



Unitarian Universalist Congregation of Phoenix
2010-2011 Annual Report



Contents

Mission and Scope.....	2
Mission	2
Scope	2
Congregational Meeting Minutes	2
Congregational Meeting of May 23, 2010	2
Congregational Meeting of January 30, 2011	3
Board of Trustees Report.....	5
Minister's Report.....	6
Staff Reports	8
Interim Director of Lifespan Religious Education	9
Music Director.....	9
Early Education Cooperative Preschool Director	11
Congregation Administrator.....	13
Membership Coordinator	14
Social Justice Director	15
Committee and Ministry Reports.....	17
Addictions Ministry	17
Adult Faith Development Committee.....	17
Archives	18
Children's Ministry Committee	25
Finance Committee	26
Interweave	27
Membership Committee.....	29
Multicultural Advisory Group	31
Membership Engagement Committee	32
Music Committee	33
Nominating Committee	49
Renovation Committee	50
Right Relations Ministry	53
Share the Plate Committee	54
Social Action Committee.....	55
Stewardship Committee.....	56
Sunday Services Committee	57

UUEEC Committee	58
Unicare	59
Worship Associates.....	59
Young Religious UU's.....	60
Sponsored Group Reports	61
Art Group	61
Circle Dinners.....	61
Job Club.....	61
Meditation Group	62
Outdoor Group.....	62
Poetry Coffeehouse.....	63
Saturday Sewing Circle	63
UUCP Sewing Group.....	64
Travelling Second Fridays.....	66
Walking Group.....	67
Women's Spirituality Circle.....	67
Affiliate Reports	68
UU Foundation	68
Financial Reports (See Appendix)	68

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 23, 2010

UUCP Congregational Meeting called to order at 12:21 A quorum was present with over 50 members. 1) Rules of Procedure, agenda and minutes of previous meetings were **moved, seconded and approved unanimously** 2) Strategic Plan review and canvass update presented by President S. Carlson. 3) Financial Review Treasurer S. Carl-Mitchell and Rev. S. Frederick-Gray

- Status of current UUCP and EEC budgets were presented
- 2010-2011 proposed budget presented
- the proposed budget is a balanced budget.
- Rev. Susan discussed highlight of the 2010-2011 budget including:
 1. budget item for Social Action Coordinator and Immigration Task Force
 2. debt service for existing building loan
 3. Budgeting for staff salary raises to UUA guidelines
 4. plans for interim Director of Lifespan Religious Education
 5. Congregational Auction fundraiser planned for the Autumn
- Questions were asked and addressed regarding: cash account interest, funding and role of Social Action Coordinator, YRUU and Music staff.

A motion to approve the proposed 2010-2011 budget was made, and seconded; and the motion passed unanimously. 4) Renovation presented by D. Weir -Renovation timeline, current status and upcoming items were reviewed. - Sewer options were presented. 5) Mission Statement presented by G Lockwood, on behalf of the Mission Values Task Force (MVTF) The provisional mission statement is:

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

Mr. Lockwood answered questions and members of the MVTF discussed the process of creating the Mission Statement. **A motion to approve the provisional Mission Statement was made, seconded, and the motion passed with two votes opposed.** 6) Recognition of lay leaders and volunteers by Rev. Susan 7) Nominations and Elections -Nominating committee candidates:

- Larry Agle
- Susan Morris
- Sandy Weir

Motion to elect the candidates to the Nominating Committee was made, seconded and the motion passed unanimously. -Board of Trustees candidates and officers:

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

Motion to elect the candidates to the Board of Trustees was made, seconded and the motion passed unanimously. Candidates for Delegate to General Assembly 2010:

- Margie Angle
- Sarah Burchard
- Paula Kulina
- Jimmy Leung
- Julie Wambach
- Rick Wambach
- Sandy Weir

Motion to elect the candidates was made, seconded and the motion passed unanimously. The Congregational meeting was adjourned at 1:20 pm *Minutes recorded and submitted by J Leung, Board Secretary*

CONGREGATIONAL MEETING OF JANUARY 30, 2011

called to order: 12:36pm

Timekeeper: Todd Cruse

Accept minutes from last meeting (May 2010)

minutes approved pending attachment of presentations

Welcome and introductions Introduce myself - President Paula Kulina

Why we are here—no voting, but good conversation, hopefully

-Part of Board's plan for ongoing communication with congregation

-Board meetings are open, 4th Thursday of each month at 6:30 at UUCP

-Different roles today—operational results from Rev. Susan, strategic issues from the Board Paula

Comments from Don Peters and Margy Angle about the two-minute time limit.

agenda and 2 minute time limit approved by congregation

Update on current strategic plan results Rev. Susan

- 80% if strategic measures met or exceeded
- Membership is now 416 (>11% growth)
- Covenant Group growth and AFD class growth measures have not been met
- Time for a new strategic plan

Update on financials Smoot Carl-Mitchell as delegate from Rev. Susan

- UUCP's financial status shows a small surplus six months into the fiscal year.

Update on renovation Status Don Weir as delegate from Rev. Susan

see attached powerpoint file

- Design and permit is complete. Bathroom core expected to be complete this year.
- Drawing on the Website, Mr. Weir reviewed the design.
- Owner's rep hired - Mr. Bill Sweeney
- Sewer line savings
- Congregational approval of construction loan will be sought this spring
- There will be a short time this summer, when the building will not have any power.

Thanks for Capital Campaign pledges Rev. Susan

Progress on new strategic plan Paula Kulina

- Tie in to mission
 - Working draft of vision created, to be finalized by Board based on your input
 - Talk about process. Board will be creating strategies, several sentences for each item in the vision.
 - What other strategies can you think of that would help us achieve our vision?
- Heather McClellan - Full time social Justice director, UUSC honor roll list
Gary Ezzell - Intern Minister, Stewardship pledges needs to support adding programs (ave pledge up to 1500\$)
Richard Jahmarkt - We need a Downtown Presence
Bill Mee - keep to Master Plan, better carpets
Julie Wambach - other ideas related to Don Peters suggestion
Donna Featherston - consistency summer programs; youth program funding
Duke Plattner - Legacy giving
Dave Walker - Transportation - we need a Lincoln Dr. Bus line
Jaynn Truran - Universal accessibility, pay the YRUU teachers
Vicky Copeland - Improve summer services, continue to grow children's services
Margy Angle - LGBT and post-YRUU ministry
Susan Goldsmith - Parish Nurse and Retirement community
Jay Bastani - Use the internet for more access
Lois Fisher - Defibrillator and home care help
Susan Morris - adding staff for music programs, better food at coffee hour
Paula Adkins - adding staff for music programs
Kathy Kruse - Unicare needs help.
Carolyn Allenby - Youth ministry needs support
Barbara Cawthorne - UU Day at the legislature
Pete Creelman - need better chairs in the Sanctuary

Miscellaneous announcements President Paula Kulina

- Leadership Day on Feb. 5
- Need for GA 2012 volunteers

Open questions President Paula Kulina, Rev. Susan Frederick-Gray

- Lee Spencer- need Fundraiser for new chairs
- Duke Plattner - people need to volunteer to get involved

- Jaynn Truran - YRUU spirituality conference next week.
- Paula Adkins - Broadcasting services on the internet
- Elise Leonard - Broadcast services on the internet.

Adjourned 1:29 pm

BOARD OF TRUSTEES REPORT

The Board of Trustees began the year with Paula Kulina (President); Jimmy Leung (Vice-President/Secretary); Smoot Carl-Mitchell (Treasurer); Sarah Carlson (Past President); Jay Bastani, Todd Cruse, David Johnson, and Richard "Duke" Plattner (At-Large Trustees); Van Lockwood and Celeste Allen (Youth Co-Representatives); and Rev. Susan Frederick-Gray (ex officio). Late in the year Paula had to resign unexpectedly due to a temporary work commitment that required her to move overseas. Jimmy succeeded to the office of President and the Trustees selected David to serve as acting Vice President/Secretary. The Nominating Committee selected Ellie Anderla to serve as a new At-Large Trustee for the balance of the Board term.

This year the Trustees completed most of the transition to policy-based governance (PBG) which had begun at General Assembly 2010. The Board held regular monthly meetings focused on its responsibilities for oversight, planning, assessment of the health of our Congregation, and facilitation of the accomplishment of our new mission (agreed at the May 2010 Congregational Meeting). Additionally, the Board's ad hoc Governance Working Group (GWG), led by Paula and Sarah, building on last year's successful implementation of a delegation policy—which makes clear the roles, responsibilities, and authority of staff (professional and lay) and the Trustees to increase efficiency, completed and approved additional governance policy in the areas of board governance and monitoring of congregation activities.

As the next step in their efforts to develop a new strategic plan the Trustees, through the GWG, worked to develop a new vision over the course of several months. A tentative version of the Board vision was presented to the Congregation at the January 2011 Congregational Meeting. Feedback from the Congregation was considered by the Trustees and used to make some adjustments to the tentative vision.

The Trustees also continued to review progress in meeting or improving progress toward goals identified in our 2007 Strategic Plan. In a final report at the January 2011 Congregational Meeting, Sarah reported on behalf of the Trustees that the Congregation had met or exceeded most goals identified in the current strategic plan. The Congregation continues to be a fair share Congregation as a member of the Pacific Southwest District and as a member of the Unitarian Universalist Association. 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 the Congregation.

The Board's tentative vision and the new mission statement developed last year were used by the Trustees as starting points for their work on developing a new strategic plan for the Congregation. Trustees held a strategic planning retreat in April 2011 which was focused on developing "ends statements," descriptions of what it hoped would be accomplished by the end of the three-to-five year strategic planning period. The Trustees invited those members nominated by the Nominating Committee to serve on the Board next year—Elyse Arring, Diana Ashley, Linda Bellantoni, and Asha Arora (youth co-representative)—to participate in the strategic planning retreat. The retreat was facilitated by member Jaynn Truran and much of its success can be attributed to Jaynn's excellent guidance. Work on the strategic plan will continue into next year.

The Board continues to monitor and is regularly updated on the status of the UUCP's Renovation projects and Stewardship and Capital campaigns, which have made consistent and smooth progress. In accordance to policy based governance, and to the benefit of the process, the paid and volunteer staff have taken a much more active role in these projects than the Board this year. More immediately, on the near horizon, the Board will need to provide support for the forthcoming renovation projects planned for the summer of 2011. We expect to make a motion to the congregation for approval of a loan in order to construct long anticipated new restroom core and infrastructure improvements.

The Board is anticipating our challenges and opportunities for the next year. Chief amongst these are providing adequate staffing for our rapidly growing congregation and preparation for being a host congregation for the UUA's Justice General Assembly in Phoenix 2012. Continued progress on PBG, (including discernment and monitoring of our ministry) and communication with the congregation will also be Board priorities.

Trustees also continued efforts to improve their own practice of small group ministry. To this end a "social half-hour" was added to the beginning of regular Board meetings where Trustees are provided the opportunity to gather together to "check in" informally and enjoy fellowship prior to the start of formal business, with light refreshments provided each month by a different Trustee. Trustees also continue to "huddle" at the end of each meeting to discuss ways in which they might better support the efforts of the Minister; each month a Trustee follows-up with Rev. Susan after the meeting with feedback from the "Board huddle." Most months Trustees also had an "education topic" as part of the regular Board meeting where they took advantage of the opportunity to learn more about some aspect of the Congregation. Education topics have included the campus master plan, the 2007 strategic planning process, youth ministry, and multiculturalism.

Fiscal year 2010-11 has been an exciting year for our Congregation. The Trustees continue to be amazed and motivated by the vitality, compassion, and joy of our Congregation members, friends, staff, and volunteers. It is remarkable what a liberal religious community can do when its members are committed to a shared mission.

MINISTER'S REPORT

While it is closer to the Spring Equinox, summarizing our ministry this past year brings to mind a line from the poem *The Longest Night* by Julie Forest Middleton, in celebration of the Winter Solstice. She writes:

"A year like no other this was,
Testing us beyond what we'd ever imagined.
Day after day, week after week,
We found ourselves growing,
And becoming sturdy,
Because there was no other choice."

The year began with the Unitarian Universalist Association's (UUA) attention focused on Phoenix, Arizona. When SB 1070 was signed into law in April 2010, a national call went out to Boycott Arizona. The UUA already had its 2012 General Assembly scheduled for Phoenix. A national conversation began about whether or not to boycott. At the same time Latino and Hispanic organizations, Human rights groups and religious leaders in Arizona began organizing against the implementation of SB 1070 and calling for action from the Federal Government to issue an injunction against SB 1070. The nation's eyes turned to Phoenix.

The UUA board put on the agenda for the 2010 General Assembly (GA) in Minneapolis a motion for the GA to boycott Arizona and move the 2012 GA. Ministers and religious leaders in Arizona issued a statement that they did not support withdrawing the GA from Phoenix, feeling that SB 1070 had the potential to spread to other states quickly, making it hard to meet anywhere, as well as believing that being present in 2 years would do more good than boycotting would do. The President of the UUA, Rev. Peter Morales received an invitation from the National Day Laborers Organizing Network and Puente (a local human rights group) to have GA in Phoenix in 2012.

The critical issue of the 2010 GA was the question of whether or not to boycott. Our UUCP delegates had a major role in the negotiations and final decision of the GA to hold GA in Phoenix in 2012, but to make it a different kind of GA—a Justice GA.

At the General Assembly, Salvador Reza, organizer for Puente, issued an invitation for UU's to come to Phoenix on July 29th to participate in National Day of Non Compliance, standing up to the rhetoric of fear and the efforts to dehumanize migrant workers and create second class citizenship for Latino Americans through laws like SB 1070. Approximately 200

UU's answered that call, including Rev. Peter Morales and UUA Moderator, Gini Courter. Again we were thrust into the national spotlight, organizing the participation of about 500 UU's in the events around July 29th. The actions that day made international news and Unitarian Universalists received national attention and praise for our organizing skills and our courage to bring the moral voices to a politically contentious issue. More than 29 Unitarian Universalists, many clergy, including myself and a few other members of our congregation were arrested in acts of non-violent civil disobedience. This was how our year began—national organizing, making history, courageous acts of love, inspiring our Association.

Through a grant written the previous year, and funds from Don Fenily's bequest for social justice, we created a new position, that of Social Justice Director and hired Sun Principe to fill that role. Later in the year the UUA provided funds to make this half time position full time. This was a new venture. It resulted in providing some support to manage the local and national attention we were getting, as well as helping us continue to organize around the trials for those arrested that would happen throughout the year, with some still pending. My trial has now been set for June 17th at Downtown Justice Court, 620 W. Jackson St.

I especially want to acknowledge the incredible leadership of Bill Lace and Sandy Weir in organizing the congregation to have such an effective role on July 29th. We also received money from the UU Congregation at Shelter Rock to support the events and hired a 3 week organizer, Emrys Staton, to help us prepare for the events. He did a great job. We partnered with leaders from Valley UU congregation in Chandler, District Executive, Ken Brown, other Phoenix ministers including Rev. Paul Langston-Daley and Rev. Walt Weider, and the national Standing on the Side of Love office. It was a one of kind experience to have so many leaders, ministers, congregations and the UUA working together. It was perhaps a once in a lifetime experience. It was incredible to be the home base and provide leadership that made it possible.

After all that excitement, the ministry within the congregation continued to grow in complexity. We said goodbye to two staff members, Kim St. Clair, DLRE and Jane Armstrong, UU Early Education Cooperative (UUEEC) Director. We added not just a new Justice Director, but hired Victoria Capon as our Interim Director of Lifespan Religious Education. In October, we hired a very part time Office Assistant, Jill Story, and in January, we hired a new UUEEC Director, Kelly Ann Bonnell. So many personnel changes and additions made for a busy fall and winter as people learned the ropes and grew more comfortable in their roles.

This year brought more than its fair share of grief. Death forced us to say goodbye to several long time members, pillars of the congregation, who each were members of UUCP for more than 40 years. Kermit Butler, Bill Roberts, Terry Votichenko, and Pat Aloe-Stauber all passed away within weeks of each other. For those who knew and loved these people, our grief is still fresh.

And the economy in our nation continued to struggle, with Arizona being one of the worst hit. We made it easier for families and individuals to ask for and receive financial hardship waivers, while also do our best to provide food support and financial support where possible to families in our community who are struggling financially.

This year also marked brought achievement. It marked the 5th year of our 5 year strategic plan. When the strategic plan was created there was a very urgent question of whether or not the congregation could afford to stay on the Lincoln drive property. The Strategic Plan arose out of a desire to give it our best try. 5 years later we have successfully completed 80% of the measures identified in the strategic plan, including growing as a stronger religious community, numerical growth, growth in alignment and partnership across ministries of the congregation, financial strength, a balanced budget, and a successful capital campaign to maintain our property. The health and safety improvement of moving from septic to sewer is a key piece to being able to stay on our property.

We faced unexpected, but ultimately positive delays in our construction plan for the sewer line and new restroom core addition. Over the summer, we learned that the City of Phoenix and the Town of Paradise Valley had worked out their disagreements about activating the sewer line underneath Lincoln Drive. This change, while required new engineering drawings, meetings with the TOPV and more permitting work, will save us in the neighborhood of \$150,000 on the overall project and will be mean we will build the restrooms this year! I thank Don Weir, renovation chair, for his steady leadership in moving us through this renovation process. I thank Smoot Carl-Mitchell who took the lead on the financing aspects of the project.

Under the steady and organized leadership of Board President Paula Kulina, the board continued the transition to policy based governance using the model presented in Dan Hotchkiss's *Governance and Ministry*. In addition to the delegation policies that were adopted last year, the board wrote and adopted Governance policies and oversight policies. The piece the board is currently working on is Strategy and Vision policies that will result next year in a new strategic plan. Paula resigned in March from the presidency when her work assigned her to a position in London, England. Vice President Jimmy Leung quickly stepped up to be President, and Trustee David Johnson agreed to serve as Vice President.

The UUCP Council, which was created in Feb 2009—as a leadership table for all committee and ministry team chairs and paid staff grew into a place to provide on going leadership development and accountability for our ministries. It also helped all of our leaders “get on the balcony” and see the depth and breadth of our ministry. I thank Susan Goldsmith the chair of the Council, along with the subcouncil chairs, Mary Dokes (Program), Glen Lockwood (Worship), and Don Weir (Infrastructure) who provided excellent leadership in the Council meetings and to individual committees. In the move to policy based governance, the Council has become part of the oversight and brainstorming leadership team for the overall ministry.

A new Worship Associates program was created inviting members to become a part of creating and leading worship. I thank Susan Goldsmith for being the Program Administrator for this new ministry.

Another new task force was created this year, the MultiCultural Advisory Group was established from conversations between the minister and Jimmy Leung and Laida Restrepo to look how to make room and remove barriers to more cultural diversity at UUCP. As part of my continuing education this year, I attended the UU Minister Association's Center for Excellence in Ministry conference, and took the week long workshop on Cultural Change in Institutions led by Beth Zemsky. It focused on the mindset and skillset needed to create culturally adaptive and intercultural competent institutions. The MC Advisory group is looking at ways to create programs next year that will invite exploration and learning in the congregation around multicultural competency.

