January 3, 2010 - "The New Year and The Gift of Time". Music by Dennis Yee, Lynne Haeseler, Connie Jahrmarkt
- January 10, 2010 - Sermon - "Living a Religious Life: Why Cultivating a Religious Life is of Value". Special Music by Heidi Singer and jazz ensemble: Don Weir, Dennis Yee, Igor Glenn, Connie Jahrmarkt
- January 17, 2010 - Sermon - "Multigenerational Dr. Martin Luther King Jr. - A Peaceful Song of Protest". Choir sings From this House/They had a Dream. Vocal Solists: Melinda Iyer, Heidi Singer, Kat Crabtree, Bonnie Cunningham. Other service music by Dave Bellama
- January 24, 2010 - Sermon - "Immigration, Politics and How We Move Forward." Special music by Lynne Haeseler
- January 31, 2010 - Sermon - "Where is the Unity in our Theological Diversity?" Choir sings Earth Song. Strings: Dennis Yee, Emily Helton-Riley, Susan Morris, Sandy Weir.
- February 5, 2010 - Soulful Sundown - Stories of UUCP



- February 6, 2010 - Choir Retreat 10a.m. - 3p.m. - prepare music for the rest of the year.
- February 7, 2010 - Sermon - "Soul Searching" by Susan Goldsmith. Special Music by Lynne Haeseler and other music by Russell Braman
- February 14, 2010 - Sermon - "Reimagining Valentine's Day" Standing on the Side of Love. Choir sings The Size of Your Heart, and Everything Possible - Chris Snyder, soloist.
- February 21, 2010 - Sermon - "Blessing of the Animals Multigenerational Service". Choir sings Faith is a Forest. Instrumental musicians: Katherine Leung, Jenna Daum
- February 25-26, 2010 - Cabaret rehearsals.



- February 27, 2010 - CABARET - "Hard Times - Great Tunes".



- February 28, 2010 - Sermon - "Clarity of Purpose: To What Great Purpose do You Want Your Life Devoted". Piano Duets by Lynne Haeseler and Connie Jahrmakrt
- March 5, 2010 - Soulful Sundown - Stories by Camput Ministry - Kim St Clair.
- March 7, 2010 - Sermon - "Take Care of House and Home - Time to Make It Real". Choir sings Mystery. Piano music by Lynne Haeseler and Gerry Kato.



- March 13, 2010 - All AZ UU Choir Festival at Valley UU.
- March 14, 2010 - Sermon - "Multigenerational Flower Communion". Choir Sings Roses I Send to You, Ryan Featherston played offertory: from Mozart Clarinet Concerto.
- March 21, 2010 - Sermon - "Redemption and Grace. Special Music: Ian Stephan
- March 28, 2010 - Sermon - "UUSC Justice Sunday: The Wages of Work". Special Music: Dave Bellama
- April 2, 2010 - Soulful Sundown - Stories of the 1st Peoples of AZ - Rick Wambaugh.
- April 4, 2010 - Sermon "Easter - From Darkness Light Does Spring". Choir sings The Road Not Taken. Instrumentalists: Dennis Yee, Jenna Daum, Jerry Whalin. Vocal soloists: Kat Crabtree, Melinder Iyer, Carolyn Allenby.
- April 11, 2010 - YRUU Multigenerational Service.
- April 18, 2010 - Celebration Sunday - "Celebrate Commitment Sunday". Choir sings Go Out.
- April 25, 2010 - Sermon - "Thoughts on Immigration Law in AZ" - Choir sings For the Beauty of the Earth; We Are. Special Music: Sunshine on My Shoulders and Colors of the Wind performed by Lynne Haeseler, Russell Braman & Connie Jahrmarkt.
- May 2, 2010 - Choir Sings Mozart Requiem at Valley UU.
- May 7, 2010 - Soulful Sundown - Stories for the Future
- May 9, 2010 - Service - "All Choir Music Sunday - Mozart Requiem.

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.

Choir Members as of Feb 2010

Barbara Berg, Bill Snowden, Bob Leesley, Bobbi Hess, Bonnie Cunningham, Carolyn Allenby, Charlotte Carl-Mitchell, Chris Snyder, Connie Jahrmarkt, Dave Cunningham, Diana Ashley, Donna Featherston, Emily Helton-Riley, Ginny DeMarco, Jean Lawton, Jerry Whalin, Joanne Michael, Joyce Short, Karen Cook, Kat Crabtree, Lynne Haeseler, Melinda Iyer, Pat Shannon, Paula Adkins, Pauline Gay, Richard Jahrmarkt, Richard Plattner, Sally McDade, Sandy Thomson, Sharon Hise, Smoot Carl-Mitchell, Susan Morris, Tucky Fussell, Linda Lawrence, Gary Lawrence.

Respectfully Submitted,
Diana Ashley, Music Committee Chairman.

Nominating Committee

Members: Second year: Gary Ezzell (chair), Lydia Yanak, Sally Boyd
 First year: Gene Harvey, Donna Featherston, Ann Marie Ciemny

Nominating Committee has two tasks. The primary one, required by UUCP by-laws, is to nominate candidates for the Board of Trustees and for the Nominating Committee, and to publicize those nominations in two Horizons issues before the Annual Meeting. The second task, stated in UUCP's current strategic plan, is to run a leadership development program with a "Leadership Development Day" in the fall.

We held a planning retreat in the spring that included the outgoing members, and that helped us move forward smoothly. We had our charter, covenant, and calendar set up at the beginning of the program year. During the nominating process, we used a confidential Google Document to communicate with each other between meetings, avoiding email that might be inadvertently distributed outside the committee. Along with the Board, we developed job descriptions for the President, Treasurer, and at-large members. We also have a job description for Nominating Committee members.

The nominating work began in December, and we successfully recruited strong nominees in time to make the publication deadlines for April and May. We were still working on one Board position in April, but had the full slate by May. We believe that UUCP will be well served by these good and committed leaders, and we appreciate their willingness to serve.

Board of Trustees (two year terms)

Jimmy Leung	Vice-President (President-elect)
Smoot Carl-Mitchell	Treasurer
David Johnson	at-large
Richard Plattner	at-large

Nominating Committee (two year terms)

Sandy Weir
Larry Agle
Susan Morris

Our second task was complicated this year because the Mission Renewal process that took place in the fall preempted our plans for Leadership Development Day. We therefore participated in the Council meeting on Oct 3, 2009. (The Council is composed of the leaders of committees and activity groups.) Nominating Committee members facilitated small group discussions concerning:

- * What values did you hear expressed in the mission renewal discussions?
- * How are these values embedded in the activities you participate in at UUCP?
- * What part of your involvement with UUCP do you find the most fulfilling?
- * What part do you find most frustrating/ troublesome?

We also distributed a survey to the participants and led a discussion concerning it. The purpose was to determine what areas people felt they could use the most help in, and what forms that help should take. The results are succinct enough to summarize in this report.

