

**2011-2012  
Annual Report**

Unitarian Universalist Congregation of Phoenix

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## Mission and Scope

### *Mission*

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

### *Scope*

The Unitarian Universalist Congregation of Phoenix Annual Report is:

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

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

## Congregational Meeting Minutes

### *Congregational Meeting of May 22, 2011*

UU Foundation Meeting presided over by Marshall Smart

- The quorum of 40 members for the foundation meeting has been met. In fact, it appears that there are far more than for 40 members present.
- **New members to the foundation board are nearly unanimously elected.**

Congregational Meeting General

- The quorum for the trustee board meeting of at least 50 members has been met and probably exceeded.
- **Jimmy Leung moves to approve the consent agenda. Jan Kaplan seconds. The congregation approves the consent agenda unanimously.**

Budget

- Smoot Carl-Mitchell's smiling sign is approved by various ooooohs.
- Smoot congratulates Reverend Susan and says she's an awesome person to work with. The scribe agrees.
- Some show enthusiastic support for sound staffer.
- **The board moves through Jimmy to approve the budget. Jan Kaplan seconds.**
- A man voiced a concern that the decline in the amount of budget money for the 7<sup>th</sup> and 8<sup>th</sup> graders might hurt their program.
- Matt (a new member) wondered what the difference was between the foundation and the congregation.

- Nancy McCharen worried about the cuts in the budgets for committees. How will they be made up? Will committees be expected to make up the difference through fundraising and contributions? Will the proposed cuts mean that activities will be reduced?
- Susan's response:
- The cuts reflect what the committees used last year.
- If they asked for less, spent less than they were given, or didn't ask, that was reflected
- No committees got what they asked for; the pain was spread
- There is not necessarily an increased expectation for fundraising, but fundraising by committees is a good thing
- **The congregation approves the budget with a nearly unanimous vote.**

#### Construction Financing

- **The board moves through Jimmy to approve construction financing. Jan Kaplan seconds.**
- Jay Bastani asked whether the total accumulated by the capital campaign is \$300,000? What is the total expense?
- He suggested that because inflation is going up and therefore rates will go up that there may be a need for another capital campaign.
- Response by Reverend Susan and Smoot:
  - The rate of interest is fixed for 5 years
- UUCP's attorney has looked over the construction financing plans and had questions which the bank answered. The attorney will continue to check on the contracts throughout the construction process.
- Susan Goldsmith reminds congregational members to pay the three-year pledge off early so that we can pay off the loan sooner and can pay less interest.
- **The congregation votes unanimously to approve the construction financing.**

#### Board of Trustees Elections

- **The board moves through Jimmy to elect the nominees to the board of trustees. Susan Goldsmith seconds.**
- **The congregation pretty unanimously elects the new members.**
- **The board moves through Jimmy to elect the new nominating committee members. Jan Kaplan seconds.**
- **The congregation votes pretty unanimously to elect the new nominating committee members.**

#### Immigration Ministry

- Summary: The overall tone of the meeting was very positive with a lot of excitement surrounding this challenge. There were a few concerns voiced, but those concerns usually took the form of: this venture is both an opportunity and a concern.

- Susan Goldsmith helped Jimmy Leung facilitate.
- Paula Adkins noted that we are already something of the poster child for immigration and that Susan is the very best person for the position. We should want the best person in the position.
- Ellie Murphy regarded this opportunity as a chance to live out our UU values and sacrifice ourselves for a cause. She noted that this is a very important opportunity.
- Jan Wise spoke about how this is a fantastic challenge for Reverend Susan and us. Her concern was in who will mind the store and whether we have the sub-leadership in place to take up the slack. Reverend Susan noted that the budget will change if we take this opportunity. Jan Wise replied that we should think carefully about the best people to help Reverend Susan and us. Jan also hoped that we do not blow this.
- Margy Angle expressed concern that this ministry is coming from the top down. The immigration task force was not consulted. Reverend Susan and the board didn't talk to the immigration committee, even though an immigration ministry would concern immigration, before talking to the congregation at large. Margy was also not happy with the idea that a new staff will come in to dictate the way the committee will be run and was worried that a new staff might take away leadership positions from the committee members. Finally, Margy expressed a personal concern that she has been willing to be more of a leader in this work and yet she has not been consulted for any sort of leadership role.
- Ann Byrne was curious about how the money for support staff will be spent. What particular new roles would Susan plan to spend the money on?
- Joyce Short acknowledged that the choir at UUCP is already working towards closer ties with GA 2012 and with being a part of the GA 2012 choir. Perhaps the immigration ministry is an opportunity for more involvement in that area.
- Sandy Weir is the new leader of the immigration task force. She was present at the UUCP council meeting when Rev. Susan raised the matter of the immigration ministry, and she was sorry that she had not brought this foreknowledge back to the task force, but she felt that she expressed a number of views and concerns that were sufficient. Sandy also brought in the idea of "our home to the world." She identified the congregation as our home and this ministry as a chance to share ourselves. She also said that Rev. Susan is imminently qualified as a spokesperson for this work, is an amazing individual with many talents, and has the necessary connections to groups such as Puente. However, she did acknowledge that there may be other people who have different strengths available.
- Nancy McCharen said that this venture is both an opportunity and a concern. Her concern is that we might come to be defined as the "immigration congregation." She also stated that we should not try to "go it alone" and run GA by ourselves. There is a role for other churches in Tucson, the Valley, Flagstaff, and other parts of Arizona. We should take the money the UUA provides us, but we should also work together with other congregations and provide them the resources they need.
- Steve Miskell mentioned that many of the same faces show up at all of the immigrations demonstrations and protests, some of whom are VUU members. We need to get more people involved in the struggle, which after all is a humanitarian issue on a national scale.
- Reverend Susan then answered some of the questions that were brought up.
- First she thanked everyone for the time they have spent on this decision process.
- The she talked about how the work of the immigration ministry will get done. She expressed some reservations about hiring an interim minister because then Peter Morales might expect more of her and the

task might become less of a challenge for the whole congregation and more of Rev. Susan's personal challenge. She liked better the idea of hiring someone to deal with the day-to-day tasks of the immigration ministry while Rev. Susan would be the face of the effort. This might take the form of a personal assistant to Rev. Susan who can deal with more mundane issues, a worship coordinator, or more administrative staff for staff management. This opportunity would also call for Linda Lawrence to take on more responsibility, perhaps taking over adult RE, and for the UUCP council to step up.

- Rev. Susan would be here for about half the time. She shares the concern about us becoming a one-issue church, because we are not only about one issue or even only about social justice. Part of our mission is community.
- One idea from the Worship Associates brought forth at the meeting by Rev. Susan is to have different faith ministers preach about balancing the call for going into the world with building personal church faith.
- There's a June 4 meeting on immigration to organize ministers from all over.
- Tucson and Phoenix will probably be the most prominent congregations as we move forward into GA 2012 because many of the congregations in AZ are in states of transition.
- Rev. Susan's trial is on June 17 at 8:30 a.m.
- Heather McClellan asked what exactly was wrong with the sound system in our sanctuary.
- Jan Kaplan was excited about the opportunity of the immigration ministry because she could see our future within it. It would be an opportunity to practice the types of administration of a larger congregation ahead of time and in a safer way.
- Duke Plattner noted that the fates seemed to have come together on this one. First, our construction project is much cheaper than before. (Thanks to Don Weir and Smoot) We now have a crisis that can become an opportunity. We are going to bear a large part of the burden of GA 2012 whether or not Rev. Susan takes this ministry because we are the biggest congregation in AZ. The money from the UUA could provide us a rocket pack to do that work better. \*Interjection from Rev. Susan warning us to manage our expectations\* This is a convergence of signs and is very exciting.
- Susan Morris had a thank you for Steve. She also talked about how all of us have different roles to play. She mentioned how we need to keep our house in order.
- Sandy Weir mentioned that a notice went out to the immigration task force that there would be a meeting on June 9<sup>th</sup>. The meeting has been published to the entire congregation and all are invited. She also stated that our local work needs to serve as a model for GA 2012.
- Paula brought to light that, in connection with the concern of who is running the house, the Ugandan minister Mark has clear supervision of his congregations and schools in Uganda even though he is currently a fugitive traveling in the United States.
- Susan Goldsmith talked about how lay leaders need to notice and find ways to fill any gaps that may appear. She also expressed that this could be a huge opportunity for leadership development.
- Reverend Susan ended the meeting on a general note that that she felt affirmed by all the feedback that she has gotten and that she feels **we are ready to take on this challenge!**
- Susan Goldsmith also took notes at the immigration ministry meeting in her role as facilitator.

Susan's Immigration Ministry Notes

## Opportunities

- SFG is the BEST person for this job - great opportunity for her, for UUCP, for UUA, for Arizona
- This is an opportunity to live our values, not just talk them.
- It's fantastic for SFG AND for UUCP. It's an honor for us.
- Opportunity for music to be more involved too.
- Opportunity to integrate all the varied immigration activities.
- See the future - and UUA is going to help pay for this trial run at a "senior minister" kind of model so that five years from now when we are much bigger, we will already know something about how to manage with more staff and more members.

## Concerns

- Who will be minding the store? We need help here - and we need the best possible people
- What's the role of the immigration task force? They've done lots of work and the folks who have done the work feel left out of this loop. Sandy Weir, who will be taking on leadership of that task force, had some comments to that question.
- Need to remember who else we are besides the immigration congregation - don't want to be known just as the immigration congregation.

## ***Special Congregational Meeting of June 19, 2011***

- called to order 11:45 a.m
- Quorum count: 50+ by show of hands
- Background provided by Jimmy Leung—reason for budget revision—additional monies for AZIM (Arizona Immigration Ministry)
- Rev. Susan Frederick-Gray reviewed four outlined outcomes of AZIM over one year leading up to General Assembly 2012 (outcomes attached to previous board meeting minutes 6/14/11)
- Rev. Susan reviewed changes to original budget—\$39K for Social Justice Director migrated to AZIM plus \$150K from UUA to support additional staff and management duties
- Board moved (via Jimmy) to approve revised budget; seconded by Amy McClure

## Questions from congregation:

- David Becker-Grieme asked about the length of the program (Rev. Susan: one year)
- Matthew Brazil inquired about line items changed (Rev. Susan delineated)
- Gary Ezzell asked about Assistant Minister position (Rev Susan: Rev. Linda Lawrence,  $\frac{3}{4}$  time, will lead pastoral care)
- Amy McClure asked about specific staff salary changes (Rev. Susan clarified)
- Vote—approved by show of hands, none opposed

## ***Congregational Meeting of January 29, 2012***

During Renovation discussion:



- Barbara Cawthorne asked whether handicap accessible entrance in current scope? Don replied no.
- Amy McClure asked how the new space will be utilized. Don addressed but said the decision would be staff's.
- David Abbey asked when the construction would be done? Don responded late April.

#### Strategic Plan Questions:

All comments except for one addressed the use of evangelical in the "among" end statement.

- Mike Peterson commented that evangelical carried a lot of baggage, even if not being used in that way here.
- Vince Kruse objected as a gay pagan man as carrying non-welcoming connotations.
- Michael Hipps disagreed and thought it was appropriate to reclaim words like grace and evangelical.
- Amy McClure saw both perspectives but evangelical rubbed her the wrong way, but used it sometimes too as in "that's as evangelical as I get" [or words to that effect] when talking/writing about UU. Amy also suggested using "passionate," but the way in which evangelical is meant by board was good.
- Richard Jahrmarkt thought use of evangelical created a good possibility that its use would be misunderstood by those not at the meeting, of our community.
- Steven Miskell understood the use and choice of evangelical but thinks it will be misunderstood and better to be understood using different words.
- Arlene Kohl-Salmon (sp??) felt using evangelical was labeling ourselves in a way that could be offputting to others and thought additional adjective with evangelical to modify.
- Randy Smiley came from a fundamentalist/evangelical background and evangelical should not be used—find an alternative.
- Dale Fisher noted that of five definitions for evangelical, the first four emphasized Christianity.
- Susan Morris felt ambiguous about evangelical and wondered who will know if it is in an end statement? [will it be on website/facebook? (Sarah: notetaker)]
- Elyse explained that the ends were part of internal rather than external dialogue
- Tish Gauntt dislikes evangelical and wants another word, perhaps passionate.
- Amy McClure suggested zealous or principled.
- Rev. Susan commented that use of evangelical referred to "sharing" not shoving our faith.
- Heather McLellan noted that the congregation intentionally decided several years ago to refer to itself as a congregation rather a church, i.e., not the first discussion re: reclaiming words.
- Smoot analogized use of evangelical in end statement to how Apple used it.

#### Other:

- Karen Kurtz was troubled by the use of "Unitarian Universalists" at the end of the "among" end statement and suggested referring to people living the UU principles rather than self-referral to UUs.

## Board of Trustees Report

Board members for this year included: Jimmy Leung (President); David Johnson (Vice President); Smoot Carl-Mitchell (Treasurer); Elyse Aring (Secretary); Ellie Anderla, Diana Ashley, Linda Bellantoni, Richard “Duke” Plattner (At-Large Trustees); Celeste Allen, Asha Arora (Youth Co-Representatives), and Rev. Susan Frederick-Gray (*ex officio*).

This year the board continued to work in the context of policy-based governance, with the goal of making progress toward a renewed strategic plan, and review of our ByLaws. We have been able to abide by policy-based governance more consistently than in previous years because of the diligence and competence of the staff and the continued dedication of the lay leadership. The board also has been greatly assisted in policy development by the efforts of the Governance Working Group and ByLaws Working Group, led by Linda Bellantoni and Richard Plattner, respectively.

The UUCP is now almost a mid-400 member congregation, and many of our operations which were previously performed by committees is now being done by paid and volunteer staff with oversight by the minister and board. The financial, budgetary, and stewardship functions of the UUCP have been led by the members of the finance committee, the treasurer, Smoot Carl-Mitchell, the stewardship chair, Richard Plattner and the paid staff. This model has substantially increased our stewardship and our budget compared to previous years, and the board continues to support the “professionalization” of our operations in order to accommodate continued growth.

We started this year with a retreat to discuss our vision for the future of UUCP, which sparked the process of creating Ends Statements to accompany our Mission and Vision Statements as part of our overall strategic plan. The Ends Statements were anchored by three key categories or spheres of influence that the board hoped to address: Within (each congregant’s self and health), Among (UUCP members collectively, in community with one another), and Beyond (influencing positive change in the greater community and the world). The next step in the process will be to approve an implementation plan that aligns with the Mission and Vision, and sets a practical course toward accomplishing the Ends.

Also early in the fiscal year, the board faced a challenge and opportunity offered by UUA President, Rev. Peter Morales, to have Rev. Susan lead an Arizona Immigration Ministry (AZIM) to boost UUs’ involvement in immigration reform locally and nationally during the lead-up to Justice General Assembly, meeting in Phoenix in June 2012. It was determined, in discussions between the board, Rev. Susan, and the UUA that Rev. Susan would dedicate approximately 50% of her time to AZIM over the course of the intervening year, and the UUA would pay for additional support staff to continue running and leading UUCP in that interval. The board supported Rev. Susan’s wish to represent our congregation, state, and faith in this endeavor, and worked to garner additional support from lay leaders and volunteers in the congregation to help the organization run smoothly as Rev. Susan’s many gifts of leadership were shared outside our walls. The board held a special congregational meeting in June 2011 to present a revised annual budget to the congregation reflecting changes based on AZIM, staffing changes and UUA monies, which passed with no dissent.

Another huge accomplishment the congregation faced this year was the completion of construction on our new restroom core addition. The board was involved in finalizing and approving our contract with the construction company in conjunction with loan approval to cover the balance of costs through the culmination of our three-year capital campaign for campus improvements.

The board endeavored this year to revise sections of our congregational ByLaws that were discordant with other governance documents or outdated based on growth. Some of the questions involved board terms and term limits, transparency in the nominating process, membership rules, leadership of committees, and how to adjust

our ByLaws for growth (e.g. quorum represented by a percentage of the congregation rather than a specific number of members).

This January, the board completed an evaluation of our minister, and discussed creating an institutionalized process for evaluation of the minister and the ministry. We feel that the UUCP is very blessed to have an extremely talented and capable minister. The board's evaluation came to a consensus that Rev. Susan had a very successful year, despite the additional and unprecedented challenges of AZIM. We felt that her performance demonstrated ministerial excellence, exemplary of Unitarian Universalist ministry.

The board continues to strive towards improving UUCP's governance process. Areas of potential improvement include: communication with the congregation, time management, openness and transparency. We have made some progress in the following areas: governance as spiritual practice, board meetings are better publicized, and more non-board members are regularly attending board meetings.

This year has been especially notable for the sustained and deep engagement of our youth board members, Asha Arora and Celeste Allen, who have demonstrated exemplary leadership and wisdom. Both of our youth members attended General Assembly 2011 and are currently in leadership positions in GA 2012, in the UUA and the district.

Finally, the board gratefully appreciates the leadership of board members Smoot Carl-Mitchell and Richard Plattner, who are transitioning to other leadership positions. Smoot is by far the longest serving active member of the board, and has played many pivotal roles in UUCP's growth and success. Richard has led the ByLaws review process and is a fount of wisdom and knowledge and humor. Their contributions to the UUCP are immeasurable and permanent.

We look forward to GA 2012 and another great church year.

Respectfully submitted,

Jimmy Leung, Board President

Elyse Arring, Board Secretary

## **Minister's Report**

Unitarian Universalist minister, Wayne Arnason, writes:

*Take courage friends,  
the way is often hard, the path is  
never clear,  
and the stakes are very high.  
Take courage.  
For deep down, there is another  
truth:  
You are not alone.*

These words are fitting for the year we have had, its challenges, its opportunities, its risks and its excitement.

This time last year, the Reverend Peter Morales, President of the Unitarian Universalist Association, sent us a letter asking UUCP to play a central leadership role in helping the Association carry out a Justice General Assembly that would increase the capacity of our congregations to do justice work for years to come (include below).

To do this, Rev. Morales asked me to lead a new ministry, the Arizona Immigration Ministry (AZIM). The purpose of AZIM is to ensure that Justice General Assembly have a positive impact for the migrant community and be accountable to the partner organizations we have stood in solidarity with on a campaign for human rights, human dignity and immigration reform. These organizations include the National Day Laborer Organizing Network, Tonatierra, Puente and SOMOS America. This request asked us to sacrifice and take a risk. It meant I would have to step away from UUCP's ministry. It also meant we could be a significant part of making a difference in our community, our Association and our nation in support of our core values—the inherent worth and dignity of all people, and justice, equity and compassion in human relations. Last May, the leadership of the congregation and I discerned how we might respond to Rev. Morales' request. We chose to say yes to Rev. Morales and yes to providing this leadership for the UUA. The UUA came through with a commitment of funds to make this work possible and to assure that we had ministerial support for the congregation and adequate staff support for the AZIM as a ministry of UUCP.