This truly was a year like no other. To be a part of history, to garner international attention, to have our gifts match a need and have so many pieces come together at one time, was incredible. But it was also a year of tremendous transition, regrouping and new learning. Learning how to be a 400 member congregation—from a 250 member congregation 3 years ago is no easy task. Balancing the urgent needs for building and infrastructure needs, with the demands of a growing ministry will be our challenge for the next several years. Learning through error and creating processes for communication and decision making in this larger size congregation is a learning curve and will continue to challenge us.

In the midst of that ongoing learning next year will bring more changes and challenges.

We will have more staff transition as Victoria Capon and Sun Principe have both announced their departures. I am grateful for all their work and wish them the best in their new ventures. Searches for their replacements will begin soon.

The UUA is still interested in exploring a relationship with us to provide leadership for GA 2012. I do not know what that will look but there is conversation about what they would like from us and what we might need to meet their requests. This next year we plan to have a new strategic plan in place to guide our ministry the next 3-5 years. And we will conclude this next year with Justice GA right here in Phoenix.

What challenging times we live in.

What an honor it is to share this ministry with you.

Yours,

Susan

STAFF REPORTS

INTERIM DIRECTOR OF LIFESPAN RELIGIOUS EDUCATION

Wow, what a year! Now it is nearing the end and I feel like I just finally figured out how to swim!

A big thank you to all of the committee members, staff, volunteers and committed congregants who kept me on track and helped me learn how to swim.

The AFD committee and the CM committee and I have collaborated with other committees to help bring even better programming, attempting to meet the needs of the congregation. (Thanks to their and Kim's planning last year!) We heartily thank the Nominating committee and the Right Relations committee for all of their hard work and patience!

This year I offered a series of monthly conversations about "Challenging Questions" which included: What is the meaning of my life? How can I do the right thing in any situation? What is the nature and meaning of my death? They were well attended and I got feedback from congregants and visitors that they would like an ongoing discussion groups on both the topics of "What is the meaning of my life?" and "What is the nature of my death?"

I am developing a mentoring program for next year for the Children's RE teachers to better serve their needs and help them meet the needs of the children. They will read the book "The 5 Love Languages of Children" over the summer and then have monthly meetings with their mentors to consider their ministry of teaching, and to encourage them to examine their connections and commitment to UUism, broadening and deepening their commitment to the seven principles, how the seven principles play out in their lives and in the classroom with their interactions with the children.

I created the Faith Development Sub-Council that will meet 3 times per year and will be an integration and visioning force for the CM committee, the AFD committee, and the congregation. Our first meeting will be May 18th.

The parents of the Coming of Age students with the COA teachers took the lead this year with that program and did a wonderful job. A big thank you to Donna Featherston, Aida Cochran and Hannah Roberts, we couldn't have done it without them!

The AFD committee is looking forward to working with Interweave and Immigration Task Force next year to help bring a curriculum and focus of social justice to the adults at UUCP.

Next year the Children's Ministry committee (specifically Wendy Metcalf) is taking on the plan for monthly Diversity Dinners where we will be sharing food, textiles, bedtime rituals from our families traditions and discussing our experiences of social issues such as, ageism, able-ism, sexism, heterosexism, and racism. The plan is to involve committees, groups and UUCP leaders to help facilitate these potlucks so that it can be as inspiring and insightful as possible.

Thank you all for all of your support and patience with me this year. I learned a lot and am very sorry to be leaving!

--Victoria Capon, Interim Director of Religious Education, 2010-2011

MUSIC DIRECTOR

Over eighty volunteers create the music and insure that you hear for Sunday Worship, Cabaret and other special events at UUCP. If I have missed any of your names, please forgive me and please let me know so I can give you extra credit in next year's report.

Sound Volunteers: Chris Snyder – coordinator, Greg Holmberg, Stephen Jurewicz, Bill Mee, Tom Parker, Helen Walker, Francis Wiget

Congregation Choir: Sharon Hise, Susan Morris, Shannon Boomer, Karin Quinn, Elise Leonard, Melinda Merkel Iyer, Uli Boecker-Grieme, Pat Shannon, Myra Banks, Paula Chang, Jean Lawton, Carolyn Allenby, Joyce Short, Donna Featherston, Diana, Ashley –Music Committee Chair, Pauline Gay, Linda Lawrence, Joanne Michael, Ginny DeMarco, Sally McDade, Charlotte Carl-Mitchell –Librarian, Tucky Fussell, Kat Crabtree, Bonnie Cunningham, Paula Adkins –Music Committee Treasurer, Barbara Berg, Chris Snyder, Lori Rubin-Williamson, Smoot Carl-Mitchell, Kent Harris, Emily Helton-Riley, Bobbi Hess, Bill Snowden, Sandy Thomson, Duane Trumble, Jerry Whalin – Music Committee Secretary, David Boecker-Grieme,

Chris LaBonte, Bob Leesley, Paulie Smith, Sam Kirkland, Gary Lawrence, Richard Plattner, Richard Jahrmarkt, Dave Cunningham, Dick Gray,

Family Choir: Melinda Merkel Iyer, Adri, Sara, Karen Kurtz, Ellie Anderla, Karin Quinn, Katie, Rev. Susan Frederick-Gray, Henry, Carolyn Allenby, David Boecker-Grieme, Colin, Ianni, Toni Colotte, Melissa Schwartz, Nancy, Shannon Boomer, Simone Tamura

Instrumentalists: Don Weir, Sandy Weir, Jenna Daum, Derek Sanchez, Igor Glenn, Anne Byrne, Christine Carmona, Bonnie Cunningham, Mary Harrah, Gerry Kato, Bob Leesley, Richard Plattner, Susan Morris, Emily Helton-Riley, Russ Braman, Bill Snowden, Jerry Whalin, Gail Paul, Celeste Allen, Ricahrd Jahrmarkt, Dave Bellama

Vocalists: Susannah Keita, Bonnie Cunningham, Anne Byrne, Alec Featherston Lyle Yanak, Bill Snowden, Jerry Whalin, Pat Shannon, Jean Lawton, Susan Morris, Chris Snyder, Joyce Short, Kat Crabtree, Melinda Merkel Iyer, Richard Jahrmarkt, Shannon Boomer, Diana Ashley, Gary Lawrence, Sam Kirkland, Paulie Smith, Carolyn Allenby, Dave Bellama, Jerry Toomer

Volunteer Song Leaders: Melinda Merkel Iyer, Carolyn Allenby, Kat Crabtree

Cabaret Production Volunteers: Bill Mee, Celeste Allen, Alec Featherston, Chris Snyder, Doug Helton-Riley

2010-2011 has been a year of growing and change for the music program at UUCP.

1. The choir grew to 43 members this year. Although several of those members sing with the choir part-time, we still must prepare for full membership every rehearsal and Sunday morning. Our library continues to be supplemented. Our storage space is taxed. On the plus side: a large choir allows us to program challenging music that smaller choirs cannot perform. I am sure you hear and appreciate this welcome increase in numbers.

2. Oversight of our sound volunteers was added to the duties of the music director in spring of 2010. Although this change happened a year ago, we are still working out the challenges of this change. Our very dedicated sound volunteer coordinator, Marshall Smart, retired after over 15 years of faithful service to the work of making sure our sound reinforcement needs were consistently met. Chris Snyder stepped in as sound volunteer coordinator. Don Weir, a valuable member of the team also resigned as a sound volunteer. He will be playing more drums during services.

Because of the expanding music program our sound volunteers are asked to do more and more complicated set-up and running of the system. They are being asked to provide more services than those required on Sunday mornings and on parts of our campus other than the sanctuary. Some of the technical requirements that have been requested either tax our system to its limit or go beyond what we can provide. Our system has been supplemented with gear supplied by the music director, sound volunteer coordinator and rentals.

We are working on meeting the needs of a growing congregation with growing programs and members.

Coordinator, Chris Snyder, a professional sound engineer, has provided one training session and is planning to do another yet this spring. Also annual training is scheduled for late August. During this summer we will bid Chris good-bye as he moved to California. We are hoping to replace him with a paid staff position whose professional expertise and training are in live sound reinforcement.

3. Family Choir grew in size during the fall session. During the spring session numbers dropped to less than the fall attendance. All singers sang beautifully with enthusiasm. Their music contributed thematically to the multi-generational services in which they participated: November - Thanksgiving and April - Earth Day celebrations.

4. Our music program is blessed with many soloists: instrumentalists and vocalists who continue to provide music for Sunday services and for special events such as the annual UUCP Auction, Council meetings, new member dinners, Cabaret, Sunday morning songs on the patio, Friday Music Nights, memorials and weddings both at UUCP and for members off site, and events such as July 29, 2010. Staff members and lay leaders have requested music at more events at UUCP and around the community. We are working to honor the requests of those who value the music at UUCP and see it as a beautiful way of reaching out into the community.

5. Multi-Generational Services include music in ways that often other services do not. Worship leaders work carefully to weave music into these services. We seek to use music to further the story line and increase understanding of the message of the theme. In November and April the Family Choir was an integral part of both services with songs that supported the themes and elaborated on the action and emotion of the story lines.
6. Of special mention is our participation in July 29, 2010. Members of our choir started the day by singing in the ecumenical choir during the worship service, which began the day with prayer, messages and song. Other members of the choir and our Music Director participated in the protests in down town Phoenix by leading singing, civil disobedience and holding vigil in song outside the jail where protesters were being held.
7. Our Accompanist, Dr. Lynne Haeseler continues to be a very strong part of our music program: playing in services, leading rehearsals and sectionals, arranging for guest musicians and special performances by members and accompanying the choir. Her experience and expertise as a worship music leader and pianist are invaluable to our program.
8. Our Music Librarian, Charlotte Carl-Mitchell, is a librarian by profession. She manages an ever growing music library in an exceedingly limited space. Her work in organizing our printed resources is essential to the program. When the music library is well organized and cared for, those who participate better understand the importance of the both the materials and the program.
9. We are very fortunate to have among our members and friends instrumentalists and vocal soloists who provide accompaniment to hymns, centering music, special music, offertories and postludes of exceptional quality. Many styles of music are performed with expertise and integrity. Some of the styles include classical, bluegrass, folk, pop, ethnic, jazz and blues.
10. Cabaret this year drew a bigger crowd than ever, outgrowing our facility. Our program was a big success, thanks to many volunteers. Cabaret grossed over \$4823.55 this year. However the success is not just in the money and attendance. This year the entire program was meant to make you laugh. Everyone did just that. With parody and humor, we made fun mostly of ourselves. The room was electric. Some laughed until they cried. Performers, tech crew, kitchen crew, publicity crew, organizers, those behind the scenes and those on stage worked hard to create a one-of-a-kind evening. Each year Cabaret feels like a great accomplishment. For some the time commitment for Cabaret strains our Sunday morning music. We are working on ideas to make a successful Cabaret show without asking too much from people who already volunteer many hours during the entire year for the benefit of everyone's worship experiences.

--Connie Jahrmarkt, Music Director

EARLY EDUCATION COOPERATIVE PRESCHOOL DIRECTOR

The EEC is the Congregation's parent-participation preschool, which operates Monday through Friday. Founded in 1961, the preschool served forty five children this year. It is licensed by the State of Arizona Department of Health. The preschool curriculum is based on UU principles and provides a model of child-centered, respectful, developmentally appropriate education. This year marks the 50th anniversary of the Early Education Cooperative, a milestone we share with the building.

Families attend the EEC from the following cities: 31 families from Phoenix, 13 families from Scottsdale/Paradise Valley, 1 from Glendale and 1 from New River. New families come to us most often through word-of-mouth referrals from friends or family members whose children attend or have attended EEC. We also get referrals from philosophically similar schools (Desert View Learning Center, Awakening Seed), developmental pediatricians, child psychologists and family therapists. This year we were also very lucky to have articles about the EEC published in the Arizona Republic and online at American Chronicle. Typically the EEC does not advertise but during the summer of 2011 we will be listed in the Education Director of Arizona Parenting Magazine.

During the fall of 2010, Steffany Doolittle, the EEC Parent Committee Chair assumed the role of interim director while a proper search was conducted for a qualified Preschool Director. Steffany assumed this role as a volunteer and worked

diligently to keep the preschool running smoothly in the absence of a professional director. KellyAnn Bonnell, MA was hired in December 2011 and assumed the role of Director on January 3, 2011.

This year was a transitional year for the preschool. The director position was vacated at the beginning of the year and the Transitional Kindergarten program was eliminated due to low enrollment. The EEC now offers classes for children 2-5 years old with a 2's classroom taught by Doug Van Der Veen and Kelly Blackson, a 3's classroom taught by Kelly Blackson and Jane Sutton and a PreK classroom taught by Anne Denniston, Katy Armstrong and Kristen Flangos. Kristen replaced Katy in January 2011. During this staffing transition the preschool class was supported heavily by parent volunteer Sara Uribe.

Budget

In the fall of 2010, recognizing that enrollment was low, the parent committee under the leadership of Steffany Doolittle, revised the budget. As of May 1, 2011 we will be over budget by approximately \$5000. To address a historic pattern of running over budget the parent committee was mandated to reduce the fund raising budget line item and build a budget with an income that accurately supported the expenses of the school. Under the guidance of then new director KellyAnn Bonnell, the parent committee proposed the first significant tuition increase in several years and built a budget that was not dependent on full enrollment.

Fundraising

This year the EEC Parent Committee hosted a Fall Festival, a Silent Auction, a coin drive and a book fair to raise funds for the preschool. Additionally, KellyAnn introduced the preschool to the Summer Fun Movie Pass fund raising program.

Highlights of the school and each class include:

- All staff members have college degrees (some Masters+) and experience in early childhood education- combined for over 60 years of experience in all.
- There was an EEC presence at UUCP functions including Pathways to Membership Class and Potluck, Lay Leadership Development Day, Committee Quarterly Meetings, and the 50th Birthday Party.
- The EEC had visits from a cowboy and a pony.
- The PreK class had field trips to the aquarium, the Desert Botanical Gardens, and several Cookie Company Performances.

Excerpts from the Parent Reviews of the EEC Teaching Staff:

When asked what they appreciate about our program, some parents' responses are below. The full review is available from the EEC Director.

"Can you be my teacher forever...we love it"

"Teacher Doug is very knowledgeable and I learned a lot from him. The children seem to enjoy him too."

"I am thankful for the consistency in this class when the school was in transition."

"I feel right at home with staff members. I feel they appreciate my experience and respect my opinions and involvement. They are always interested in ideas and opinions."

Staff Members:

EEC Director	KellyAnn Bonnell, MA
PreK Teacher	Kristen Flangos
PreK Teacher	Anne Denniston
2's/3's Teacher	Kelly Blackson
3's Teacher	Jane Sutton
2's Teacher	Doug Van Der Veen

Parent Committee Members:

President	Steffany Doolittle
Finance Liaison	Lisa Paine
Chair Elect	Sara Uribe/Sarah Root
2's Class Rep	Amy Smith
Fundraising	Sarah Fein
Secretary	Sarah Root
4's Class Rep	Deb Razar
Member at Large	Elaina Verhoff
Member at Large	Bock and Cary Armstrong
3's Class Rep	Lisa Lowrie

CONGREGATION ADMINISTRATOR

Office Staff

As always, my annual report must start off with honoring the office volunteer staff who handle so much of the behind the scenes administrative work of our congregation.

Thank you Larry Agle, Sally Boyd, Bill Parker, Jan Wise, Lisa Katz, Tish Gauntt, Sharon Hise, Pauline Peverly, Julie Smart, Dorothy LeWin, Sally Freed, and Ellie Murphy for your time and friendship in the office.

For a second year I am expressing my respect and gratitude to Melinda Merkel Iyer and Elyse Arring. Melinda volunteers her professional editing expertise to produce our weekly e-newsletter *UUCP Compass*. Elyse volunteers her professional editing expertise to produce our monthly journal *Horizons*. Thank you Melinda and Elyse for your reliability and superb work with these important UUCP communications.

It is with a huge sigh of relief that I am writing in this report the hiring of Jill Story as Office Assistant. Jill started working in the office last year as a volunteer and her exceptional computer skills, resourcefulness, and professional demeanor immediately made me think of her when Rev. Susan informed me I could hire an assistant back in October 2010 for 10 hours a week. Since then, through supplemental funding through the UUA, I was able to increase Jill's hours to 17 per week. She currently is responsible for producing the weekly order of service including the weekly announcements flyer, publishing the Annual Report and the Program Catalog and other office duties as necessary. It is our hope that Jill will be able to do some webmaster work next year as well.

Office Accomplishments

This year we had several major accomplishments

- The office published the first annual *Program Catalog* which listed all of our program offerings this year with a Calendar of Events that directed people to pages within the catalog for more details on the events and activities listed. It also included a leadership list and other important info for visitors and new people. I received many positive comments on how useful this was and how it really helped people understand the organization of UUCP.
- The *Guidebook for Working with the Office* was published for the fifth year and included a more detailed Coordinating Calendar to help staff and lay leaders understand important administrative dates throughout the year. Each year the *Guidebook* is improved to increase standard operating procedures to help our expanding ministries operate in an organized and supported way.

- This year I created and instituted an UUCP Activity Group application process that outlines guidelines and expectations for activity groups within UUCP.
- This year I created and instituted a documented stewardship timeline that outlined specific action items with deadlines and assignees to help facilitate our annual stewardship process.

Professional Developments

This year Rev. Susan delegated the supervision of the weekday Preschool Director and Summer Camp Directors to me. With the help of UUEEC Committee I hired KellyAnn Bonnell as the new part time Preschool Director. It is an honor to work with such an accomplished and resourceful Early Education Professional. Tiffany Mendez and Jeffrey Sadow are continuing their co-directorship of our annual summer camp and I am looking forward to working with them in helping streamline the administration of our much loved camp. These supervisory roles are in addition to the Bookkeeper, Custodian, Office Assistant and Sunday Sextons. I am honored to be working with all of these people.

Respectfully Submitted,

Heidi Parmenter

MEMBERSHIP COORDINATOR

As your part-time Membership Coordinator, I provide staff support and leadership to the Membership and Membership Engagement Committees (please read their reports elsewhere in this document to learn about their committees' accomplishments). I also recruit and (with assistance) train our Welcoming Ministry volunteers and manage the scheduling of Greeters and Ushers. I respond to phone and email inquiries regarding our congregation and its programs, and I regularly attend staff meetings, soliciting and providing feedback on many aspects of our shared ministry.

It has been a pleasure to work with Laida Restrepo and Caroli Peterson, this year's Membership Committee Co-Chairs, and I am pleased that Caroli will continue on as one of next year's Co-Chairs. It has also been a delight to work with Angela Jansen, Chair of the Membership Engagement Committee. Thank you all for your valuable leadership in welcoming and integrating newcomers into the life of our congregation.

With some trepidation, I agreed last fall to fully pull Ushers under the Welcoming Ministry umbrella. Bless their hearts, Libby Walker, Barbara DeWitt, and Gene Cherry as volunteers had been doing a big job of coordinating schedules for two services for a long, long time, and they needed some staff support. They assisted me in training some new Lead Ushers in November, and then I began the job of scheduling Ushers using a doodlelink to simplify volunteer sign-up as we'd been doing for Greeters. It seems to be working! Thanks again for your patience and support, Libby, Barb, and Gene.