Scores from 18 respondents:

1 = Good stuff, I could use this

2 = Maybe, if there were good food; ambivalent

3 = Run away, run away; not needed, thanks anyway

	Topic	1	2	3
Education- Training	Asking for help so the answer is "yes"- getting and keeping volunteers	6	3	4
	Building in succession; mentoring - it's not a lifetime job	7	6	0
	Running meetings that people want to attend (1) - effective meeting practices, including agendas, minutes, action items, follow-through, minutes, annual reports	8	3	2
	Running meetings that people want to attend (2) - building religious community: covenants, in-gathering, active listening, ascertaining and supporting members' interests, keeping the values visible above the details	7	4	2
	Delegating and getting others involved—avoiding the "do it myself trap:	7	2	2
	Maintaining an effective cycle of planning, executing, and evaluating	8	2	2
	Moving bright ideas to self-sustaining activities - getting results that last	6	5	2
	Finding organizational alternatives to monthly meetings	5	5	3
	Using on-line tools for effective collaboration	7	4	1
	Other:			
Recruitment	Help identifying congregants who might be interested in my group	12	1	1
Publicity	Help recruiting congregants' and outsiders' participation in particular activities	8	4	1
Coordination	Help identifying opportunities to work with other groups within UUCP	6	6	2

Support can be provided in many ways. For each listed below, please indicate how much it appeals to you using the following scale:

1 = Likely to attend or make use of this

2 = Maybe would attend or make use of this

3 = Not likely to attend or make use of this

Method	1	2	3
Training via Saturday workshop	8	6	2
Training via Sunday after service workshop	6	4	3
Facilitating a planning retreat for my group	8		6
Providing a process monitor for some meetings	2	7	5
Putting together a list of resources for me to review on my own	7	4	2
Running a volunteer fair where my group can meet and recruit	8	2	4
Other:			

We had hoped to follow up with some activity in the spring, but the nominating process required our full attention. However, the April Council meeting focused on leadership recruitment and was organized independently from Nominating Committee.

There are two challenges to the nominating process deserving mention. One is logistical: how to maintain appropriate communication with the minister. Our own schedules required us to meet on Sundays. Future committees should either meet when the minister can join or do a better job than we did with telephone conversations. The second challenge is more substantial: how to identify nominees in a congregation that has grown so large that many potential candidates are known only to a minority of committee members. Nominating Committee members may need to intentionally invest more time in getting to know who in the congregation is active and effective.

As to the leadership development function, this is evolving along with the Council structure. Last year the committee decided that a subcommittee should be formed to manage this process, and that subcommittee should include some Nominating Committee members but also include others. We did not make any progress this year in creating such a subcommittee. However, the Council helpfully and naturally appears to also be concerned with leadership issues. The UUCP Board may wish to consider where this function should reside.

Finally, we should celebrate that our committee was successful in carrying out its tasks and that we worked together harmoniously. We very much appreciated the readings

provided by Lydia Yanak each meeting, and we definitely enjoyed getting to know each other through this experience.

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:

Congregation recognized for efforts to investigate Sheriff Joe

Social action committee denounces his polarizing anti-immigration reform

By Zach Colick
Independent Newspapers

The Unitarian Universalist Congregation of Phoenix has been awarded the 2009 Bennett Award for Congregational Action on Human Justice and Social Action for its efforts to subdue Maricopa County Sheriff Joe Arpaio.

According to the Unitarian Universalist Association, the congregation's social action committee partnered earlier this year with immigrant rights groups and joined a successful effort for a federal investigation of Sheriff Joe. As a denomination that "stands on the side of love," the group disagrees with the sheriff's stance on immigration reform and would rather see his efforts spent on more prudent law enforcement activities.

The Rev. Susan Frederick-Gray and 50 social action committee members Feb.



Submitted photo/Paul Daniels
Unitarian Universalist Church members march downtown in early February to denounce Maricopa County Sheriff Joe Arpaio's stance on immigration reform. The group received an honor recently for social justice action.

28 joined thousands in a protest march

See Honor — Page 8

Honor

Continued From Page 4

in downtown Phoenix. The march was not the group's only effort as it regularly meets to discuss and advocate for immigration reform, support day laborers and take witness against human rights violations.

"In Phoenix in particular, crime associated with human and drug trafficking across the border is a reality. Gang activity, assault, murder, robbery and rape are all effects of illegal trafficking across the border, and they are serious problems," she said.

"Unfortunately, Sheriff Arpaio's raids neglect the far more difficult and dangerous work of addressing these criminal elements. Rather, his tactics target people whose only crime is being in this country without papers."

Rev. Frederick-Gray spoke last week in Salt Lake City at a workshop at the denomination's annual general assembly. Her talk, "Welcoming our Neighbors: The Path to Immigration Reform," took place at the Salt Palace Conference Center, and explored what her congregation has done and how others can replicate such efforts.

The Bennett Award for Congregational Action on Human Justice and Social Action was instituted in 1999 by James Bennett to honor a Unitarian Universalist congregation that has done exemplary work in social justice, according to a news release. The award is accompanied by a \$500 cash award that is presented at the denomination's annual general assembly.

Dr. Bennett is professor emeritus of the University of Arkansas and is the former director of the Gustavus Meyers Center of Human Rights in North America, which was founded in 1984. Dr. Bennett is a member of the UU Fellowship of Fayetteville, Ark.

The Unitarian Universalist Congregation of Phoenix, 4027 E. Lincoln Drive, has provided Paradise Valley residents liberal religious opportunities since 1947 through worship services, children's and adult religious education programs and community outreach.

For information, call 602-840-8400 or visit www.phoenixuuu.org.

Post opinions in the Public Issues Forum at www.newszap.com. News Editor Zach Colick can be reached at 623-445-2884 or zcolick@newszap.com.

- In response to a press release sent on June 20, 2009 on UUCP being given the Bennett Award from the Unitarian Universalist Association for its efforts to investigate Sheriff Joe, the Paradise Valley Independent on July 1, 2009 ran an article and a photo.

SCOTTSDALE

PV Unitarian congregation recognized

by *Diana Balazs* - Jul. 8, 2009 10:28 AM
The Arizona Republic

Paradise Valley's Unitarian Universalist Congregation of Phoenix has been given the 2009 Bennett Award for Congregational Action on Human Justice and Social Action.

WHY WAS IT RECOGNIZED?

According to the Unitarian Universalist Association, the congregation partnered with immigration-rights groups and joined the call for a federal investigation of [Maricopa County Sheriff Joe Arpaio](#). The Rev. Susan Frederick-Gray, congregation minister, and 50 members of the congregation joined thousands in a Feb. 28 protest march in [Phoenix](#). Their work includes immigration-reform advocacy, support of day laborers, and witnessing against human rights violations. On March 10, the U.S. [Department of Justice](#) announced plans to investigate the way Arpaio's office handled immigration enforcement and complaints of racial profiling.



The Arizona Republic

The Rev. Susan Frederick-Gray is congregation minister at Paradise Valley's Unitarian Universalist Congregation of Phoenix.

WHAT IS THE AWARD?

The Bennett Award was instituted in 1999 by James Bennett to honor the congregation that has done exemplary work in social justice. Bennett is professor emeritus of the University of Arkansas and former director of the Gustavus Meyers Center of Human Rights in North America. He is a member of the Unitarian Universalist Fellowship of Fayetteville, Ark.

ABOUT THE CONGREGATION

The Unitarian Universalist Congregation of Phoenix is at 4027 E. Lincoln Drive, Paradise Valley. Information: 602-840-8400 or www.phoenixuu.org.

- On July 8, 2009 an article and photo on the award, shown above, appeared on the Arizona Republic website, [azcentral.com](http://www.azcentral.com). - <http://www.azcentral.com/community/scottsdale/articles/2009/07/08/20090708sr-unitarians0709.html>



Unitarians' support
of immigrants feted
Church has called for
investigation of Arpaio.

PAGE 4

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— Diana Balazs/*The Republic/azcentral.com*

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- On July 9, 2009, a photo appeared on the front page of the paper edition of the Scottsdale Republic and a short article on the award ran on the inside.