For this year, this meant new staff and new roles. I moved to serving the congregation half-time as minister, and working halftime on AZIM and Justice GA. The Rev. Linda Lawrence became our Assistant Minister, after serving as our Membership coordinator the previous year. In this role, she oversaw Pastoral Care, increased her preaching and worship leadership and also provided pastoral support, care and leadership to the staff in my absence. Heidi Parmenter moved to a new role as Business Administrator and took over some staff oversight and program management. Sandy Weir was hired to work full-time on the Arizona Immigration Ministry. David Weaver and then Kathy Bennett came on staff as Executive Assistant to the Minister, to provide administrative support as worked half-time for the congregation and half-time on the AZIM. Connie Jahrmarkt, our Music Director, stepped up providing consistency and leadership to worship, both planning and on Sunday. I want to thank each of these people for their tremendous work and all the ways that they stepped up and took on new tasks and held things together so well in the midst of this incredible year.

This work on Justice General Assembly and the Arizona Immigration Ministry has required sacrifice on our part. This work took me away from the area much of the year, which was both a sacrifice for my family as well as a sacrifice for the congregation. However, I feel we met these challenges with great ability and have provided leadership for the UUA while also keeping our community and our relationships healthy and active. It reminded me, and I hope the whole congregation of the deeper truth, that we are not alone. And together we can do more than we think.

Another exciting piece of this year was the completion of our Restroom Core project. This year we moved our campus from septic to a new sewer line, upgraded the electric and water service, and completed our long awaited new restroom core, which provides plentiful, accessible and welcoming restrooms! I want to thank Don Weir, Chair of our Renovation Committee and Heidi Parmenter, Business Administrator, for all their work with the General Contractor and Architect, and their oversight of this project. It was not easy to be under construction this year—especially for the staff and schools who dealt with some disruption and a good deal of loud noise—but it was worth it. It was great to celebrate our First Flush ceremony on April 29!

One of the benefits of the work we did with the UUA and the resources it brought, was to help us build a bridge to the next level of staffing. We have been just over 400 members for the past two years. This can be a plateau area for a congregation with only one minister. And it is not easy to make that jump financially to having a second minister. We were and are incredibly fortunate to have Rev. Linda Lawrence as a part of our community. She stepped in, already knowing our congregation, and brought gifts for pastoral care and organization as our Assistant Minister. And because of the generosity and vision of our members, we have been able to keep this position even with the end of the UUA funding. It is true that the opportunity of AZIM helped us cross a bridge to having two ministers, a key piece of a healthy larger church.

This year, we continued to be in transition in our Children's Ministry program. Through this extended time of discernment and with consultation from Kelly Ann Bonnell, our UUEEC Preschool Director who was with us

through March 2012, we re-imagined staffing for our Children's Ministry program. We created a full time director position to oversee all aspects of our program for our youngest children, 6<sup>th</sup> grade and younger, including our preschool, Sunday religious education program and Kids Kamp. We hope to have someone hired for that position by or before July 1.

Next year will be a time of regrouping, deepening and planning as we move forward. The Arizona Immigration Ministry will continue as part of our justice and outreach ministry work and it will be led by Sandy Weir. I will be back to full time at UUCP as your minister. Next year, I will be looking for ways to deepen community and the spiritual health of UUCP, through attention to balance and spirit in worship and through faith development courses and community activities. We will continue to work on advancing justice as part of our mission, but next year, we will also devote increasing time to sharing our journeys and growing our spirits.

One of the most exciting pieces of next year will be creating our next 3-5 year Strategic Plan. We had planned to have it done this year, but the demands of my work for the UUA Justice General Assembly meant this was delayed. The Council, staff, leaders and I will take this up with renewed energy and focus beginning next fall. However, while I had to delay the staff and program piece of the plan, our Board of Trustees, listening to all the congregational work we did on the mission and vision, articulated three "Big, Hairy, Audacious Goals" for our next 5 years. And, every time I share these with UU Ministers, UUA staff or people around the country their eyes light up with excitement and awe. This year the board adopted these three Ends, long range, strategic goals for UUCP:

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

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

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

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

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

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

These ends provoked many lively conversations about the use of the word "evangelical." The board is still listening to the congregation and discerning how or whether these ends should be adapted. However the board moves forward, I cannot tell you the energy, the passion, the excitement that these Ends garner from people outside our congregation as they marvel at how we are moving forward with courage and with clarity that what we do here at UUCP matters in the world. It has been my great pleasure to work with the committed, dedicated, passionate, dare I say, evangelical, members of our board who have inspired and energized me about the

hopeful future of UUCP and the future of Unitarian Universalism. Thank you to Jimmy Leung, Congregational President; David Johnson, Vice President; Elyse Arring, Secretary; Smoot Carl-Mitchell, Treasurer; Ellie Anderla, Past President; Celeste Allen and Asha Arora, youth representatives; and trustees at large, Diana Ashley, Linda Bellantoni, and Richard “Duke” Plattner. In their conversations, discernment, courage and boldness, I hear the Rev. Peter Morales’ words echoing, “We can be the religion for our time.” When we bring this kind of love, service, vision and commitment to the task—we can be.

Still this year, we have Justice General Assembly, June 20-24 in Phoenix Arizona to look to. Preparations continue as we welcome over 3000 Unitarian Universalists to Phoenix for our national annual gathering. This year we join with local leaders and organizers in the migrant and immigrant rights movement in a convergence for human rights. On April 25, 2012, the US Supreme Court heard oral arguments in the SB 1070 case, *Arizona v. The United States*. We have worked continuously since April 2010 when SB 1070 was passed and signed into law to stand against the fear, cruel and unusual tactics and racial profiling inherent in the law. It is possible that the Supreme Court will issue its ruling on the case right before, during or just after General Assembly. It will bring a particular poignancy to our gathering.

On an administrative note, at the conclusion of the trial for the acts of Civil Disobedience that I and others participated in to prevent the Maricopa County Sheriff’s Department from carrying out a neighborhood raid, I was found guilty of one misdemeanor charge, failure to obey a police officer. I was sentenced to one day in jail, with the time I spent in jail on July 29-30, 2010 counting as that one day in jail.

To all the staff, members, children and friends of UUCP, I am grateful and truly blessed to walk with all of you in this ministry.

Yours in love,

Susan Frederick-Gray

## **Staff Reports**

### ***Arizona Immigration Ministry Organizer***

A new ministry of our congregation began July 1, 2011 in answer to a request from Rev. Peter Morales, President of the UUA: would Rev. Susan Frederick-Gray lead the Arizona Immigration Ministry (AZIM) to prepare for the Justice General Assembly in Phoenix in June, 2012? The Phoenix General Assembly 2012 Business Resolution passed by the 2010 General Assembly (GA) had called for establishment of an Arizona immigration ministry as one of the five actions to carry out the unique purposes of Justice GA. After careful discernment, the congregation affirmed AZIM as its ministry, and Rev. Susan accepted the leadership role.

This year, resources to support AZIM come from UUCP, the UUA, Pacific Southwest District, and the UU Funding Program. Rev. Susan devotes half of her time to AZIM leadership, and Sandy Weir serves as the full-time AZIM organizer. AZIM comprises a statewide coalition of Unitarian Universalists (UUs), the partner organizations that represent those most affected by current immigration and enforcement policies, the planning for the service and witness events for a Justice GA, and resources to prepare congregations around the nation to serve and worship in Arizona in 2012.

AZIM’s charge is to work toward four outcomes, described in greater detail below. Each outcome is partly related to Justice GA, scheduled for June 20-24, eight weeks after the date this report was written. Preparation for Justice GA continues at a pace ranging from measured to frenzied. We will tell you how Justice GA turned out in the 2012-2013 annual report. For now, we can tell you about progress to date.

The first two outcomes of AZIM are to be strengthened partnerships—within the Arizona UU community and between UUs and human rights organizations. The intent is to create a culture of collaborative work toward immigration, racial, and economic justice. Since Arizona has put injustice into state law over the past few years, a reversal of current trends will take many years. AZIM needs to continue if UUs in Arizona are to make a difference in this state. We took the plunge into AZIM as one expression of our congregation’s ongoing mission to advance justice as a religious community. Ongoing work requires ongoing resources, which we are actively seeking and gathering (more below).

Migrant justice has been a part of UUCP’s social justice work for several years, and it was formalized when the Immigration Task Force began in 2009. The Immigration Task Force report follows this AZIM report.

### **Progress on AZIM outcomes**

The **first outcome** is to organize collaboration among Arizona UU congregations toward Justice GA and to lay a foundation for long-term engagement with migrant and indigenous rights issues. The first meeting of a statewide UU immigration task force was attended by 28 persons from 9 congregations, and four teleconferences occurred through the year. Goals set for the statewide work and partly or fully achieved this year are:

- Add more members and congregations to the statewide group
- Hold collective actions and other events
- Share stories of individual congregations’ justice work with one another
- Bring a message to the state legislature regarding our stand on key legislation (a first step toward a Statewide Justice Coalition)

Bill Lacey of UUCP organized a visit to State Representative Ron Kavanaugh where UUs expressed their opposition to S.B. 1083, which would found and fund an Arizona special missions (volunteer militia) unit.

Multiple congregations brought members to several witness actions. One was the witness outside a national meeting of the American Legislative Exchange Council (ALEC), where we protested ALEC as a vehicle for corporate collusion with state legislatures, who are handed legislation to benefit the corporate bottom line. Before the event, Valley UU assisted by Trent Tripp of UUCP presented non-violent direct action training.

West Valley UU held an anti-racism workshop attended by members of all of the Phoenix area UU congregations. AZIM provided scholarships and other assistance to that event and provided related assistance that led to increased involvement by West Valley UU in immigration justice.

The **second outcome** is to create strong partnerships of UUs with organizations representing those most affected by current immigration and enforcement policies, toward Justice GA and to continue for the long-term. AZIM, teamed with Rev. Ken Brown, District Executive of PSWD, organized a meeting in August, 2011 for partners and Arizona UU’s to envision Justice GA together. That meeting identified teaching around the *Doctrine of Discovery* as the topic for an address at Justice GA, and Tupac Enrique Acosta of Tonatierra requested a GA resolution calling on President Obama to adopt the United Nations Declaration of Rights of Indigenous People. The UUA Board has subsequently placed a proposed “Responsive Resolution” on the General Assembly agenda repudiating the Doctrine of Discovery and supporting the full implementation of the UN Declaration on the Rights of Indigenous People. Many other ideas from that meeting inspired the workshops and witness events placed on the Justice GA program.

Throughout the year strong partnerships of Arizona UUs with grassroots organizations continued. Important examples are the longstanding partnerships between southern Arizona congregations and two groups that assist distressed border crossers: No More Deaths (Tucson and Phoenix) and the Samaritans (Green Valley). AZIM

does not have a direct role in those partnerships but has facilitated the groups' participation in Justice GA and a greater awareness of the groups around the state. Borderlinks is a Tucson educational partner with whom AZIM has coordinated as UUs from around the country have participated in Borderlinks' in-depth sessions.

In the Phoenix area, AZIM works closely with the following partners: Tonatierra/CDB's, Puente, SOMOS (an umbrella group), Mi Familia Vota, the AZ Dream Act Coalition, and the ACLU. The California-based National Day Laborers' Organizing Network (NDLON), the CDBs, Puente, and AZIM have teamed for much of the planning for Justice GA.

Sandy Weir attends CDB and Somos meetings weekly, sometimes accompanied by Immigration Task Force members. Through those meetings we have partnered in creating timely local service and witness events throughout this year.

The **third outcome** is the *service and witness events* for Justice General Assembly 2012. AZIM was responsible to recommend and, to a great extent, design, the following: three large and two small witness events are slated to occur outdoors, away from the Convention Center. Two service events, the Citizenship Workshop and the "Beat the Heat" Backpack project, will be centerpieces of the National Day of Witness and Service Saturday, June 23. The Sunday morning worship service collection will benefit the CDBs/Tonatierra and Puente. The 2013 annual report will tell you the story of those events!

UUCP members with significant volunteer roles in Justice GA include, for the citizenship workshop, Margy Angle, a key member of the team planning the workshop, and Gladys Angle and Delmi Ortega, also for the citizenship workshop, Mary Dokes, assistance to the Backpack service project, Asha Arora, Youth Caucus Junior Dean, Celeste Allen, Youth Caucus Justice Liaison, and Paula Kulina, Evening events coordinator. The Justice Day Camp has been designed by Susan Leung, who will be assisted at GA by Elizabeth Leung Ernie Garcia, and Sara Banegas. Bill Sabatino provided invaluable communications assistance to AZIM.

The **fourth outcome** is for AZIM to boost excitement for Justice GA 2012 by exchanging plans and ideas with UUs around the country, including travel to other UU congregations and gatherings to share the vision. In this capacity, Rev. Susan has traveled to New York, Ohio, Florida, and Connecticut, speaking at three district assemblies, two other conferences, and preaching in five UU congregations. Sandy has visited seven Arizona UU congregations, in response to requests for her to preach in Flagstaff, to present forums about GA in three of the southern Arizona congregations, and to have informal conversation with members of the other congregations.

AZIM has contributed to publicity about GA in various media. AZIM worked with the videographers engaged by the UUA to arrange for three videos recorded in Phoenix: one on the Doctrine of Discovery, one on AZIM, including our partners, and one now on the uua.org home page, in which Rev. Susan invites all to Justice GA. Sandy has attended weekly teleconferences with the UUA Witness Ministries' staff, leading to many of the Arizona human rights features on the Standing on the Side of Love website, and other UU websites, blogs, Facebook pages, and print publications.

### **AZIM resources for the coming year**

The UUA Board voted in March that "this year's General Assembly special collection once again be directed for the Arizona Immigration Ministry." In addition, AZIM filed a funding application with the UU Funding Program for continued funding, with the emphasis for 2012-13 proposed to be to "contribute to strategies to end the inhumane detention and deportation system; and serve other UU congregations by creating a toolkit for action. The PSWD District Assembly approved a PSWD 2012-13 budget that includes \$1,000 for AZIM.

Respectfully submitted by Sandy Weir



## ***Assistant Minister***

It has been a busy year indeed! It has been an honor to work with the Rev. Susan Frederick Gray, Connie Jahrmarkt, Heidi Parmenter, Jill Story, Jaynn Truran, Sandy Weir, David Weaver, Kathy Bennett, Gloria Swaine, and Manuel Gomez. Staff pitched in and took on a variety of extra responsibilities in order to free Rev. Susan for important roles in 2012 General Assembly planning and Arizona Immigration Ministry leadership. Frankly, there have been days when I've wondered how Susan ever managed without us – and I'm not saying that for self-aggrandizement! UUCP is a large congregation and we have lots of good things happening and some great plans for the future. It takes teamwork, and that is why I am also grateful for a terrific staff and for so many of you, members and friends of this congregation, who volunteer your considerable talent and time to make UUCP the vibrant community it is.

Membership Activities: I have continued to work with the Membership and Membership Engagement Committees over the past year. You will find their reports elsewhere in this document, but I'd like to thank them here for their good work: Caroli Peterson and Jenny Jones Moats, Co-Chairs of the Membership Committee; Maureen Jeffries, Chair of the Membership Engagement Committee (the two committees have now been merged); Terry Lockwood, Pathway to Membership Coordinator; Jenny Jones Moats, STARS trainer; and committee members Sally Boyd, Merrily Beyreuther, and Vincent Kruse. We generally meet at 5:30 on the first Thursday of every month and start each meeting with a light supper, check-in, and inspirational reading. We are a fun group and we invite you to a meeting if you'd like to consider joining us in the various programs we oversee: Welcoming Ministry, Pathway to Membership, STARS, and the annual volunteer opportunities fair.

Terry Lockwood has done an amazing job of coordinating our Pathway to Membership programs and she deserves much praise! She will be mentoring a new coordinator next year. In addition to thanking Terry for her leadership with this program, I'd like to thank the volunteers who facilitated the PTM classes: Terry Simmons, Caroli Peterson, Gene Cherry, and Sally Boyd and also those folks who came to talk to each group about stewardship: Gary Ezzell and Duke Plattner. Additionally, Belinda Clarke, one of our sextons, always goes above and beyond the call of duty in helping the PTM classes and potlucks go well, and Manuel Gomez, our custodian, is very patient with all of our set-up requirements. Thanks!

The Welcoming Ministry of our congregation has many faithful volunteers. I don't know what we would have done without our great group of Lead Ushers this past year (some of whom moved away, are soon retiring, or are taking time off to care for loved ones or have babies!). Our 2011 – 2012 Lead Ushers have been: Gene Cherry, Barb DeWitt, Gary Ezzell, Ernie Garcia, Michael Hipps, Maureen Jeffries, Peggy Paden, Caroli Peterson, Jon Poblador, Brian and Jill Quick, Jim Sorgatz, and Libby Walker. The two people who have covered most often for me as Lead Greeters on any Sunday mornings that I have been away or otherwise occupied are Vincent Kruse and Julie Smart. I greatly appreciate their help.

It is always risky when you begin thanking people by name in reports like this. I do hope that I don't leave anyone out of this list of people who deserve thanks for being a part of our Welcoming Ministry over the past year, serving as Supporting Ushers and/or Greeters. In no particular order, they are: Barbara Glenn, Bill Snowden, Diana Ashley, Ellie Anderla, George and Shirley Karas, Heather McLellan, Joan Gale, Jenny Jones Moats, John Moats, Dick and Sandra Schaffer, Glen and Terry Lockwood, Yvonne Harrison, Janet Persen, Bob Aitken, Lee Bergmann, Barbara Cawthorne, Jerry Whalen, Laida Restrepo, Loretta Isaac, Lydia Yanak, Mary Dawes, Sally Boyd, Sara Strawn, Toni Colotte, and Ulie Boecker-Grieme. Thanks to the covenant group members who gave a Sunday of service to the Welcoming Ministry as well. Finally, related to Welcoming Ministry, I want to thank Ellie Murphy and Jill Story who keep us supplied with nametags for the Welcome Table, Bill Parker who makes member nametags, Larry Agle and office volunteers who enter visitors' info into our database and send out welcome letters, and Lydia Yanak who makes the lovely calligraphy nametags for regular visitors. As you can see, many, many hands and hearts go into the work of being a welcoming congregation.

Covenant Groups: It has been a pleasure to work with Ellie Anderla, our Covenant Groups Coordinator this past year. Please see Ellie's annual report for more information about this program. As the staff person working with this year's covenant groups, I had the pleasure of meeting monthly with all of the facilitators, and they are a fine bunch of people! Thank you, Ellie Anderla, Ellie Murphy, Ruth Braunstein, Lydia Yanak, John Wilber, Terry and Glen Lockwood, Gary Lawrence, Curtis and Gianna Johnston, Anne Byrne, Gene Cherry, Peggy Paden, and Sally McDade for your commitment to deepening connections among our members and friends. Besides facilitating the facilitators' group, I personally co-led three covenant groups this year in order to allow more people to participate in groups and to nurture new leaders for next year's groups. These groups have been a highlight of the year for me.

Unicare: I have worked closely with Unicare this year and want to express my gratitude to Julie Smart and Bill Sabatino for doing some re-visioning of Unicare's organization. Please see the separate Unicare annual report for details.