I want you to know that our Lead Ushers rock! They have done a great job of seeing to it that services flow smoothly and safely. I want to thank each of them: Gene Cherry, Barb DeWitt, Gary Ezzell, Ernie Garcia, Michael Hipps, Maureen Jeffries, Caroli Peterson, Brian and Jill Quick, and Libby Walker. We have to say some temporary good-byes to three of our traveling Lead Ushers: Ernie, Brian, and Jill. Although they are each in their own way irreplaceable, necessity dictates the training of some new Lead Ushers this summer.

I'd like to acknowledge those special folks who agreed to "be me" at the Welcome Table on Sunday mornings when I was out of town. Thank you, Dean Clarke Taylor, Vincent Kruse, Julie Smart, and Sally Boyd. I appreciate knowing the Welcome Table is in your good hands when I am away.

At the risk of missing someone (apologies in advance), I also want to thank all the people who have served as Greeters and/or Supporting Ushers since July 1st. We just couldn't do it without your commitment to showing up and doing your usual great job on Sunday mornings! Many thanks to you all: Barbara Glenn, Barb DeWitt, Bill Snowden and Joan Gale, Brian and Jill Quick, Mike and Caroli Peterson, Diana Ashley, Ellie Anderla, Gary Ezzell, Gene Cherry, George and Shirley Karas, Heather McLellan, Heidi Parmenter, Jon Penrose, Kate Otting, Libby Walker, Maureen and Mac Jeffries, Peggy Paden, Dick and Sandra Schaffer, Glen and Terry Lockwood, Angela Jansen, Barbara Cawthorne, Betty Sayler and Bill Parker, Ellie Murphy, Jerry Whalin, Michael Hipps and Jim Sorgatz, Julie Smart, Kaye Carlson, Laida Restrepo, Loretta

Isaac, Lydia Yanak, Mary Dawes, Mort and Gene Rosenberg, Natalie Summit, Michelle Laura, Pete Creelman, Sally Boyd, Sam Kirkland, Sandy Weir, Sarah Carlson, Sherry Celine, Toni Colotte, Uli Boecker-Grieme, Vincent Kruse, Ernie Garcia and Paula Kulina, Justin Dixon and Dale Thompson, and Lani Comp.

Of course, once we get people in the door and past our Welcoming Ministry teams, we are all responsible for getting to know them, answering their questions, and making them feel at home. In that regard, Natalie Summit has played an integral role in teaching us how we can best be welcoming before and after services or during coffee hour. Natalie has been our STARS trainer for at least two years now, maybe more, and recently resigned this position. Thank you, Natalie, for your service. We know you will continue to be a welcoming presence in our congregation.

Once people find UUCP and feel welcomed, they may consider becoming members. Our Pathway to Membership (PTM) process, wonderfully coordinated by Terry Lockwood, got great reviews from a large number of participants contacted via phone or email last summer. Our program remained essentially the same this year, with some minor "tweaks" (one being a move to the sanctuary for the Saturday evening potlucks to accommodate the larger class sizes and increased attendance at potlucks). We had 69 people sign the Membership Book this year following successful PTM classes led by Terry Lockwood, Terry Simmons, and Caroli Peterson. Thank you PTM leaders! Thanks, too, to Gary Ezzell, Diana Ashley, and Angela Jansen for speaking to prospective members about Stewardship and/or Membership Engagement. I also extend thanks to Manuel Gomez, our Custodian, and Belinda Clark, one of our Sextons, for their contributions to creating a welcoming atmosphere for our PTM participants.

I don't want to forget all of those behind-the-scenes people who contribute to the Welcoming Ministry and Pathway to Membership processes. They make nametags, follow up with letters and calls to visitors, field questions, register people for PTM classes, and so much more. Thank you, Heidi Parmenter, and all of the Office Volunteers who make my job easier!

We have a great staff at UUCP, and I really enjoy being part of the team. I like working with the dedicated Membership and Membership Engagement Committee members, and it does my heart good to see our wonderful Welcoming Ministry volunteers in action. I love being in the foyer on Sunday mornings seeing so many people so glad to be coming in the door. The things I like best about being Membership Coordinator, though, are witnessing the delight of new people when they discover UUCP and Unitarian Universalism and then seeing them get engaged in our community. We have a great bunch of new members, and I think that, in large part, that's due to a great bunch of "old" members and, of course, to our excellent staff and programs. It's been a good year. I look forward to supporting the UUCP mission and being part of the vision for next year and beyond.

Namaste,

Linda Lawrence, Membership Coordinator

SOCIAL JUSTICE DIRECTOR

What a year it was! The UUCP Social Justice Ministry is going strong with programs and leadership being offered by a dedicated team of lay leaders and volunteers. 2010 brought new direction to the Social Action core program with the creation of the Immigration Task Force and all of the activities before and after the signing of SB1070. The Immigration Task Force has been leading the way in creating opportunities to bring our UU voices to the Capitol in the form of legislative advocacy, with "hope and compassion" as the leading message. Human Rights concerns continue to be a primary focus for both ITF and the Social Action Committee lead by Bill Lace who has done an outstanding job.

The UUCP Social Action Committee has hosted many successful luncheons, including an outstanding Eritrean Refugee Initiative luncheon hosted by our very own ERI team. What a pleasure it was to hear from the refugees and to have them cook for us. The ERI lead by Libby Walker and Brea Burgie is a wonderful program that provides hope and a future to those who have been seemingly forgotten by much of the world. Thank you, Libby, Brea and Volunteers for the incredible work that you all do!

This fall we were able to give support to those who were arrested on July 29th, by providing information, advocacy and showing up in bright yellow Standing on the Side of Love shirts for a press conference on Nov 16th, day one of Pre Trial

hearings. The Press conference was well attended by members of Puente AZ and local allies. Rev Susan gave powerful interviews to the local news media continuing on with the message that SB1070 is immoral and wrong and just because something is a law does not mean that it is right. This message has been vital as a compassionate religious voice for the humane treatment of our migrant neighbors is essential.

December brought the start of our statewide advocacy network. In January representatives from ITF and UUCP staff met with the GA Planning Committee in downtown Phoenix to begin laying the groundwork for GA 2012. As the local host congregation, much will be asked of us, including help with coordinating 200 volunteers. It was good to meet the dedicated volunteers on the GA Planning Committee and give some input into the start of the planning process. In January, Staff and lay leaders were also invited to meet with the UUA Board of Trustees, GA Accountability Panel and GAPC at a BoT retreat in Tempe. The BoT were interested in hearing feedback from our group to help shape GA 2012. We were given a chance to name what type of GA we would like to see.

This winter and spring we hosted the powerful documentary, "La Bestia" by Pedro Ultreras who attended the first showing and hosted a Q&A after the film.

Social Justice Director, Sun Principe, hosted our first "Legislative Update" with Jaime Farrant, Public Policy Director of the Border Action Network. In the midst of a legislative session that brought a flood of new anti-immigrant bills, Sun represented us by working with Somos America, Puente, NDLON, and National Council of La Raza. Our message was consistent, "We stand on the side of love with immigrant families".

During a heated legislative session, we witnessed one of our partners in justice, Salvador Reza, banned from the AZ State Capitol, by Sen Russell Pearce. Justice Director, Sun Principe launched a "call in, write in" campaign with the help of the UUA & Standing on the Side of Love. We generated over 1200 faxed letters to Gov Jan Brewer, in just a few days, asking her to stop the process of banning citizens from the democratic process and while holding Sen Russell Pearce accountable for his actions. Within 6 business days we saw Sen Pearce retract his statement that Reza would be banned permanently. Our voices were heard.

Incoming Chair of the Immigration Task Force and dedicated volunteer, Sandy Weir, has been committed to the work of compassionate immigration reform and deserves a big thank you for all of her hard work!

We have built alliances with many groups that partner in the work of caring for our neighbors. Every first Sunday our Social Action Committee lead by Katie Raife with assistance from Heather McLellan, produce a meal for the New Day Center. The simple act of kindness that is feeding our neighbors is so powerful. Thank you Katie and Heather for your ongoing commitment!

As Social Action Chair Bill Lace mentions in his report, fall brought us a new Interweave group and what a group it is! Lead by Co Chairs, Dean Clark-Taylor and Art DuPont, Interweave took off like wildfire. Monthly meetings provide fellowship, connection, community service opportunities and lots of laughter. Art stepped down in 2011 and we were gifted with the amazing Jen Smith, who took over as Co-Chair of Interweave. Trent Tripp coordinated our first collaborative "Welcoming Congregations" LGBTQ Pride parade and festival booth, inviting in, Valley UU, West Valley UU and Surprise UU Church. Both the parade and festival were a huge success and many people inquired about attending services. Our volunteers were "Amazed at how many people were looking for a welcoming congregation". Good work Interweave!

This past Valentine's Day Weekend was "National Standing on the Side of Love Weekend" and we were packed with activities starting with the Film "Bullied" and a panel discussion that followed. Many thanks go out to the Social Action Committee and Immigration Task Force for supporting our first collaborative dance that took place at Valley UU in Chandler. We were "Dancing on the Side of Love" and welcomed all of our neighbors to join us, with special outreach to the LGBTQ Migrant community. The dance was a great success and so much fun. We even witnessed our very own Amy McClure and Steven Miskell get engaged on the dance floor! Now that is going to be a hard act to follow for 2012!

Many thanks are due to our office staff and volunteers as they offer so much support to the work of the Social Justice Program. Thank you Heidi, Jill and Volunteers for doing an amazing job supporting our work.

This Spring I had the pleasure of meeting with Susan Leung, who has begun to create an amazing curriculum called "Junior Justice" for the grade school children in our Religious Education Program.

On a final note, I want to say that it was a true honor to be invited into Rev Susan's pulpit for two sermons, on November 28th and April 10th. What a gift it was to me to be able to work with Connie Jahrmarkt our excellent Director of Music, and the dedicated volunteers from the membership ministry. Linda Lawrence, greeters and ushers do such a great job welcoming everyone, that they set the tone for a wonderful service every Sunday. I was lucky enough to see it all unfold behind the scenes. What a great team. What a pleasure to Stand on the Side of Love with you all.

Many blessings,

Sun Principe

COMMITTEE AND MINISTRY REPORTS

ADDICTIONS MINISTRY

Mission statement: *With respect and acknowledgment for human worth and dignity within a safe and supportive environment in our faith community, the Addictions Ministry Committee will assemble resources for awareness, education, prevention and treatment referral for people whose lives have been damaged by addiction, whether addict, friend or family member, in order to heal and grow spiritually.*

Report: The Addictions Ministry is now in its third year. The first year was an active planning committee; the second year was a think tank; and this year was a partnership that met at Starbucks and had good dialogue with the minister. The partnership is Gene Harvey and Michael Hipps who were introduced by a member of the congregation. The meetings have been dynamic and focused.

The results of these meetings were to start a recovery group and to delegate tasks. Gene handles facilitating the meetings, choosing topics, calendaring, and publicity. Michael handles the library, organization, and communications with the minister. In short, we are co-chairing the committee.

The recovery group met for the first time on April 24 and is tentatively being called "2nd and 4th Saturdays Recovery Group". It is loosely based on the Small Ministry Groups model and we received permission to use that model without becoming an actual Covenant Group. We are grateful to the Small Ministry chair and the minister for working with us.

The recovery group is not affiliated with any 12 step program and welcomes addicts with stable recovery (six months of sobriety or recovery requested). Borrowing from the UUA Addictions Ministry, our compulsive categories are drugs, alcohol, shopping, gambling, eating disorders, co-dependency, sex, and relationships. It is not appropriate for family or friends of addicts. Our focus is on check-in (how was your week?) and a topic. We also offer support and resources on request. We also provide first response for the minister during crises. We look forward to this new, growing ministry.

Presuming the support group is a success, the committee will continue with new ideas based on our mission statement. The current focus remains on the recovery group.

Submitted by Gene Harvey April 28, 2011

ADULT FAITH DEVELOPMENT COMMITTEE

Our classes this year were:

UU Evolution: from 1800 - 2000 with Gary Ezzell and Lillian Habeich facilitating.;

We coordinated with the Nominating Committee (who did most of the work) and offered a **Leadership Development Workshop** led by the dedicated Sandy Weir.

We coordinated with Vince Waldron and Right Relations Committee on a **Forgiveness Workshop**, including the Sunday Service by Vince Waldron for which Terry Simmons was service leader.

We also coordinated with the Right Relations Committee, who offered "**Principled Commitment**," with Bill Snowden and Joan Gale teaching.

Victoria began a discussion group at 12:30 on Sundays, open to everyone, focusing on "the big, philosophical questions of purpose of our lives, nature of our death, etc.)

We continue to present Muuvie Night every month, and coordinated with the Forgiveness workshop and offered a film on forgiveness from the perspective of a WWII concentration survivor.

We are welcoming Cynthia Wheeler as our newest member and have continued to maintain active and enthusiastic committee members: Sue Kennedy, Terry Simmons, Lois Leader, Jay Bastani, and Lillian Habeich. Our goal is to continue to recruit new committee members for the upcoming year.

We continue to offer our classes at 9 am on Sunday mornings since many people find it simpler to come earlier on Sundays rather than return on weekday evenings. We also have child care available on Sunday mornings, thus making the classes accessible to parents. We continue to offer the UU Studies Pass for \$35, which allows the purchaser to attend all of the courses offered during the year.

The 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 respond to them about the Principles of UU, and to inform them of upcoming AFD classes.

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

In summary, the Adult Faith Development 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 Victoria Capon (IDRE) for her superlative work and unabated enthusiasm, both of which she exhibited throughout the course of the year. It has been a joy to work with her and the other committee members and course facilitators.

Submitted by Terry Simmons, Chair

ARCHIVES

Building on the historical and genealogical work Jimmy Leung and I did the previous program year that resulted in an expanded timeline (<http://www.phoenixuu.org/?q=node/3760>) and a biography of a founding family of UUCP (<http://www.phoenixuu.org/?q=node/3759>), I created an historical display for the Opportunity Fair that was held on Oct 10, 2010. Jimmy and I staffed the booth.

If you have material about UUCP - photos, programs, documents, articles, etc, let us know.

The UUCP Archives Committee

Help us collect, preserve and share the history of the congregation.



With the help of Dale Fisher, who took photos of the original photographs of the ground-breaking, construction and first Sunday in our current building and had them printed, I created a display for the 50th anniversary celebration on April 3, 2011. A big thank you to Dale!



Blaine Drake

Drake was an imaginative and versatile architect, full of ideas, responding to the individual personalities of his clients. Many architects claim connections with Frank Lloyd Wright, but Drake's credentials are impeccable.

Drake spent eight years with Wright. Born in Ogden Utah in 1911, he was in the original crop of 23 half-starved apprentices of October 1932 in the Wisconsin countryside. He married fellow apprentice Hulda Brierley. He and Hulda were in the caravan of artsy settlers who made that first pioneering trip to Arizona. Hulda and Blaine's four kids were raised at Taliesin. Physically, Drake resembled a younger Wright, with a high forehead and an amused patrician look in the eye.

He lived in Albuquerque, New Mexico where he designed and built his first house, then worked in Santa Fe on the Manhattan Project, and returned to Arizona where he lived in Tempe while commuting to the Goodyear, Arizona aircraft factory where he designed patches for bomber wings being built there until victory was declared in Japan. He built a large number of houses and a couple of minor landmarks, and accumulated some measure of international acclaim. His major single work was the Unitarian Universalist Church. Drake retired in 1985, and died in 1993.

The Scavell House by Blaine Drake. A Reproduction in Marble of Clay by Walt Lockley and introduction from Peter Drake



Groundbreaking July 9, 1960



Below left to right, Ed Heier, Rev. Arthur Olson, Dick Dickinson, Blaine Drake, architect



Below - Jack McLeod, Art Highland, Dick Dickinson, Ed Heier, Rev. Arthur Olson, Dorothy Filson, John Donaldson

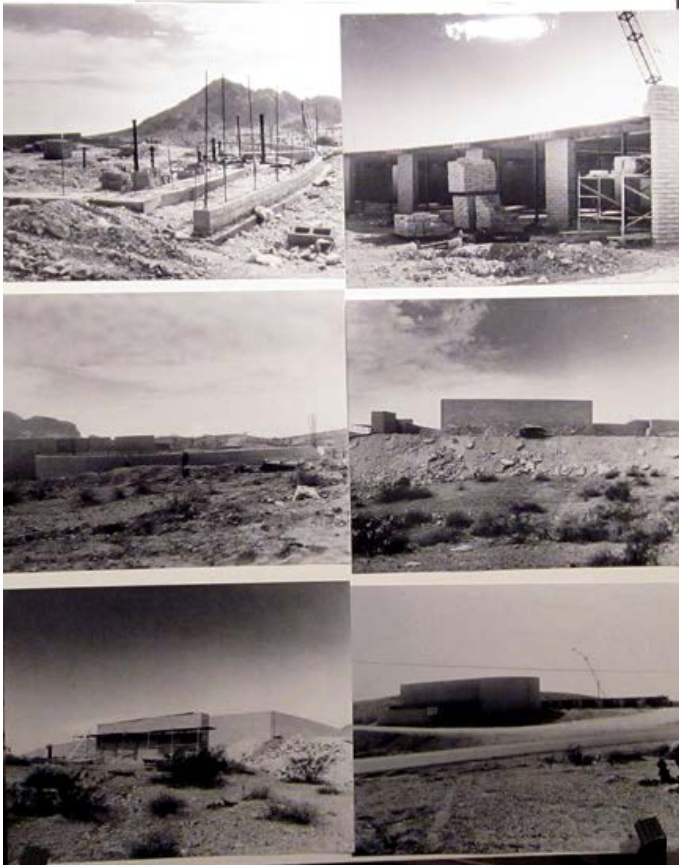


If you recognize any of the unidentified people in the photo below, please note that on a pad on the table.



Back row - Dick Dickinson, Ed Heier, Rev. Arthur Olson, unidentified, unidentified
Middle row - Jack McLeod, unidentified, Art Highland, Catherine Olson, Elaine Olson, Blaine Drake, unidentified, John Donaldson
Front row - Dorothy Filson

Construction 1960-1961



First Sunday March 5, 1961



Above, the Rev. Arthur Olsen greets people attending the first service in the new building on March 5, 1961. Mimi Math is on the balcony.

Do you recognize anyone in these photos? If so, please write the information on the pad on the table.



The display included the Opportunity Fair poster that covered our entire history as well as the printed history written by Frances Bishop which covered the years 1947-1972. It also had the program for the dedication service for the new church building on April 23, 1961, copies of congregational directories from 1957 and 1964 and the pictorial directories from 1968 and 1988. The History and pictorial directories are available in digital form (pdfs) at http://www.charlottes-web.com/UUCP_index.htm.



Along with the historical display, Don Weir had architectural drawings from our building scanned and some printed and mounted for display during the 50th anniversary service. He is shown above with Peter Drake, the son of the architect of the building, Blaine Drake. Thank you, Don!



Peter Drake talked about his father and his approach to architecture and his relationship with Frank Lloyd Wright. Blaine Drake was one of Wright's original apprentices. A DVD of Peter Drake's talk is available.