**Susan
Sackett**

Chris Pine (seated) stars as James T. Kirk and Karl Urban stars as McCoy in the 2009 movie "Star Trek." Humanism as it pertains to "Star Trek" is the topic of a talk by Susan Sackett.

INDUSTRIAL LIGHT & MAGIC

Talk on humanism in 'Star Trek' set for Friday

The Unitarian Universalist Congregation of Phoenix is hosting a free program Friday featuring Susan Sackett, who worked closely with "Star Trek" creator Gene Roddenberry for 17 years. Sackett will share a multimedia presentation, "Humanism in Star Trek." Humanism is a philosophy that promotes reason as a guide to living and centers on human dignity, worth and capabilities. Sackett's talk begins at 7 p.m. at the church, 4027 E. Lincoln Drive, Paradise Valley. Her lecture is timely with the release Tuesday of this year's "Star Trek" movie on DVD and Blu-ray.

— Diana Balazs/The Republic/azcentral.com

ABOUT SACKETT

A 15-year resident of Arizona, Sackett has been president of the Humanist Society of Greater Phoenix since 2000. Before moving to the Valley, Sackett worked on the first five "Star Trek" films with Roddenberry and the first five seasons of "Star Trek: Next Generation," co-wrote several episodes for that series, and wrote three books about "Star Trek."

THE PRESENTATION

It begins with a 45-minute presentation, including video clips and group discussion, followed by a viewing of the "Star Trek: Next Generation" episode "Who Watches the Watchers."

TO LEARN MORE

The event is free; donations will be accepted to benefit UUCP and the Humanist Society of Phoenix. For information about humanism, go to www.americanhumanist.org and www.hsgp.org. UUCP's Web site is www.phoenixuu.org.

- On Nov 18, 2009, we got good publicity in the Scottsdale Republic for the talk we hosted on Humanism and Star Trek. The information, without photos, ran at <http://www.azcentral.com/community/scottsdale/articles/2009/11/19/20091119sr-startrek1119.html>

PV congregation presents one-act play, 'Dream Act'

The Social Action Committee of the Unitarian Universalist Congregation of Phoenix and The New Carpa Theater Company present "Dream Act," a one-act play, 8 p.m. Friday, Jan. 15 and 2 p.m. Sunday, Jan. 17 in the church's sanctuary, 4027 E. Lincoln Drive.

"Dream Act" tells the story of undocumented student Victoria Nava and her dreams of practicing medicine.

She was brought to the United States by her parents as a toddler. In the face of anti-immigrant sentiment, she feels her dreams of medical school may be slipping away.

Tickets are \$10. For details, visit www.phoenixuu.org.

- On Dec 30, we got our first print publicity on the Dream Act play that UUCP was hosting in Jan. On Dec 29 we had sent out a news release on the play, but before that we had posted the information on our website and the editor of the Paradise Valley Independent had pulled the details about the play from there and printed it in their Dec 30, 2009 edition. The same information ran in the Independent on Jan 6, 2010.



Photo by Phil Soto/Special to the Independent

The Unitarian Universalist Congregation of Phoenix presents "Dream Act," a one-act play by James E. Garcia, 8 p.m. Friday, Jan. 15 and 2 p.m. Sunday, Jan. 17 at 4027 E. Lincoln Drive. Call 602-840-8400 or visit www.phoenixuuc.org.

'Dream Act' to be performed in Paradise Valley

The Unitarian Universalist Congregation of Phoenix starts kicks off the new year by hosting performances of "Dream Act," a one-act play by James E. Garcia.

Showtimes are 8 p.m. Friday, Jan. 15 and 2 p.m. Sunday, Jan. 17 at the Paradise Valley church, 4027 E. Lincoln Drive. The performances are open to the public.

"Dream Act" tells the story of Victoria Nava, an undocumented immigrant and university student, who dreams of practicing medicine. Homeless and afraid of being deported in the face of an immigration crackdown, Victoria's dream of graduating from college is slipping away.

Each performance will be followed by a short discussion with the playwright and experts on the "Dream Act," a bi-partisan proposed federal law that would provide a

path to legalization for the more than 65,000 undocumented young people who graduate from high school in the United States each year. General admission tickets are \$10 for adults and \$8 for children 12 and under. A limited number of discounted tickets will be available at showup.com.

The performances are presented by New Carpa Theater Co., which was founded in 2002 and is dedicated to the development of Latino and multicultural theater works. The company was founded by James E. Garcia. The Unitarian Universalist Congregation of Phoenix has been providing Valley residents liberal religious opportunities since 1947 through worship services, children's and adult religious education programs and community outreach. Visit www.phoenixuuc.org.

Expanded Classifieds Available at www.Newszap.com

- On Jan 13, 2010, the Paradise Valley Independent ran a large story with a photo from the play.



- On Jan 15, 2010, the Scottsdale Republic published an article and photo on the play.

One of the media outlets we regularly send news releases to is the College Times. Since the Dream Act play dealt with a college student, the paper contacted James Garcia and did a nice interview with him. We were very pleased with the publicity we received on the play.

On Feb 11, 2010, we sent out a news release on our Standing on the Side of Love on Sunday, February 14th and shared the news about the Rev. Susan Frederick-Gray's decision to no longer sign marriage licenses for heterosexual couples until she can also sign them for same sex couples. We didn't receive any print coverage of the day's event that we knew about, but we did have TV coverage by Joe Dana of NBC, Channel12 news that evening. The video is at <http://www.azcentral.com/video/#/News/Congregation+Supports+Same-Sex+Marriage/40280768001/35150280001/66534078001>.

Because of that news report, Rev. Frederick-Gray was contacted and interviewed by Doug Ramsey of AZ News Connection, which is part of Public News Service. The article and audio is available at <http://www.publicnewsservice.org/index.php?/content/article/12725-1>.



Photo special to the Independent
 The Unitarian Universalist Congregation of Phoenix Sunday services on Feb. 14 were devoted to re-imagining Valentine's Day. Members of the congregation were encouraged by the Rev. Susan Frederick-Gray to "Stand on the Side of Love for Marriage Equality" for gay and lesbian couples.

Paradise Valley congregation re-imagines Valentine's Day

The Unitarian Universalist Congregation of Phoenix's Sunday services Feb. 14 were devoted to re-imagining Valentine's Day.

Congregants celebrated the holiday by "Standing on the Side of Love for Marriage Equality" for gay and lesbian couples.

During the event, the Rev. Susan Frederick-Gray preached on marriage equality and said she will no longer sign marriage licenses for heterosexual couples.

"I am no longer willing to act as an agent of the state when it chooses to discriminate against marriages that I and our religious community give our full blessings," The Rev. Frederick Gray said.

"I cannot be a part of a discriminatory

process that denies gay and lesbian couples who wish to be married the more than 1,400 rights granted to heterosexual couples when they become legally married. I can find no good reason for the continuation of this discrimination."

The Rev. Frederick-Gray will continue to officiate at heterosexual weddings, but will no longer sign the state licenses. Couples will have to see a judge to make marriages legal.

Since 2000, the Unitarian Universalist Congregation of Phoenix has supported equal rights, inclusion and an end to discrimination against gay, lesbian, bisexual and transgender people.

CUSTOM B



- On March 10, 2010, the Paradise Valley Independent published an article and our photo on our Valentine's Day service.

We have also sent out news releases on other events, such as the American Song Night 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.