A little preaching, regular meetings of various kinds with many individuals and groups, facilitating this year's staff meetings, writing newsletter articles, officiating for some weddings and memorial services, being available in the foyer on Sunday mornings, many hours of pastoral care: These are the main tasks that have occupied my time as your three-quarter time assistant minister this past year. It has been my privilege, my satisfaction, and my delight to be of service.

Namaste,

Linda

Rev. Linda Lawrence

## ***Business Administrator***

This year while Rev. Susan worked part-time for the UUA in planning for General Assembly 2012 in Phoenix I took on some additional duties such as supervising Jaynn Truran, part-time Interim Director of Children's Ministries, KellyAnn Bonnell, part-time Preschool Director, Tiffany Mendez and Jeffrey Sadow, part-time UU Kids Kamp Directors, and later in the year, Stephanie Stevenson, part-time temporary Administrative Assistant for the preschool. This was in addition to supervising Jill Story, our part-time Office Assistant, Manuel Gomez, our full-time Custodian, Belinda Clark and Sherry Celine, our part-time Sunday Sextons. In addition to the supervisory responsibilities I also organized and ran this year's fundraising auction with the help of many volunteers (see separate Auction Committee report).

I would like to first acknowledge Jill Story, our part-time Office Assistant. Jill works in the office 20 hours a week. Her responsibilities this year have included: maintaining the master calendar, producing the weekly order of service Announcements flyer, producing the Annual Report and Annual Program Catalog, supply ordering, maintaining the [phoenixuu.org](http://phoenixuu.org) emails, and recently she setup the online "Connecting with our Congregation" survey. There are many other miscellaneous tasks that Jill does to help keep this congregation running smoothly. Her dedication and love for this congregation, coupled with her extensive knowledge, make her an invaluable asset to the office. I am grateful to have her on staff.

Second, I would like to say what an honor it has been to work with Jaynn Truran in our Sunday School program. Jaynn graciously accepted Rev. Susan and my request that she fill in this year as the Interim Director of Children's Ministries. Jaynn is a lifelong UU and has held numerous leadership roles here at UUCP. Her passion for youth is contagious. Her love of this congregation and all the people who make it a beloved community has been a continual source of inspiration to me this year. Jaynn has done an amazing job keeping the administration of our Sunday School on track and organized. Her weekly family e-newsletters have been a

joy to read. Her warm welcoming presence on Sundays has been a comforting blessing during an exceptionally busy year for the congregation. Thank you Jaynn for being someone we could count on without question to keep our Children's Ministries active and running smoothly this year.

Next, I would like to lift up KellyAnn Bonnell who served as Preschool Director January 2011 through March 2012. KellyAnn did amazing work in representing the preschool at our congregational meetings, council meetings, staff meetings, and other special functions of the congregation. Her vast knowledge of non-profit administration and early education made her a go-to person for many of us on staff. She always was there to help any of us who needed it. She has been missed but we all wish her well.

Upon KellyAnn's leaving I hired Stephanie Stephenson to be a temporary Administrative Assistant for the preschool for the remaining months of the school year. Stephanie is mother to Sammy who is in our Three's class this year. I have been blown away by the energy, enthusiasm, and professionalism that Stephanie has brought to our preschool. It is amazing how fortunate we were to have such a perfect fit in this temporary position for the remainder of the year. Next year Stephanie will be returning as the Pre-K Assistant Teacher and I am overjoyed that she will continue to be on staff.

As I write this report Tiffany Mendez and Jeffrey Sadow are gearing up for Kids Kamp that runs the month of June. This will be the last year that they will be co-directors of the camp. The new position of Director of Children's Ministries will take over this responsibility in 2013. Tiffany and Jeffrey have been co-directing the camp since 2008. They have been a part of the camp for much longer than that. The love, laughter, and joy that they bring to our children every June will be remembered always.

Last but not least, I want to hold up Manuel Gomez, our full-time Custodian and Belinda Clark and Sherry Celine, our Sextons. These three people work hard to ensure that our campus is clean and orderly. Manuel will be celebrating 20 years with us in 2013 and the staff are already thinking about how we will honor that amazing accomplishment. Weekly I receive compliments on behalf of Belinda and Sherry on their warm and helpful presence on Sundays. The support that these three give to all us for our many events and activities is crucial and it is my sincere hope that all of us continue to share our appreciation with them.

Now that I have shared my thanks and appreciation to all the staff that I have worked closely with this year I want to also celebrate the office volunteers who have done so much this year to keep Jill and me afloat when we started to drown in our workloads. Office Volunteers do a myriad of tasks that keep the office functioning including: answering phone calls, voicemails, outreach to first time visitors, reminder calls for events, mailings, data entry, filing, etc. This year Jill and I were privileged to work with the following volunteers: Larry Agle, Sally Boyd, Bill Parker, Jan Wise, Marcy Keifer, Tish Gauntt, Pauline Peverly, Sharon Hise, Julie Smart, Dorothy LeWin, Lisa Katz, and the late Sally Freed. All of us who had the joy of working with Sally Freed were heartbroken at her sudden passing in February of this year. Sally was not a member of our congregation, she actually was an active member of her synagogue, but she loved to volunteer and be helpful. Any of us who knew her would tell you that she was one of the loveliest people we knew. Sally always had a warm smile and helpful hand. We miss her dearly.

I want to thank the congregation for the opportunity I had this year with my increased professional development funds to start working towards my Professional Certificate of Nonprofit Management as offered through ASU's Lodestar Center for Philanthropy and Nonprofit Innovation. So far I have attended three courses: High Impact Leadership, The Art of Human Resources, and Measuring for Impact. These courses have been very useful to me this year. I have been able to bring back what I have learned and used the knowledge immediately to improve my work at UUCP.

I am excited about our plans for 2012 – 2013. The vision that I have been working with Rev. Susan, the Children's Ministry Committee and the preschool for our Children's Ministries has garnered a renewed energy among many. I am looking forward to seeing what develops from all this groundwork this year. Rev. Susan will return to supervising the new Director of Children's Ministries and I will refocus back to the business

administration of the congregation with a greater appreciation for all the hard work that goes into managing the programming of our vibrant community.

Respectfully submitted by Heidi Parmenter

### ***Early Education Cooperative Preschool***

We started the school year off with Director KellyAnn Bonnell who had started in January 2011. KellyAnn left the preschool in March 2012 but we were grateful for all the work she did while she was with us. KellyAnn was a positive presence in our congregation representing the preschool at all major congregational events. Stephanie Stephenson, mom to Sammy Stevenson who is enrolled in our Three's program this year, was hired to be a part-time Administrative Assistant to work closely with Heidi Parmenter, Business Administrator, the teachers, and the Parent Committee to ensure that the last few months of the school year ran smoothly. Stephanie poured her heart into these last few months and went above and beyond the job description to build up enrollment for next year, organize the office and make sure that the teachers had everything they needed. Her dedication and excellent leadership skills did much to alleviate the stress and concern over not having a professional Preschool Director on staff. Stephanie will be returning to the school next year as the Pre-K Teaching Assistant and Sammy will be enrolled in the Pre-K classroom. We are excited to keep her on staff and to have her family with us for another year!

This year we said goodbye to Teachers Jane and Kelly. Both teachers are alumni parents of the preschool and have been with our program as parents and teachers for many, many years. They both co-taught the Three's program together and Teacher Kelly also was the Two's assistant with Teacher Doug. We are thankful for all the joy, love, and caring they have brought to our preschool. They will be sorely missed and never forgotten.

Thank you to Teacher Kristen who held several Pajama Parties throughout the year as fundraisers for the school. These were great opportunities for the children to bond together outside of class-time and were a great opportunity for parents. Thank you to Teacher Doug for stepping up as our Legacy Teacher this year and helping the Parent Committee and rest of the staff navigate through our options based upon the history of the school. His calm, upbeat leadership was critical this year. Thank you to Sarah Root for helping to keep communication lines open between the Two's families who have been curious about what next year's Three's program will look like with Teacher's Kelly and Jane leaving.

Our returning teachers for the 2012 – 2013 school year will be Teacher Doug van der Veen as the Lead Teacher in the Two's, Teacher Kristen Flangos as the Lead Teacher in the Pre-K. Stephanie Stevenson who has been subbing and doing part-time assisting in the Pre-K classroom will be the full-time assistant in the classroom next year. Sarah Root will be on staff next year working with the Three's class. This summer we will do a search for a new Three's Lead/Co-Teacher and Two's Assistant Teacher.

The Parent Committee provides invaluable support to the Director and Teachers of the preschool. They are also charged with cultivating the parent community each year of the school. Our Parent Committee was made up the following hardworking parents:

Sarah Root - Co-Chair

Lisa Paine Co-Chair

Nancy Wilson - Fundraising

Amy Smith - Finance

Janine Campo - Secretary

Christina Chambers - Member at Large

Catherine Desberg – Two's Class Rep

Stephanie Stephenson – Three’s Class Rep  
 Nicole Nielsen – Pre-K Class Rep  
 Maureen Jeffries – Scholastic Rep

The committee put on the following events:

- Fall festival - bringing community together
- Auction - night for the parents & others to celebrate the preschool - successful fundraiser
- Sing & Feast - potluck celebration w/ music by Teacher Jeffrey
- End of year potluck - end of year celebration for families - Rob Smith drum circle
- Started Coffee & Play days for potential new families to get to know the preschool - they meet with current parents to get questions answered, then go observe the classroom. Their child can stay and participate in the class
- Teacher Kristen pajama parties
- Community Night at Starbucks on Lincoln Drive & 32<sup>nd</sup> Street

A special thank you goes to Lisa Paine who again this year helped considerably with preparing and reviewing the budget for next year. Lisa spent countless hours preparing different budget scenarios to address possible low enrollment for next year.

Preschools across the Valley have been experience low enrollment this year and projected the same for next year due to the economy. Sadly, our school has been no exception. For years we had waitlists for our classes and never had to invest a dime in outside advertising and marketing. People just came to us word of mouth. This year we took our first add out in Raising Arizona Kids for May and June 2012. Seeing our school brightly showcased in the magazine and online sparked renewed energy and excitement among all of us. We also offered for the first time a Referral Incentive for our currently enrolled families in which several families earned for enrolling new families for next year! Stephanie Stephenson was great in writing handwritten thank you notes to everyone who referred us that we could identify. Many families took advantage of incentive to enroll by April 1<sup>st</sup> as well. The Parent Committee organized several “Coffee & Play” events during the school day as well as Open Houses. All of which has brought about positive results. The staff and Parent Committee feel confident that next year we will be able to bring the school back to its high level of enrollment that it has historically held.

Respectfully Submitted,

Heidi Parmenter, Business Administrator

### ***Interim Director of Children’s Religious Education***

After last summer’s search for our next Director of Religious Education was unsuccessful in finding the right match for our growing congregation, I was asked to serve temporarily in the interim between fall and our next search. I accepted and have worked an average of 15 hours each week, with and for our children’s Sunday religious education programs. And I have learned from and been inspired by every minute of it.

This year, we had over 125 children and youth registered for our Sunday programs, and an average attendance of 68. I led teacher training for our lead teachers, trained members and friends to work as childcare providers for UUCP-sponsored events, and offered training for those interested in working with our high school group. The Children’s Ministry Committee sponsored an Empty Bowls luncheon in November and raised \$400 for the New Day Center and \$200 for the Empty Bowls project. Children from our Sunday program performed or

participated in many multigenerational worship services, and we recorded visits from many new families throughout the year. And I think we had close to 20 child dedications this year!

So thank you, parents and families, for the support, encouragement and love you have shared, and for allowing me to serve you all this year.

My gratitude abounds for so many folks who helped create and maintain safe, healthy, fun spaces for our children to grow, and learn, and do, and be.

First, to our nursery and toddler staff, Tiffany and Daniel Mendez; and to the helpers who soothed a tear, mended a boo-boo and played with trains: Dawn and Russell Deneault, Ellie Anderla, Jean Rosenberg, Brittany Davis, Eco Martinson, Keith Bonefield.

To our lead Sunday school teachers, Karen Kurtz, Sara Banegas, Jen Smith, Kelia Noonan, and Briana Noonan; and those who volunteered to distribute glue, tell a story, or just lend a helping hand: Jen Fryer, Melinda Iyer, Karin Quinn, Cara Denby, Christine Marshall, Sarah Carlson, Carey Crabbs, Tammy Rhodes, Cathy Maxwell, Nancy Cruse, Mary Dokes, Barb Olsen, Margy Angle, Heidi Parmenter, Geraldine Mendez.

To Sarah Montgomery, (who was Sarah Henkel when we started the year), who not only chairs the Children's Ministry Committee with thoughtfulness and grace, but who also stepped up to serve as basically the lone advisor to our high school youth group (YRUU) this year. Sarah's dedication and skill assured me that I could step away from YRUU and never have to worry that our youth weren't being challenged and nurtured each and every week.

To our 7<sup>th</sup>-8<sup>th</sup> Grade Our Whole Lives (OWL) facilitators who worked with a class of 18 this year! Rajeev Arora, Laurie Arora, Jen Hempel, Sam Kirkland, Kathleen Waldron, and a HUUGE thank you to Steve Harris, whose enthusiasm and passion for this important program kick-started everyone this year! Thank you team, for your commitment to our youth, and your ability to answer *any* question.

To our 5<sup>th</sup>-6<sup>th</sup> Grade OWL facilitators, Jeff Newman and Cynthia Diefert. We enrolled 6 into Jeff and Cynthia's class, and after only 9 weeks together, it was easy to see that these young people had bonded with each other, and they all came away with positive, insightful comments about the class!

To our Children's Ministry Committee: Sarah Montgomery, Wendy Metcalf, Tammy Rhodes and Jen Smith; and some new members and allies who joined us late in the year to get a jump start on next year's plans: Cara Denby, Nicole Nielson, Maureen Jeffries, Karin Quinn.

To Karin Quinn, Cara Denby and Heidi Parmenter, who took the bull by the horns and organized several family-friendly events, namely Sunday picnics in the park, which drew lots of people who ate, played and laughed together.

To our team of worship associates, who work each week to create space in our worship services each week where our children are welcome to be children. The quality of "Together Time" shows an intentionality to welcome and include all of our kids.

To all of our staff, who welcomed me and accommodated my schedule as much as practicable: Heidi, Rev. Susan, Sandy, Connie, Rev. Linda, Jill, David and Kathy. Special thanks to Lynne Haeseler, and her talented friends Sally Gebler and Laurie Sandstrom, who enhanced our annual youth service in April.

And to some wonderful folks who have offered kind words or support in ways they may not even be aware of: Rev. Susan Frederick-Gray, Charlotte and Bill McCusker, Gretchen and Ray Manker, Lani Comp, Jeff Newman, Enid Jones, Heidi Parmenter, Margaret Hetrick, John Gibson, the Arora and Lockwood families, Lydia Yanak, Lois Fisher, Dale Fisher, Celeste Allen, China Rae Newman, the Cruse family, Cynthia Billotte, Heidi Singer, Jill Story, Aida Cochran, Ellie Murphy, Vincent Kruse, Kim St. Clair, Susan Goldsmith, Ellie

Marshall, Kailey Smith, Alana Olsen, Sarah Wheeler-Rhodes, Carolyn Allenby, Catherine Desberg, Susan Leung, Sara Banegas, Lois Leader, Rev. Tera Little, Sherry Celine, Belinda Clarke, and Manuel Gomez.

I know that I have inadvertently forgotten some people, (I am sorry, I love you all!) but please know how encouraging it is to see that, as we begin our move back into a cooperative model in our Sunday school programming, our village is healthy, and ready to help raise our children together.

We all – inadvertently or deliberately or both – contribute to the continuing health and vibrancy of our children’s programs. Let us join in welcoming a new director to our program, and let us also reaffirm our covenant – as members of the Unitarian Universalist Congregation of Phoenix – to each other and to all of our children.

In peace,

Jaynn Truran

Temporary Director of Children’s Religious Education, 2011-2012

### ***Music Director***

Over 75 volunteers create the music and amplification 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:** This year we hired Nathan Greene as the new PA coordinator. His expertise and hard work are helping us achieve a consistent and professional experience in sound on Sunday mornings. In conjunction with the Sanctuary committee, construction committee and others, Nathan is working on restoring acoustic integrity to our sanctuary. This is a major project. Our high hopes will include a room where speech becomes clearer and some of the challenges to operating a sound system will be alleviated. Many thanks to the volunteers who have served this year: Greg Holmberg, Stephen Jurewicz, Bill Mee, Tom Parker, Helen Walker, Francis Wiget, Chris Snyder.

**Congregation Choir:** The choir has maintained a membership just over 40 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

Members are: Sharon Hise, Susan Morris, Catherine Desberg, Karin Quinn, Melinda Merkel Iyer, Uli Boecker-Grieme, Rita Adiosio, Myra Banks, Jean Lawton, Carolyn Allenby, Joyce Short, Donna Featherston, Diana, Ashley –Music Committee Chair, Linda Lawrence, Joanne Michael, Heidi Singer, Ginny DeMarco, Sally McDade, Charlotte Carl-Mitchell –Librarian, Kat Crabtree, Bonnie Cunningham, Glenda Henman, Dena Sidmore, Paula Adkins –Music Committee Treasurer, Barbara Berg, Chris Snyder, Lori Rubin-Williamson, Smoot Carl-Mitchell, Emily Helton-Riley, Bobbi Hess, Bill Snowden, Sandy Thomson, Jerry Whalin – Music Committee Secretary, David Grieme, Sam Kirkland, Gary Lawrence, Richard Plattner, Richard Jahrmarkt, Dave Cunningham, Dennis Burges, Jim Breuer, and accompanist Lynne Haeseler.

The Congregation Choir rehearsed for two hours every Wednesday beginning August 31. As of the week of General Assembly they will have rehearsed 39 evenings. They also rehearse on the Sundays they sing: 20 Sundays. That makes a total of 88 hours of rehearsal time. The choir provided choral anthems and hymn singing leadership during 36 Sunday morning services and Christmas Eve.

The dedication of this hardworking group of volunteers is to be admired. A weekly rehearsal in a music group that leads music in worship so many times in one year reflects the commitment of the members of the choir. Often, choir members are also asked to organize or perform special music on Sundays when the choir as a whole does not sing.

We are very sad to have lost two long-time, hard-working and gracious members of our choir, Pauline Gay and Pat Shannon. The memories of their singing, smiles, art and dancing will live with us for years to come.

**Family Choir:** Karin Quinn, Katie, and Megan Rev. Susan Frederick-Gray, Henry, Carolyn Allenby, Bob and Jennifer Fryer. Family Choir rehearsed during the month of April and sang on Earth Day at our annual All-Music Service. They learned four songs: “Promise of Peace” – Chalice lighting song; “We Stand on Holy Ground” – their choral anthem; “Syahamba” – opening Congregational Song with the Congregation Choir; and “Common Ground” – performed with the Soulful Sundown Band.