Current members who had been members in 1961 were extended special invitations to come back and be part of an historical discussion. Jesse Hise moderated the discussions that took place during both services. The photos above and below were taken by George Karas who took many other photos during the 50th celebration. Levi Mason recorded the talks and other parts of the celebration for his introductory video on UUCP. A big thank you to Jesse, George and Levi for their help!





Special guests at the first service – standing, Jesse Hise, Rev Susan Frederick-Gray, Gretchen and Ray Manker, Ed Bostrom, Sandy Thomson, Peter Drake, Sally Boyd. Seated, Helen Votichenko.



Special guests at the second service – standing, Keith Huggins, Billye Butler. Seated, Sandy Thomson, Max Kaslo, Sally Boyd, Floyd McCracken and Peter Drake. This photo was taken by Mort Rosenberg. Mort took other photos during the celebration. Thanks, Mort!

The next project of the Archive Committee is to compile and share information on and photographs of all the ministers who have served the congregation. I contacted Harvard University and received material on all our early ministers to add to what we already had in our own archive. Dale Fisher and I will be creating a display that we hope will eventually be on mounted permanently somewhere in the building.

The long term goal of the committee is to update the printed history so that the many important events that occurred between 1972 and the present can be remembered. The ongoing responsibility of the Archive Committee is to collect and safely store material relating to the history of UUCP and its people. I hope to have articles in Horizons sharing bits of our history and reminding people that donations to the archive of material relating to UUCP are gratefully accepted and can be placed in the Archive mail box in Office 2.

Respectfully submitted,

Charlotte Carl-Mitchell

CHILDREN'S MINISTRY COMMITTEE

2010-2011 was a Unitarian Universalist Identity year for the Religious Education program. The children and youth gained a greater understanding of their UU faith through curricula appropriate to their age level. Victoria Capon, our Interim Director of Lifespan Religious Education, kept the program running and implemented some changes to enhance the RE experience.

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

1. **Register at least 25% of our visitors** – We exceeded this goal again this year. There were approximately 53 visiting children during the year, and 24 new children were registered this year, which means that we registered a little more than 50% of visitors.
2. **Have more consistent attendance at Sunday school** – On a weekly basis, our attendance in the program averages 65 children from the nursery to YRUU. Historically Pre-K/K and YRUU (Young Religious Unitarian Universalists, the high school youth group) have been our biggest classes. Pre-K/K has continued to thrive this year, but YRUU attendance this year has been inconsistent. Our total registration is at 90.
3. **Track attendance** – We have excelled at this goal this year, recording attendance figures for each class almost every single week. One of the excellent ideas Victoria implemented was to set up a welcome table outside the front door. This way parents can sign their children in before service, rather than walking out with them after Together Time. This not only allows parents to enjoy more of the service, but it also increases accuracy with tracking attendance.
4. **Establish an ongoing service project** – Susan Leung has volunteered to develop a curriculum for the summer classes that will focus on social action. We are very excited about engaging the children in social action activities, especially as we gear up for Justice General Assembly 2012 in Phoenix.
5. **Strengthen parent/teacher communication** – many of our dedicated teachers contributed to the weekly parent e-newsletter, informing the parents of their plans for their classes for the following Sunday
6. **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. Karen Kurtz, our Pre-K/K teacher, has done a great job of introducing the young ones to new songs during Spirit Circle. Once they have mastered a song, they sing it along with the grownups in the sanctuary.
7. **Reach out to at least one other committee to collaborate** – We are collaborating with the Adult Faith Committee to form the Lifespan Ministry Council (see below). And for this Summer Susan Leung is creating a Junior Justice

curriculum (for the 3rd-6th graders) that will feature leaders from various committees and groups that tackle social justice issues and needs in the UUCP community and beyond.

In addition, the Children's Ministry Committee accomplished the following during the 10/11 program year:

- Nursery – Because of safety issues, we split the nursery into two groups, infants and toddlers. Tiffany Mendez looks after the infants in room 9, and Daniel Mendez takes care of the toddlers in room 15.
- Visiting Parent E-Mail – Wendy developed an e-mail to send to parents who have visited the church with their children. The e-mail gives a brief overview of our program and thanks them for attending. This will encourage visiting parents to return and gives them a chance to ask questions about the program.
- Logo Items – In addition to T-shirts and tote bags, this year we also sold metal water bottles and draw-string bags. Nancy designed the logos for the items, and we plan on selling any leftover merchandise at district and general assemblies.
- Diversity Dinners – Victoria pioneered the idea of Diversity Dinners, a monthly potluck for next year, a chance for UUs of all ages and backgrounds to share ethnic and family traditions and discuss topics such as Ageism, Sexism and Racism.
- Coming of Age – Since Coming of Age is every two years, it's easy to forget what worked and what needs to be tweaked for next time. This year, Victoria is meeting with COA teacher Hannah Roberts and parent Susan Leung to brainstorm ways to enhance the program. Ideas include: posting the information online instead of printing and assembling a binder for each candidate, having a celebration at a local hotel or campsite instead of going to San Diego at the end of the year, and providing a 15-minute mentor training at the kick-off party.
- Lifespan Ministry Council – Victoria came up with the idea of a Lifespan Ministry Council, which will comprise members of the Children's Ministry and Adult Faith Development committees, as well as a youth representative, and several others from various committees and the general congregation. The council will meet 2-3 times a year to establish overarching goals (e.g. become more multicultural) and perform visioning work for the ministry committees.

Respectfully submitted,

Sarah Henkel, Chairperson for the Children's Ministry Committee

FINANCE COMMITTEE

The purpose of the finance committee is to report to, advise and respond to the Minister 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. 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 2010-2011 committee consisted of James Allen, Chair, Diana Ashley, Rhonda Boyle, and Shirley Karas. Adjunct members of the committee are Smoot Carl-Mitchell, Treasurer, KellyAnn Bonnell 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. Diana Ashley, Rhonda Boyle, and KellyAnn Bonnell joined the committee in this year and have become valuable members.

Accomplishments

During the past year, the primary duties of the committee have been the oversight of the finances, including the capital loans. On a monthly basis the various accounts are reviewed in detailed with questions addressed by the staff as they arise. The accounting is now set up to track all monies, including those associated with the remaining restricted accounts and the capital funds. As part of the strategic plan, the finance committee continues to develop new financial procedures as well as review current ones. The church office is the official repository for all procedures.

The budget procedure now is largely driven by the staff. The finance committee collects and reviews the budget requests from the various committees. The budget as it is developed is reviewed by the finance committee prior to presentation to the Board and congregation. As part of the Capital Campaign, the finance committee continues to reviews the use of the capital funds as well as the associated loan. The goal is to have proper accounting of the funds with all transactions being 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:

- Quarterly pledge statements

- 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

Sources of revenue

- Pledges from members (This is the primary source of funds)

- EEC tuition

- Rental income from the Desert View Learning Center (DVLC)

- Kids Camp

- Designated gifts

- Fundraising events

- UUF support for long-term projects

- Funds for the Capital Campaign

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 general ongoing economic problems, we are grateful to have remained on target for a balanced budget for a second straight year. A balanced budget for the next fiscal year, 2011-2012 is also proposed, although the final budget awaits arrival of all pledges. The ability of the Congregation to operate with a balanced budget is essential for securing financing for the upcoming renovations and covering the associated debt service. The committee meets once a month at the UUCP for approximately one hour and welcomes any member who has an interest in finances.

Submitted by James Allen, Chair

INTERWEAVE

After many years of absence, the UUCP Interweave Committee was launched again by Dean Clarke Taylor and Art Dupont.

Interweave as a committee works with the lesbian, gay, bisexual, transgendered, questioning and intersex ("LGBTQI") folks both within and without our congregation, and their allies. It confronts the issues and social injustice affecting the LGBTQI community, and takes "welcoming congregation" and "religious freedom" to a higher level of outreach, education, and engagement.

Even though the committee was given permission to form and operate by UUCP, it had missed the budgetary process of the previous January leaving it with no budget. The Social Action Committee graciously agreed to help Interweave during its first year.

Interweave held its first meeting on September 14, 2010 which began its initial formation. Dean and Art were elected co-chairs and monthly meetings were to be held the second Tuesday of the month.

The committee is now 29 members strong, and has worked successfully with other UUCP committees. For example, the March 2011 selection for UUCP's Adult Faith Development Committee's MUUvie Night series was the screening of "Bullied" -- a choice proposed by Interweave -- of the powerful docu-drama produced by the Southern Poverty Law Center. Our Social Action Committee again helped with the expenses, as did AFD. "Bullied" explored the problem of teen bullying especially of LGBTQI victims. It was followed by a lively panel discussion by representatives from the Phoenix Police Department, local school administration, P-Flag, GLSEN, Equality Arizona, and our local Arizona State Representative Eric Meyers. Over 80 people attended the event. Attendees were given a complimentary copy of UUCP member Dr. Julie Wambach's "Battles between Somebodies and Nobodies" which explores the dynamics of right rank vs. unequal power and bullying by superiors.

In addition, the entire event was videotaped by the Sedona feature documentary group Purple People/Dog Eats Dog Productions for their upcoming film, "Bullied to Silence" which will explore what people and organization are doing in response to the teen bullying/suicide problem.

PHOENIX PRIDE 2011

In preparation for this annual event, Interweave decided to explore the idea of forming a group of the four UU congregations in Maricopa County to help insure representation and participation/shared costs among the congregations. UUCP member Trent Tripp became our liaison to this group, and the results exceeded all our expectations.

A. PRIDE PARADE

UUCP member Michael Higgs was in charge of the parade piece. This year about 40 members of UUCP showed their support for the GLBTQI community by walking in Phoenix's 2011 Pride Parade. A strong presence was made by members of the YRUU. Everyone gathered at the starting point with our congregation's Welcoming Community Banner and with newly designed magnets which stated, "Bring Your Own Beliefs" and included contact information for UUCP. The weather was great, we were excited to be sharing our congregation and its support and we were warmly received by all who saw us.

B. BOOTH

Trent Tripp was in charge of the booth piece. For the first time ever, Valley UU, West Valley UU, UUC Surprise, and UUCP jointly prepared and participated in the Phoenix Pride Parade and a staffed a truly representational UU organization booth at Steele Park. Each congregation had informational materials and handouts for the public. A new four congregational UU banner was purchased and hung at the booth symbolizing our newly- combined presence and strength in the Valley.

Other Interweave news includes: Jen Smith was elected co-chair replacing Art Dupont who has left UUCP in March. The committee voted to have meetings year round to better serve our summer members and visitors. The August meeting will be a first-ever retreat for the purpose of review of this first year, and to plan ahead for the next year and propose a five-year plan.

Interweave is looking forward to a busy and fulfilling new year for 2011-2012. We could not have done it without the tremendous support of UUCP and all its members and friends.

Respectfully submitted,

Dean Clarke Taylor

MEMBERSHIP COMMITTEE

Members: Terry Lockwood, Jerry Whalin, Dean Clarke Taylor, Sally Boyd, Angela Jensen, Pete Creelman, Laida Restrepo (Chair) and Caroli DuFresne (Co-Chair). Staff representative Linda Lawrence

Meetings: Approximately once per month, and we have met regularly since August. We will continue to meet on weekdays although the new committee will set up the times.

The primary mission for MC 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, 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, evaluation of what we have done and future directions.

1. Pathway to Membership – This subcommittee is led by Terry Lockwood, who started half way through the year 2009-2010 to coordinate the program, and two instructors, Terry Simmons and Caroli Peterson. The format, name and purpose of the class have continued to be the same as last year. Prospective new members get a chance to meet others, learn something about UUCP history and the responsibilities/privileges of membership, and find out ways to get connected within the congregation. The class, which is offered four times a year, continues to be a two session event - Sunday morning for 2 hours, and a potluck the following Saturday evening that concludes with a joining ceremony for those who are ready to become members. The classes are going well and attendance ranges from 10 – 20+ participants. During this congregational year, we have had about 75 people participate in the class and we have welcomed 69 new members. Pathway to Membership will be offered four times again next year with dates to be published in the 2011 – 2011 UUCP Program Catalog.
 - a. Evaluation: The structure of the class is working well. We have a coordinator and two facilitators as well as regular speakers from Stewardship and Membership Engagement Committees. The hiring of a Sexton to help with potluck set-up and clean-up has been a welcome supplement to volunteer help.
 - b. Future directions: Continue to get feedback from participants to ensure that the Pathway to Membership process is meeting their needs.
2. Welcoming Ministry is now led by the Membership Coordinator, and it includes Greeters and Ushers. 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 and to keep services flowing. When visiting, the visitors sign in and provide information, which we use for following up with them about their visit. If they are returning visitors and they would like a nametag or wish to participate in the Pathway to Membership class, they have another place to sign up. Lydia Yanak makes the nametags. This group has evolved into a well-organized group of volunteers trained to interact with visitors, problem solve, and watch the entrance to the congregation. Ushers also greet people as they enter the sanctuary, help with various aspects of the service, and are also charged with ensuring congregational safety. We have implemented the security procedures that require two persons present at all times at the Welcome Table and the use of walkie-talkies to communicate on Sundays through the different posts (front entrance, sanctuary, Children's Ministry, sexton).
 - a. Evaluation: This program has really evolved and there is a good volunteer base, although more are needed so that people have more off-duty Sundays. It is sometimes challenging to fill all the Greeter/Usher positions as we need three Greeters and four Ushers for every service. It really helped that we had a core group of dependable Lead Ushers. We have been evaluating with recent members how the whole welcoming process is working and the feedback has been positive. We would like to see a more focused effort by members of the congregation in talking to visitors after the service to answer questions, get to know new people, etc. We recently had a STARS retraining to remind people of the importance of such activities and the impact they have on our visitors.

- b. Future directions: Ensure we have a large pool of people so the volunteers are not required to work too many Sundays a year. Continue to evaluate what visitors need and want and what the perceptions are when they first come in and in subsequent visits.
3. Visitor Tracking – Statistics are kept by the office based on the people who sign the visitor information forms at the Welcome Table (some people choose not to sign in). We currently have statistics available through March. We averaged 43.5 adult visitors, 5.8 child visitors, and 5.6 out of state visitors from July 1, 2010 – March 31, 2011.

	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March	April
Adults	37	75	46	45	29	28	58	27	40	
Children	7	6	14	3	2	2	11	2	6	
Out of State	3	6	0	3	1	2	16	15	4	
New Members		16			22			23		8

4. STARS – This subcommittee was led by Natalie Summit. The STARS program is a short training that helps members increase their awareness of being available to visitors and newcomers in friendly, helpful ways. We thank Natalie for her service and hope to have a new trainer in place by fall. Dancing with the STARS was an event that Sally Boyd and Linda Lawrence coordinated to train more STARS or refresh others who had already been trained. During this event we trained 9 new STARS. We will continue to get all the welcoming volunteers trained in STARS so they have an open and friendly attitude when they greet and welcome new visitors.
- a. Evaluation: Newcomers seem delighted to know that they can approach members with stars on their nametags if they have questions.
 - b. Future directions: Continue to offer periodic STARS training to new members and Welcoming Ministry volunteers
5. Engagement coordination – Angela Jansen is the Chair of the Membership Engagement Committee and represents them at Membership Committee meetings. The purpose of this connection is to ensure that we coordinate our efforts on behalf of new members. When new members join and make selections of what they would like to do in the congregation (interest survey), we want them to feel engaged with the congregation from the beginning and we want to ensure that they have a smooth transition to becoming active members.
- a. Evaluation: We need to work more in this area. Our interaction has been somewhat limited this year.
 - b. Future directions: Continue to obtain feedback from new members and work on areas of need.
6. Web page – We have been examining the home page and the visitors' page. We were expecting big changes on the whole website; however, this has not happened yet. The MC would like to have some input and we will address this in our retreat in May. We have concerns about the current site and we will provide the Publicity Committee with some feedback. They now have Michele Chavez in charge of the site and we will communicate with her.
- a. Evaluation: This requires some work right now and we will include this as a topic for our May 7th committee retreat.
 - b. Future directions: Obtain feedback on what web visitors would like to see. Make changes as we develop new programs and procedures.
7. Other Activities
- a. Our committee has worked on a "publicity card" to give to visitors, but we will continue to evaluate this idea in light of the UUCP publications philosophy that Heidi Parmenter will share with us during our retreat.
 - b. Our Membership Coordinator has coordinated a number of Welcoming Ministry training and appreciation events this year.

Respectfully Submitted,
Laida Restrepo

MULTICULTURAL ADVISORY GROUP

Mission and Charter of the UUCP Multicultural Advisory Group

to motivate and be a resource for the congregation and the minister to ensure that UUCP is being INTENTIONAL in creating and sustaining a multicultural UUCP community.

Goals

Explore, reflect and celebrate our UUCP culture.

Broaden multicultural awareness in our congregation through education and fellowship communicate the possibilities and encourage the congregation to embrace a multicultural vision

All our efforts, activities, events, actions reflect our multicultural values.

Invite, welcome, attract diverse groups of individuals and weave all of us into a rich colorful ever-changing tapestry.

Nurture a culture that acknowledges and celebrates our common humanity

We covenant to be:

- Respectful of one another, of our congregation and of differences
- Open and honest
- Able to use "I" messages
- Able to step up and step back (participate actively without dominating the discussion and then actively listen)
- Willing to let others know when something has been said that is objectionable or disrespectful/hurtful
- allowed to make mistakes
- tender and merciful rather than angry and judgmental
- willing to take risks and be changed
- ground our work in love, joy, beauty, justice and healing.

The Multicultural Advisory Group envisions the UUCP as a culturally rich mosaic where:

Many groups of distinct culture are active in covenantal relationship within the congregation and share their unique flavor with each other and with the UUCP as a whole.

Individuals and groups of all identities find authentic expression, affirmation, appreciation and support of their unique cultures throughout the shared experiences and relationships in the congregation.

Our growing diversity is readily apparent in all aspects of the congregation's body and soul, including worship, color, physical appearance, lay leadership, professional staff.

Diversity is actively cultivated through sustained, intentional work that is mission centered and fun.

Members of the Advisory Group 2010-2011:

The group was formed in the Fall of 2010

Laida Restrepo

Terry Lockwood

Jimmy Leung

Susan Frederick Gray

Jeff Newman

Tony Banegas

Sylvia Sharma

Ceyshe Napa

Dean Clarke Taylor

Asha Arora

Rajeev Arora

Active issues:

Increasing the visibility of UUCP's multiculturalism through concrete projects

Exploring the possibility of multicultural and cross cultural competency training

Respectfully Submitted,

Jimmy Leung

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
- Manage the input of completed surveys, contacting the committee chairs, and monitoring the follow up from committees
- Create and implement a system for monitoring follow-through and measuring member engagement
- Run an annual opportunities fair bringing together committees, activity groups, and members
- Participate in congregation wide fund raising events, such as providing for the auction

Accomplishments

In the last year, we have attained the goals set out above. The committee has distributed our interest survey to the participants of this year's Pathway 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 are currently looking into processes to further streamline this procedure, as it is very time consuming.