Rev. Susan Frederick-Gray, a Unitarian Universalist minister, was also concerned with family unity. Her congregation is the sponsoring the anti-oppression "Standing on the Side of Love" campaign.

"Families are the foundation of human growth," she said. "SB 1070 is criminalizing families composed of people of multiple status."

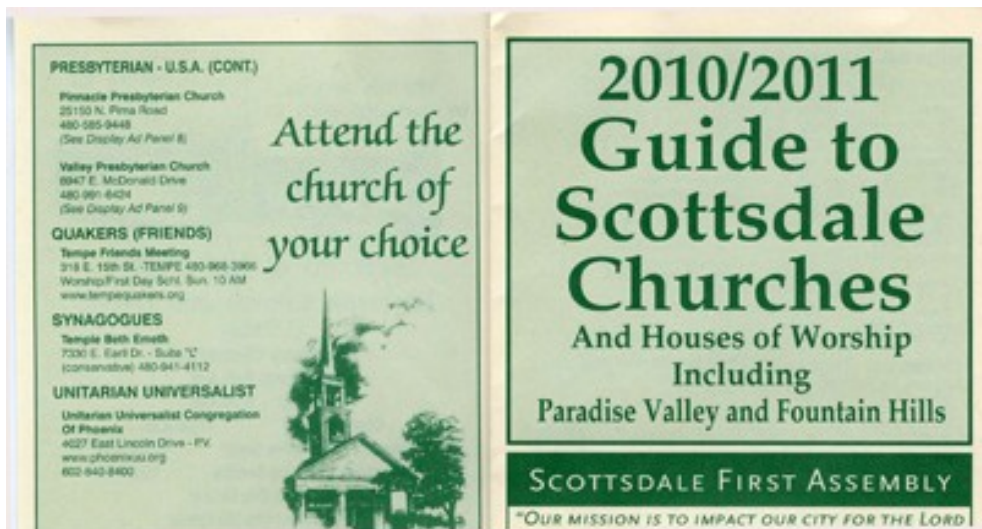
The law affects all family members, she said, not just the undocumented.

"It criminalizes spouses, who harbor them. It criminalizes children for shielding them," Frederick-Gray said.

"The legitimate anger that Arizonans are facing with the economy is being misdirected at the most vulnerable workers and students in the community," she said. "They did not bring on this economic collapse."



Most recently comments Rev. Frederick-Gray made on the immigration law appeared in an April 25, 2010 article, 'Immigration advocates vow to fight controversial law,' by J.D. Long-Garcia in the online The Catholic Sun. See the full article at <http://www.catholicsun.org/2010/april/25/Immigration-fight.html>



- We paid \$45.74 for a listing in the Guide to Scottsdale Churches.

**Unitarian Universalist
Congregation of Phoenix**
"We are a Welcoming
Congregation"



Address:
4027 East Lincoln Drive
Paradise Valley, AZ 85253
Website: www.phoenixuu.org
Main: 602-840-8400

- We had not planned to renew our ad that had been in the 2008 edition of the Arizona Pride Directory, but because of a mix-up with authorization, we did. The 2010 printed edition has our old service information. The online version was corrected, see image above. The negotiated half price for the ad was \$127.75.

**Unitarian Universalist
Congregation of Phoenix**



"Celebration of Life"
4027 East Lincoln Drive
Paradise Valley, Arizona 85253
602-840-8400

*Call or visit our website for
services and events!*
www.phoenixuu.org

- Michele revised and Heidi produced the business cards we use at the Pride Parade and other events.
- Heidi reformatted the Memorial Garden brochure and it has been made 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 mission - to raise awareness of the principles of the Unitarian Universalist Congregation of Phoenix (UUCP) and its activities within the congregation and the community at large to promote UUCP and attract new members.

A lot of work has been done for the technology ministry this year.

Jimmy Leung reports:

Facebook- from 30+ followers to 208 today

- average of about 1-2 posts per day, typically like this update from Facebook last week:

31 Wall Posts, Comments, and Likes this week (69 last week)

131 Visits to your page this week (120 Visits last week)

Our Facebook followers are from multiple states, 120 are from the valley, 1 from Canada, 1 from Puerto Rico, and 1 from Thailand

Our Facebook posts get automatically sent to Twitter. (we have 73 twitter followers)

Website:

-updated multiple pages including: Green Sanctuary, Membership, mission statement, membership engagement

-Continued update of Sermons archive 1-3 times per month

-Added pages on UUCP History and UUCP membership coordinator bio, and UU Foundation

-Uploaded multiple pages for the Combined Campaign, including home page content.

- Beacon in the Desert blog now about 30 posts, now linked to the UU Update directory of UU blogs

- Posted "happenings" stories for publicity of multiple events including Wednesday night movies, immigration, Dream Act, Green Day, CUUPS, TransForm AZ.

- Posted Board Minutes and Board Policy book for official record (I do this as board secretary)

He spends 4-8 hours a week updating our Facebook page and website.

Michele Hermanson Chaves has over the past year:

1. Helped to initially set up the Facebook and Twitter accounts with Jimmy

2. Consulted on existing website

3. Consulted on UUCP identity rebranding and redevelopment of the website, prepared a creative brief detailing the requirements and deliverables for the project

4. Provided design services, as requested, to UUCP administration and staff (Pride business card handouts, Order of Service Covers, Consulting with Heidi on Compass, Music brochure, Religious Education posters, etc.)

She spent 1-2 hours per week earlier in the year and now spends 2-4 hours a month working helping with our electronic media and traditional publicity.

Smoot Carl-Mitchell has:

- Revamped the website homepage
- Helped keep the website up and running
- Posted information and photos as needed

Charlotte Carl-Mitchell has:

- Added photos to the choir photo gallery
- Researched and helped add information to the history and other sections of the website.

In order to help in our e-mail communication, Heidi requested that we get a membership in the computer service Constant Contact. The cost for a year's membership is \$430.80.

Current and Future Projects

Now that we have a new, provisional mission statement, we can proceed on the re-branding effort we discussed last year. The re-branding would affect all of our printed material including letterhead and brochures, and our electronic documents including the website. To help with that effort, we've set aside a substantial part of the Publicity Committee budget to pay for a graphic designer to assist us.

The members of the committee are Charlotte Carl-Mitchell, chair, Jimmy Leung, Smoot Carl-Mitchell, Michele Hermanson Chaves, and Staff support - Heidi Parmenter.

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

Renovation Committee

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 19, 2008, 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 using:

- 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 5-year time period for Phase 1 and a 12 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 following mission statements were approved for the Committee:

- Oversee the construction of the remaining elements of the Phase 1 Building Program
- Develop the financing plan for completing the Phase 1 Building Program
- Address additional building and grounds needs that are outside the scope of normal B&G 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
- Work done by teams of 1-3 people
- Effort accompanies suggestions

The congregation approved the summer 2009 renovation project in June. The project includes the following items:

- A new congregational sign on Lincoln Drive
- Doors, windows, fire alarms, and sprinklers in the 1965 annex building
- Fire alarms and sprinklers in the 1961 classroom wing of the sanctuary building.

The UUCP Leadership signed the construction contract with Robert Porter Construction and the direction to proceed was given on November 23, 2009.

The Committee served a maintenance role to oversee the construction work approved by the congregation, and formal meetings of the committee as a whole were no longer needed. Ad hoc meetings on an as needed basis were held to coordinate construction activities. Changes to the contract scope were reviewed and approved on behalf of the Board of Trustees. Cost and work progress was tracked. Weekly status reports were prepared for members, staff, and friends. Horizons articles were written and web site pages were maintained. The following members, staff, and friends contributed to the work of the committee:

Jane Armstrong
Smoot Carl-Mitchell
Bart Fabor
Rev. Susan Frederick-Gray
Piya Jacob
Bill Mee
Heidi Parmenter
Richard Plattner
Gene Rowley
Don Weir

The following paragraphs outline the highlights.