**Instrumentalists:** We are very fortunate to have among our members and friends instrumentalists 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, Gospel, jazz and blues. Don Weir, Sandy Weir, Jenna Daum, Derek Sanchez, Igor Glenn, Anne Byrne, Bonnie Cunningham, Gerry Kato, Jack Wisniewski, Richard Plattner, Susan Morris, Emily Helton-Riley, Bill Snowden, Jerry Whalin, Richard Jahrmarkt, Dave Bellama, Randy Smiley and Michael Relland.

**Vocalists:** We are fortunate to have many singers in our congregation who are confident soloists or ensemble singers. Bonnie Cunningham, Anne Byrne, Bill Snowden, Jerry Whalin, Jean Lawton, Susan Morris, Chris Snyder, Joyce Short, Kat Crabtree, Melinda Merkel Iyer, Richard Jahrmarkt, Diana Ashley, Gary Lawrence, Sam Kirkland, Carolyn Allenby, Dave Bellama, Davie Grieme.

Every year since he has called UUCP his spiritual home, Dave Bellama has organized musicians into ensembles to create a music Sunday filled with folk music of the likes of Pete Seeger or Woody Guthrie. This style of service is a wonderful gift to the congregation and helps everyone better understand the history of our country and the struggles that have been faced in the past.

**Volunteer Song Leaders:** Melinda Iyer, Carolyn Allenby, Kat Crabtree, Heidi Singer

**Outreach Music Ministry:** Jerry Whalin and Carolyn Allenby have been heading up the Outreach Music Ministry under the guidance of Rev. Linda Lawrence and in consultation with Connie Jahrmarkt, Music Director. The OMM sponsored Christmas Caroling. Twenty-one carolers spent an entire afternoon bringing music and joy to long-time members of our congregation. In April six singers rehearsed, sang and visited with members who could not be at Sunday Services on a regular basis.

**Our Accompanist,** Dr. Lynne Haeseler provided piano accompaniment, special music, offertories and postludes for 3-4 services every month, Christmas Eve, Cabaret, and served as the accompanist for weekly Wednesday night Congregation Choir rehearsals. With our ministers, she planned and led a special New Years Vesper service on Wednesday, January 4, 2012.

**Our Music Librarian,** Charlotte Carl-Mitchell, a librarian by profession, 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.

As I write this, our annual **Cabaret**, fund-raiser is yet to occur. Last year the event was standing room only. In an effort to accommodate more audience members, we are doing away with the buffet table. Instead, food will be on each table. Audience members will not be waiting in long lines.



**Cabaret Production Volunteers:** Bill Mee, Tom Parker, Doug Helton-Riley, Nathan Greene, and probably more TBA.

**At General Assembly,** our choir members have been asked to participate in the Pacific Southwest District Choir during opening ceremonies, to welcome out-of-town UU's to Phoenix.

Several of our choir members will be performing in "Man of Magdalena," a musical play by Patty Willis and Lou Prince, to be presented at General Assembly.

Respectfully submitted by Connie Jahrmarkt

## **UUCP Council Report**

The UUCP Council is made up of paid staff and chair persons of committees, activity groups and ministries of the Congregation. Council meetings are gatherings of the "full staff" of the Congregation. These are the people with leadership responsibility for carrying forward the mission and plan of the Congregation.

The Council met three times in the past year. Meetings are an opportunity for the minister and the administrator to report on significant Congregation wide events and undertakings and to ensure that all of our leaders are well informed about the needs and directions of the Congregation. Meetings are also an opportunity for committee leaders to raise questions, to share the work they are doing and to seek out collaborators and to focus on specific aspects of leadership.

Agendas for the meetings included discussion of the work of the Board on the strategic plan and the ends statements and how committee work relates to those, discussion of the possibility of creating a weekly "Congregation night", and creation of the Congregation wide calendar of events. Training for leaders included a presentation about creating vibrant committees through effective recruitment, management and appreciation of volunteers and another presentation about ways of communicating within and outside of our Congregation. Agendas also included a good deal of information sharing - how to write covenants and charters, deadlines for annual reports and program catalog, using the guidebook for working with the office, and the coming General Assembly.

When the year began the Council was structured to include a chairperson of the council and three sub-councils, each with a chair person; during the year, we determined that such a structure created another layer of organization for no real impact. The structure now just calls for a Council chair, appointed by Reverend Frederick-Gray. In the coming year Sarah Carlson will assume a two year term as the Chair of the Council.

Respectfully Submitted by Susan Goldsmith

## **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 fourth year. Year 1 was a committee which drafted a mission statement and printed a brochure. Year 2 & 3 was a think tank. And Year 4 was a successful discussion group which we named *2<sup>nd</sup> & 4<sup>th</sup> Saturdays Addictions Discussion Group*. Gene Harvey and Michael Hipps started the group. An estimated 15 people have attended with a core group of 3 to 8. We check in for 2 to 3 minutes to share on how our week went and then migrate to a topic for discussion. We typically meet for 75 minutes. April 28 was the one year anniversary of the group. The group also served meals at the New Day Center in March.

The recovery group is not affiliated with any 12 step program and welcomes addicts with stable recovery (six months of sobriety or recovery requested). It is uncommon for a recovery group to bring different addictive behaviors into the same room, but we have found plenty of common ground. Typical compulsive behaviors are drugs, alcohol, shopping, gambling, eating disorders, co-dependency, sex, and relationships, compulsive internet usage and gaming. What we provide is a safe spiritual place where different religious beliefs (including agnosticism and atheism) can mix with recovery. We are not an appropriate group for family or friends of addicts.

We also offer support and resources on request as well as providing first response for the minister during crises

Our goals are to a) build the attendance of the group to keep it at a healthy number; b) as a committee become better educated about crisis intervention, and c) generally remove the stigma of addiction and move UUCP a little bit forward. My first AA meeting was in the basement of a Mennonite church in Sunnyslope . I've always felt that congregation has a more progressive outlook and response than our congregation .....which is an irony not lost.

Respectfully Submitted by Gene Harvey

### ***Adult Faith Development Committee***

The Adult Faith Development Committee of the Unitarian Universalist Congregation of Phoenix continues to be committed to providing a structured AFD program guided by UU principles, one that will hopefully provide opportunities to explore diverse ideas, promote and support personal growth, and nurture our sense of community. Our goal is to continue to offer classes, workshops, activities, excursions, and celebrations throughout the year.

Our annual retreat this year was May 5. Our agenda incorporated some important research that we did during the year. Building on previous innovations continues to reflect a new kind of faith community that is growing in numbers, becoming more diverse, and is more interested than ever in community faith education. We look forward to publishing the results and our new plans in the coming weeks. For now, the new program schedule is consisting of at least 10 or eleven events from single-day work-shops all the way to 16 week classes, both Sunday mornings and week nights.

In addition to the focus groups, we do evaluate our class schedule based on general comments we receive, surveys during the year, and feedback from people enrolled. We are often puzzled by the fluctuations in attendance in our classes. We have had very large and very small enrollments, but overall we have experienced growth in attendance. We believe increases in participation reflect an increase of program offerings as well as overall higher attendance and better promotion. We plan a special meeting in June to launch a promotion structure using committee members throughout the year assigned to specific events and interacting with instructors and facilitators regarding content.

The trend continues toward more “spirituality” in our classes. In 2008, a workshop in Tucson for AFD leaders convinced us to follow the lead of other congregations in the direction of a spirituality largely informed by “affect” or, “learning through emotional and personal involvement.” We have confirmed that sense of

increasing spiritual orientations of the congregation gain this year. We feel that this direction that we detected on the Meadville Lombard seminary website is still playing out. We feel that the AFD Committee is responding well.

We will resume Muuvie Nights. We suspended midyear due to licensing problems and lack of staff follow-up later. During the summer we expect to have all this resolved and our first Muuvie should be in September.

As we welcome our newest members, Julie Novic, Mary Wilber, and Sarah Burchard, we have also continued to maintain active and devoted committee members: Sue Kennedy, Terry Simmons, Lois Leader, and Jay Bastani.

The Book Table continues to offer titles relevant to our mission and breaking above even for cash. The various committee members do a rotation to cover The Book Table each Sunday after service, and The Book Table has proven to be a great place to greet visitors, to discuss their questions about the principles of UU, and to inform them of upcoming ARE classes.

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

In summary, the Adult 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 express gratitude for the work of David Weaver, our interim staff member, who was quite helpful in the short time he was with us. We look forward to another staff liaison, but we are prepared to go forward without one if necessary.

Respectfully submitted,

Terry Simmons, Chair

## ***Annual Auction***

Thank you to all who donated, volunteered, and attended our 2<sup>nd</sup> annual fundraising auction: Peace, Love & Rock n' Roll. It was an honor and a joy to plan this year's fundraising auction. I met so many new people in our community and learned a lot about people through their donations and volunteer efforts. Planning this event expanded my love for this community in the most pleasantly surprising way. I have come away from this feeling a connection so deep I struggle to put it into words. Instead of trying, I will simply say, "Thank you." I am pleased to announce we raised \$15,352 from the silent and live auction sales. Our ticket sales brought in approximately \$2,315 and our cash bar and raffle raised more than \$500. Our gross income is over \$15,352 and our total expenses are under \$2,500. In the December Horizons Journal there was a complete listing of who won what items.

Respectfully Submitted by Heidi Parmenter

## ***Buildings and Grounds***

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

There were two significant projects and several small ones.

The significant ones are:

- A complete replacement of the irrigation system in the Memorial Garden. The significant difficulty and costs of maintaining the old irrigation system were determined to be such that the replacement was needed.
- Replacement of the window next to the main entrance door. The old window was clear single pane glass and had a growing large crack. The new window has tinted double pane glass to match the other new windows.

Minor maintenance work included:

- Applying dust control material to the unpaved parking lots
- Continuing work on lights in the sanctuary
- Regular maintenance of congregation landscaping
- Continuing work on maintaining irrigation systems
- Monthly pest control service
- Continuing repair of the front entrance railings of damage apparently caused by skate boarders.

The lighting in the sculpture pool has become impossible to repair. We hope to completely replace it in next fiscal year with a safe modern system using donations and a loan.

Respectfully Submitted by Bill Mee and Heidi Parmenter

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

2011-2012 was a maintenance year for Children's Ministry. After several rounds of interviews, our search did not identify a full-time Director of Religious Education. Fortunately long-time UUCP member and YRUU advisor Jaynn Truran served as our part-time DRE. With the support of the Children's Ministry committee, Jaynn went above and beyond to keep our program running this year.

### **Highlights from the Year:**

- **Easter Fun Day** – Since many children have an egg hunt at home, this year we retired our annual egg hunt for an Easter Fun Day. Together the pre-K through 6<sup>th</sup>-grade students sang “The Garden Song (Inch by Inch),” decorated cookies, made dinosaur eggs, painted pots and planted seeds, and listened to stories. The event was a big success.
- **Co-Op Program** – We have been planning to return to a co-op program for the 2012-2013 program year, in which the classes are led by parents and volunteers. This way parents are more invested in the program, and the co-op model fosters connections between families. The committee has drawn on the experience of EEC parents and teachers to implement the co-op model.
- **Family Picnic in the Park** – Cara Denby and Karin Quinn put together a Family Picnic in the Park in March. Families brought food and played in the park after first service. It was a wonderful opportunity for families to get to know each other. We had a very high turnout and positive feedback for this no-fuss get-together.
- **OWL Parent Group** - Laurie Arora, one of our 7<sup>th</sup>/8<sup>th</sup>-grade OWL facilitators, initiated a group for parents of OWL students. The idea was to foster community between the parents and to share some of

the topics and issues that were discussed in class. This also encouraged discussions between parents and youth.

- **DCM Search** – The search continues for a full-time DRE. Heidi and Susan have reworked the position and given it a new title, Director of Children’s Ministries. This new position will replace the part-time Preschool Director, part-time Director of Religious Education, and starting in June 2013 the co-directorship of Kids Kamp. Rev. Susan's vision is to streamline the administration for all of our Children's Ministry programs, including the Preschool, to share the strengths of each program and provide the best experience to all of the families they serve. Once the DCM is hired, we will search for a part-time Youth Program Coordinator to oversee the junior high and high school programming.

Respectfully submitted,

Sarah Montgomery, Chairperson for the Children’s Ministry Committee

### ***Citrus Glean***



In our inaugural year, we ‘got citrus’ and more! On Saturday, March 17, St. Patrick’s Day, our fledgling justice ministry team gleaned (gathered) citrus at an Arcadia home ripe with over 75 neighborhood citrus trees. In conjunction with the Quaker Friends, and St. Mary’s Food Bank, our team of 20 volunteers joined over 120 volunteers from UPS and area high schools to gather citrus on this very ‘green’ morning. Ten other congregation members were also kind enough to glean their own trees and donate a total of one-and-a-half pallets of citrus to the food bank. Besides gleaning, all the volunteers at the site enjoyed a delectable continental breakfast, through generous donations from Café Valley Bakery and Dunkin Donuts. Also, it was exciting to see that based on our selection of March 17, other neighborhood community service organizations, such as the Elks, jumped on the bandwagon, and designated the day as a citrus donation day!

Why did we do this? On a practical level, St. Mary’s has the capability of collecting as much perishable citrus as Phoenicians are able to pull off our many neighborhood citrus trees, because they juice the excess, and send it across several state borders in exchange for their local food stuffs. With our economic times as a backdrop, this exchange utilizes a ready resource (that normally goes to waste), and thereby increases the overall food supply to those in need. On a more spiritual level, and in keeping with our mission and seventh principle, participation in this team is a service to others, and builds bridges with other religious organizations—facilitating a genuine sense of interconnectedness, and an appreciation of that which is outside ourselves.

Who ensured that this day came to fruition (pardon the pun)? Special thanks go to ministry team sponsors, Sarah Carlson, Richard Jahrmarkt, George and Shirley Karas, John Kessler, Terry Simmons, and Jerry Brown of the St. Mary's Food Bank, as well as Tom Haines of the Quaker Friends.

Looking forward, the committee will gather over the summer to make plans for next year. At a minimum, we would like to expand our volunteer base and participate in St. Mary's Super Citrus Saturday, in which homes across the Valley join in picking citrus and dropping it off at various donation sites. Depending on our level of interest, it would be a dream to have UUCP act as one of the drop-off points.

When I saw the St. Mary's Food Bank 18-wheeler truck pull away two-thirds full, I knew we had participated in something great that day.



We look forward to you joining us next year!

Lovingly submitted,

Lillian Habeich

Citrus Glean Team Chair

## ***Diversity Dinners***

The UUCP began a new tradition this past year! Once-a-month Diversity Dinners brought together congregation members for potluck dinner and spirited conversation on stimulating, controversial and timely topics. Our primary goal was to provide a casual environment for our diverse congregation members to create community and connections with one another.

Each month we had approximately 15-25 attendees, a wonderful mix of longtime congregation members and recently-joined members. We had attendees as young as 5 years old, and some in their 9th decade of life! Conversation often held to the topic of the evening, but it was just as much fun when it did not!

The Diversity Dinner non-committee was made up of congregation leaders from many other committees. The role of this non-committee was simply to brainstorm the monthly topics, write up the description for the congregation newsletters and to open the evening's conversation for the attendees.

My role as Diversity Dinner coordinator was to set the annual calendar of events and to work with the non-committee members each month to ensure our event was advertised to the congregation. I would like to heartily thank the following people who stepped up to “host” an evening:

September – “Bed time rituals” – Wendy Metcalf from Children’s Ministry

October – “Ageism” – Vince Waldron and Joan Gale from Right Relations

November – “Heterosexism/Homophobia” - Michael Hipps and Ian Chamberlin from Interweave

December – “Holiday traditions” – Merrily Beyreuther from Membership Engagement

January – “Racism” – Terry Simmons from Adult Faith Development

February – “Sexism” – Mary Schneider from the Women’s Group

March – “Family food traditions” – Linda Lawrence from Membership

April – “Classism” – Lillian Habeich from Adult Faith Development

May – “Worship” – Gary Lawrence from Worship Associates

While our subjects were intriguing and inspired some interesting discussions, the potluck meals were fabulous. Thanks to all attendees who spent their Friday nights in the Johnson Room, and to everyone who brought delicious dishes. I believe we accomplished our goal, and hope to continue this new tradition in the coming year.

Submitted by Wendy Metcalf, May 2012

### ***Eritrean Refugee Initiative***

Beginning our third year, ERI volunteers have helped over 50 Eritrean refugee families and individuals. English classes, headed up by Dave Bellama, are taught three afternoons a week to three levels of students by Julie Smart, Barbara Berg, Judy Lambert and Dave Bellama. In addition to English, Judy Lambert has tutored a refugee in math. Carla Dunlap is tutoring a student preparing to take the GED. For the second year UUCP members donated holiday baskets to new arrivals. Jeff Newman continues to refurbish donated, used computers for refugees. Janet Biondo collects used clothing for the refugees. Brea Burgie Christopherson, Toni Colotte, Greg Holmberg, Caroli and Mike Peterson are just some of the people who have donated everything from computers to furniture to bicycles. Duke Plattner has helped several refugees with issues relating to auto accidents. Lucia Kisiel, former leader of the Phoenix Amnesty International Group, volunteers as a “go-to” person for refugees at Phoenix College. We have established contacts at local refugee resettlement agencies, in particular Emily Taylor at the International Rescue Committee who steps in to help when we need her expertise. Collin Cunningham with the Welcome to America Project continues to assist refugee women in the Bead to Succeed Project. Women were given tools and supplies donated by ERI to make paper bead jewelry, shown how to sell their work at First Friday Phoenix Art Walk at a booth in the parking lot of Made Gallery and at stores (Made and Eccentricity). A student group at ASU regularly sells paper bead jewelry on the Tempe campus. Gradually the refugee women have been able to take over the project themselves, buying their own supplies and doing more of their own marketing. Most of them have gone on to find jobs.

This year the major change for ERI has been the departure of two of our most active volunteers. Brea Burgie Christopherson moved to Washington DC with her husband where they recently welcomed their first child, a little girl. Eritrean Semere Kesete recently returned to Sweden, where he has refugee status, to apply for Swedish citizenship. While he was here Semere received a master’s degree in Human Rights and Social Justice

at ASU and wrote his thesis on forced conscription in Eritrea. His thesis is used in Eritrean asylum cases all over the world. Before his departure, Semere agreed to assist lawyers from Fennimore Craig in four asylum cases acting as an interpreter and helping the lawyers with background about the human rights situation in Eritrea. Libby and Dave Walker hosted each of the four refugees granted asylum and released from detention in Florence or Eloy. Homeland Security routinely drops them off at the Greyhound Bus Depot without any support, so these men needed place to stay and Semere's help to make travel arrangements. Semere also interpreted for and helped local refugees with healthcare and work related issues, traffic tickets or auto accidents. Semere helped refugees enroll at Phoenix College, worked with refugee students in high school, taught refugees to drive, and generally helped them to adjust to a new culture. We hope that Homeland Security will see fit to grant him an O1 visa sponsored by UUCP, so that he can return to Phoenix and continue his good work. In Semere's absence, refugees with English and education are beginning to step up to help their fellow refugees. From Sweden Semere continues to monitor the well being of the Eritrean Refugee community in Phoenix and relay requests to ERI volunteers.