In October the Membership Engagement Committee organized and ran an Opportunities Fair that was very well received and enjoyed as a time of fellowship by the congregants. We are working on developing methods to monitor the success of future fairs in terms of their effectiveness in attracting new committee members and/or participants in our committees and activity groups.

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.

Membership: Angela Jansen (Chair), Linda Lawrence (Staff), Greg Cline, Gary Ezzell, Gary Lawrence, Sally Boyd, and Jen MacVean.

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 2010-2011 are: Connie Jahrmarkt, Music Director, Diana Ashley, Chair; Jerry Whalin, Secretary; Paula Adkins, Treasurer; Charlotte Carl-Mitchell, Vice-Chair/Librarian/Historian. All other choir members are 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.



- First Friday's Music Nights – opportunity for musicians to present in the format of their choosing. Includes guitarists, drummers, keyboardists and vocalists who read music and charts. Meets the first Friday of each month for practice followed by a performance the same day.



- The Outreach Music Ministries (new last 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 (with musical support from Lynn Haeseler, Congregation Accompanist and pianist extraordinaire), has improved both the sound and quality of the Congregation Choir as we continue to grow in both size and creativity.

UUCP is blessed with congregation and choir members who are also accomplished musicians with choir members playing, piano, guitar, flute, cello, violin, viola, horn, clarinet, 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. Since Rev. Susan's installation we have started a wonderful journey with Rev. Susan, the Congregation and the Choir embarking together upon a path welcoming all in

Growing meaningful lives
Sharing religious journeys
Advancing compassionate justice.

Calendar of Performances

- May 2, 2010 – Sermon – **“Soul Work”**
- May 9, 2010 – All Music Sunday – Choir Presents Mozart's “Requiem”.



- May 16, 2010 – Sermon – **“Which God Don’t You Believe In?”** – Special Music – Lynne Haeseler plays “I Believe” by Jim Brickman and “Jeux d’eau” (Play of the Water) by Maurice Ravel (1875-1937). Special Music – “All You Need is Love” by Lennon-McCartney played by Lynne Haeseler, Connie Jahrmarkt, Russell Braman, Jenna Daum and Don Weir.
- May 23, 2010 – Sermon – **“Religious Education Appreciation Sunday”** – Special Music “Swing Life Away” by Rise Against performed by Mitchell St. Clair. Choir sings “I Hope You Dance” by Lee Ann Womack. Congregation sings “The Circle Game” by Joni Mitchell, led by the Bridging Seniors and 8th graders.
- May 30, 2010 – Sermon – **“Immigration: A Religious Perspective”** by Rev. Peter Morales, President, Unitarian Universalist Association – Special Music “Canzone” by Samuel Barber (1910-1981) by Jenna Daum (flautist) and Lynne Haeseler. “Fanfare for the Common Man” by Aaron Copland (1900-1990) and “Concerto for Two Trumpets” by Antonio Vivaldi (1678-1741) with Derek Sanchez and Jim Benitez on trumpets accompanied by Lynne Haeseler. Choir sings “Stand” by Amy Carol Webb. Soloists Alec and Donna Featherston. Instrumentalists Derek Sanchez and Jim Benitez on trumpet, Don Weir (percussion), Sandy Weir (violin) and Dennis Yee (cello).



- June 2, 2010 - Last Music Committee Meeting of the previous year held after a short choir practice. Agenda includes Cabaret review from Feb 2010, preliminary ideas for Cabaret 2011, discuss choir break policy. Review draft Choir Covenant, Self-Assessment and Mission Statement for approval and submission to the Board.
- June 6, 2010 –Sermon – **“Radical Hospitality”** by Rev. Linda Lawrence. Service leader-Terry Simmons. Choir sings Caritas et Amor at 10:30a.m. single service.



- June 13, 2010 – Sermon – **“How Shall We Live”**. Special Music by Melinda Merkel Iyer, Cat Crabtree, Tucky Fussel and Gary Kato.
- June 20, 2010 – **Sermon – “Father’s Day Reflection”** Service Leader: Rev. Susan Frederick-Gray. The roles for men and for fathers have been changing rapidly.
- June 27, 2010 – Sermon - **“Eritrean Refugee Initiative”**. Service Leader: Sarah Burchard. Speaker: Janice Brunson, UUCP Member.
- July 4, 2010 – Sermon – **“Lessons Learned in Africa”**. Service Leader: Terry Simmons. Speakers: Nancy McCharen and Dave Bellama tell of 20 years living in Africa. Lynn Haeseler plays.

- July 11, 2010 – Sermon – “**General Assembly**”. Service Leader: Sarah Burchard. Chris Snyder plays: “What Happens Tomorrow” “Everything’s Holy Now” and “The Secret Of Life”.
- July 18, 2010 – Sermon – “**Forgiveness: Questioning its Real Role**”. Service Leader: Terry Simmons. Speaker: Vince Waldron, Professor of Communication Studies, A.S.U. and author. Special Music by Lynn Haeseler.
- July 25, 2010 – Sermon – “Musical Service – **The Songs of Woody Guthrie: Relevant Then, Relevant Now**”. Service Leader: Nancy McCharen. The Music of Woody Guthrie chronicling hard times and hopes of a generation of Americans during a difficult time in our history. Music by: Dave Bellama, Russell Braman, Igor Glenn, Bonnie Cunningham, Chris Amster, Donna/Alec/Jon Featherston, Susan Morris, Duke Plattner, Joyce Short, Bill Snowden and Chris Snyder.



- August 1, 2010 – Sermon – “**Come Dance the Dances of Universal Peace**”. Service leader: Heather McLellan. John Hinton leads dances of love, peace and harmony with sacred movement, song and story with participation from the congregation.
- August 8, 2010 – Sermon – “**Living Tradition, Living Experience**” by Rev. Susan Frederick-Gray. Special Music: “Lamento” from Viola Duet #1 in G by W.F. Bach, presented by Mary Harrah, Susan Morris and Igor Glenn. “Presto from Villa Duet #1 in G”, by J.S. Bach, presented by Mary Harrah, Susan Morris and Dennis Yee. “Allegro” from Viola Duet #1 in G, by J.S. Bach. Presented by Susan Morris. Postlude: “From this House” by Ben Allaway. Presented by Bob Leesley and Melinda Merkel Iyer.
- August 15, 2010 – Sermon – “**Unitarian Universalism: A National Perspective**”, by Rev. Susan Frederick-Gray. Special Music by Jerry Whalin and Lynne Haeseler.
- August 22, 2010 – Sermon – “**Fast Wisdom**” (Ramadan (begins August 11) and fasting, consumption and consumerism.) Special Music by Chris Snyder and Lynne Haeseler.
- August 25, 2010 – First choir practice of the season.
- August 29, 2010 – Sermon – “**At Nature’s Mercy**” by Rev. Susan Frederick-Gray. Celebrate the way our bodies and spirits move with the cycles of the seasons. Special Music: “Morning” by Edvard Grieg by Lynn Haeseler. “Impromptu” by Robert Schumann. Presented by Gerry Kato and Lynne Haeseler. “Two Guitars”, Russian Gypsy Song presented by Gerry Kato and Lynne Haeseler.
- September 5, 2010 – First Music Committee Meeting after regular service in Annex B.

- September 5, 2010 – Sermon - **Music and Poetry Service**. Service Leader: Connie Jahrmarkt. Special Music: "L'chi Lach (You Shall be a Blessing) presented by Pinna Joseph and Dennis Yee. "Kokopeli Part I" presented by Jenna Daum. "Kokopeli Part II presented by Jenna Daum. Kokopeli Part III" presented by Jenna Daum. "Prelude #1 in C major" by J.S. Bach presented by Pinna Joseph and Dennis Yee. "Ebony & Ivory" by Paul McCartney presented by Connie Jahrmarkt. "Taps Excerpts" presented by Sandy Weir. "Ashokan Farewell" by Jay Unger. "If the People Lived Their Life", Russian presented by Pinna Joseph and Dennis Yee.
- September 11, 2010 – Choir Retreat for upcoming year.



- September 12, 2010 – Sermon – **Story part 1-4 and Epilogue** by Rev. Susan Frederick-Gray. Special Music: "Watermark" by Enya, presented by Lynne Haeseler, Sandy Weir, Gail Paul and Connie Jahrmarkt. "Wade in the Water", African-American Spiritual presented by Melinda Merkel Iyer, Mary Harrah and Lynne Haeseler. Congregation Choir sings: "The Path You Walk Upon" by Catherine Dalton.
- September 19, 2010 – Sermon – **"Yom Kippur: A Healing Wholeness"** by Rev. Susan Frederick-Gray. Special Music: "Kol Nidre" arranged by Max Janowski presented by Pinna Joseph, Dennis Yee, Jenna Daum and Derek Sanchez. "Serenade" by Franz Schubert presented by Lynne Haeseler. Congregation choir sings: "Would you Harbor Me?" by Ysaye Barnwell.
- September 26, 2010 – Centering Music "Berceuse" from Dolly Suite by Gabriel Faure Lynne Haeseler and Gerry Kato
Special Music "When I Am Frightened" Bill Snowden, Myra Banks, Sharon Hise, Joyce Short. Tucky Fussell. Offertory "Le pas espagno" by Gabriel Faure Lynne Haeseler. Postlude # 1021 "Lean On Me" by Bill Withers Lynne Haeseler and Congregation.
- October 3, 2010 – Sermon – **"Association Sunday: Celebrating 50 Years"** by Rev. Susan Frederick-Gray. Special Music- "Sicilienne" by J.S. Bach presented by Connie Jahrmarkt and Lynne Haeseler. "Drumming" presented by Sam Anderson. "Morning Has Come" by Jason Shelton presented by Ensemble. Congregation Choir sings: "Ubi Caritas" by Paul Halley.
- October 3, 2010 – Music Committee Meeting after regular service. Cabaret theme "Parodies" chosen for Cabaret entitled: "UUCP-The Musical Revue".
- Birthdays are celebrated every month at choir practice. October is below:



- October 10, 2010 – Sermon – **“Finding Our Way in the Wilderness”** by Rev. Susan Frederick-Gray. Special Music: “Something Inside so Strong” by Labi Staffre presented by Chris Snyder. “Bemsha Swing” by Thelonious Monk presented by Connie Jahrmarkt and Don Weir. “None of Us Are Free” by Barry Mann, Brenda Russell, and Cynthia Weil presented by Chris Snyder, Melinda Merkel Iyer, Kat Crabtree, the Soulful Sundown Band. Choir sings: “Night Blooming Jasmine” by Elise Witt.



- October 17, 2010 – Sermon – **“Compassion: a Balm for Our Fractured World”** by Rev. Kathleen Baughman. Service leader: Heather McLellan. Special Music: “Gymnopedie” by Erik Satie presented by Lynne Haeseler. “With My Own Two Hands” by Ben, presented by Chris Snyder, Bonnie & Dave Cunningham & Melinda Merkel Iyer. “Dizzy Fingers” by Edward Elzear “Zez” Confrey & “There is More Love Somewhere” presented by Lynne Haeseler.
- October 24, 2010 – Sermon – **“Listening to Chaos”** by Rev Paul Langston-Daley. Special Music: “The Butterfly” presented by Bob Leesley. “Searching for harmony” presented by Bob Leesley and Connie Jahrmarkt. “Improvisation on Reeb (Over My Head) presented by Dennis Yee and Lynne Haeseler. “Side By Side” by Harry M Woods, presented by Lynne Haeseler.
- October 31, 2010 – Sermon – **“When the Spirit Struck Us Free”** by Rev. Susan Frederick-Gray. Special Music: “El Amor Nunca Pasara” by Eleazar Cortex presented by the Soulful Sundown Band. “I’ll Build a Stairway to Paradise” by Ira Gershwin presented by Carolyn Allenby. “Say Hallelujah” by Tracy Chapman presented by Kat

Crabtree, Chris Snyder, Melinda Merkel Iyer and the Soulful Sundown Band. "RE: Your Brains" by Jonathan Coulton presented by Chris/Kyle/DD

Snyder, Melinda/Adri/Sata Iyer and Kat Crabtree.



-
- November 6, 2010 – First Annual UUCP Auction – Several musical groups entertained at this event including: Jerry Whalin, Anne Byrne, Lynne Haeseler, Carolyn Allenby, Connie Jahrmarkt, Pat Shannon, Joyce Short, Mitch St. Clair, Asha Arora, Chris Snyder, Igor Glenn, Don Weir, Kat Crabtree



-
- November 7, 2010 – Music Committee Meeting cancelled.



-

- November 14, 2010 – Centering "One People Everywhere" by Anne Byrne
Offertory Theme from Largo - New World Symphony by Anton Dvorak Ensemble
Special Music "Love Grew More Dear" by Anne Byrne
Postlude "Imagine" by John Lennon Gerry Kato and Lynne Haeseler.
- November 21, 2010 – Sermon – **"What Will You Bring to the Feast"** by Sun Principe. Special Music: "The Garden Song" by David Mallett presented by the Family Choir. "Ballade" by Johannes Brahms presented by Gerry Kato. "I wish I Knew How" by Billy Taylor and Dick Dallas presented by Susannah Kieita, Derek Sanchez and Connie Jahrmarkt. Congregation Choir Sings "How Can I Keep From Singing" arr. Gwyneth Williams accompanied by instrumental ensemble (Gerry Kato, Dennis Yee, Emily Helton-Riley, Susan Morris, Jenna Daum, Derek Sanchez and Sandy Weir.)
- November 24, 2010 – Choir has a party in place of practice to ring in the season.



- November 28, 2010 – Sermon – "A Place at the Table –Sun Principe;
- December 6, 2010 - Music Committee Meeting after regular service.
- December 6, 2010 – Sermon – **"The Light and Hope of Freedom"** by Rev. Susan Frederick-Gray. Special Music: "Light One Candle" presented by Pinna Joseph, Congregation Choir, Soulful Sundown Band, and Jubilate Chanting Choir. "S'vivon" Jewish Folk Song presented by Congregation Choir, Soulful Sundown Band and Jubilate Chanting Choir. "The Prophet Bird" by Robert Schumann presented by Gerry Kato. "It's a Hanukkah Song" by Mark Burrows presented by Chris Snyder.
- December 12, 2010 – Sermon – **"The Funny Thing about Prayer"** by Rev. Susan Frederick-Gray. Special Music: "We Pray" by Nick Page presented by Chris Snyder and Susan Morris. "Winter Peace" presented by Jim Brickman and Lynne Haeseler. "O Tannenbaum" presented by Vince Guaraldi and Lynne Haeseler. Congregation Choir sings: "A Prayer for Peace" by Carlos J Giomo.
- December 18, 2010 – **The caroling party** had a great time and visited many members who were confined.



- December 19, 2010 – Sermon - _Winter Solstice- Multi-generational service._ by Rev. Susan Frederick-Gray. Choral Anthem: "The Longest Night". "Bring a Torch" arr by Chip Davis and "The Holly and the Ivy" arr. Chip Davis, presented by Lynne Haeseler and Connie Jahrmakt.
- December 24, 2010 – Sermon – **"Christmas Eve Service"** by Rev. Susan Frederick-Gray. Special Music: "Let There Be Peace on Earth" by Jill Jackson and Mark Miller presented by Chris and Kyle Snyder." Lo How a Rose E'er Blooming" harmonized by Michael Praetorius, presented by the Lawrence-Jahrmakt Quartet. "Bring a Torch Jeanette, Isabella" French Carol presented by Jean Lawton, Joyce Short, Linda Lawrence, Tucky Fussell and Sharon Hise. "O Thou that Tellest Good Tidings to Zion" from the Messiah by G.F. Handel presented by Melinda Merkel Iyer and ensemble (Don Weir, Sandy Weir, Susan Morris and Igor Glenn). Congregation Choir sings "Ya Viene la Vieja" arr by Alice Parker and Robert Shaw. "Coventry Carol" arr by Martin Shaw. "Christmas Triptych" by Ed Grobe.



- December 26, 2010 – _Hymn Sing led by Music Director, Connie Jahrmakt
- January 2, 2011 – Sermon – **"The Light of a New Year Dawning"** by Rev. Susan Frederick-Gray. Special Music: "Prelude in G" presented by Lynne Haeseler. "Thanksgiving" by George Winston presented by Lynne Haeseler. "Be Thou My Vision" arr and presented by Lynne Haeseler.
- January 2, 2011 – Music Committee Meeting after regular service. Connie on vacation. Reschedule for Jan 16, 2011.

- January 9, 2011 – Sermon – **“Mystical Naturalism”** by Rev Susan Manker-Seale. Service Leader: Rev. Susan Frederick-Gray. Opening words: **“Reaction to the Attack on Gabriele Giffords and friends in Tucson”**. Special Music: **“Pavane”** by Faure, presented by Lynne Haeseler. **“Walk on Water”** by Marc Cohn, presented by Jerry Toomer, vocalist. **“Corner of the Sky”** by Schwartz, presented by Lynne Haeseler.
- January 16, 2011 – Sermon – **“Unwavering Love”** by Rev. Susan Frederick-Gray. **“Never Turning Back”** by Pat Humphries, presented by Dave Bellama and Congregation Choir. Special Music: **“King for a Day”** by Jason Shelton, Soloist Melinda Merkel Iyer and Suzanna Keita. **“Ain’t You Go a Right:”** by Guy Carawan, presented by Dave Bellama and Congregation Choir. **“Ballad of Martin Luther King”** by Mike Millius, presented by Dave Bellama and Congregation Choir.
- January 16, 2011 – Music Committee Meeting after regular service. Connie discusses her vision for the layout of Cabaret to parody a Sunday Service. Parody songs from Ed Grobe’s works plus others as chosen by choir groups to be considered by Connie.
- January 21, 2011 – UUCP Music Friday – **“UU Got talent”**.
- January 22, 2011 – Music Day at Valley UU. Potluck and choral presentation to UUA Board Members meeting in Arizona.



- January 23, 2011 – Sermon – **“Disheveled Grace”** by Rev. Susan Frederick-Gray. Special Music: **“Prelude in E Major”** by J.S. Bach, presented by Lynne Haeseler. **“Prelude in G Sharp Minor”** by Rachmaninoff, presented by Lynne Haeseler. **“Here Comes the Sun”** by George Harrison, presented by Lynne Haeseler. Congregation Choir sings: **“Amazing Grace”** by John Newton, arr Ed Lojeski.
- January 30, 2011 – **“Getting Off The Fast Track”** by Rev. Susan Frederick-Gray. **“Dear Mother-Father of Us All”** by Frederick Charles Maker presented by Carolyn Allenby, Connie Jahrmarkt, Melinda Merkel Iyer, Kat Crabtree and Richard Jahrmarkt. **“The 59th Street Bridge Song”** by Paul Simon, presented by Connie Jahrmarkt. **“A Question of Tempo”** by Joanne Hammil presented by Carolyn Allenby, Connie Jahrmarkt, Melinda Merkel Iyer and Kat Crabtree.
- February 5, 2011 – **“Paris Soiree: a Night of Music, Food, Wine and Gossip”** hosted by Bennett MacKinney, Gerry Kato and Lynne Haeseler. Musical event by virtue of the UUCP Auction held in Nov 2010 with musicians Gerry Kato, Susan Fishman and Lynne Haeseler and with Lynne Haeseler providing commentary on the life and times of great musicians of the era. Selections included: **“Intermezzo in A”** (Brahms 7 May 1833-3 Apr 1897 played by Susan Fishman); **“Polonaise in C Minor** (Chopin 1 mar 1810-17 Oct 1849 played by Gerry Kato); **“Song without words”** (Mendelssohn 3 Feb 1809 – 4 Nov 1847 played by Gerry Kato); **“Waldersrauchen”** (Liszt 22 Oct

1811 – 31 Jul 1886 played by Susan Fishman); "Intermezzo in Bflat Minor (Brahms played by Lynne Haeseler); "Ballade in G minor (Brahms played by Susan Fishman); "Arabesque (Schumann 8 Jun 1810 – 29 Jul 1856 played by Gerry Kato); Hungarian Dance #2 (F Liszt played by Lynne Haeseler); "Andante Spianato et Grande Polonaise (Chopin played by Susan, Gerry and Lynne); and ' "Carmen (Bizet 25 Oct 1838 – 3 Jun 1875 played by Susan, Gerry and Lynne).