Sign: The new sign is located to the west of the existing sign. The overall height of 8 feet and its position on a higher elevation makes it easy to see when approaching on Lincoln Drive from either direction. It has individually mounted letters with internal indirect illumination. The time-of-service panels are removable and are changed for the time of year when we do one or two services. The sign is a steel frame construction sitting on reinforced concrete. It is enhanced with a low cast in place concrete wall.

Doors/Windows: The doors for the 1965 annex are solid wood core with natural finishing. The glass is 3/8" dual pane. The window framing is anodized aluminum. The doors and windows replace existing damaged areas. They complement the new air conditioning provided by Desert View Learning Center to make these rooms more comfortable and energy efficient.

Fire Alarm and Sprinkler System: The entire campus is outfitted with an addressable fire alarm system. The system activates automatically as well as manually. It sends automatic signals to a UL listed/FM approved central station monitoring system. The battery back-up system ensures operation during power outages. The system uses both smoke detectors and heat detectors. It provides both horn and strobe warnings to aid the visual and hearing impaired. The fire sprinkler system integrates with the existing 2001 annex system. It provides full coverage for the 1961 classroom wing and the 1965 annex. The 1961 sanctuary was added to the project to protect the entire campus. A 4" water line is routed from the hydrant access on 40th Place to service the 1961 building.

The following activities were performed to support the construction efforts.

Loan: New West Consulting conducted an appraisal of the property and the document is on file at the UUCP office. The bank required additional environmental documentation on

the building. The environmental report was updated by FM Group to put the UUCP in full compliance with Environmental Protection Agency requirements.

Property Title: During the title search, it was discovered that the property deed is still recorded under the name "First Unitarian Church of Phoenix". The Board of Trustees took action to resolve this issue. A quitclaim and affidavits were prepared to transfer the title of the property to the current UUCP Corporation.

Building Permit: The Town of Paradise Valley issued the building permit.

Builder's Risk Insurance: A one-year policy effective July 1st, 2009 was obtained through Hill and Usher Insurance.

The final inspection of all work was completed on April 19th. All outstanding items are expected to be complete by the publishing of this report.

The committee supported the 2010 Capital Campaign by coordinating construction cost estimates with the architect and general contractor. Solicitations were also made to provide dust stabilization to the northwest parking lot, and a vendor was recommended to the Buildings and Grounds Committee

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 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.

Membership

Joan Roberts and Jan Wise are the Co-Chairs of the Sanctuary Team. Other members include Sally Boyd, Joan Gale, Bill Snowden, Bernie Hall, Sharon Hise, Jesse Hise, Ann Jackel, Dot Manser, Peggy Paden, Julie Smart, Sandy Thomson, Libby Walker and Elaine Warner. Robert Back joined us as an active new member in 2010.

Exhibit Schedule - 2009-2010

Dick Phillips and his Students was hung in August 2009 and remained on view through November. It was a large show with many exciting paintings. 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 in December 2009. We have three artificial trees that are boxed and stored for most of the year and it is always a challenge to reassemble them. 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 Sandy Thomson and Jan Wise combined their electrical expertise and the trees looked just beautiful!

January 2010 marked the hanging of another exciting exhibit by the **Artists of the Black Community (ABC-AZ)**. This exhibit featured the work of artists representing their organization including our own long-time member, Dr. Eugene Grigsby. Khandra Howard coordinated the exhibit for ABC-AZ. This exhibit was a big success. The response of the congregation was so positive that we plan to ask the artists for a third annual engagement in 2011.

One of our favorite groups that 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 is our regularly scheduled spring exhibit and once again, it was exceptional in quality. We hope the Mavericks will return with new pieces next year.

This summer we have an exhibit of **Children's Art** provided by Desert View Learning Center and the UUCP Cooperative Preschool. We are happy to have them all back again to brighten our walls during the long hot summer. This display will be on view until August.

Other Activities

The Sanctuary Team hopes to conduct an annual "cleanout" of the upstairs storage area during the summer months. Those available are asked to participate.

Share the Plate Committee

Our Share the Plate Ministry is one way we breathe life into our commitment to become agents of the Beloved Community.

Beginning in 2008, each month UUCP has returned one Sunday's collection plate to the community—this amounts to about 3% of our operating budget. The Share the Plate Committee oversees the selection of the organizations that receive the collection. Applications may be submitted by anyone. The selections are made primarily based on affinity with UU principles and level of UUCP member involvement. Recipients during the past church year include the UUA; TransMentors; Interfaith Cooperative Ministry; Circulo de Amigas; UUSC Haiti Relief Fund and Justice Fund; Booker T. Washington Child Development Center; the Permaculture Guild; and Hogar Materno.

New applications are encouraged, and may be submitted online at the UUCP website.

Submitted by Paula Kulina

Committee Members:

Judy Lambert

Larry Thwing

Social Action Committee

Service is our prayer.

Social action for social justice.

Working for Social Justice, it is the Social Action Committee.

I want to thank Heather McLellan who has continued to be UUCP's connection to the New Day Shelter and the ICM collection for the needy.

Bev Spiars does a game project with the children twice monthly. The children love and enjoy everything they do.

We continue our support for:

- The girls of Circulo de Amigas in Nicaragua and our child at the Answer school in 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.

The Social Action table at the back of the sanctuary is available every Sunday to answer questions, hand out literature, and sell Fair Trade coffee, tea and chocolate.

SAC luncheon.

We bring important speakers to our congregation once a month to speak on social justice issues every third Sunday after the service at the Social Action luncheon.

The SAC formed the Immigration Task Force as a result of the many immigration issues being addressed by the Social Action Committee. The Task Force meets monthly and is chaired by Bill Lace. The Task Force worked with Arizona Advocacy Network in developing a presentation on the need for Comprehensive Immigration Reform.

Thanks to Carla Dunlap for her special persistence and work to get the Dream Act play to us. The SAC and the TF worked hand in hand on bringing the Dream Act play to UUCP in January 2010. Two performances of the play which told the story of an undocumented college student were followed by discussions about the proposed DREAM Act legislation which would allow undocumented students to earn a pathway to legalization after college. The play was performed by New Carpa Theater. Nearly 300 people, from inside and outside the congregation, attended the two performances.

In January 2010, members of the TF and SAC worked with Puente Arizona and other groups in planning the March for Human Rights. Several members of the congregation marched to protest the federal "287 g" program and abuse of civil rights by the Maricopa County Sheriff's Office.

The Task Force has also joined with a diverse groups of Arizona Latino, civil liberties, labor, faith and other leaders in working towards comprehensive immigration reform and in resisting many "wrongheaded" anti-immigrant bills in Arizona including the notorious SB 1070. We are just beginning a long struggle against SB 1070. Many members of the congregation joined thousands of our fellow concerned Arizonans at a Capitol Rally against SB 1070 in April 2010.

Carolyn Maxon is our link to the AZ state legislature. She keeps us informed and she brought Kyrsten Sinema as one of our speakers this year at our Sunday luncheon. Thank you Carolyn for all you do.