Our most recent effort involves matching Eritrean refugees with American friends. Two students in the Human Rights/Social Justice Master's program at ASU West campus have volunteered and one match has already been made.

Respectfully submitted by Libby Walker

## ***Finance Committee***

The Finance Committee monitors the income and expenses as they relate to the current budget, meeting if possible one week before each of the monthly Board meetings. The Finance Committee is responsible for advising and reviewing the yearly congregational budget, as prepared by the staff, to be approved by the Board and presented for congregational vote at UUCP's annual membership meeting.

The 2011-2012 committee consisted of James Allen, Chair, Diana Ashley, Robin Holden, 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. The committee acknowledges the continuing dedication of Heidi and Gloria in managing the day-to-day finances.

### **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 budget procedure now is driven by the staff. Once the budget is developed by the staff it 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. Also during the past year the committee reviewed and updated the Covenant, the Charter, and Mission Statement for the Finance Committee as well as the procedures associated with the establishing a budget for an upcoming 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 reports 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 2011-2012 fiscal year with a net zero balance, assuming the receipt of the outstanding pledges and other income. This represents the third year running that the Congregation has operated with a balanced budget and reflects the commitment of the Congregation members despite the slow economic recovery. The ability of the Congregation to operate with a balanced budget was essential for securing favorable financing for the Capital Campaign 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

## ***Immigration Task Force***

The UUCP Immigration Task Force (ITF) concentrated on three areas this year:

- Participation in and support of Mi Familia Vota / Ya Es Hora Ciudadanía (My Family Votes / Citizenship Now with Citizenship Registration Fairs, Voter Registration projects, Go to Vote Campaigns, and education about the importance and opportunities for civic involvement
- Work for an end to the mass incarceration of immigrants, and the harsh toll it takes on families, women and children:
- Monitoring of proposals for Federal Comprehensive Immigration Reform, or in its absence, any proposals for incremental progress (such as a federal Dream Act). To monitor legislation at the state level that is filling the void left by lack of new legislation at the Federal level.

The ITF achieved its focus aided by two exercises completed in the fall. The first was a request to those on the lengthy ITF emailing list to reaffirm their interest and level of commitment to the ITF; that request led to adding some and dropping others from the list. The second was the application for renewal of the ITF as a congregational task force, which then became the charter for the year's operations.

The ITF was facilitated by Sandy Weir of the AZIM staff. The group decided to focus upon the three areas listed above, and the three "task leaders" were:

- Margy Angle, Citizenship, Voting, and civic involvement activities

- Trent Tripp, activities regarding an end to mass incarceration, such as the End Detention Phoenix Working Group
- Bill Lace, proposals for Federal or state immigration legislation

The ITF met monthly August through March, with attendance ranging from 6 to 18 and averaging about 12. Over 20 UUCP members volunteered at a variety of Mi Familia Vota events. Usually at least two from the ITF attended the End Detention Phoenix Working Group meetings and several members attended vigils at the Pinal County Jail. ITF members and others from the congregation witnessed at the ALEC demonstrations (described in the AZIM report, above). Bill Lace provided regular legislative reports to the ITF, who took part in some letter-writing to legislators and in the visit to the legislature described in the AZIM report.

Respectfully submitted by Bill Lace

### ***Interweave***

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.

This past year, Ian Chamberlin was Chairperson of the group and Michael Hipps served as Co-Chairperson.

Interweave held its first Annual Retreat in August 2011 at the home of Glen and Terry Lockwood. The event was used as a way for members to fellowship and to brainstorm for the coming year’s activities.

In October, UUCP members and Interweave formed a small contingent to walk in the annual AIDS Walk, raising \$350 toward helping those people both infected and affected by HIV/AIDS here in Maricopa County. Interweave also staffed a UUCP booth for the Rainbow Festival, which is held the same weekend as the AIDS Walk.

In December 2011, Terry Lockwood attended GLSEN’s (Gay Lesbian Straight Education Network) Ally Training. This training is for people who are interested in learning how to introduce, start and respond to conversations regarding sexual orientation, especially as it relates to young people in our schools.

This training preceded Interweave’s hosting of one of UUCP’s Diversity Dinners at the congregation. That evening, Cammy Bellis from GLSEN led a discussion on “Heterosexism and Homophobia”. The dinner was very well attended and was a great opportunity for Interweave members and others in the congregation to dialogue and learn from each other about these important topics.

In April, UUCP once again coordinated all Valley UU congregations’ participation in the Phoenix Pride Parade and shared a booth at the Pride Festival. Interweave member (and Past President) Dean Clarke-Taylor led the way in making sure that Interweave communicated with the other three congregations in helping contribute to a strong UU presence at the Parade and in making sure that our UU booth at the Festival was inviting, informative and presented a strong and cohesive UU outreach to the community.

UUCP’s Interweave Committee is proud to be a member of Interweave Continental this year.

Respectfully submitted,

Michael Hipps

## **Membership Committee**

Members: Terry Lockwood, Merrily Beyreuther, Maureen Jeffries, Jenny Jones, Vincent Kruse, Sally Boyd, Caroli Peterson (Chair), Rev. Linda Lawrence (Assistant Minister)

Meetings: We meet once a month, on the first Thursdays of the month, 5:30 pm to 8 pm.

Mission: We strive 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. The following is a description of the work of the Membership Committee.

- 1.) **Pathway to Membership:** These classes have been coordinated by Terry Lockwood since mid-2009/2010 until April 2012. She has done a wonderful job of insuring that all of the details of planning and implementing these classes were seamlessly met. The two-session classes meet four times per year: Sunday morning for two hours and the following Saturday evening potluck that concludes with a joining ceremony, for those who are ready to become members. UUCP members are encouraged to attend the potluck evening to welcome new members. During classes, prospective new members meet with others, learn about UUCP history and responsibilities/privileges of membership, and find out ways to engage in the congregation. This past year, we had 68 people register for PTM classes, 61 people attended, and 39 people became members. Terry is stepping away from the PTM Coordinator role due to other responsibilities/interests.
  - a. **Evaluation:** Class format is working well, based on anecdotal feedback.
  - b. **Future:** Recruit a new PTM Coordinator. Develop a more formalized yet simple class evaluation for participants to provide feedback. Discuss the possibility of having a third meeting with each class group, sometime after the potluck, to see how they are doing.
- 2.) **Welcoming Ministry:** This includes Greeters and Ushers, and is led by Rev. Linda Lawrence. This group has evolved into a well-organized ministry trained to interact with visitors, problem-solve, and watch the entrance to the congregation on Sundays. New visitors are welcomed by Greeters at the Welcoming Desk in the lobby, and provided information for follow up about their visit. Returning visitors can sign up for a nametag and learn about Pathway to Membership classes. Lydia Yanak makes the nametags. Ushers also greet people as they enter the sanctuary, issue hymnals and Orders of Service brochures, and ensure congregational safety. Security procedures require two people at the Welcome Desk throughout services, and the use of two-way radios at different posts (front entrance, sanctuary, Children's Ministry, sexton).
  - a. **Evaluation:** It is challenging to fill all the Greeter/Usher positions (three Greeters and four Ushers for every service). Additional volunteers are needed, so that off-duty Sundays are more frequent for current volunteers.
  - b. **Future:** Recruit more volunteers through STARS and Greeter/Usher trainings.
- 3.) **Visitor Tracking:** Statistics are kept by the office based on the people who sign the visitor information forms at the Welcome Desk. Some visitors choose not to sign in. Since July, 2011, we have had 329 adult visitors and 39 child visitors.
- 4.) **STARS:** This is a short training which helps current members increase their awareness of being friendly and available to visitors and newcomers. Jenny Jones has been doing a wonderful job of leading this activity, and has provided trainings on Sundays and at the Opportunity Fair. She shares STARS information at the Pathway to Membership potlucks.
  - a. **Evaluation:** Newcomers appreciate knowing that they can approach members with stars on their nametags if they have questions.
  - b. **Future:** Continue to offer periodic STARS training.
- 5.) **Membership Engagement:** In February, 2012 this committee was merged with Membership Committee. When new members join the congregation, we want them to feel engaged from the beginning, and

ensure that they have a smooth transition to becoming active members. Maureen Jeffries chaired the Membership Engagement Committee prior to the merger, and attended Membership Committee meetings to promote communication between the two committees with similar missions. She did a wonderful job of organizing the Opportunity Fair in October, 2011, with significant help from Merrily Beyreuther. “UUCP University” gave visitors and members the opportunity to learn about the many and various activities available in the congregation.

- a. Evaluation: The fair was well attended and it received enthusiastic and positive feedback.
  - b. Future: The next Opportunity Fair will be held on 10/28/12. Maureen is stepping away from Membership Committee as she awaits the birth of her second child, due in September. We hope to recruit a new leader by September 1st.
- 6.) Other Activities: Membership Committee contributed two auction items to the UUCP Auction in November, 2011, and hosted a Diversity Dinner in March, 2012. We had a Membership Committee Retreat on April 28, 2012. A potential future activity of the committee will be to reach out to new members who have stopped coming to services.
- 7.) Our focus next year will be to recruit new members to the Membership Committee, and to name a Co-Chair for the committee.

Respectfully Submitted,

Caroli Peterson,

## ***Membership Engagement Committee***

### **Function**

The Membership Engagement Committee’s role is to assist current members in becoming involved and engaged in the UUCP community. We do this through new member surveys to match them with groups, the annual Opportunities Fair, and following up with new members after Pathways to Membership.

### **Goals**

- To follow up with each new member to the congregation within 3-4 months of completing Pathway to Membership.
- To hold one Opportunities Fair in the Fall.
- Provide new members in Pathway to Membership with surveys that allow them to contact chairs of committees or activity groups of their interest. We also provide each chair any members that indicate interest in their group.
- To host at least one Diversity Dinner.
- Participate in the annual auction
- To merge with the Membership Committee

This past year the Membership Engagement Committee has reached the goals set out above. Surveys have gone out to all new members in Pathway to Membership which allows them to indicate their interest in various committees and activity groups at UUCP. They are provided the names of the group chairs right then if they choose to make contact right away. After Pathway to Membership, their names are given to chairs of any groups that they indicated an interest in.

As of this spring, the “Connecting with Our Congregation” surveys mentioned above are set to be available online thanks to much hard work by our Office Assistant, Jill Story. This will allow information about people’s

skills and interests to become part of our congregational database. It also eliminates time-consuming data entry as emails are automatically sent to group leaders when a survey respondent indicates an interest.

We completed our annual Opportunities Fair in October. This year's theme was UUCP University and committees and activity groups that chose to participate were arranged in various "schools." The fair generated a lot of interest, provided people with information about our programs and activities, and resulted in new volunteers and members of various groups within our congregation. We purchased two inexpensive gazebo tents which provided some shade. We wish to thank Mac Jeffries, Gary Lawrence, Glen and Terry Lockwood, Jenny Jones Moats and John Moats for their generous help with set-up and clean-up

We have followed up with most new members that joined the congregation since Fall 2011. We do this by placing phone calls or, if necessary, by sending emails to new members to ask if they have any questions/concerns and to find out if they feel they are getting as connected and involved in UUCP as they would like to be.

We have either hosted or helped to host three Diversity Dinners.

We auctioned off fresh baked cookies for six months at the auction with the Membership Committee. Gary Ezzell was the big winner!

We have merged with the Membership Committee at this time. This has allowed us to have a larger pool of committee members and to become more involved with member activities at UUCP.

Membership:

Maureen Jeffries (Chair)

Merrily Beyreuther

Sally Boyd

Rev. Linda Lawrence (Staff Support)

### ***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 2011-2012 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.





- 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.



- The Outreach Music Ministries also organize the annual holiday caroling events.



- 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.

### Our Sundays in Music at UUCP



- At the end of each program year, Connie Jahrmarkt hosts a party for the choir and presents hand-made awards to each choir member highlighting their unique talents. It is the best way to end a great year.





- May 1, 2011 – Sermon – “**All Music Sunday**” , Service Leader: Rev. Susan Frederick-Gray.
- May 8, 2011 – Sermon – “**The First Mother’s Day.**” Service Leader: Rev. Susan Frederick-Gray. Music: Special ensemble.
- May 15, 2011 – Sermon – “**Coming of Age Multigenerational Service.**” Service Leader: COA graduates and mentors. Music: Special ensemble.
- May 22, 2011 - Sermon – “**The Life of Margaret Fuller**”. Service Leader: Rev. Kathy Baughman. Music: Special ensemble.
- May 29, 2011 - Sermon – “**Memorial Day Thoughts**”. Service Leader: Rev. Susan Frederick-Gray. Music: Special ensemble.



- June 5, 2011 – Sermon – “**The Road Less Travelled**”. Service Leader: Rev. Susan Frederick Gray. Music: Special ensemble.
- June 5, 2011 – Goodbye party for Tucky Fussell. Tucky (3<sup>rd</sup> up on the left) is taking a teaching position in India. **GOOD LUCK TUCKY!**
- June 12, 2011 – Sermon – “**Religious Education Sunday – A Legacy of Care and Wisdom**”. Service Leader: Rev. Susan Frederick-Gray and Victoria Capon. Music: Special ensemble.
- June 19, 2011 – Sermon – “**A Complicated Father’s Day**” Service Leader: Rev. Susan Frederick-Gray and Gary Lawrence. The role for men and for fathers has been changing rapidly. Music: Special ensemble.
- June 26, 2011 – Sermon - “**This I Believe**”. Service Leader: Rev. Linda Lawrence. Music:
- July 3, 2011 – Sermon – “**Songs of Pete Seeger and Utah Phillips**”. Service Leader: Susan Goldsmith. Music: Dave Bellama, Donna & Jon Featherston, Duke Plattner, Susan Morris, Anne Byrne, Bonnie Cunningham, Kat Crabtree, Melinda Merkel Iyer, Dave Cunningham, Sandy Weir, Joyce Short, Igor Glenn. Sing: :”Union Maid” by Woody Guthrie with Pete Seeger; Banks of Marble” by Les Rice; “If I had a Hammer” by Lee Hays & Peter Seeger; “which Side Are You On?” by James Farmer; “Keep Your Eyes on the Prize” by Alice Wine; “If You Miss Me at the back of the Bus” by Charles Neblett & others; “Where Have All the Flowers Gone?” by Pete Seeger & Joe Hickerson; “Bring ‘Em Home” by Pete Seeger and Bruce Springsteen; “Turn, Turn, Turn” Book of Ecclesiastes and Pete Seeger; “Well May the World Go” by Peter Seeger; “Singing Through the Hard Times” by Utah Phillips; “Orphan Train” by Utah Phillips; “Oh Freedom/We Shall Overcome” OF Traditional, adapted by SNCC; WSO by Sophia Horton, Pete Seeger & Others.
- July 10, 2011 – Sermon – “**General Assembly as Worship**”. Service Leader: Jaynn Truran. Music: Lynne Haeseler Plays “Spirit of Life”, “Our Love is Here to Stay”, and “In the Good Old Summertime”.
- July 17, 2011 – Sermon – “**Learning Forgiveness**”. Service Leader: Anne Byrne. Music by Dr. Lynn Haeseler. “Arabesque” by Claude Debussy (1862-1918); Dave Bellama and Lynne Haeseler play

“Sunshine on my Shoulders” by John Denver (1943-1997); Dave Bellama plays “Fish and Whistle” by John Prine (1946- ).

- July 24, 2011 – Sermon – **“The Broken Glass”**. Service Leader: Rev. Terri Simmons and Gary Ezzell. Music: Lynne Haeseler plays “Reverie” by Claude Debussy (1862-1918); Gerry Kato and Lynne Haeseler play “Hungarian Dance” by Johannes Brahms (1833-1897); Gerry Kato plays “Intermezzo in C Major” by Johannes Brahms (1833-1897).
- July 31, 2011 – Sermon – **“An Ever-Evolving Faith”**. Service leader: Rev. David Weaver and Glenn Lockwood. Music: Nostalgia Barbership Quartet play “Every Time I Feel the Spirit” traditional, “Lonesome Road” by Nathaniel Shilkret and Gene Austin; and “Yes, Indeed” by Tommy Dorsey; David, Colin and Ian Grieme sing “I’ve Got Peace Like a River” traditional.
- August 7, 2011 – Sermon – **“Heart of Compassion”** by Rev. Susan Frederick-Gray. Special Music: Connie Jahrmarkt plays “Cansado del Camino” by Jesus Adrian Romero (mexicano, n. 1962) and “Berceuse” from Jocelyn by Benjamin Godard (1849-1895); Delmi Ortega and Gary Lawrence sing “Cuando el Pobre” by Antonio Olivar (1930- ) and Miquel Manzano; Jack Wisniewski plays “Almost Like Being in Love” by Nat King Cole.
- August 14, 2011 – Sermon – **“Making Room for God”**, by Rev. Susan Frederick-Gray. Special Music: Jerry Whalin plays “Adagio for Clarinet” by Jerry Whalin, “Arioso from Cantata #156” by Johann Sebastian Bach, and “Postlude in G Major” by Jerry Whalin.
- August 21, 2011 – Sermon – **“Whose are We?”** Service Leader: Rev. Susan Frederick-Gray. Connie Jahrmarkt plays “Windsong” by John Denver (1943-1997) and Joe Henry (1960- ); “We Are the World” by Stevie Wonder (1950- ) and Lionel Rickie (1949-); “Friends with You” by John Denver and Taffy Nivert (1949-); “It Amazes Me” by John Denver.
- August 28, 2011 – Sermon – **“Deepening Part.”** Service Leader: Rev. Susan Frederick-Gray. Speaker: Rev. Linda Lawrence. Music: Chris Snyder sings and plays “Everything Possible” by Fred Small, “We Shall Be Free” by Garth Brooks, and “Wayfaring Summertime” by Kat Crabtree & Chris Snyder. Chris Snyder and the Congregation Choir sing “Love is the Foundation” by Chris Snyder



- August 31, 2011 – First choir practice of the season.
- September 4, 2011 – Sermon – Hymn Sing. Service Leader: Connie Jahrmarkt and congregation choir.

September 6, 2011 – Pauline Marie Manker-Gay, Alto, long time church member and sister of Rev. Emeritus Ray Manker, passed away today. There is much sadness in the choir.

- September 11, 2011 – Multigenerational Ingathering Water Service. Service Leader: Rev. Susan Frederick-Gray. Music: Connie Jahrmarkt and Congregation choir perform “We Will Be a Shelter For Each Other” by Tom Long & Allen Pote 2006 and “Take Me to the Water” by Rollo Dilworth, 2006; Jack Wisniewski plays “Prelude #1” by Frederick Chopin; Connie Jahrmarkt plays “Blue Boat Home” by Peter Myer. September 11, 2011 – Music Committee Meeting to discuss Pauline Gay’s memorial service.