- February 6, 2011 – – Sermon – **"Love Makes Us Real"** by Rev Susan Frederick-Gray. Special Music: "Fishy Wishy in a Dishy" by Jerry Whalin sung by Congregation Choir. "Nobody's Bow Wow" by Ruth Roberts performed by DD and Chris Snyder. "UU Pets Getting' Blessed today" by and accompanied on banjo by Dave Bellama and sung by the Congregation Choir.
- February 13, 2011 – Sermon – **"YRUU Sunday – Love"** by YRUU Class of 2010-2011 Special Music: "Untitled" by China Rae Newman. "Come Sail Away" by Nancy & Randall Faber, arr. Asha Arora. "All You Need is Love" by John Lennon & Paul McCartney, sung by URUU Class of 2010-2011. "Hero in Disguise" by Mitch St. Clair. "Seasons of Love" by Jonathan Larson, sung by the YRUU Class of 2010-2011.



- February 18, 2011 – UUCP Music Night "That's Amore"
- February 20, 2011 – Sermon – **"Turtles All The Way Down"**, by Rev Susan Frederick-Gray. Special Music: "Spring is Here" by Richard Rodgers, played by Lynne Haeseler. "Sound Over all Waters" by Paul Halley. Congregation Choir and Kat Crabtree, soloist. "Music for Prepared piano and Percussion" by Lynne Haeseler, Don Weir and Connie Jharmarkt. "Somewhere Over the Rainbow", by Harold Arlen, Arr. George Shearing, played by Lynne Haeseler.
- Feb 26, 2011 - Cabaret – **"UUCP the Musical: a Parody of Sunday Service"**.



- February 27, 2011 – Sermon – **“The Healing Power of Laughter”** by Rev Susan Frederick-Gray. Special Music by Igor Glenn. “Just a Closer Walk with Thee”, by Igor Glenn, “Big John” Cieslak and Lynne Haeseler. “When the Saints Go Marching In”. “Today” by Randy Sparks. “What a Wonderful World” by George Weiss and Bob Thiele. “Alleluia Praises Sing” by Igor Glenn. “This Little Light of Mine”, African American Spiritual. “Coffee, Coffee, Coffee” by Igor Glenn. “May the Road Rise Up to Meet You”
- March 6, 2011 – Sermon – **“Let’s Make History – Are You In?”** By Rev Susan Frederick-Gray. Special Music: “Des Abends” by Robert Schumann (1810-1856) played by Gerry Kato. “Be Ours a Religion” by Jerry Whalin and sung by the Congregation Choir with Dennis Yee on cello. “Spanish Dance” by Enrique Granados, played by Gerry Kato and Lynne Haeseler. “Hungarian Rhapsody” by Franz Liszt (1811-1886) played by Lynne Haeseler.
- March 13, 2011 – Sermon – **“Trying Times”** by Rev Susan Frederick-Gray. Special Music: “Tomorrow” by Charles Strouse, Sung by Katie Quinn. “Om Tare” (Tibetan Buddhist chant sung by Pinna Joseph accompanied on cello by Dennis Yee). “Joc de Leagane” Transylvanian Folk Song played by Connie Jahrmarkt, Dennis Yee and Lynne Haeseler. “Erev ba”, Israeli Folk Song sung by Pinna Joseph, accompanied by Dennis Yee and Connie Jahrmarkt.
- March 18, 2011 – Music Night – “Luck O’the Irish”.



- March 20, 2011 – “Flower Communion – Lessons in Reverence”, By Rev Susan Frederick-Gray and Jim Scott. Special Music by Jim Scott: “Common Ground”, “Oneness of Everything”, “Harmony”, “Nothing but Peace is Enough”, “Go Your Way in Peace”, “May Your Life Be as a Song”, “Gather the Spirit”. Congregation Choir Sings
- March 25, 2011 – Auction Dinner at Connie and Richard Jahrmarkt’s house won by Charlotte & Smoot Carl-Mitchell, Bonnie & Dave Cunningham and Susan Morris & Duke Plattner with entertainment provided by Chris Anderson and Kat Crabtree. A great time was had by all.



- March 27, 2011 – “Picking Your Team” by Rev Don Southworth. Special Music: “Theme from the Golden Variations” by J.S. Bach (1685-1750) played by Lynne Haeseler. “Children of the Universe” by John Denver (1943-1997) played by Lynne Haeseler, and “Take me Out to the Ballgame” by Jack Norworth (1908), played by Lynne Haeseler.
- April 3, 2011 – “Celebration Sunday and 50th Anniversary of UUCP Campus”. Sermon – “It’s Time to Get In!” by Rev. Susan Fredrick-Gray. Choir sings “Let This Be a House of Peace” by Congregation choir. UUCP scavenger hunt to see key sights including” Memorial Garden, Meditation Garden, Isabel Johnson Room, Pre-School, Balcony, The Ghost Eye Tree, The Transylvania Connection, settled ministers and building plans.
- April 10, 2011 – Justice Sunday – Service Leader: Heather McLellan. Speaker: Sun princtp, Social Justice Director. Special Music by Dave Bellama includes: “Twenty Years Ago” by Eric Bogle/adapted by Dave Bellama and “Keep Your Eyes on the Prize” Traditional/Alice Wine adapted by Dave Bellama. “Anthem” by Leonard Cohen, performed by Kat Crabtree and Chris Snyder. :“Kingdom of Heaven” by Melissa Etheridge performed by Chris Snyder.
- April 15, 2011 – UUCP Music Friday – “Broadway Favorites”
- April 17, 2011 – Earth Day Multigenerational Service – Family Choir performs “Open Your Heart” by Mary Grigolia; “Sing It For the Earth in Need” by Sue Ribaud with reprise played by Connie Jahrmarkt.
- April 24, 2011 – Easter Service. Sermon – “Life, Myth and Meaning” by Rev. Susan Fredrick-Gray. Choir Sings: “Processional Alleluia” by C. Harry Causey; “Alleluia” by Randall Thompson. Lynne Haaeseler plays “Prelude in G” by F. Chopin (1810-1849) and “Easter Parade” by irving Berlin (1888-1989).
- June 5, 2011 – Final Music Committee Meeting of the year after regular Sunday Service at 10:30a.m.



Connie Jahrmarkt and Jim Scott, UU Composer and musician.

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

Thank You,

Diana Ashley, Chair

Choir Roster as of 3/31/2011

Conductor: Jahrmarkt, Connie

Accompanist: Haeseler, Lynne

Sopranos: Allenby, Carolyn; Banks, Myra; Boecker-Grieme, Uli; Boomer, Shannon; Chang, Paula; Featherston, Donna; Helton-Riley, Emily; Hise, Sharon; Iyer, Melinda Merkel; Lawton, Jean; Leonard, Elise; Morris, Susan; Quinn, Karin, Shannon, Pat; Short, Joyce

Altos: Ashley, Diana; Carl-Mitchell, Charlotte; Crabtree, Kat (Kathryn); Cunningham, Bonnie; DeMarco, Ginny; Fussell, Tucky; Gay, Pauline; Lawrence, Linda; McDade, Sally; Michael, Joanne

Tenors: Adkins, Paula; Berg, Barbara; Carl-Mitchell, Smoot; Hess, Bobbi; Rubin-Williamson, Lori; Snowden, Bill; Snyder, Chris; Thomson, Sandy; Trumble, Duane; Whalin, Jerry

Basses: Boecker-Grieme, David; Cunningham, Dave; Glenn, Igor; Gray, Dick; Jahrmarkt, Richard; Kirkland, Sam; LaBonte, Chris; Lawrence, Gary; Leesley, Bob; Plattner, Richard; Smith, Paulie

NOMINATING COMMITTEE

Members:

Second year: Gene Harvey, Donna Featherston, Ann Marie Ciemny;

First year: Larry Agle, Susan Morris, Sandy Weir

The UUCP bylaws govern the core job of the Nominating Committee: 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 other key task, stated in UUCP's current strategic plan, is to run a leadership development program with a "Leadership Development Day" in the fall.

Recent Nominating Committees developed effective business practices that were a good example for this year's operations. We had a transition meeting in the spring that included the outgoing members. Later, 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. We used job descriptions developed in 2009-10 for Board President, Treasurer, and at-large members and for Nominating Committee members. We coordinated with Rev. Susan Frederick-Gray at meetings in January and March.

We met with the Board of Trustees in December to discuss criteria for selecting new Board members and perspective and skills needed on next year's Board. Board members also told us what they have found most rewarding about serving on the Board. We then proceeded to recruit nominees for both the Board and the Nominating Committee.

The slate of candidates for positions to be elected at the May 22, 2011 congregational meeting is:

Board of Trustees

Two year terms:

Elyse Arring, Secretary

Diana Ashley, Member at Large

Linda Bellantoni, Member at Large

One-year Past President position (as specified by bylaws):

Ellie Anderla

Nominating Committee (all are two-year terms)

Jay Bastani

Sarah Carlson

Greg Holmberg

Those elected will join those continuing members of the two groups who are in the middle of their two-year terms.

The Nominating Committee organized and led the congregation's Lay Leadership Development Day (LD Day) on February 5, 2011. The program was based upon two interactive workshops from the UU Association's "Harvest the Power" curriculum: "Power and Authority" and "Keeping Distress Productive." The day connected about 20 prospective congregational leaders with about 20 experienced leaders. The committee was assisted by the Membership Engagement Committee (Angela Jansen and Gary Lawrence) and Membership Coordinator Linda Lawrence. Interim Director of Religious Education Victoria Capon prepared the lunch, assisted by 5 members of the Coming of Age class. Childcare was provided.

Nominating Committee leaders had an April 2011 meeting with Council leaders to coordinate the planning of leadership development events for 2011-2012. A fall leadership development day led by Nominating Committee is tentatively scheduled. At the April meeting it was reconfirmed that Nominating Committee should do general leadership training, and should rely on the Council to train committee chairs on operational matters, including alignment with congregational plans. We have also had conversations with Victoria Capon and we intend that there be continuing coordination with Adult Faith Development.

The committee also supported the UUCP auction fundraiser by organizing a Traditional Hanukkah Meal / Celebration at the Morris-Plattner home. Susan Morris and sous chefs prepared matzo ball soup, brisket, latkes, challah, and other dishes. Duke (Richard Plattner) told the story of Hanukkah and spoke the traditional Hebrew words as candles were lit.

This year's Nominating Committee came to know one another better and enjoyed working together.

Respectfully submitted,

Sandy Weir, 2010-2011 Nominating Committee Chairperson.

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 in April 2008 by the Town of Paradise Valley of the UUCP 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 responsibility of the financing of projects was transferred to the 2010 Capital Campaign Committee in 2009. The Committee approved an updated mission statement for the Renovation Committee on June 6, 2010 as:

- Oversee the construction of the remaining elements of the Phase 1 Building Program
- Provide representation for direct communication with the architect, general contractor, owner's representative (when selected), and other vendors
- 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

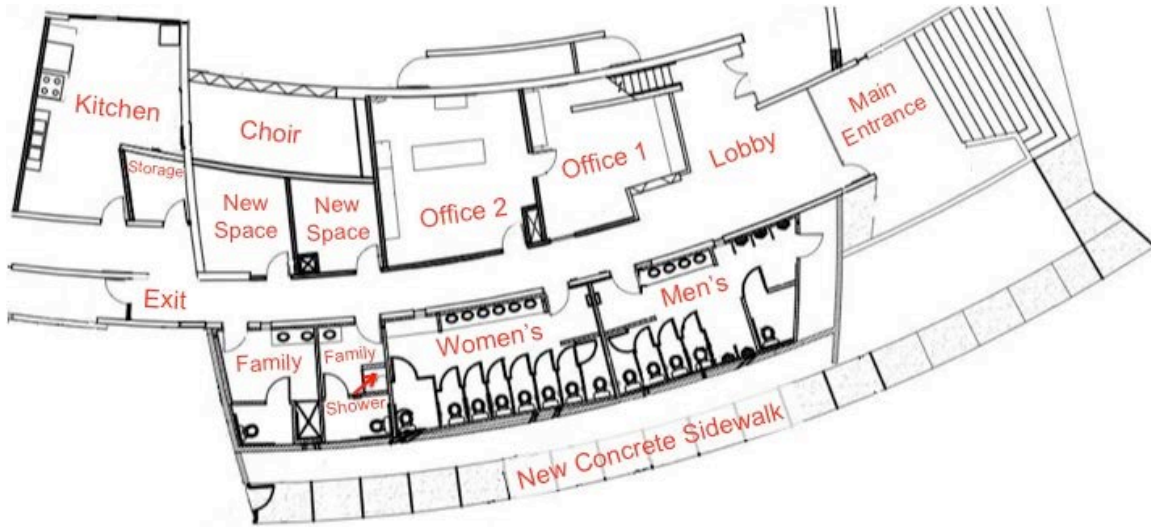
The Board of Trustees approved the continuation of the Renovation Committee and the selection of Don Weir as the continuing chair for the 2010-2011 fiscal year.

The 2010 Combined Campaign "Time to make it real!" included a 3-year capital campaign to address the following building needs:

- Restroom Core Addition - This new construction includes a new structure with retaining walls, slabs, roof structure and roofing, interior partitions, finishes, plumbing fixtures, lighting, power, mechanical system, sprinkler system and fire alarm system. Men, Women, and Unisex restrooms with shower are included.

- Sewer system – We have two rapidly deteriorating septic systems. Maintenance on these systems is increasingly challenging and we are again reminded of our desire to reduce the environmental impact of our campus. The septic systems will require replacement in the not too distant future and we have a new opportunity to activate and tie-in to the Lincoln Drive sewer line.
- Electrical upgrade – Install a new service entry station and upgrade the affected distribution boxes.

The drawing below shows how the new restroom core will integrate with the existing space nearby.



The following members, staff, and friends contributed to the work of the committee:

Rev. Susan Frederick-Gray, Heidi Parmenter, Piya Jacob, Don Weir, Bill Mee, Richard Plattner, Gene Rowley, Mark Grenard, Greg Cline, Bob Kammerle, Jen Smith, Sarah Carlson, Smoot Carl-Mitchell, Bart Fabor, Jack Putta, Glen Lockwood, Gary Ezzell.

The Renovation Committee has held 6 formal meetings to date during this fiscal year. The following paragraphs outline the highlights of the 2010-2011 year activities.

The Renovation Committee oversaw the completion of the 2010 Construction Contract with Robert Porter Construction. 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 final invoice was reviewed and approved, as-built drawings received, and the completion of all final inspections verified. The overall cost summary of the project is as follows:

\$300,898	Original contract
\$15,051	Additional costs of change orders
<u>(\$10,358)</u>	Allowances and original work not required
\$305,591	Final cost of work by Robert Porter Construction

In addition, \$2573.04 was paid for landscaping of the DVLC play area to separate vendors. Therefore, the final construction cost was \$308,164.04.

Amendment 11 to the contract with Doug Sydnor and Associates (DSAA) was required for the additional design work for the 2011 project. After significant negotiation with the Renovation Committee, Rev. Susan Frederick-Gray, and the Board of Trustees, the amendment to the DSAA contract was signed by the UUCP on October 11, 2010 and by DSAA on October 14, 2010.

The Committee verified that the two parcels of land that the UUCP owns were officially re-designated as a single parcel in 2008 and the new parcel ID is 69-22-132. Also, the correct name for UUCP is now on the record. The new parcel information is located at:

<http://www.maricopa.gov/Assessor/ParcelApplication/Detail.aspx?ID=169-22-132>

The UUCP reached an agreement with the Town of Paradise Valley in October 2010 to have the Lincoln Drive sewer line connected to the City of Phoenix sewer system and have the UUCP sewer connect to the Lincoln Drive sewer line. It represents a considerable cost savings compared to directly connecting to the City of Phoenix sewer system at the southeast corner of our property.

Bill Sweeney of Copper Desert Enterprises L.L.C. was interviewed and selected from four candidates to advocate for the UUCP during the construction of a new restroom core and sewer line connection. Bill is a senior construction / project manager with more than 30 years of experience in the construction industry. The size of the project and the inclusion of new construction justify the professional assistance. It is planned that the cost of the Owner's Representative will be more than offset by reduced construction costs.

The preliminary architectural drawings for the restroom core were received in June 2010. They were reviewed to determine the scope of a project for restrooms that is consistent with the level of pledged support from the Capital Campaign. Doug Sydnor, the UUCP architect, worked with the civil, electrical, and mechanical engineers to produce the final construction drawings which were delivered in January 2011. Bill Sweeney reviewed the drawings and judged them to be ready for bid. The building permit request was filed with the Town of Paradise Valley. Final approval is expected by the Spring 2011 Congregational meeting.

Robert Porter Construction, the UUCP General Contractor, is obtaining competitive quotations for the construction tasks. They use an 'Open Bid' process where a minimum of three prequalified subcontractors submits bids on each major trade. Bill Sweeney and members of the UUCP Staff & Renovation Committee will review the bids as they are received. This effort is planned to be complete by the Spring 2011 Congregational meeting.

Robert Porter Construction also performed a value engineering review of the drawings. They identified opportunities for minor changes that will reduce construction costs. These changes were presented to Doug Sydnor and the UUCP for review and approval.

The Buildings and Grounds Committee completed the dust control remediation for the Northwest Parking Lot. The Renovation Committee worked with the Town of Paradise Valley to see that the inspection was completed and a memo certifying compliance was issued.

Over 5 years ago when Lincoln Drive was improved, SRP rerouted service on the UUCP property to be able continue providing power. This rerouting led to a need for an electrical easement on the property. An SRP letter dated October 4, 2010 informed UUCP of this easement. There is no record at UUCP of SRP ever informing UUCP of the easement previously, even though SRP claims to have notified us on 3 previous occasions. The easement is 8 foot wide, centered on the power line. The line enters the property from 40th Place to the east about 60 feet south of the north property line. It then turns south to the power pole that is west of the west end of the 1961 building. Bill Sweeney has been negotiating with SRP to have the power lines moved to the public use easement. As of this report, the UUCP has not agreed to the easement and the negotiations will need to continue.