IN LOVE AND PEACE,
Sarah Burchard,
Social Action Committe, chair

Stewardship Committee

This report is in the form of a history, followed by commentary. First, the history ---

The February, 2009, Congregational Meeting included a vote that confirmed a commitment to undertake a capital campaign during the 2009-2010 program year. At that time, we believed that paving the northwest lot was a county-mandated necessity, with the sewer line also being a high priority. The needed water and electrical upgrades, parking lot, and sewer line were estimated to cost about \$950,000. The restroom core and lobby were highly desirable but felt to be necessarily later in sequence.

A budget of up to \$30,000 was established. During the summer, Rev. Susan Frederick-Gray contracted with Ron Lundeen, an experienced fundraising consultant, to do an assessment of our fundraising capability. He met with approximately 13 families, and from those conversations and an analysis of our demographics he estimated that a target of \$750,000 was perhaps reasonable, but one million was likely out of reach. He also found a consistent enthusiasm for improving the restrooms, much more than for paving the lot.

In the fall, the Capital Campaign Committee was recruited: Gary Ezzell (chair), Richard Plattner, Ernie Garcia, Marshal Smart, Betty Saylor, Jimmy Leung, and Rick Wambach. Diana Ashley agreed to co-chair the stewardship component of the combined campaign.

During the fall, the Capital Committee worked with the Renovation Committee, chaired by Don Weir, to determine if it were possible to turn the focus of the fundraising from the parking lot to the restrooms. In parallel, we took pains to validate the cost estimates provided by our builder, Robert Porter Construction, so that the committee members could express sincere confidence in the process UUCP has been following. Andy St. Clair was helpful in that validation. Crucially, Jimmy Leung and Don Weir together found a solution to the dust abatement problem that could come from operational expenses. Don worked with our architect, Douglas Sydnor, and determined that it would indeed be possible to build the new restroom core independently from the lobby. The projected cost of the restroom core was very similar to that for the improved parking lot. By early December, the committee felt that we could proceed with raising funds for the utility upgrades, sewer line, and restroom core.

During December and January, Rev. Susan Frederick-Gray and Capital Committee members met with selected congregation members to solicit leadership pledges. Rev. Susan, Susan Morris, Carey Crabbs, Kathy Bennett, Diana Ashley, and Gary Ezzell worked

together to design the combined campaign materials under the title: Time to Make It Real.

Gary and Diana elected to use the "house meetings" format this year, following on work that Rick and Julie Wambach had done in preparing a map of 18 neighborhood "clUusters." Their desire was to use the groupings as a catalyst to building community, and we wanted to make that a goal of this fundraising process as well. Diana worked with Heidi Parmenter in our office to update the Wambach's groupings and recruited hosts for each of the 18 house meetings: Jimmy & Susan Leung, Jesse & Sharon Hise, Charlotte & Smoot Carl-Mitchell, Carolyn Allenby, Mary & Gary Dokes, Todd & Nancy Cruse, Barbara & Igor Glenn, Jamie Wilson, Lydia Yanak, Gary Beals, Julie & Marshal Smart, Connie and Richard Jahrmarkt, William Snowden & Joan Gale, Richard & Susan Goldsmith, Richard Plattner & Susan Morris, Gene Rowley & Audrey Mawson, William Mee, and Lynne Haeseler. Up to four meetings were scheduled for each weekend between March 7 and April 17. A "practice" house meeting was conducted at the Council meeting in February, which helped to refine the presentation.

We kicked off the general campaign on March 7 having received 23 pledges totaling \$524,400 for the capital campaign. We had also received advance stewardship pledges of over \$145,000. We ended the campaign on April 18 with an extraordinarily fine coffee hour put together by Malcomb Phipps and Val and Carl Bailey. As of April 30, our pledges total \$794,380 for capital and \$330,652 for stewardship. A subcommittee has been recruited to make follow-up phone calls, and we are in a good position to match the amount raised last year.

Now, the commentary -

Rev. Susan Frederick-Gray was deeply involved in the design and implementation of this combined campaign. We are fortunate to have a respected spiritual leader who speaks honestly and clearly about how financial support is a pillar of membership and fundamental to carrying out our mission.

Shifting the focus from the parking lot to the restroom core was a key positive change.

From the beginning, our Capital Campaign Committee faced a dilemma: our fundraising advisor suggested that a realistic target was \$750,000, and we were unlikely to be able to raise a million. However, the construction estimate could not be brought down to much less than \$950,000. We appeared to be setting ourselves up for a perception of failure. In the end, we decided that open and thorough communication would best serve the congregation, and we should truthfully state that our goal was to get the restrooms built

with as little extra borrowing as possible. To have surpassed that target, especially in this economic climate, is an accomplishment that the congregation should feel good about.

We wanted the neighborhood gatherings to provide an opportunity for people to meet each other and feel connected to UUCP and the good work we do together. They seemed to be a positive, and sometimes moving, experience for those who attended. The fraction of the congregation that participated was fairly small, however. There is significant potential for growth, and we hope that the idea can be developed further outside the context of fundraising. Those of us who attended many of the meetings sincerely enjoyed the process.

For the stewardship component of the campaign, we elected not to state a specific numerical goal. Instead, we emphasized the message of making an intentional decision to give 5-10% of one's income away to worthy causes and to make UUCP a priority in that giving. We emphasized the UUA giving guide and asked people to self-identify if they were giving at one of the named levels on the guide: supporter, sustainer, visionary, full tithe. We look forward to analyzing the results after the follow-up is done.

Finally, undertaking a capital campaign is an expression of commitment and faith. To have done so in difficult economic times, and to have surpassed expectations, demonstrates how much we believe in ourselves and in our future. We are indeed making it real.

Gary Ezzell

Sunday Services Committee

The Sunday Services Committee arranges and conducts services in the absence of our minister, Rev. Susan Frederick-Gray. We meet monthly and work closely with Susan throughout the year. Our goal is to provide spiritual, inspirational and educational services with a variety of interests. We try to integrate the expertise of other committees and groups such as Adult Religious Education, Social Action, Women Spirituality and Green Sanctuary which show an appropriate awareness of UU Principles and spirituality.

The Sunday Services Committee is comprised of members Sarah Burchard, Nancy McCharen, Mary Wilbur, Terry Simmons and Heather McLellan. Each member takes an active role in planning and leading the services. Rev. Susan and Connie Jahmarkt are ex-officio members.

Summer services in 2009:

Rev. Dr. Mitzi Lynton "Dare to Live in the Powerful Present"
General Assembly reflections

UU Rev. Terry Simms - "In Search of the Transcendent"
Edward Vandyke "American Multicultural Museum"
Nancy and Dave Bellema "Lessons Learned from 20 Years in Africa"
John Williamson - Poetry Coffeehouse
Social Action- Social Justice
Paul Langston-Daley - "The Tao of Pooh"
Dances of Universal Peace

This February Susan Goldsmith presented "How to Grow a Soul."

Ideas for future speakers and topics are welcome and will be considered as we plan our year. We glean much Inspiration and satisfaction in planning and leading UUCP services, and always value your feedback.

Respectfully,
Terry & Heather
Co-chairs

Unicare

The official 2009-10 year began with our annual Unicare Lunch held on October 21st in the Johnson room. Rev. Susan opened the meeting and welcomed all of those in attendance.

We had two featured speakers, Charlotte Carl-Mitchell and Jerry Whalin. Charlotte talked about the project "Sharing Our Stories" which will record the histories of our members to keep our stories for future and save the treasures of past memories. Jerry explained the Music Outreach Ministry as an expansion of the Christmas caroling and visits made to our homebound members. Jerry's choristers will visit and serenade those who have limited or no access to their UU community throughout the year. Both of these community endeavors are applauded and supported by the Unicarers.