- September 18, 2011 – Sermon – “**Wisdom’s Common Ground**”. Service Leader: Rev. David Weaver. Music: Congregation Choir sings “Hineh Ma Tov” Jewish Folk Song; and “Hands Across the Aisle” by Georgeann Weaver; Gerry Kato and Lynne Haeseler play “Hungarian Dance #4” by Johannes Brahms (1833-1897).
- September 25, 2011 – “**The Power of Language**”. Service Leader: Rev. Susan Frederick-Gray. Music: Lynne Haeseler and flautist, Carolyn Estrada, play “Reverie” by Claude Debussy; Lynne Haeseler plays “Thanksgiving” by George Winston (1949-); Lynne Haeseler and Drummer, Sam Anderson) play I’ve got Rhythm” by George Gershwin (1898-1937).



- October 1, 2011 – **Memorial Service for Pauline Manker- Gay**. Service Leader: Rev. Susan



Frederick-Gray. Music: “Sing to the Soul” by Gerry Whalin, lyrics by Paula Gay-Adkins. “I will always be with you” written and played by Igor Glenn.

- October 2, 2011 – Sermon – **“Association Sunday: Woven Together”** by Rev. Susan Frederick-Gray. Music: “Congregation Choir sings “Come Into This Place” by William Schulz, and Clif Hardin) and “Standing on the Side of Love” by Igor Glenn. Dr Lynne Haeseler plays “Doctor Gradus ad Pannarssum” by Claude Debussy (1862-1918), and Igor Glenn, Lynn Haeseler, Connie Jahrmarkt and Don Weir play “Improvisation on Lattimer”.
- October 9, 2011 – Sermon – **“Yom Kippur: Creating Wholeness”**. Service Leader: Rev. Susan Frederick-Gray. Music: Gerry Kato plays “El Suenode Una Noche de Verano” by Astor Piazzola (1921-1992); Dr Lynne Haeseler plays “Air” by J.S. Bach (1685-1750); Gerry Kato and Dr Lynne Haeseler play “Libertango” by A Piazzola; and Lynne Haeseler and the Congregation Choir sing “Glory, Glory, Hallelujah!”
- October 16, 2011 – Sermon – **“The Arc of the Universe is Long”**. Service leader: Rev. Dr. Neal Anderson, UU Fellowship of Northern Nevada. Music: Michael Relland, cellist, plays “Sarabande” by J.S. Bach (1675-1750); Congregation choir sings “Dona Nobis Pacem” by J.S. Bach (1675-1750) accompanied by string quarter (Alicia Colburn, Randy Smiley, Michael Relland, and Emily Helton Riley). Dr Lynne Haeseler plays “How Can I Keep From Singing”, Early Quaker Song arranged by Lynne Haeseler; and “If I had a Hammer” by Pete Seeger and Lee Hayes (1949-).
- October 23, 2011 – Sermon – **“Stories of Light and Renewal”** by Rev. Susan Frederick-Gray. Music: Lynne Haeseler plays “Consider Yourself” from Oliver by Lionel Bart (1930-1999); Congregation Choir sings “Siyahamba”; Richard Plattner plays guitar and sings “Here Comes the Sun” by George Harrison; and Susan Morris plays Viola and Congregation Choir sings “Ma Your Life Be As a Song” Russian Folk Song arranged by Jim Scott.
- October 30, 2011 – Sermon – **“Intergenerational Service: We Remember and Celebrate”**. Service Leader: Rev. Linda Lawrence. Music: Connie Jahrmarkt plays “Alhamdulillah”; “Cansado del Camino” by Adrian Romero (mexicano, n. 1962); “From You I Receive”; “A Window to the Past” from “Harry Potter and the Prisoner of Azkaban” by John Williams with Jerry Whalen on clarinet; Dennis Burges sings “The Wheel Goes Round” by Carole Etzler and Brenda Chambers; and the Congregation choir sings “De Colores” Musica: cancion folclorica Espanola y Mexicana.



- November 6, 2011 – Sermon - **“U U Evangelism?!”** Service Leader: Rev. Susan Frederick-Gray. Music: Melodie Feather and Lynne Haeseler play “Slane” by Jaie Arianna Livingston, 2002, and “I’ve Got Peace Like a River” arranged by Patricia Sanders Cota; joined by the congregation choir to sing

“Sing Joy” by Mac Huff; Jean Lawton, David Grieme and Lynne Haeseler perform “For the Beauty of the Earth” by John Rutter.

- November 12, 2011 – **“2nd Annual UUCP Auction–Theme: Peace, Love& Rock n’Roll”**.
- November 13, 2011 – Sermon – **“Glimmers of Light”**. Service Leader: Rev. David Weaver. Music: Connie Jahrmarkt plays “When Our Heart Is in a Holy Place”; Toni Colotte plays “Lydian Lullaby”; Connie Jahrmarkt and Lynne Haeseler play “Sicilienne” by Maria Theresia v. Paradis (1759-1824); Gerry Kato and Lynne Haeseler play “Invention in A Minor” by J.S. Bach (1685-1750); Gerry Kato plays “Embraceable You” by George Gershwin (1898-1937).
- November 20, 2011 – Sermon – **“Let Us Break Bread Together – Multigenerational Thanksgiving Service”** Service Leader: Rev. Susan Frederick-Gray. Music: Congregation Choir sings “Whoa! I’m Feelin’ Gratitude Inside!”; Steve Jurewicz performs “The Offering” by Mary Youngblood; “Congregation Choir, Randy Smiley and Michael Relland perform “Gracias por el amor” by Anonimo, arranged by William James Ross (estadounidense, n. 1937); Karen Quinn and Lynne Haeseler perform “Come Sing a Song With me” by Carolyn McDade (1935-); Lynne Haeseler plays “Kitten on the Keys” by Zez Comfrey.
- November 27, 2011 – Sermon – **“Cultivating Humility”**. Service Leader: Rev. Susan Frederick-Gray. Music: Connie Jahrmarkt performs “Sarabande” from French Suite #2 in C Minor by J.S. Bach (1685-1750); “Allemande” from French Suite #2 in C Minor by J.S. Bach, “Air” from French Suite #2 in C minor; and “Gigue” from French Suite #2 in C minor.
- December 4, 2011 - Sermon – **“Getting Religion”**. Service Leader: Karin Quinn, Worshp Associate. Speaker: Rev. Susan Frederick-Gray. Music: 9:30a.m.-- Jenna Daum on flute accompanied by Lynne Haeseler on piano playing “Sonata in E major” by J.S. Back (1685-1750); 11:15a.m. -- Connie Jahrmarkt and Lynne Haeseler perform “Pavane de la Belle au bois dormant” by Maurice Ravel (1875-1937); Dave Bellama on banjo performs “UU Talking Blues: How I got Religion” by Dave Bellama.
- December 11, 2011 - Sermon – **“How Do We Love Our Enemies?”** Service Leader: Susan Goldsmith, Worship Associate. Speaker: Rev. Susan Frederick- Gray. Music: Joyce Short, Susan Morris, Randy Smiley and Emily Helton Riley perform “Ven, Espiritu de Amor” by Daniel Iverson (estadounidense, 1890-1977). Congregation Choir and strings perform “Al Shlosha D’varim” by Allen E Naplan; Congregation choir sings “Let This Be a House of Peace”; Strings perform “Theme From Carnival” (Love Makes the World Go ‘Round) by Bob Merrill; Band plays “All You Need is Love” by Lennon/McCartney.
- December 18, 2011 – **“Finding Hope in Despair”**. Service Leader: Rev. Susan Frederick-Gray. Music: Special Ensemble.



- December 25, 2011 – Sermon - **“Readings, Rhymes and Rituals”**. Service Leaders: Gary Lawrence, Service Leader. Speakers: Rev. Linda Lawrence and Gary Lawrence. Music: Jack Wisniewski plays “Christmas Time is here” by Vince Guaraldi, “Love Will Come” by Vince Guaraldi, “Linus & Lucy” by Vince Guaraldi.
- January 1, 2012 – Sermon – **“Living Well”** Service Leader: Gary Ezzell, Worship Associate. Speaker: Rev. Susan Frederick-Gray. Music: Toni Collotte plays “Blak Stallion”. Igor Glenn and Lynne Haeseler play “Alleluia Praises Sing”, “Listen to the Children Sing”, “Over the Rainbow”. Congregation and David Weaver sing “Yonder Come Day”.
- January 8, 2011 – Sermon – **“Borderlands”** Service Leader: Gary Lawrence, Worship Associate. Speaker: Rev. Susan Frederick-Gray. Music: Lynne Haeseler plays “Prelude in B Minor” by J.S. Bach (1685-1750). Arr by Alexander Siloti, “Meditatin on Breathing” by Sarah Dan Jones (b.1962), “Leyenda” by Isaac Albeniz (1860-1909); “Down by the Riverside” Traditional Gospel song.



- January 14, 2012 – Twice a year the choir has an “all day” choir rehearsal to get acquainted with all the music that will be presented during the next 6 months. A great time is had by all.
- January 15, 2012 – Sermon – **“The Character of Justice”** by Rev. David Weaver. Music: Lynne Haeseler performs “Traumerai” by Robert Schumann; “Peace Like a river” spiritual; Congregation Choir performs “MLK” by U2; Dave Bellama, Susan Morris and the congregation Choir perform “Keep Your Eyes on the Prize” by Alice Wine.
- January 22, 2012 – Sermon – **“From Inspiration to Action – Praying with Our Feet”**. Service Leaders: Jaynn Truran and Susan Goldsmith. Speaker: Rabbi John Linder of Temple Solel. Music: Lynne Haeseler and Connie Jahrmarkt perform “Jasmine Flower” Chinese Folk Song; Lynne Haeseler performs “Sinfonia from Cantata #29” “We Thank You, God, We Thank You, God”, by J. S. Bach (1685-1750) and “Morning” by Edvard Grieg (1843-1907); Lynne Haeseler and Michael Relland perform “I Can’t Give You Anything But Love” by Jimmy McHugh.





- January 25, 2012 – January birthday celebration at choir rehearsal. The choir really knows how to cook and have a fun time. Lynne Haeseler, accompanist on the right, with Robin Holden, Sharon Hise and Sandy Thomson.
- January 29, 2012 – Sermon – **“The Buddhist way to the Promised Land”** . Service leader: Rev. Susan Frederick-Gray. Speaker: Patty Willis, Intern Minister UU Congregation of Phoebnix. Music: Lynne Haeseler plays “Strange lands and Foreign People” by Robert Schumann (1810-1856) and “Somewhere Over the Rainbow” arr by George Shearing. Congregatin Choir and Connie Jahrmarkt sing “The Promised Land” by Mary Lou Prince, Lyrics by Patty Christiena Willis. Jerry Whalin on clarinet plays “Romance” by P.I. Tchaikovski (1840-1893) accompanied by Lynne Haeseler.
- February 5, 2012 – **“Auction Sermon – Beyond Us and Them”**. Service Leader: Rev. Susan Frederick-Gray. Music: Anne Byrne performs “Love Grows One by One by Carol Johnson; Congregation Choir, Alicia Colburn, Randy Smiley and Lynne Haeseler perform “Joyful Songs We Sing in Celebration” by W. A. Mozart (1756 – 1791); Congregation Choir sings “Be Ours a Religion” by Jerry Whalin (UUCP member); instrumental ensemble performs “Woyaya” by Loughty Amoa, Solomon Amarfio, Robert M. Bailey, Roy Bedeau, Francis T. Osei, Whendell K Richardson, and Mac Tontoh; Congregation Choir, Don Weir, Igor Glenn and Lynne Haeseler perform “We Are One” by Brian Tate.
- February 5, 2012 - Music Committee Meeting – Agenda includes decisions about:
  - Choir rehearsal babysitting service
  - Sound enhancement in the sanctuary
  - Sound equipment improvements
  - Music budget for 2012-2013
  - Bequest from Pat Shannon to preserve Cabaret/music Poster art
- February 12, 2012 – – Sermon – **“This Sunday Time”** Service Leader: Rev. Jennifer Brooks, All Souls UU Kansas City. Music: Lynne Haeseler performs “I’ve Got Rhythm” by George Gershwin (1898 – 1937); “Minute Waltz” by Chopin (1810-1849); “Maple Leaf Rag” by Scott Joplin (1867-1917); Lynne Haeseler and Glenda Henman perform “The Give of Love” by Hal Hopson.



- February 19, 2012 – “Blessing of the Animals Multigenerational Service”. Service Leader: Rev. Linda Lawrence. Music: Congregation choir and Dave Bellama perform “Place in the Choir” by Bill Staines; Lynne Haeseler performs “The Swan” from Carnival of the Animals by Camille Saint-Saens (1835-1921); Dave Bellama performs “Pet Blessing Song” by Dave Bellama; Chris Snyder and the Congregation choir perform “Morris the Moose” by Lorne Elliott.
- February 26, 2012 – Sermon – **“Hospitality as a Spiritual Practice: Tending our Communal Hearth”**, Service Leader: Karin Quinn, Worship Associate. Speaker: Rev. Kathy Baughman, Chaplain, Mayo Clinic Hospital, Phoenix. Music: Connie Jahrmarkt plays “Hope, Struggle and Change” by Roy Zimmerman. Randy Smiley, Connie Jahrmarkt, Susan Morris, Michael Relland and Emily Helton-Riley play “Largo” from the New World Symphony by Antonin Dvorak (1841 – 1904). Roy Zimmerman plays “When a Child is Born”; Lynne Haeseler plays “Prelude from Holberg Suite, by Edvard Grieg (1843-1907) and Lynne Haeseler plays “Tea for Two” by Vincent Youmans and Irving Caesar.
- March 4, 2012 - Sermon – **“Poetry and the Earth”** Service Leader: Rev. Dr. Walter Wieder, UU Church of Surprise. Music: Emily Helton-Riley performs “Leaves on the Seine”; Congregation choir performs “Nada te Turbe” by Joan Szymko; Connie Jahrmarkt performs “la fille aux cheveux de lin” by Claude Debussy (1862-1918); Jack Wisniewski performs “Prelude #1” by George Gershwin (1898-1937).
- March 11, 2012 – Sermon – **“We Are Real”** Service Leader: Gary Lawrence, Worship Associate. Speakers: Celeste Allen (Youth Caucus Justice Liaison for GA 2012) and Steve Ballesteros (worship associate, religious educator and Religious Ambiance Coordinator at Mountain Vista UU in NW Tucson, and youth representative to the Mountain Vista Board. Music: SSA ensemble sings “How Could Anyone” by Libby Roderick (1958- ), “Faith is the Bird That Feels the Light” works by Rabindranath Tagore (1861-1941) Music by Elizabeth Alexander (1962-), Asha Arora and Celeste Allen sing “Meditation on Breathing” by Sarah Dan Jones (1962- ).
- March 18, 2012 - Sermon – **“A People So Bold – A Multigenerational Flower Service”** Service Leader: Glen Lockwood, Worship Associate. Speaker: Rev. Susan Frederick-Gray. Music: Congregation Choir sings “Ven Espiritu de Amor” by Daniel Iverson (1893-1977), “Choose Something Like a Star” from Frostiana by Randall Thompson words by Robert Frost. Bill Snowden, Karin Quinn, Carolyn Allenby, Richard Jahrmarkt and Lynne Haeseler perform “The Garden Song (Inch by Inch) by David Mallet. Lynn Haeseler plays “Everything’s Coming Up Roses” by Jule Styne (1905-1994).
- March 25, 2012 – Sermon – **“Sacred Cows Make Great Hamburger”**. Service Leader: Susan Goldsmith. Speaker: Earl Canfield. Music: Bonnie Cunningham, Kat Crabtree and Melinda Merkel-Iyer perform “Building a New Way”. Bonnie and Shelly Cunningham perform “Dona Dona” by



Sholom Secunda (1894-1974); Chris Winkler performs “Gade” from Lyric Pieces, OP. 27 No2 by Edvard Grieg (1843-1907) and “Second Arabesque” by Claude Debussy (1862-1918).



- March 31, 2012 – Memorial Service for Patricia Maureen Shannon. The choir sang “How Can I keep from Singing” and “This is My Song”. The Choir prepared the buffet reception which was extraordinary.
- April 1, 2012 – Sermon – **“Nurturing Joy and Laughter”**. “ Service Leader: Jaynn Truran. Speaker: Rev. Susan Frederick-Gray. Music: Congregation choir sings “on the Holy Mountain” by Mary Lou Prince and Patty Christiena Willis; Gerry Kato performs “Sicilienne” by J. S. Back (1685-1750); Connie Jahrmarkt performs “Moon River” by Johnny Mercer and Henry Mancini.
- April 8, 2012 – Sermon – **“Celebration Sunday – for the Easter of the Year”** Service Leader: Glen Lockwood. Speaker: Rev. Susan Frederick-Gray. Music: Congregation choir performs “Maish Ni Safi” (Life is Sweet and Life is good) by Lui Collins (1950-); “Caritas et Amor” by Z. Randall Stroope (1953-); Emily Helton Riley and Connie Jahrmarkt perform “Frogs Dancing on Water Lilies” by Olli Mustonen (1967-); Lynne Haeseler performs “For the Beauty of the Earth” and “Strike Up the Band” by George Gershwin (1898-1937).
- April 15, 2012 – Sermon – **“”** Service Leader: YURR members and mentors. Music: Ryan Featherston and Lynne Haeseler perform “Concerto for Clarinet #3” by Carl Stamitz (1745-1801)”. Mitchell St. Clair performs “I’ll Follow You Into the Dark” by Death Cab for Cutie, and “Halleluiah” by Leonard Cohen. Jenna Bellantoni and Lori Sandstrom perform “I Dreamed of Raing” by Jan Garrett and J.D.Martin. All YRUU youth sing “Don’t Stop Believing” by Journey.



- April 22, 2012 – **“All Music Sunday”**. Service Leader: Rev. Susan Frederick-Gray. Music: Anne Byrne performs “Promise of Peace” by Hal Walker, Music Director of the UU Church of Kent, OH and “Arizona, How Do You Do?” Family Choir performs “We Stand on Holy Ground” by Carol Eagleheart; Heidi Singer and Family Choir perform “Common Ground” by Ivan Lins (1945-); The Women’s Ensemble performs “I Am a Seed of Peace” by James Durst (1945-); Congregation Choir performs “Nada Brahma” by Brian Tate; “Morning So Fair To See” by Jerry Whalin; “Esto Les Digo” by Kinley Lange; “We Are one” by Brian Tate; Choir and Congregation perform “From You I Receive”; Katie Quinn and Lynne Haeseler perform “Tomorrow” by Charles Strouse (1927-).



- April 29, 2012 – Sermon – **“Crossing Cultures – Cultures Crossing”** Service Leaders and Speakers: Susan Goldsmith and Gary Ezzell, Worship Associates. Music: Lynne Haeseler performs “Deep Peace” by Bill Douglas (1944 - ), “Sonatina in D Minor” by D. G. Scarlatti (1685-1757), and “Stand by Me” by Ben E. King, Jerry Leiber and Mike Stuller;; Carolyn Allenby, Susan Morris, Gary Lawrence and Richard Jahrmarkt perform “Let This Be a house of Peace.” See picture above.