In August 2010, the main water line to the 2001 Annex sprung a leak underneath the basketball court. The concrete court was cut to locate and repair the leak. The Desert View Learning Center (DVLC) contracted to repair the concrete of the basketball court and install a "sport court" surface. UUCP assumed responsibility to repair the concrete and DVLC paid for the new surface. In addition, UUCP hired Precision Locating to map out the water line from the shut-off valve near the "pit"

at the west end of the main building to the access port at the front of the DVLC office, and on to the irrigation valves to the south of the 2001 Annex. Possible alternate routings were identified. Also, a process was identified to bypass the section under the basketball court if another leak were to occur there. A drawing of the water line and the depth data for the UUCP and DVLC permanent records was prepared. This waterline will ultimately need to be replaced.

The archive material for all legacy construction was reviewed. All stamped drawings and noteworthy sketches were scanned. Electronic copies of the drawings are now available through the Archive Committee, the Renovation Committee, and the UUCP Office.

Doug and Sonya Sydnor hosted a "Dinner with the Architect" at Don and Sandy Weir's house to support the UUCP 2010 Auction Fundraiser. Doug provided a talk from his book "Images of America - Scottsdale Architecture" with some added information on Blain Drake, the original architect of the UUCP building. He also contributed three-autographed copies of the book that were raffled off during the dinner. Don and Sandy provide a dinner and refreshments of family specialties.

The Renovation Committee supported the scavenger hunt station for the Celebration of the 50th Anniversary of the building on April 3rd, 2011. Five posters were prepared showing the original building concept from Blaine Drake, 1961 construction, 1965 construction, 2001 construction, and 2011 construction plans. The station was active for both services.

The Renovation Committee will continue to support the 2011 Construction Project to completion.

Respectfully Submitted,

Don Weir, Chair

2010-11 Renovation Committee

RIGHT RELATIONS MINISTRY

This is the annual report for the Right Relations Ministry. The Retreat included part of the March and part of the April meetings. Vince Waldron will assume the chair from June 2011-2013. Jr. Chair will be selected at the May meeting.

Accomplishments

1. Worked with Terry Simmons and with Victoria Capon to improve the working relationship between RRM and Adult Faith Development.
2. Provided several mediations for congregants.
3. In conjunction with Rev. Susan's Yom Kippur sermon, Vince Waldron offered a Saturday workshop on forgiveness and a Muuvie followed by discussion on forgiveness. Both were well attended. To cover costs, the workshop charge was \$10 for UUCP members and \$30 for nonmembers.
4. RRM investigated several couple's courses and chose one created by the UUA. The first series of 6 sessions was offered February and March co-facilitated by Joan Gale and Bill Snowdon. The course closed almost immediately and evaluations were very high. RRM plans to offer a second Couples Enrichment workshop during February-March, 2012. Costs are \$10/person with AFD passes not accepted.
5. Added two new members--Joan Gale and Mary Dawes.
6. Assisted Rev. Susan with Right Relations issues.

Some Goals for 2011-12

1. Continue to define responsibilities for RRM and AFD in collaborating efforts.
2. Revise RRM Brochure and Distribute more widely.
3. Distribute "Covenant of Commitment to our Congregation," in printed & laminated form, as part of brochure in pamphlet rack.
4. Begin each mediation with "Covenant of Commitment to our Congregation."
5. Offer a workshop for Singles Interaction Workshop and begin to organize Singletarians.

Submitted by Julie Wambach

SHARE THE PLATE COMMITTEE

Our Share the Plate Committee works to extend the outreach ministry of UUCP to charitable organizations that engage in direct service or justice work which lives our values. Each month, UUCP returns one Sunday's collection plate to the community and all are encouraged to submit an application at the UUCP website.

Selections are made based primarily on affinity with UU principles and level of UUCP member involvement. Recipients this past year include: Fresh Start Foundation, ANSWER, the UUA, New Day Center, The Family School, Circulo de Amigas, Booker T. Washington Child Development Center, Interfaith Cooperative Ministry, the UUSC and Hogar de Materno.

The committee welcomes your sharing in this valuable effort by submitting an application on behalf of an organization of your choice.

Total contributions for July 2010 through April 2011: \$9757.80

Average monthly contribution: \$1084.20

Submitted by Judy Lambert

Committee members: Carolyn Allenby and Larry Thwing

	Organization
July 2009	None
August 2009	None
September 2009	Association Sunday
October 2009	TransMentors
November 2009	ICM
December 2009	Circulo de Amigas
January 2010	Haiti Relief Fund
March 2010	Booker T. Washington
March 2010	UUSC
April 2010	Phoenix Permaculture
May 2010	Hogar de Materno
June 2010	Puente
July 2010	None
August 2010	Fresh Start Foundation
September 2010	ANSWER
October 2010	Association Sunday

November 2010	New Day Center
December 2010	Family School
January 2011	Circulo de Amigas
February 2011	Booker T. Washington
March 2011	ICM
April 2011	UUSC
May 2011	Hogar Materno
June 2011	No Mas Muertes

SOCIAL ACTION COMMITTEE

The year started in the aftermath of SB 1070's signature and hundreds of UUs and friends from across the United States coming to Phoenix for July 29th, a day of protest against SB 1070. As people were arriving in town, UUCP hosted a screening of "9500 Liberty", a documentary film about a similar law in Prince William County, Virginia. The sanctuary was literally standing room only. After the screening, a panel discussion with the filmmakers, Annabel Park and Eric Byler, and former U.S. Representative Sam Coppersmith and League of Arizona Cities and Towns Lobbyist Dale Wiebusch. The panel discussion was webcast to groups across the country which had watched the documentary on DVDs. On July 29th, Reverend Susan helped in leading a rousing, morning Interfaith service at the Episcopal Cathedral in downtown Phoenix. After the service hundreds demonstrated against SB 1070 and for the concerns of human rights of migrants and the undocumented.

SAC led UUCP's participation in the Rainbows Festival for the first time. We teamed with all three other UU congregations in the Valley to host a booth for the two-day festival in Heritage Park in downtown Phoenix. As the Festival planning was occurring, SAC began working with UUCP's reborn Interweave group. Later in the spring, SAC assisted Interweave with a screening of and panel discussion after the documentary "Bullied" and with the planning for the PRIDE Parade and Festival booth.

Another UUCP group that SAC worked with throughout the year was the Eritrean Refugee Initiative. The SAC donated Eritrean jewelry to the UUCP Auction. During the Holiday Drive, SAC and ERI collected a variety of items for the Eritrean families. ERI was featured at the March Social Action Luncheon, which had fantastic Eritrean food prepared by the families. The SAC table also provided information and collected items for ERI.

SAC continued our long relationship with Circulo de Amigas, a UU started program for young women in Jinotega, Nicaragua. We sponsor two girls in the program and a Share the Plate raised funds for Circulo. UUCP's own Paula Kulina and Ernie Garcia spoke on the visit to Circulo at the September Social Action Luncheon.

Other Social Action Luncheons this year featured Eric Ebst of the Arizona Advocacy Network speaking on the November ballot initiatives, students from the ASU Sandra Day O'Connor Law School's Liberty Project for reproductive rights, and Leila Pine and her husband Craig McComb speaker about the UU Church of Tucson's program No More Deaths.

Prior to and after the November election, SAC and the Immigration Task Force helped Mi Familia Vota to register people to vote and also complete citizenship applications.

In addition to items collected for the Eritrean families during the holidays, books and clothes were collected for Interfaith Cooperative Ministries and for Booker T. Washington Child Development Center. SAC also collected well over one hundred new and used eyeglasses that we in turn provided to the Lions Club for their distribution to Arizonans in need.

SAC was out and about in our tennis shoes, participating in and raising funds for the Walk to Save the Animals, the UMOM New Day Walk, and the NAMIWalk (National Alliance on Mental Illness).

SAC continued to run the Social Action Table at the rear of the sanctuary during Sunday services. Hundreds of fair trade chocolates and coffee was sold to help raise funds for the UU Service Committee, UUSC, and UUCP's social justice programs.

Speaking of UUSC, SAC and our UUSC representative Heather McLellan, participated in UUSC's Guest at Your Table program, which raised funds and increased congregation participation in UUSC. A Share the Plate was collected for UUSC.

Another of our international programs is ANSWER Nepal, a program that allows lower caste children in Nepal to attend upper caste schools. SAC sponsors one girl and was pleased to host ANSWER's Earle Canfield for a dinner and at a Sunday service. Share the Plate raised funds for ANSWER.

The Social Action Committee had a busy year with many new faces joining us and helping us work for social justice with the congregation in our community. Chair Bill Lace and Co-Chair Sarah Burchard thank everyone.

STEWARDSHIP COMMITTEE

This report builds on the history presented in the 2010 Annual Report. By May 2010 we approached the end of the combined Stewardship/Capital Campaign. The Campaign raised \$819,340 for the 3 yr Capital Campaign and \$373,782 for Stewardship for the 2010-11 operating year. There were 247 households pledging including a record number of waivers requested at 39 in 2010 due to the harsh economic conditions. In addition, a concerted effort was made to contact members with financial difficulties to ensure they knew they were supported as members who are committed to the congregation and encouraging them to apply for a waiver for the year.

During December and January, Rev. Susan Frederick-Gray and Diana Ashley planned the Stewardship meetings for the coming year beginning with a leadership meeting on Friday March 4, 2011 at the home of Jimmy and Susan Leung. Selected congregation members were invited to solicit leadership pledges. Rev. Susan, Diana Ashley, Heidi Parmenter, Susan Morris and Carey Crabbs worked together to design the combined campaign materials under the title: Are You In?

Rev. Susan and Diana elected to use an abbreviated "house meeting" format this year, utilizing the 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 Sandy Weir using sophisticated mapping software to update the geographic groupings to 5 geographic areas. Then Diana Ashley recruited hosts for the neighborhood meetings: Gerry Kato, Bill Parker & Betty Saylor, Susan Morris/Richard Plattner, Susan Goldsmith and Don & Sandy Weir. In addition, a separate meeting was held on the UUCP Campus for "almost new members" who have been members for between 2-4 years. Wambach's groupings and Meetings were scheduled on the weekends between Up to four meetings were scheduled for each weekend between March 5 and March 27.

We kicked off the general campaign on March 6 having received advance stewardship pledges of over \$159,250 (a 9.8% increase over advance pledges last year). We ended the campaign on April 3 with "Celebration Sunday" which combined the end of the Stewardship Campaign with the 50th Anniversary Celebration of the UUCP Campus. As of April 28, our pledges total \$373,192 for stewardship with 219 households pledging including 29 waivers requested. The median pledge is currently \$1,000 and the average pledge is \$1,704. A subcommittee has been recruited to make follow-up phone calls to the 75 households still outstanding, and we are in a good position to exceed the amount raised last year.

Rev. Susan Frederick-Gray was deeply involved in the 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.

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.

We elected not to state a specific numerical goal. Instead, we emphasized the goals for next year: increasing support for the music program, increased administrative asst support, and progress toward increasing support in ministry functions. We also emphasized the message of intentional giving of 5-10% of one's income away to worthy causes and making UUCP a priority in that giving. In addition, we emphasized the UUA giving guide support levels: supporter, sustainer, visionary, full tithe. We asked leadership to consider raising their pledges which increased almost 10% over 2010 and also asked the congregation to consider raising their pledges if possible.

In these difficult economic times, we continue to surpass expectations, demonstrating how much we believe in ourselves and in our future.

Indeed, we have all shown that we are "All In!"

Diana Ashley

SUNDAY SERVICES COMMITTEE

The Sunday Services Committee plans, arranges and conducts services in the absence of our minister, Rev. Susan Frederick-Gray. Throughout the year we work closely with Rev. Susan and music director Connie Jahmarkt in monthly meetings.

Our goal is to provide spiritual, inspirational and educational services with a variety of interests.

The SSC is comprised of members Heather McLellan, Terry Simmons, Sarah Burchard, Nancy McCharen and new member Gary Lawrence, with Terry and Heather as co-chairs. Each member takes an active role in planning and leading services.

Services 2010-2011:

Eritrean Refugees - Janice Brunson

Lessons Learned in Africa - Nancy McCharen, Dave Bellama

General Assembly - Terry Simmons

Forgiveness - Vince Waldron

Woody Guthrie - Dave Bellama

Dances of Universal Peace

Poetry - Connie Jahmarkt

Compassion - Rev. Kathy Baughman

Rev. Susan Manker-Seale

UUSC Justice Sunday - Sun Principe

We glean much inspiration and satisfaction from planning and leading UUCP services, and always value feedback from the congregation.

Respectfully,

Heather McLellan, Co-chair

UUEEC COMMITTEE

The school has come a long way since August and we fought hard to make it happen! I want to thank all of those who supported myself and the committee. In the face of adversity, instead of lamenting about the negative situation we were faced with, it was and still is my belief to charge forward to make change happen with a plan in place. The committee embraced my lead and together we worked hard to:

1. Ensure the financial stability and viability of the preschool
2. Maintain as much normalcy and consistency for the children as possible
3. Host the Fall Festival and Festivus Auction, which together raised almost \$13,000
4. Update and maintain the school's website, coop schedules, calendars, conferences and parent meetings
5. Create job postings and hire both the new Director, KellyAnn and the new teacher, Kristen, by our preset deadline of January 3rd
6. Ensure Director duties were complete including subbing needs, licensing requirements and teacher and classroom supplies were complete

These were not easy tasks but of course, necessary. Without the support and help from the Committee and Heidi Parmenter, none of this could have been accomplished. My heartfelt thanks and sincere appreciation go out to:

Sara Uribe (Chair Elect)
Lisa Paine (Finance Rep)
Sarah Root (Secretary)
Sarah Fein (Fundraising Chair)
Amy Smith (2's Class Rep)
Lisa Lowrie (3's Class Rep)
Deb Razar (4's Class Rep)
Brock and Cary Armstrong (Members at Large)
Elaina Verhoff (Member at Large)
Heidi Parmenter (UUCP Administrator)

Auction Results:

The auction was a huge success!! The finals numbers have not been tallied, but the initial report shows we made approximately \$11,000!!!

Thank you parents and teachers for your attendance, good cheer and of course, all of the money you spent at the auction. Your donations go directly to our operating expenses including teacher salaries, our extracurricular programs, and all of our amazing learning tools, supplies and toys. As you all are aware, the school started off the year in financial stress, but thanks to the generosity of so many of you, we plan to finish the year strong.

I want to thank the EEC Committee for their amazing work putting this together. We came together beautifully, recognizing and making use of each other's strengths. A true team and I could not be happier or prouder of what we accomplished!

Thank you Sarah Fein for stepping up and volunteering to lead our fundraising efforts this year. She is a new parent to the school this year, but stepped right into the most challenging position on our committee. Thank you to Lisa Lowrie, who similar to years past, provided her expertise and wonderful ideas to help make it happen. She even took pictures of the Pre-K class for the alphabet book. Thank you Sara Uribe for the lovely invitations you designed, the event decorations and of course, the flashcard poster- what a hit! Thank you Lisa Paine and Doug van der Veen for managing the auction software including the set-up, check in and check out. I so appreciate your organization. Thank you Elaina Verhoff for contributing so many great auction items as well as ideas and suggestions from past experience. Your input was so valuable to the group. Thank you Sarah Root (and to your mother) for all of the innovation and creative donations! I appreciate your hard work. Thank you Deb for organizing the pre-k class project, not an easy task with 17 kids! Thank you Amy Smith for coming a few

hours early to help set-up and staying late to help with the clean-up. Finally, thank you to Hillary Pratte, a non-committee member, who showed up at the Tavern in the afternoon to set-up! We all appreciated your help.

Thank you to John and Michelle Chaix for helping to make our event location happen at Arcadia Tavern - what a great venue!

There were so many creative and homemade donations from our parents and teachers and I thank everyone for their contributions!! I am grateful we have such a generous and talented parent and teacher community!!

I also want to thank a few specific people for all of their work with the auction items. Nicole Nielsen and Sarah Root did the most amazing job taking pictures of our kids! Lisa Paine printed them through Shutterfly and Elaina Verhoff put them all in the frames. If you did not attend, you can purchase your child's picture for \$25. They are fabulous!! Thank you to Sarah Root, Sara Uribe and Teacher Doug for making the 2's and 3's table and chair sets that were auctioned off.

Respectfully Submitted,

Steffany Doolittle

UNICARE

It has been my great pleasure to chair Unicare, the committee that fosters the care of its members. Our UUCP members reach out in so many ways to care for those who grieve, for those who are recovering from surgeries or illness or for those who need some assistance or a kind word in a rough time.

Our annual meeting was held October 27th at a 12:00 lunch in the Johnson room. The first order of business was the revision of the Unicare Charter. The charter was amended, with the addition of the limitation of the term of the chairperson, to read: Elect a chairperson who will serve a two year term beginning in June. (This person may agree to one additional two year term.) A council of three to four persons, appointed by the chairperson will serve as vice-chairs to the chairperson during that term. The name of the candidate for Unicare Chair will be ready for presentation at the annual Spring meeting of the Congregation.

The "Friendship Pair" list was updated to include those who are homebound or infirm and would enjoy a special friend in the Congregation to visit or call on a regular basis.

This year, Unicare hosted the memorial service for six of our members: Dorothy Giel, Robert Morris, Kermit Butler, Terry Votichenko, Bill Roberts and Pat Aloe-Stauber. A big thank-you to all of those who helped with these memorial services. The list of volunteers is long and all are greatly appreciated.

Jean Rosenberg has agreed to take the position of chair for Unicare starting in June. She will have the support and council of those in the Unicare committee and we thank her for her acceptance of this important role at UUCP. Being a part of Unicare is a most rewarding volunteer joy.

Julie Smart
Unicare Chair

WORSHIP ASSOCIATES

Worship Associates is a new program at UUCP this year. As we share our journeys and grow in spirit, our most widely shared experience is Sunday morning worship. The WA program is based on the underlying premise that collaboration among clergy and lay members in the creation of worship services produces vibrant worship that enriches the experience for everyone and draws new people to the Congregation.

Worship Associates work with Rev. Frederick-Gray and Music Director Connie Jahrmarkt to create and lead worship. Associates explore the qualities of excellent worship, receive training in the conduct of worship services and meet together quarterly to discuss and help plan upcoming worship services. Each Associate works with the Minister and Music Director in the creation of four to six services a year - collaborating on developing the focus of the service, on bringing resources to the service and in conducting the service. Associates also help lead worship when the Minister is out of the pulpit.

In February, nine Worship Associates were selected from an outstanding group of applications; they will serve two year terms. After a half day training session, the Worship Associates began participating in worship services in April. When Rev. Frederick-Gray was called away in April to preach at the congregation of her childhood, the Music Director, members of the Congregation and several Associates were instrumental in creating a multi-generational Earth Day worship service.

The Worship Associates are: Anne Byrne, Gary Ezzell, Susan Goldsmith, Richard Jahrmarkt, Gary Lawrence, Glen Lockwood, Karin Quinn, Jaynn Truran, and David Weaver.

Worship Associates look forward to serving the Congregation and to an on-going dialogue with the Congregation about excellence in worship at UUCP.