Carolyn Allenby and Barbara Cawthorne highlighted their activities as a part of "Friendship Pairs", an extension of Unicare, which matches active members with those members who are not able to attend UUCP due to infirmities or chronic illness. Carolyn and Barbara have teamed up to make visits to Jeanne and Ken Croissant and have enjoyed each other's company and their bond with the Croissants. Big bouquets of yellow roses for Carolyn and Barbara for all of their good energy. Many thanks too to all of those who have participated in the "Friendship Pairs" work this year including: Ann Jackel, Susan Goldsmith, Betty Saylor, George and Shirley Karas, Sandy Thomson, Susan Morris, Julie Smart, Jean Rosenberg, Sandy Weir, Bill Parker, Sally Boyd, Tish Gauntt, Charlotte and Smoot Carl-Mitchell, Ellie Murphy, Ellie Anderla, Libby Walker and those whose names go unmentioned.

Also deserving special mention are those who have served to lead the assistance with memorial services during this past year. This is a very special ministry and these special people have served with love and caring. Thank you, Sally Boyd, Sharon Hise, Shirley Karas, Ellie Murphy, Jean Rosenberg, and Ellie Anderla.

Unicarers truly knit and purl the love and caring within this UUCP community. If anyone would like to be a more active participant of Unicare or if you have suggestions, please e-mail me atsambasmart@cox.net.

Julie Smart
Unicare Chair

Ushers

Over the past two years UUCP has added a second service on Sunday doubling the need for ushers. This year a new fire and safety programs require that ushers sit in assigned seats, carry walkie-talkies and become security guards. The people who signed up to usher because they like to greet their friends on Sunday are quitting in droves because ushering detracts from their enjoyment of the service. We trained an extra three head ushers and recruited more ushers to fill the 32 positions (40 in months of 5 Sundays). Health problems and life circumstances accounted for the loss of one head usher and decreased participation of at least two others. 12 ushers have also dropped off the list for one reason or another.

The responsibilities of lead ushers have also increased. We are responsible for staffing, pulpit supplies, flowers, joys and sorrows forms, collection forms and cash envelopes, keeping track of emergency equipment like signs and walkie-talkies, re-collating orders of service between services, collecting and counting money and reordering hymnals for the second service. If the hearing aides are not in place we have to find them. Often handicapped seating has not been set up. We are responsible for the service running smoothly with everything and everyone in place. When an usher doesn't show up, the lead has to find a replacement willing to sit alone, pack a walkie-talkie and be responsible in an emergency.

In the past ushers were asked to join the welcoming pods. At the time we had two strong lead ushers who decided to maintain the ushers as a standalone unit. We made that decision based on the fact that we were often asked to fill in for the door greeters and visitor desk people who failed to show up. We decided that UUCP could get through a Sunday with a minimal staff at the door and desk, but not without ushers during the service.

So here we are with 17 on our email list. I wish to thank Natalie Summit, Sally Boyd, Lead Lani Comp, Lead Barb Voth, Lead Jan Wise, Heather McLelland, Sandra Donovan, Lead Gene Cherry, Co-Lead Ann Ciemny, Bill Sabatino, Sandra Lynch, Malcolm Phipps, Ellie Anderla and Caroli DuFresne. We welcome the four who were new this year as well as Angela Jensen who is brand new. We thank those who dropped off during the year, many of whom have served for years as ushers.

We thank Gene Cherry who will take over as lead as he does every summer.

At a recent Council Meeting there were many good suggestions for recruiting and planning for changes in leadership, both of which have been problems for the ushers. In order to accomplish improvement in these areas it will fall to the remaining active lead usher. With the change in usher job description, it's a pretty hard sell.

I have told it the way I see it, so this is probably not the usual positive report. My goal is to turn over my responsibility to Linda Lawrence as part of the Welcoming Ministry as soon as possible. I will remain as one of the lead ushers to help with training and to do my share.

Respectfully submitted,
Libby Walker Co-Lead Usher with Ann Ciemney

Young Religious UU's

WRAP UP: The year began with its bittersweet ebb and flow of new freshman in, and bridging seniors out. We sponsored our annual lock-in to kick off our year together after a summer apart, and the teens decided via consensus to spend our Sunday mornings together alternating between exploring different religious texts and the L.I.F.T. (Life Issues for Teenagers) curriculum. After a couple of months of lively, intriguing and sometimes difficult discussions about crisis intervention, Passover, drug abuse, the Satanic Bible, bullying, etc., the youth decided to change up the second half of our year by switching to the UUA's Small Ground Ministry for Teens module, which turned out to be the best covenant group ever! We talked about courage and compassion and faith and the world, all in our own safe, fun space within the congregation.

This year, the youth-led service focused on music - which was an obvious choice for the theme, as so many different types of music were shared and introduced among the group this year. Three out of four of our graduating seniors really enjoy "death metal", and really wanted to expose the congregation to this prolific genre. It was a most fitting end to our special service.

Several of our YRUUers currently serve on the PSWD YRUU board, and elections are coming up soon for next year! (Memorial Day weekend is the traditional weekend for "Elections Con" - this year the conference will be at the Chandler church!)

As advisors, we were invited early this winter into a covenant group with the 7th-8th grade teachers and several of us met each month with Kim as our facilitator - to vent and to brag, but most of all to share our strength in fellowship.

YRUU is all about our high school aged youth - and just as within any other group of people, someone is always suffering a broken heart, someone is always falling in love, someone is dealing with grief, hoping for a miracle, struggling inside, someone is reaching a milestone, feeling lonely, elated, in despair... and having THREE super talented, devoted, trained youth advisors this year has been AWESOME! Which brings us to...

JOYFUL CHALLENGES: Like the rest of UUCP, YRUU has grown! In addition to our 9th graders, we welcomed several other new faces into our Sunday morning explorations and festivities - teens who started coming to UUCP's YRUU ministry because their friends invited them! Our regular attendance ranged between 17 and 22 teens each week. We recognized early on that losing some long time YRUU (and future world) leaders - like Dani Lockwood, Briana Noonan and Stevie Brookshire - to college, was tough on the group, but we found our footing and new leaders are emerging.

We are faced with that wonderful "problem" of having a group so large that some experts would say our number surpasses the "critical mass" for quality discussion in a limited amount of time. But we made it work, and, overall, it has been a great year to be part of YRUU. Our youth have had their ups and downs, and it has been magical to be part of such a vibrant community.

COMING UP: Next year, we are going to be looking for some help from within the congregation to help coordinate some special projects and events. We will need help with organizing social events, social justice projects, fundraising projects, and our extensive involvement in YRUU events at the denominational and district levels. We think that rounding up some additional project-based volunteers (i.e., parents of YRUUers) will help ensure we continue to offer a quality youth ministry program for our teenagers on Sundays.

In closing, this is for you, Kim, from all of your YRUU family:

And the seasons - they go round and round
And the painted ponies go up and down

We're captive on a carousel of time
We can't return, we can only look
Behind from where we came
And go round and round and round in the circle game...

Respectfully submitted,

Jaynn Truran, Sarah Henkel, and James Forrest, Youth Advisors

Sponsored Group Reports

Circle Dinners

Circle Dinners were a great success this year. Twenty hosts/hostesses entertained over 200 people at the 20 small monthly dinners and at the three open houses. We are thankful to Jean and Mort Rosenberg for hosting the December holiday open house and to Ginny and George Barnes for hosting last May's wrap up open house. Ginny and George have also offered to open their home for next month's finale.