Memorial to Pauline Manker-Gay and Patricia Shannon. This last year we lost two long-standing choir members, Pauline Gay and Patricia Shannon. Both these ladies were sassy, outspoken and greatly loved. We all hold them in our hearts.



The choir performs Music Ministry to Patricia Shannon in rehab in May 2011. Pat really loved the music and made her realize how many dear friends she had in the choir.

Thank You,

Diana Ashley, Chair

## AFTERWARD

- May 12, 2012 – CABARET – Cabaret is presented after the end of this reporting period and will be included in next year's report which covers May 1, 2012 to April 30, 2013.
- June 3, 2012 – 12:00p.m. - Final Music by Jim Scott.
- The last regular Music Committee meeting of the year will be held on Sunday June 3 after the regular Sunday service from 10:30-11:30p.m. The results of that meeting will be reported in the 2012-2013 annual report.

## Choir Roster 2011-2012

### CONDUCTOR

Jahrmarkt, Connie

### ACCOMPANIST

Haeseler, Lynne

### SOPRANOS

Allenby, Carolyn

Banks, Myra

Boecker-Grieme, Uli

### ALTOS

Ashley, Diana

Carl-Mitchell, Charlotte

Crabtree, Kat (Kathryn)

Featherston, Donna  
 Helton-Riley, Emily  
 Hise, Sharon  
 Iyer, Melinda Merkel  
 Lawton, Jean  
 Morris, Susan  
 Quinn, Karin  
 Short, Joyce

#### **TENORS**

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

Cunningham, Bonnie  
 DeMarco, Ginny  
 Henman, Glenda  
 Holden, Robin  
 Lawrence, Linda  
 McDade, Sally  
 Michael, Joanne  
 Sidmore, Dena

#### **BASSES**

Boecker-Grieme, David  
 Burges, Dennis  
 Cunningham, Dave  
 Glenn, Igor  
 Jahrmarkt, Richard  
 Kirkland, Sam  
 Lawrence, Gary  
 Plattner, Richard

### ***Nominating Committee***

We, the 2011-12 Nominating Committee, are happy to report that we have successfully performed our duties despite our in-coming Chair, Sandy Weir, becoming a member of the UUCP staff in August of 2011. Juli Harvey agreed to fill in for one year to complete Sandy's term and Susan Morris agreed to chair the committee.

#### Lay Leadership Development Day

On Saturday, October 15, NomCom presented two workshops from UUA Harvest the Power:

- **INTEGRITY** explored how important it is for congregational leaders to connect fully with their spiritual and emotional selves.
- **IMAGINATION & CREATIVITY** introduced reasons and ways to include many voices in the visioning work of the congregation.

Glen Lockwood and David Weaver agreed to contribute by presenting parts of the programs. Twenty leaders and potential leaders attended. Both workshops were presented in the morning with a 45-minute food break in between, so we were done by 1:00 p.m.

#### Donation to Silent Auction

For our donation to UUCP's November Silent Auction, we offered a Hanukkah dinner for 10 people on Friday, December 9 at the Plattner-Morris home. Each member of the Nominating Committee was asked to make a donation of \$50 toward the food and/or help cook and/or serve. It was a fun night and earned \$715 for the Congregation!

#### Nominations

Next year's **UUCP Board of Trustees** will have some familiar faces. Three people agreed to continue on the Board:

- Jimmy Leung will serve as President
- David Johnson will continue as a Member-at-Large, and
- Ellie Anderla will serve one more year as Past President.

New nominees to the Board are

- Jim Sorgatz
- Bill Snowden

One of our jobs each year is to find replacement for the three people who are leaving the **Nominating Committee**. We were very fortunate in successfully recruiting

- Terry Lockwood
- Paula Kulina
- Terry Simmons

All three of these members have capably served the congregation in other capacities and have the skills, knowledge and experience to carry on our work.

Adding a matching bookend to a year that started with sudden substitutions and recruitment, Sarah Carlson, who was to be Chair for next year, accepted the position of Council Chair, leaving a vacant seat. Miraculously all was made right: Paula Kulina agreed to chair next year and Juli Harvey agreed to stay on the committee to serve out Sarah's second year.

The **UUCP Foundation Board** also needed two new members this year. We nominated

- Smoot Carl-Mitchell
- Richard "Duke" Plattner

Other work we have accomplished this year is a

- rewrite of our Mission Statement
- development of a detailed calendar for the year to assist future NomComs
- continued use of Google Docs as our communication channel

Respectfully Submitted,

Susan Morris

## ***Publicity Committee***

The Publicity committee remains committed to raising awareness of the principles of the Unitarian Universalist Congregation of Phoenix (UUCP) and it supports other committees, such as the membership committee, to attract new members and keep current members informed about events and accomplishments at UUCP.

The Publicity committee is shifting more towards new media as the primary tool for communicating this information about UUCP. Through the Publicity committee, we administer the UUCP Facebook page and a Twitter account to broadcast and publicize important event information as well as forwarding other information that might be of interest to our members. We also still utilize traditional press releases to local media to publicize events and important information.

Respectfully Submitted by Michele Hermanson Chaves



## **Renovation Committee**

The renovation committee continued to operate on an ad hoc basis during the 2011-2012 fiscal year with the mission statement to:

- 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, and other vendors
- Address additional building and grounds needs that are outside the scope of normal B&G Committee maintenance

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

Rev. Susan Frederick-Gray  
Linda Lawrence  
Piya Jacob  
Bill Mee  
Bob Kammerle  
Smoot Carl-Mitchell  
Jennifer Hicks

Heidi Parmenter  
David Weaver  
Don Weir  
Richard Plattner  
Jen Smith  
Bart Fabor

The Renovation Committee held no formal meetings this year. Key members attended weekly coordination meetings during the actual construction. The following paragraphs outline the highlights of the 2011-2012 year activities.

The month of May was spent defining the final scope of the construction contract, pricing, and coordination with the Salt River Project (SRP), the City of Phoenix, the Town of Paradise Valley, and Maricopa County. The most significant change in the design scope was the decision not to exercise the option for the second story exterior stairs.

In June, Bill Sweeney, the UUCP professional owner’s representative, completed the coordination with SRP for the Service Entry Station hook-up. Rev. Susan Frederick-Gray signed the agreement with SRP and authorized the work scope. The original sewer permits were located so the process for abandonment could be approved.

The construction contract was presented to the UUCP staff for initial review on June 17, 2011. After comments from UUCP staff, UUCP Board, UUCP Attorney, Bill Sweeney, Doug Sydnor (the architect), and several meetings & iterations, the contract was signed on September 21, 2011.

With the recommendation of Bill Sweeney, Tierra Contracting Inc. was hired on July 19, 2011 to make the sewer connection at Lincoln and Tatum. The work was completed on July 22-23, 2011. Unfortunately, the as-built configuration was not what was documented on the drawing and a scope increase was required to complete the work.

The building permit for the project was obtained on July 20, 2011. The actual issue date is 4/21/11. A 6-month extension at no cost was granted on 10/6/11.

The construction loan was approved on October 21, 2011, allowing work to begin. The Notice to Proceed was provided to Robert Porter Construction on October 24, 2011. The project officially began on October 31, 2011. The groundbreaking ceremony, organized by David Weaver, was held on Sunday, November 6, 2011 at 10:45 AM at the UUCP. From the UUCP Compass newsletter: "We're thrilled to officially break ground on the Renovation project - which includes our new bathroom core - this Sunday between services. Putting spade to soil represents a great deal of vision, planning, and unseen toil. Now that the day to begin the project has arrived, you are encouraged to don a hard hat (or your finest Sunday hat) for this exciting occasion."



The plans were resubmitted on October 28, 2011 to the Town of Paradise Valley to obtain a Right of Way Permit to dig the portion of the sewer on Lincoln Drive and the permit was obtained on November 4<sup>th</sup>, 2011. The Town of Paradise Valley approved the traffic control permit on November 15, 2011. Construction actually began on November 21, 2011. The sewer line installation began in the center of Lincoln Drive, went south through the east (paved) parking lot, and then west to behind the main UUCP building. The playground between the main building and the annexes was closed for much of the month of December. The main entrance to the building was not available for several days during the construction. The view from the front door on the left below shows the deep ditch required for the sewer. The overall view on the right shows the large excavator used to dig the hard caliche rock.



The existing plumbing was completely converted to the Phoenix sewer system on December 29, 2011. The existing septic tanks have been filled with slurry and sealed.

The construction of the new restroom core began in January 2012. The wall of the new addition began to rise and the foundation was prepared to install the under-floor plumbing and utilities.



In February, the walls of the new addition reached the top. The walls extend above the roof of the restroom to block vision of the new heating and air conditioning unit. A view down the main hallway shows the four new doorways for the Men's, Women's, and two Family restrooms.



By March, the exterior construction of the restroom addition was essentially complete. The new walkway, gate, and patio entrance meet all requirements of the American for Disabilities Act (ADA) of 1990 for access to the classroom annexes. The interior heating, lighting, fire sprinkler, and fire alarm systems were installed. The red ladder sits in one of the shower stalls in the two family restrooms.





By the end of April, the internal furnishings of the restrooms were essentially complete. The new electrical Service Entry Station at the west end of the buildings was activated on April 12, 2012. The switches are all updated to code and sized for future campus growth.



The “First Flush” ceremony was organized by Linda Lawrence and held on April 29, 2012 at 8:30 AM. Don Weir and Gary Ezzell provided opening comments. Rev. Susan Frederick-Gray spoke of what the moment meant to the congregation and to the future. Susan Goldsmith led the toast, followed by the ribbon cutting for the women’s room by Susan Goldsmith and the men’s room by Don Weir. The honor of the first flush went to Smoot Carl Mitchell and Richard “Duke” Plattner for the men’s room and Charlotte Carl-Mitchell and Susan Morris for the women’s room.



There were several unplanned work items that were added to the project.

- It was discovered that the electrical conduit to the sanctuary had failed underground and could not be used for the new wiring. In addition, the electrical conduit to the lights in the east parking lot was above ground for a section in the west parking lot. A single conduit with 200 amp service was run from the SES to a new panel in the room behind the pulpit. This work was a significant added cost to the project.
- The build-up of the sanctuary roof was not properly sloped. At the southwest end, there is a "bathtub" that retains water after every rain. Resulting water damage to the slump block wall is clearly visible from the ground due to the repeated water exposure. The sanctuary roof was also due for a recoat this year. This work was done when the roof of the new restroom core was installed.

- The existing wall at the main entrance is not the required 3' 6" in height. It was hoped that the wall could be raised by adding rows of block to retain the design intent. However, there was significant deterioration of the reinforcing bars such that the wall cannot be raised. In addition, there is some question of the continued structural integrity of the existing wall. Therefore a new steel guardrail with vertical supports was installed. The railing is designed to match the same pattern as the existing iron gates. This item solves a safety issue.
- The asphalt ramp to the west entrance of the 1961 building has deteriorated to the point that it was no longer functional. The ramp was replaced with a concrete ramp.
- The site improvements just west of the Restroom Core resulted in a drainage issue for the patio area between the 1961 main building and the 1965 annex. The new restroom core is a dam that prevents rainwater from draining from the patio and the sidewalk elevations could not be changed to fix the drainage. An area of river rock was added next to the wall with a buried porous pipe that carries the water under the new sidewalk and into a drainage area.

The former restrooms will be refurbished for use for other purposes.

The Renovation Committee will continue to support the final completion of the project.

Respectfully Submitted,

Don Weir, Chair

2011-12 Renovation Committee

### ***Right Relations Committee***

**Who we are:** Vince Waldron (chair) , Joan Gale (associate chair), Gene Cherry, Mary Dawes, Sandy Thomson, Julie Wambach, Rev Susan Frederick-Gray

**What we do:** The Right Relations Ministry (RRM) provides UUCP members with information and skills needed to foster positive human relations and transform conflict. We advise and support the minister as needed. Ministry members provide mediation services and work with other UUCP groups to sponsor classes and educational materials.

#### **Our current strategic goals:**

- Help members develop communication practices that would be helpful in their personal and work relationships
- Develop capacity to provide transformational, in addition to problem-based, mediation
- Prepare to foster multi-cultural awareness and growth at UUCP
- Reassess the covenant of commitment

#### **Our 2011-2012 Accomplishments:**

1. Advised Reverend Susan and administrative staff on several human relations issues
2. Facilitated a “diversity dinner” on the theme of intergenerational relations
3. Joan Gale organized a second successful Principled Commitment class for UUCP couples
4. Julie Wambach facilitated a successful ½ day retreat

5. All members contributed to a successful strategic planning process. We shared the process with UUCP council.
6. Sought partnerships with other UUCP entities (e.g., Adult Faith Development)
7. May Dawes initiated efforts toward our multicultural awareness goal
8. Joan Gale initiated our efforts to review the covenant of commitment

Respectfully Submitted by Vince Waldron

## ***Sanctuary Team***

After many successful years, most recently under the leadership of Jan Wise and Joan Roberts (thanks and all hail), the Sanctuary Team started the program year with 5 new(ish) faces. Bill Snowden (a previous artwork hanger - like a groupie only different) joined 4 complete newbies to the UUCP art world - Ann Bixel, Sarah Carlson, Glen Lockwood and Tonia Davenport (the new brains and inspiration of the committee).

The first show of the year was a collection of Dick Phillips abstracts - a memorial to this recently departed and much loved member of our community. Many thanks to Jay Alagia (and I'm sure many others) and Dick's family for sharing this exhibition with us.

The next thing on the agenda turned out to be the Christmas/Winter decorations. The Desert View Learning Center students contributed many winter-sweater-clad creatures for the East wall and hand-made ornaments for the trees. Joan Roberts was inspired to add a winter-wreath theme and Sandy Thomson was our tree-light expert extraordinaire (thank goodness!).

The first show this team arranged and hung was the Black Artists (aka Friends and Admirers of Dr. Eugene Grigsby). What a good time this was - meeting the artists, hanging the art, and mostly just sitting back and enjoying their work. It was during the hanging of this exhibit that we learned just how lucky we are to have Tonia as part of this committee. Tonia has quite a bit of experience with various aspects of art and has been teaching us all about artful arrangement. What a joy and a blessing.

Our last formal exhibit featured the art of Anne Allemann, a recent and regular visitor who has been painting using various media for over 40 years. The variety was amazing and Anne was thrilled to have her work out of the studio for some much needed "fresh air."

For each of these last two shows, we were (and remain) grateful for the expert assistance of Robert Back - boy is he handy with a ladder, cordless drill, measuring tape and hammer! Joan Gale was also a huge help (and wonderful company) during the hanging of the Anne Allemann exhibit.

For the summer, we will again be graced with the inspiring work of our DVLC students and there may be a special Justice General Assembly show if the stars align.

We have enjoyed enhancing worship with visual art and look forward to new talents joining the Sanctuary Committee in the months and years to come.

Respectfully submitted by Glen Lockwood

## **Share the Plate Committee**

As technology enables many of us pay our pledges electronically, doesn't it feel odd to ritually pass the red velvet collection bags each week without seeming to contribute?

Thankfully, "Share the Plate" invites us to write a check, or pull some Lincolns and Hamiltons out of the wallet, and deposit them inside the bag. Isn't that satisfying?

Once a month, the Sunday collection supports organizations that share our values while improving the world beyond our walls. Some of those beneficiaries help families in Arizona, and some help abroad. Some are familiar to our congregation through many years of support, and some are new. Share the Plate widens our awareness of organizations that are making a difference. Thank you for sharing your resources to support this form of making the world a better place.

Important Notice:

SHARE THE PLATE REQUESTS THAT YOU SUBMIT APPLICATIONS FOR ORGANIZATIONS FOR 2012 - 2013 BY JULY 31, 2012.

News and special appreciation:

Share the Plate committee changed personnel this year. Larry Thwing moved to California, and Judy Lambert finished her two year term, then helped during the transition as Bill Mee and Betsy Kammerle joined Carolyn Allenby (who filled in for Paula Kulina when she was working overseas). Thank you Judy, Larry, Paula, and Rev. Susan for getting this program started, and to Betsy and Bill for adding new perspective and wisdom.

Thanks to Smoot Carl-Mitchel for helping update the application form to help us learn more about the organizations.

Thanks to David Weaver for helping add STP to the order of service, reminding us that giving is part of our spiritual practice. Thanks to Heidi Parmenter and Jill Story for managing the nuts and bolts of the processing of the funds. Thanks to those who have applied to STP on behalf of so many worthwhile organizations working to make this a better world. We appreciate learning of your passion for such a wide variety of creative and caring programs.

And special thanks to every member and visitor who opened your heart and wallet to support our outreach.

AGAIN, by July 31st, PLEASE SEE [WWW.PHOENIXUU.ORG](http://WWW.PHOENIXUU.ORG) TO COMPLETE AN APPLICATION FOR STP for the coming year.

Our recipients:

July 2011: United Food Bank \$821.00

August: (none, due to expected construction complications)

September: Kids Sports Stars (local effort to encourage exercise and healthy habits in low income schools) \$683.74

October: UUA (annual programming support, this year for ministerial development) \$1,101.69

November: Community Bridges, Center for Hope Nursery (help local pregnant women with health and education needs) \$983.00

December: AIAWJ Az. Interfaith Alliance for Worker Justice (help individuals handle workplace issues, ex: wage theft) \$1,442.00

January: Circulo de Amigas (help Nicaraguan girls stay in school) \$1,014.93

February: Kaity's Way (help youth recognize dangerous relationship) \$413.00

March: PSWD Justice Fund (scholarships from the Pacific Southwest District of the UUA to increase diversity of attendance at General Assembly) \$954.01

April: UU Service Committee (help the UUSC in humanitarian relief around the world) \$791.00

May: Hogar Materno (helps pregnant women in Honduras to safe delivery)

June: Booker T. Washington (Headstart program in Phoenix)

Submitted by Carolyn Allenby, Chair

### ***Small Group Ministry (Covenant Groups)***

The purpose of Small Group Ministry (formerly known as Covenant Groups) is to facilitate spiritual and social connections with others while exploring our values. Groups are limited in size to provide an intimate setting for their discussions. The members of each group also deepen their friendships by providing one act of service to the congregation or the community.

Ten groups met during the 2011-2012 congregational year. The groups met twice a month at UUCP or in members' homes. Ninety people participated in groups that were led by fifteen facilitators. The topics of discussion in these groups included Faith, Love, Generosity, The Road Not Taken, Mystery and many, many more. Service projects included such things as volunteering for UUCP's Welcoming Ministry, working at a food bank, putting together holiday gift boxes for Eritrean immigrant families, and preparing and serving a meal for New Day Center.