Coordinator of Worship Associates, Susan Goldsmith

YOUNG RELIGIOUS UU'S

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

We kicked off our year together with our annual lock-in, welcoming new faces into the group. It appeared that we would have at least 15 youth in YRUU this year, (after a year of consistently high numbers in attendance) but group participation dropped off considerably as the year progressed, to a core group of about seven dedicated, insightful, fun teenagers! We focused our programming around the Small Group Ministry Model for youth, supplemented by discussions of famous UUs, Arizona politics, rap lyrics and world peace.

One of our youth, Sofi Sweeney, turned her Spring Break vacation from school into a UU social justice opportunity and joined James Forrest and other UUs from the district on a trip to the Mexican border and beyond to see and discuss immigration issues. They both admit it was a tough trip, but they are glad to have had the opportunity to witness.

Our congregation sponsored the PSWD YRUU Spirituality Conference in February, and several of our teens attended both summer and winter sessions at Camp DeBenneville Pines. Many of our members have been involved in musical and theatrical productions in their schools, and we have celebrated a lot of wonderful milestones with our teens this year. Our worship service in February was once again received by the congregation and visitors with so much love and support – the youth really enjoy planning and delivering their annual service!

Van Lockwood will be leaving his position as a youth representative to the UUCP Board (thanks to Van for his years of service!). Celeste Allen will continue for another one-year term, joined by Asha Arora. (Celeste and Asha are also attending General Assembly 2011!) We will also be saying a good bye of sorts to Mitchell St. Clair, who will be studying in Germany for his final year of high school!

And finally, with a mixture of sadness and excitement we celebrate the graduations of Natalia Hankins, Van Lockwood, Kelia Noonan and Sofi Sweeney and wish them well as they head off to college in the fall. Van, Natalia, Sofi and Kelia have been leaders within our YRUU group and have served in various positions at the district level, and we are so tickled that they have all left their marks at UUCP. With their collective blessing, we look forward to next year with excitement!

So while some new friendships have rooted and many more have grown deeper, and our youth continue to rock the world, we are able to look back at our year together with satisfaction. YRUU continues to offer a safe space for our high-school aged youth to gather, share, grow, question, learn, discover, and be.

Respectfully Submitted by your YRUU Advisors,

Jaynn Truran, Sarah Henkel, James Forrest.

SPONSORED GROUP REPORTS

ART GROUP

This group met last summer on most Mondays to paint, sketch, and prepare scrapbooks. The attendance varied from 2 to 5. The members are grateful to the administrative staff and volunteers for facilitating the summer activity.

Jay Alagia

CIRCLE DINNERS

Circle Dinners were a great success this year. Thirty-seven hosts/hostesses entertained 250+ people at the 23 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. Shirley and Thor Anderson are hosting this year's wrap up open house.

I aimed for smaller dinners, more of a mix of people, and bringing new members of the congregation into the dinners. I 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. This was the request from a number who responded to the previous year's survey. I am also happy to report that a number of new people joined us this and that some hosted dinners.

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

JOB CLUB

The mission of the Job Club is to provide support and professional expertise to those people needing career services including the unemployed and those making career transitions. Support is provided through a group when there are enough people desiring a group experience or individually through consultation and sharing of information. The Job Club also assists unemployed people with part time work from members of the congregation needing assistance with carpentry, plumbing, electrical, care giving, pet sitting and house sitting.

This year the volunteer professionals assisted twelve people who were seeking employment through individual consultations and provision of information on use of internet sites, understanding the career development process, advising people on their resumes, tapping into resources and helping them make the right connections.

Five people needing part time jobs to supplement their incomes were connected with people in the congregation needing work to be done.

The leaders of the Job Club bring a strong background in workforce development, career counseling and employment services. Though both are retired they are still active in the Maricopa Community College system, AARP and Fresh Start.

Submitted by Pauline Peverly and Larry Agle

MEDITATION GROUP

This group met all Saturdays except one during the year. The format remains unchanged except for one Saturday, on which we selected to celebrate as an anniversary, we met at Jay's home for snacks and one long meditation after meeting briefly in Annex B.

The attendance varied from 6 to 16.

The group is grateful to the administrative staff and volunteers for facilitating the group's activities including conversations, refreshments, and meditation.

Submitted by Jay Alagia

OUTDOOR GROUP

The Outdoor Group meets regularly to enjoy hiking through the Arizona wilderness.

<u>DATE</u>	<u>HIKE</u>	<u>LOCATION</u>	<u>LEADERS</u>
FRIDAY JAN 1	Dreamy Draw Rec. Area	Phoenix Mtn.Preserve	Sue Baird Shirley. Karas Pauline Peverly
SAT JAN 9	Tom's Thumb Trail	Scottsdale	Marshal Smart
SAT JAN 23	Rio Salado Habitat Restoration Area	Phoenix	Harriet Bliss
SAT FEB 13	Cave Creek Loop	Cave Creek	Gary Ezzell
SAT FEB 27	Barnhardt Trail	North of Fountain Hills	Judy Flanagan
SAT MAR 13	Maricopa Trail	North Phoenix	George & Shirley Karas
SAT MAR 27	Brins Mesa Trail	Sedona	Bernie Hall Julie Smart
SAT APRIL 10	Canyon Lake	Superstitions	Ron Rohlfing
SUNDAY APRIL 18	PLANNING POTLUCK For Fall Hikes	Phoenix	Pauline Peverly
SAT APRIL 24	HassampayaRiver Preserve	Wickenburg, AZ	Joyce Short and Jan Wise
SAT MAY 22	Pool Party at Colotte/ Holmberg home	North Phoenix	ToniColotte & Greg Holmberg
SAT JULY 10	Inner Basin	Flagstaff	Lillian Habeich
SAT AUG 14	Marshal Gulch / Aspen Loop	Tucson	Ron Rohlfing

SAT AUG 28	Arizona Trail at Mt. Humphrey's Trailhead	Flagstaff	Sharon Arnold
SAT SEPT 25	West Fork of Oak Creek Canyon	Sedona	Harriet Bliss
SAT OCT 23	Black Canyon	Cottonwood	Marshal Smart
SUN NOV 7	Planning Potluck	Phoenix	Pauline Peverly
SAT NOV 13	Peralta Trail	Superstition Mountains	Jeanne Devine
SAT DEC 11	Bell Trail aka Wet Beaver Creek	Camp Verde	Frank Ashton Sally Boyd
SAT Jan 1	New Year's Day Hike & Pot Luck Dreamy Draw	Phoenix	Sue Baird Pauline Peverly

Submitted by Ron Rohlfing

POETRY COFFEEHOUSE

Poetry Coffeehouse started the year on Labor Day by presenting a worship service incorporating writers featured in Poikilos, the congregation's 2010 book of creative writing, and several musicians co-ordinated by Connie Jahrmarkt. We continued meeting throughout the year on the first Sunday of each month at 9:30 in room H of the annex. Our usual bunch consists of 5 to 8 writers who are serious about writing poetry, and friends and family who like to listen or read their favorite poems.

Our mission is to nurture and encourage poets and other writers in the congregation, and to enhance the life of the congregation. Co-ordinator of the group is Tish Gauntt, and the leadership of the meetings rotates.

Submitted by Tish Gauntt

SATURDAY SEWING CIRCLE

Development of the Saturday Sewing Circle

The catastrophic earthquake that occurred in Haiti was personal for UUCP member, Juanita Guidry Copeland. Her maternal ancestors were enslaved there prior to moving to Louisiana. In order to channel her overwhelming concern and agonizing grief into positive activities, she started making clothes for the children of Haiti in her home. Initially, the on-line directions for making pillowcases into dresses were used to create for those tragically affected by this natural disaster. Other items of clothing included those for babies, boys, and adults.

After making a few dozen of them, Juanita realized that there are others who sew and who would like to volunteer their talents. There are women at UUCP who sew chalice pillows for distribution by the Circle and to use in the Johnson Room. She invited chalice creators and others to sew on Saturdays with pot luck lunch, music, and "photo ops" as each garment is completed. Some people chose to sew at home and they were provided with the materials needed.

UUCP & Glass and Garden Church

On two Saturdays, the Saturday Sewing Circle members sewed with those from the Glass and Garden (G&G) Church in their Family Center in Scottsdale. These sessions included tow men who did some of the cutting and minor maintenance of

the sewing machines and provided support. Some of the items made at G&G were distributed to the mission that the church supports in Rocky Point, Mexico.

Distribution

Juanita was unaware as to how the distribution of clothing would occur when the circle was formed. There was no budget to pay for the expensive costs involved in shipment to Haiti or other countries. Therefore, for many months, she operated on what is known spiritually as "stepping out on faith."

Eventually, opportunities were presented from sources in order to distribute the clothing and miscellaneous items to Haitians and Africans at no cost to UUCP. In addition the same was distributed to organizations that UUCP supports such as Eritreans who reside in the valley. Another distribution took place when UU Tony Banegas went to his native Honduras and took with him clothing for mothers, babies, and their siblings for Mother's Day. These were distributed at the maternity hospital, Hogar Materno, which is supported by UUCP.

Future of the Saturday Sewing Circle

The Saturday Sewing Circle will continue to operate, grow, and expand, but without its organizer, Juanita. She we respond to requests to organize similar operations locally, nationally, and internationally.

Submitted by Juanita Guidry Copeland

UUCP SEWING GROUP

A new year brings bright ideas and a new beginning to what was referred to as the Saturday Sewing Circle. On April 6th the group received word that the founder and chair of the Saturday Sewing Circle resigned. The administration asked that we resubmit all new paperwork.

On April 9th, the first meeting, the group spent the first hour sewing and eating our snacks which we all bring to share at every meeting. The group stopped their projects and started the resurrection of the new sewing group with very nice interaction by all the members present. At the creation of this annual report, this group only has this first meeting to report on.

The group created a very welcoming covenant which is inclusive to all creative people with a passion for sewing, designing, crocheting, quilting, knitting or doll making, (teddy bears?). The first line in the covenant states:

We the members of the UUCP Sewing Circle do hereby covenant to enjoy each others fellowship and to nurture our creativity, sewing for indigent people around the world. We will treat each other with respect, honoring all voices. All are welcome to sew, knit, or contribute their ideas to the mission. All group members' opinions are respected and solicited. All decisions for the sewing circle will be made by consensus. The groups projects will be funded by donations from the congregation, its members and the community at large with new or recycled fabrics, notions, yarn, bedding(in way of sheets or pillowcase), long sleeve T-Shirts and the equipment needed to accomplish the task of creating lovely dresses, quilts, pants, and other textiles to indigent people.

The former group, (primarily the same members), all created unique and beautiful dresses, Capri pants and pant sets, Caftans for Mom and baby bunting for the wee ones in Mexico. Each creation is a work of love and art. The joy of working in community with everyone on a shared vision of dressing the world has made this group even more passionate about keeping together.

At the first meeting of the restructured group four lovely dresses, one pair of pants and one quilt was produced to share with the needy. Not only do you get to dust off the old sewing machine, you get to learn from each other and gather inspiration for more artful creation the next time around. The group is fun to be with and love to share their stories of joy or sadness, work out the problems of the day or the issues that face the world while snacking, laughing and sharing in each other's pride in a job well done. Comments such as, "Wow that's cute, I love the lace you added" are often heard as well as "What do you think? Should I add more lace or is it enough?"

But as we all know, a picture or two is worth a thousand words. For more information on this group contact: Paula Adkins or Pauline Gay at 480-483-2143 sctuu_examiner@msn.com or Lori Rubin- Williamson at lori.rubin-williamson@sage.com. The group meets once a month in the Johnson Room the second or third Saturday in the month but is flexible to change...who knows maybe a Friday evening is in store. The Next meeting is scheduled in the Johnson Room May 21st from 11 to 5 so stay tuned to the Compass for more information.

Photo log of the UUCP Sewing Circle



The group at Lori's

Lori and her daughter the family affair



Lissa Heider



Anita, Lissa, Lori and Rhonda at the Glass and Garden Church Members at Large and those who have expressed interest are:
Diane Williams, Jennifer Kinney, Sandi Thomson, March Kiefer, Lissa Heider, Lori Rubin-Williamson, Rhonda Boyle, Peg Guichard Watters, Paula Adkins, Pauline Gay, Lisa Katz, Sally McDade, Joyce Short, Anita Silverthorne, Janet B and Gretchen Manker

Respectfully Submitted,
Paula Adkins

TRAVELLING SECOND FRIDAYS

Mark your calendars the 2nd Friday of each month. It is held at the UU Congregation, 4027 E. Lincoln Dr. in the sanctuary from 7:00 to 8:00 PM.

JANUARY 14 - FAREWELL MY BEIJING: THE LONG JOURNEY FROM CHINA TO TUCSON- Chi Newman, Friday, January 14, 2011

Chi and her twin sister Lu, grew up in lavish surroundings in Beijing, China. They were sent to a French School, "Sacre Coeur", at age five to learn French and British English. At age thirteen, their parents sent them away to escape the Communist and they never saw them again. Chi and later with her husband Richard, lived in thirteen countries on five continents. Her belief in the "Yin Yang" philosophy helped her survive the highs and lows of her life. She was alone with her two children for two and a half years while her husband served in Vietnam, and savored the cultures and challenges around the world. She bravely negotiated with Marxist guerrillas who kidnapped Richard in Guatemala, and enjoyed the thrill of being a spy for a short period. Chi's story is written in a gripping memoir, "Farewell my Beijing."

FEBRUARY 11 - THE CAVES WHERE WE GREW UP: STUDYING ABROAD IN POST-CONFLICT REGIONS (Albania, Armenia, Bosnia, Tatarstan and Tajikistan) - Kathleen Evans-Romaine, Friday, February 11, 2011

"When I studied abroad, I was ready for life in my host family to be different. I was not ready to see the caves where they hid during the civil war." - Emily, 2009

My host brother is the best. He takes us everywhere and he knows everyone. When he was 7, his mother sent him to the store. Someone threw a bomb in, but it fell apart without exploding, and the clerk kicked it out the door. Sherzod laughs when he talks about that day, but he still avoids stores. He only shops at the bazaar." - Mike, 2010

Studying abroad anywhere is a stressful and eye-opening experience, but studying abroad in a region that has recently experienced unrest or war presents unique challenges and unique rewards. Kathleen Evans-Romaine shares highlights from the experience of recent students from ASU's summer-abroad programs in Albania, Armenia, Bosnia, Tatarstan, and Tajikistan, using slides and videos provided by the students. The Arizona State University Critical Languages Institute, which Evans-Romaine directs, teaches 11 'critical' languages to 175 students each summer, taking up to half of them abroad to live for a month in the countries they have been studying. All of these countries face significant ethnic and religious tensions. Many have experienced armed conflict in the current generation. Living in these regions provides students life-changing lessons in tolerance, intolerance, and resilience.

MARCH 11 - VISITING THE ISLANDS, LAKES & MEDIEVAL CITIES OF ITALY, Joy and Bill Mee, Friday, March 11, 2011

In the late summer of 2009, Joy and Bill Mee sailed on a 64 ft. sailboat with their son and his fiancée and two crew members to various ports on the islands of Sardinia, Corsica, and Elba for a week. Joy and Bill then took a ferry and trains to Milan to join a Country Walkers tour of the hills and villas around and in the lakes of Orta, Maggiore, and Como. Each day they learned about the history and culture of the area on walks of several to 12 miles in length and saw some places visited by few tourists. From Milan they drove a rented car to San Gimignano where they stayed in an apartment in a converted farm house on a hill above working olive and wine vineyards. They took day trips to various medieval villages as well as to Florence and Sienna. On their last day they explored the ancient ruins of Ostia Antica outside of Rome. Come see gorgeous scenery and historic and ancient architecture and learn about life in the slow and fast lanes in Italy.

APRIL 8 - LIFE IN ENGLAND, TWO AMERICAN EX-PATS SPEND FOUR AND HALF YEARS IN CAMBRIDGE - Angela Jansen, Friday, April 8, 2011

After receiving her PhD, Angela chose to do her postdoctoral fellowship at the Sanger Centre and Cambridge University. Thus, she and her husband Greg became expats in England. Come hear about life in the UK; pubs, punting, houseboats, British travels, Burns Night Suppers, and Christmas Dinners. If you've ever been curious about living and working in England, and learning to speak the English language, come hear our story.

MAY 13- ONE MONTH IN A PARIS APARTMENT- Tom Hopkins, Friday, May 13, 2011

In June 2009 Tom and Lynda Hopkins, two retired teachers who speak French, rented an apartment in the 12th arrondissement of Paris. They had never spent more than several days in Paris even though they had visited it numerous times. The object here was to adapt to Parisian living while at the same time exploring corners of the city that were unknown to them--- not hard to find in a city of that size and variety. They developed a real affection for their neighborhood and as a bonus became good friends with the couple who owned the apartment. Hopefully this presentation will motivate you to try a similar adventure either in Paris or a favorite city of your own.

JUNE 10 - A TWO-MONTH VACATION IN AUSTRALIA - Dave and Barbara Cawthorne, Friday, June 10, 2011

Dave & Barbara traveled to Australia for two months with very little advanced planning. The only travel plans made were six flights, six cars, several hotels, and a cruise. They traveled to Ayers Rock, Sydney, Brisbane, Adelaide, Melbourne and the state of Tasmania. The cruise was a 21-day trip around the northern part of the Island which took them to Cairns, Darwin, Broome, Exmouth, and Perth. Come see all the incredible sights and animals found "Down Under."

Respectfully submitted,
Barbara Cawthorne, Chairperson of Traveling 2nd Friday

WALKING GROUP

This group met every Friday morning to walk 4 miles in 90 minutes. The attendance varied from 2 to 8. Poetry was read during stops along the walk.

Jay Alagia

WOMEN'S SPIRITUALITY CIRCLE

The Women's Spirituality Circle/Women Spirit/WSC - is a friendly group of women on a spiritual path who meet the 3rd Monday each month throughout the year at the church. In addition, we meet the 1st Sat. each month for brunch in members' homes. Our members are a blend of long-timers and new comers.

The 2-hour meetings open with a centering ritual of empowerment respecting that every woman's story is unique and important. We encourage authenticity and honesty, and ask that everyone share in the leadership of the group as they are able. After check-in an educational, spiritual or musical program led by a member follows.

Several members attended the Women's Retreat at deBenneville Pines in California and encourage more UUCP participation in this annual event at our district San Bernadino mountain camp.

Women Spirit honors the spiritual teachings of Earth-centered traditions as we celebrate the sacred circle of life. We are open to all women on a spiritual journey, always remembering to maintain a sense of humor and humility.

Blessings,

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 the Unitarian Universalist Congregation of Phoenix. Funding of this endowment is to be achieved through current and long-range gifts. UUF emphasizes gifts from trusts and estates.

All members of the UUF are also members of UUCP. The current officers and directors of the UUF are Marshal Smart, Chair, Margaret Stallworthy, Controller, Jan Kaplan, Secretary, Dave Walker, Richard Jahrmarkt, Ellie Murphy, and Jimmy Leung.

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

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

Following is a summary of UUF's assets as of December 30, 2010.

Cash and Marketable Securities \$447,919

Land \$1.00

Value of land interest deemed too speculative to list.

Respectfully submitted,

Marshal Smart

Chair

FINANCIAL REPORTS (SEE APPENDIX)