Before our start in September I surveyed those who took part the previous year, asking what they liked and what they would like changed. Although most were happy with the format of the dinners, most did voice preferences for smaller dinners, more of a mix of people, and having new members of the congregation being part of the dinners. I have made it a point to mix up the guest lists as much as possible and to encourage those who can only host 4 to 6 guests to sign up as hosts.

Thirteen new members joined us this year thanks to the cooperation of the New Member committee. Some of these new members have offered to host.

I was helped by a wonderful committee that includes Shirley Anderson (she makes the phone calls to people who cannot be contacted by email), Marcia Farrell (I could not do this without her encouragement and mentoring), and Sherry Celine (she knows the inside and outs of the congregation's building and does so much when we are organizing for the September kick-off potluck in the Johnson Room). Everyone should have such a wonderful group to work with.

Mary Wilber

Poetry Coffeehouse

THE POETRY COFFEEHOUSE has had another successful year. With steady attendance to our meetings which take place on the first Sunday of every month, usually at 9:30 AM, we have kept the poetry hearth burning at our congregation.

One of our first events was to publish another edition of POIKILOS: A Literary Journal of Poetry, which we have done for the past two years as part of a tradition that goes back many years. Tish Gauntt was the prime-mover for that project, and John Williamson participated in the editing as well.

Our second event was to host the POETRY SERVICE in August, something we have done for the past two years. A combination of poetry and creative writing reading and song provided by Michael Walters accompanied by Carol Hoesch, the event was successful in offering an opportunity for creative writers in our congregation to share their work with a U-U audience. We appreciated the chance to do this very much; sharing our work is an activity we enjoy.

We held our monthly meetings and had a lot of lively discussion about our poems and the meanings and issues conveyed by it. We look forward to another year of the same intellectual and emotional growth that we experience through our monthly meetings to read our poetic work with each other for mutual support, appreciation, learning and fulfillment.

Respectfully submitted,
John Williamson
Facilitator

Traveling Second Fridays

JANUARY 8 - COMING HOME FROM AFRICA VIA INDIA, THAILAND, HONG KONG, MACAU AND CHINA - Dave Bellama and Nancy McCharen

In December, 1996, we left Zimbabwe after almost 8 years on the African continent. We took the long way home, traveling for one month through Mumbai to Goa, New Delhi, the Taj Mahal, Christmas and New Year's in Thailand, then on to Hong Kong, Macau and a memorable swing into China. In this presentation, we will share with you our family adventures and what we discovered along the way.

FEBRUARY 12 - OAT TRIP TO VIET NAM - Lynn Ellsworth

I enjoyed the food (better than the food on my China trip), I was amazed and delighted by the traffic, the explosion of capitalism, and the economics/politics involved in having a communist government but an all out capitalist environment. There was also a side trip to

Cambodia. Wish I had studied something about their famous ruins at Angkor Watt. Sad that I didn't find a wife. I did find a 5 year old girl I wish I could have brought home with me. OAT, Overseas Adventure Travel, does a wonderful job herding travelers through a country perhaps because tour size is limited to 16 people.

MARCH 12 - COSTA RICA: MOUNTAINS, FORESTS, AND BEACHES OF THE CENTRAL HIGHLANDS AND PACIFIC COAST - Mike Peterson

Photographs of scenery, vegetation, and some birds and animals from a two-week automobile trip through Costa Rica in March 2009 are presented by Mike Peterson. The focus is mainly on the Monteverde Cloud Forest, Manuel Antonio National Park, and Arenal Volcano areas, but scenes from the capitol, San Jose, and some towns along the way are included.

APRIL 9 - MOSCOW TO KAZAN ROUND TRIP ON THE VOLGA (ALSO, SIGHTSEEING IN LENINGRAD) - Dick Schaffer

By the fall of 1990, the Cold War had lapsed into recent history and Gorbachev's Glasnost and Perestroika initiatives were in place, as evidenced by a small advertisement in the travel section of the Arizona Republic for a 10-day Volga River trip (for \$300 !), visiting Russian cities from Moscow to Kazan, some 800 miles downstream. We signed up for the river trip and added a private 3-day guided tour of Leningrad to follow. The trip was documented in videotape and photographs.

MAY 14 - EASTERN EUROPE (Slovakia, Croatia, Bosnia, and Hungary) - Barbara Cawthorne

We began our trip in April 2008 with an adventure crossing snow covered Alps. Our benefit was having fewer tourists. We went to Plitvice NP which has 16 lakes & many waterfalls. We walked over 5 miles through the park on established boardwalks. Heading down the Croatian Coast and visiting the cities of Split & Dubrovnik took us back in time. Bosnia was overwhelmingly beautiful as we traveled through green valleys next to streams. Nearly every person living in Bosnia has lost a family member from the 1992-95 war. It was evident there was no money for restoration & many buildings are still without roofs & windows. Then into Budapest with its elegant streets & buildings; hillside castle on one side of the Danube & the city's commerce on the other.

JUNE 11 - LIVING IN FRANCE: AN AMERICAN COUPLE IN BERGERAC - Karen and Dan Cook

Living in another country isn't all about sightseeing, but the everyday goings on of normal life: buying a baguette every morning, seeing the doctor, trying to figure out what the signs on the parking lot say (usually a long version of DON'T PARK HERE THURSDAY). Karen and Dan Cook will intersperse travel photos of the Dordogne and Brittany areas of France with scenes from everyday life at their temporary home in Bergerac.

Respectfully Submitted, Barbara Cawthorne

Women's Spirituality Circle

The Women's Spirituality Circle (WSC or Women Spirit) has evolved this year from a once a week meeting to meetings once a month. We also meet the first Sat. each month for a potluck brunch at members' homes. Meetings are the third Monday evening at 6:30 in annex B for two hours, ending in circle and song.

This year five of us attended the Women's Retreat at deBenneville Pines in SanBernadino mountains in California: Carolyn Allenby, Robin Storm, Linda Mackey, Lynn Raabe, Heather McLellan. Though there were fewer of us than last year it was none the less spectacular. So many workshops to choose from, one being Tai Chi led by Heather. We encourage more UUCP members to take advantage of this beautiful opportunity next year at our PSWD camp. Forty-nine years ago Gretchen and Ray Manker, while at Riverside UU church in CA, discovered the property; next year there will be a 50 year celebration. There is a capital campaign ongoing to replace the old water pipes before it is too late.

WSC is goddess-centered, honoring feminist and spiritual teachings of many traditions. We celebrate 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.

In loving community,
Heather McLellan

Affiliate Reports

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; Richard Plattner, Vice-President; Margaret

Stallworthy, Controller; Jan Kaplan, Secretary; Dave Walker; Richard Jahrmarkt; and Sarah Carlson, ex officio.

UUF's assets are divided into two funds, a General Endowment 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, 2010.

Cash and Marketable Securities \$433,803

Land \$1

Value of land interests deemed too speculative to list.

UUF also holds, temporarily, a gift from the Estate of Don Fenily which is earmarked for use in Social Justice Projects to be determined by UUCP at a future date. This fund is held in a Money Market deposit account and the value of the fund as of March 31, 2010 is \$25,383.08

Respectfully Submitted,
Marshal Smart

Financial Reports (not available online)

June 2009 Balance Sheet

June 2009 Profit and Loss Statement

2010 Balance Sheet

2010 Profit and Loss Statement

July 2010 - June 2011 Preliminary Congregational Budget