As the SGM/Covenant Groups Coordinator this year, I would like to thank our great facilitators for a job well done. Including myself and the Rev. Linda Lawrence (SGM staff support and convener of the Small Group Facilitators' monthly meetings), SGM leaders were: Ruth Braunstein, Anne Byrne, Gene Cherry, Curtis Johnston, Gianna Johnston, Gary Lawrence, Glen Lockwood, Terry Lockwood, Sally McDade, Ellie Murphy, Peggy Paden, John Wilber, and Lydia Yanak.

We look forward to the possibility of one or two summer SGMs as well as many more new groups starting in October. We are also excited about training some new facilitators for these groups so that we can offer a wider range of day/time options and involve more people in this wonderful program.

Respectfully Submitted,

Ellie Anderla, Small Group Ministry Coordinator

Rev. Linda Lawrence, staff support

## ***Social Action Committee***

The Social Action Committee began the 2011-2012 year by selecting Trent Tripp as the new vice-chair of SAC and discussing objectives for the year, including selling fair trade coffee and chocolates at the Social Action Table, hosting Social Action Luncheons, working on events with other congregation groups, such as Interweave, Share the Plate and the Immigration Task Force.

September's luncheon featured Joanie Calder from the International Rescue Committee. She discussed their work with recent asylum grantees located to the Phoenix area. The October luncheon featured Hildy Saizow of Arizonans for Gun Safety, who spoke on their work on both practical methods of instilling gun safety in the community and lobbying efforts with the Arizona legislature regarding bills pertaining to guns. November's luncheon speaker was Victoria López of the Arizona ACLU, who spoke on their recently released study on immigration detention centers in Arizona.

In October SAC worked with Interweave in hosting a booth at the Rainbows Festival in downtown Phoenix and also participating in the Festival's AIDSWalk. Also in the fall, SAC sponsored walkers NAMIWalk (National Alliance on Mental Illness) in the AHSP Out of the Darkness Walk for suicide prevention.

Heading into the holiday season, SAC organized the annual holiday drive, along with the Eritrean Refugee Initiative and Desert View Learning Center. This year, since Booker T. Washington head start school, one of our traditional drive recipients, had opened a new library, instead of "Books for Booker T" SAC gathered "Bucks for Booker T," benefitting Booker T's Music Together program. Also, new and gently used toiletries and household items were collected for Interfaith Cooperative Ministries – the collection was the largest in recent memory.

SAC supported ongoing efforts of Occupy Phoenix demonstrators with supplies of food and was involved with the Immigration Task Force and community group Puente on the demonstration "Arrest Arpaio, Not the People" in January.

SAC supported the UU Service Committee through the annual Guest at Your Table campaign, providing boxes for home collection of spare change to benefit the worldwide efforts of UUSC and to increase UUSC membership numbers.

Heading into the new year, members of the Workers' Rights Center discussed their work to attendees at the January luncheon. The February luncheon featured Mitch Klein of CHEEERS who discussed their work in filling gaps and providing support for those with mental illness. Tim Schmaltz of PAFCO, Protecting Arizona's Families Coalition, spoke at the March luncheon on their work to protect some of the most vulnerable in our society.

This year SAC again sponsored the studies of students Jarixsa and Lisbeth in Jinotega, Nicaragua as part of the the Circulo de Amigas program and also a student in Nepal as part of the ANSWER Nepal program.

As spring arrived, SAC helped to promote a citrus cleaning event in March and continued selling Standing on the Side of Love shirts for immigration and other social justice events leading to General Assembly in Phoenix. Also, SAC worked with Interweave once again, this time for the PRIDE Parade and Festival.

Submitted by Bill Lace

## ***Stewardship Committee***

This year our Stewardship Campaign Chair was Richard "Duke" Plattner. Duke and his wife Susan Morris held a Leadership Reception at their home on Friday, March 16, 2012 in which all our lay leaders were invited and

asked to kick off the campaign with their pledges. We raised \$76,000 that night! The official campaign kicked off on Sunday, March 18, 2012 and ended on Sunday, April 8, 2012. Smoot Carl-Mitchell, Heidi Parmenter, and Richard “Duke” Plattner all gave Stewardship Speeches during the services through the campaign.

Our pledge goal for next year is \$432,000. This is what we need to fully fund:

- Rev. Linda Lawrence as our  $\frac{3}{4}$  time Assistant Minister,
- a new Assistant Music Coordinator part-time,
- a new Director of Children’s Ministries full-time,
- a new Youth Ministries Coordinator part-time,
- and a new Adult Faith Development Coordinator part-time.

Rev. Susan asked us all to raise our pledges by 12% if possible and over 77 member households answered or exceeded that request! **As of May 2, 2012 we have raised \$355,500 with 174 pledges and five waivers for our 2012 – 2013 operating budget.** We are still waiting to hear from 141 member households in order to reach our goal of \$432,000.

Below is a table that shows how much our pledge income has grown in the past few years.

Year	Total Pledged	Actual Received	# Pledges	Waivers	Median Pledge	Average Pledge
2012 – 2013	*\$355,500 as of 5/2/12	Not available	174	5	\$1200	\$2043
2011 – 2012	\$387,522	\$309,480 thru 4/30/12	245	33	\$900	\$1582
2010 – 2011	\$380,453	\$321,708	265	46	\$800	\$1436
2009 – 2010	\$358,684	\$329,027	239	Not available	\$1000	\$1500
2008 – 2009	\$343,113	\$292,456	213	Not available	\$1000	\$1611

\*We project that once the remaining member households turn in their pledges we will raise another \$60,000 and that will bring our 2012 – 2013 pledges up to \$415,500 or 96% of our goal!

Respectfully Submitted by Duke Plattner and Heidi Parmenter

## **Unicare**

We started the year with Jean Rosenberg as our Unicare Coordinator. Sadly, Jean’s husband, Mort, became ill right before they were scheduled to move to California, and Jean needed to give up her Unicare responsibilities. Prior to Mort’s illness and death and Jean’s move, Jean did organize the annual Unicare luncheon in October where approximately fifteen people gathered to discuss needs for outreach to our elderly, ill, and/or homebound members. She also helped coordinate summer 2011 memorial services. Thank you, Jean. We miss you and hope you are happily settled into a new UU congregation in California.

Julie Smart, previous Unicare Coordinator for many years, met with Rev. Linda Lawrence and Bill Sabatino to discuss the reorganization of Unicare. As the congregation has grown, the responsibility of coordinating a

caring member- to- member (and friend) outreach has also grown. Julie was instrumental in mentoring two new Unicare leaders for this ministry, and we are pleased to welcome the gifts these two bring to their positions: Barbara Berg, Memorial Services Coordinator and Ruth Braunstein, Friendship Pairs Coordinator. Barbara works with families to help them organize memorial services and receptions on our campus. Ruth helps match homebound members of our congregation to volunteers who agree to visit, write, and/or call on at least a monthly basis. Thank you, Barbara and Ruth, for coordinating these programs, and thanks to all of you who help at memorial services and volunteer as friendship partners. New volunteers are welcomed!

Unicare maintains an email list to update members of the congregation when someone is ill or hospitalized or when there is some kind of need for calls, cards, visits, or other assistance. If you wish to be on the Unicare email list to volunteer your support as you are available, call Rev. Linda Lawrence or email [assistantminister@phoenixuu.org](mailto:assistantminister@phoenixuu.org). The Unicare Coordinator (temporarily, Rev. Linda) also reviews the joys/sorrows forms shared with the congregation during Sunday services and includes some of these in the monthly Unicare columns in *Horizons* newsletter.

We hope to have a new Unicare Coordinator in place for the 2012 – 2013 congregational year. This person traditionally: (1) works closely with the ministers to make sure that there is good communication about pastoral care needs within the congregation, (2) maintains and coordinates the Unicare email list, and (3) writes a monthly column for *Horizons*. We also hope to recruit more volunteers next year for all the areas we serve.

Our “wish list” for the future includes developing some kind of regular program for seniors (e.g. a monthly luncheon and speaker or a meet and greet opportunity) and figuring out a way to provide ride-sharing or transportation to UUCP services for those who need it. Both of these would require dedicated leadership and coordination by volunteers committed to such ministries. For now, these are “wish list” things, but someday they may be realities!

Respectfully Submitted,

Rev. Linda Lawrence

## ***Worship Associates***

In this first our program year, nine UUCP members served as Worship Associates, creating the primary elements of a WA program. Our primary roles as we participated in Sunday services included assisting the minister with elements of the service, conducting most of the service when we've had a guest delivering the sermon, and delivering the sermon.

As a group, we worked with the minister and the music director to establish our covenant and charter, to determine goals for the year and a plan for working toward them. We helped to plan themes for the year's services, we brainstormed sermon topics and presenters. We had several training sessions to improve our skills: training with the sound system, training in delivering the opening words and chalice lighting, discussion of successful together time stories, of meaningful joys and sorrows, discussion of words related to the offertory. Each week, we participated in the planning meeting for the next Sunday's service. Together we read *Worship That Works: Theory and Practice for Unitarian Universalists* by Wayne Arnason and Kathleen Rolenz.

The development of this program will continue next year. We look forward to continuing to develop our skills and to hearing the thoughts and idea of members and friends of the Congregation about excellent worship experiences.

Worship Associate terms are two years (renewable once); this group of nine is now starting its second year. In the fall the application and selection process will open again for those interested in participating - watch for



announcements and information then but in the meantime, if you are interested, any of us would be glad to have a conversation about the program.

Susan Goldsmith, Coordinator of Worship Associates.  
 Gary Lawrence, next year's Coordinator of Worship Associates  
 Anne Byrne  
 Gary Ezzell  
 Richard Jahrmarkt  
 Glen Lockwood  
 Karin Quinn  
 Jaynn Truran  
 David Weaver

Respectfully Submitted by Susan Goldsmith

## **Sponsored Group Reports**

### ***Open Art Studio***

Four to Six artists met once a week throughout the year with few exceptions to paint from 9-30 AM to Noon. The artists help each other by suggesting what works and what can be improved.

-Submitted by Jay Alagia

### ***Circle Dinners***

Circle Dinners continue to be a success. These small dinners in members' homes and the three open houses hosted 200+ guests in the past year.

We thank all of our generous hosts, especially those who hosted all of us at the open houses. Mary Schneider generously made her home available for our holiday open house in early December. And Ginny and George Barnes hosted the May end of the year wrap up and are doing it again this year. The graciousness and generosity of all hosts is to be applauded, but hosting 30 to 40 of us is especially appreciated.

The smaller dinners in members' homes seems to work well to make the newer members feel welcome. We were happy to see a number of new people join us in the past year and even happier that some of these newcomers hosted dinners as well.

I am helped by a wonderful committee that includes Shirley Anderson (she make the phone calls to people who cannot be reached by email), Sherry Celine (she knows the congregation's building and does so much when we are getting ready for the September kick-off in the Johnson Room), and Marcia Farrell (who encourages, mentors, and steps in whenever we need her.) This is the wonderful group to work with.

Respectfully Submitted by Mary Wilber

### ***Job Club***

The mission of the Job Club is to provide support and professional expertise to those people seeking employment or seeking more meaningful work. 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 for members of the congregation needing assistance with carpentry, plumbing, electrical, care giving, pet sitting, and house sitting.

This year the volunteer professionals assisted six 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, etc.

The Job Club is staffed by two individuals who have wide experiences in the areas of workforce development, career counseling, and job search techniques which they continue to use in volunteer and paid employment.

Respectfully Submitted by Pauline Peverly and Larry Agle

## ***Meditation Group***

This group met all Saturdays except one during the year. The program of meditations interrupted by sharing of food and personal positive memories or recent spiritual achievements remained the same except for one Saturday when the group went to Japanese gardens to celebrate second anniversary.

The attendance varied from four to eight. The membership is now open to new members trained in meditations after six members decided to leave the group in the third year of this activity to pursue other interests.

Jay Alagia now provides training and education for meditation individually to interested persons.

Submitted by Jay Alagia

## ***Outdoor Group***

### ***Dedication***

This report is dedicated to the memory of Bernie Hall, a long-time member and leader of our group, who died in January 2012. She was a stalwart hiker, a regular participant in the group's activities, an accomplished leader, and was loved by all who knew and worked with her.

### ***Purpose and Activities of the Group***

Since 1991 the purpose of the group has been to share outdoor experiences, primarily hiking, thus promoting mental and physical well-being. Additionally, we promote service to the congregation by supporting on an annual basis the preparation and serving by the group of one of the New Day Center meals. Earlier this year, group members also responded to the citrus gleaning project organized by Lillian Habeich for a local food bank.

We meet twice a year right after a Sunday Service (in mid-Fall and mid-Spring) at a member's home for a potluck and activities planning session. The hikes are publicized in several ways—announcements in the weekly Compass, printed flyers distributed on Sundays from a table at the back of the UUCP sanctuary, and by e-mail to a list of individuals who have asked to be placed on our mailing list. The table display includes a schedule of future hikes as well as detailed descriptions of upcoming hikes/events. The May 2011-January 2012 and January-June schedules are shown below.

The most recent planning session/potluck was held at the home of Pauline Peverly on April 22 and a tentative schedule was mapped out for July 2012 to January 2013. When it is finalized copies will be printed and distributed at our UUCP table. It will also be distributed via our e-mail list.

### ***Leadership***

Julie Smart, George Karas, Ron Rohlfing. Ron serves as the e-secretary for the group.

### ***Funding of Our Activities***

At each hike we usually suggest a voluntary contribution of \$2/person which is remitted to UUCP by the hike leader. Gas expenses for the drives to the trailheads are shared by the riders.

Submitted by: George Karas, April 30, 2012

**UUCP Outdoor Group Calendar as of 11/27/2011**  
**January 2, 2012 to June 23, 2012**

DATE	HIKE	LOCATION	DISTANCE	DIFFICULTY	LEADERS
Monday Jan 2	NY Day Hike + Potluck	Phoenix Mountain Preserve	5 Miles	Moderate	Hall, Ashton, G. Karas & P. Peverly
Sat Jan 14	Canyon Lake	Canyon Lake	7 Miles	Moderate to Difficult	M. Smart & G. Ezzeil
Sat Jan 28	Hieroglyph Canyon	Superstition Mountains	5 Miles	Easy	Lillian Habeleich
Sun Feb 5	New Day Center	Phoenix	N/A	N/A	Pauline Peverly
Sat Feb 11	Hidden Valley	South Mountain Park	4 Miles	Easy	Mary Dawes & Judy Flannagan
Sat Feb 25	Bluff Springs	Superstition Mountains	9 Miles	Moderate to Difficult	Laura Rohlfing
Sat Mar 10	Tom's Thumb	McDowell Mountains	5 miles	Moderate	Julie Smart
Sat Mar 24	Pipeline Trail	Lake Pleasant	4 Miles	Moderate	Frank Ashton
Sat April 14	Barnhart Trail	Payson	5 Miles	Moderate	Laurel Hardin & Mark
Sunday April 22	Planning Potluck	Phoenix	N/A	N/A	Pauline Peverly
Saturday April 28	Wallace Botanical Garden	North Scottsdale	Docent Guided walk	Botanical walk	Toni Colotte
Sat May 12	Wet Beaver Creek	Sedona	7 Miles	Moderate	Todd & Loni Smith
Sat May 26	Open				
Sat June 9	TBA				Judy Flanagan & Mary Dawes
Sat June 23	Open				

**UUCP Outdoor Group Calendar**  
 May 28, 2011 to January 2, 2012 (as of 5/15/2011)

<u>Date</u>	<u>Hike</u>	<u>Location</u>	<u>Distance</u>	<u>Difficulty</u>	<u>Leaders</u>
Saturday May 28	Marshall Gulch Aspen Loop	Tucson	5 miles	Moderate	Ron Rohlfing
Saturday June 25	Inner Basin Trail #29	Flagstaff	4 miles	Moderate	Lillian Habeich
July and August		No	Hikes	Scheduled	
Saturday Sept 10	<b>HIKE LEADER NEEDED</b>	?	?	?	<b>HIKE LEADER NEEDED</b>
Saturday Sept 24	Woodchute Mountain	Jerome	8 miles	Moderate	Sharon Arnold
Saturday Oct 8	Gateway Loop	Scottsdale	3.6 miles	Moderate	Tobin Frisinger
Saturday Oct 22	Wilson Mt.	Sedona	8 miles	Moderate	Marshal Smart
Sunday Nov 6	Planning Potluck	Phoenix	11 mile drive from UUCP	Delicious!	G. and S. Karas
Saturday Nov 12	Spur Cross Ranch Recreation Area	Cave Creek	6 miles	Moderate	Greg Holmberg
Saturday Nov 26	White Tank Mtns Regional Park	Phoenix	TBA	Moderate	Melinda Tylee
Saturday Dec 10	McDowell Mtn Preserve	Scottsdale	TBA	Moderate	Julie Smart
Monday Jan 2	New Years Day Hike + Potluck	Phoenix Mtn Preserve	5 miles	Moderate	P. Peverly George Karas Bernie Hall Frank Ashton

## Poetry Coffeehouse

Poetry coffeehouse has been meeting once a month on the first Sunday of the month, unless otherwise noted. We have 5-10 members. Some members are published writers and others are just beginning. Each meeting we gather to share what we have been writing recently. Sometimes we bring the work of another writer that we particularly enjoy. Everyone encourages the other poets in their efforts to express themselves. We welcome visitors and invite newer writers to join our group. Once a year we serve as ushers and greeters at the Sunday services.

Respectfully Submitted by Anne Bixel

## **Saturday Sewing Group**

The year began with the UUCP University or as it was previously called "The Opportunity Fair". The Sewing Circle put out a flyer with information about the group's activities, the covenant and mission. Showing off the many dresses made in the last few months the membership doubled. The Sewing Group has been making pillow case dresses and quilts to send to Haiti, Honduras as well as other parts of the world and locally. Originally donated pillowcases were the main materials but then more fabric and trim arrived. The pillowcase dresses were suddenly pushed aside for A-Line dresses and shift. There is a general feeling of pride in workmanship happening even with our non-seamstress members. The dresses, pants, Capri's, Caftan, Quilts, and stuffed toys are being created with great love and cooperative workmanship by all attending, both member and visitor.

The first group of dresses was sent to the "Dress a Girl around the World" organization and one of the members recognized her dress from the fabric and trim. This dress was being modeled by a young girl in Uganda.

The next 40 dresses were equally divided between Haiti and Honduras. The dresses were taken to Haiti by Arizona's very own Kool-TV anchor, Mary Jo West. Some may remember her as the first female anchor in Arizona, a job held by men for generations. In the spirit of equal opportunity, Mary Jo brought on an equal rights movement called "Women in Broadcasting". Mary Jo hand delivered these dresses to "Friends of the Orphans" arriving at Saint Donain's Hospital. Mary Jo spoke of such joy over the "pretty dresses" that the children were pushing to see which one they could have. A girl named Lisa, at the hospital undergoing treatment for cancer, was the first child allowed to pick. To our surprise the dress was Pauline's Gay's first pillowcase shift made as part of the Sewing Group. We, The Sewing Group, felt that it was a voice from beyond telling us to keep going. Mary Jo told us that our mission was so uplifting to those children that she will personally assist in getting more of them to St. Donain's Hospital.



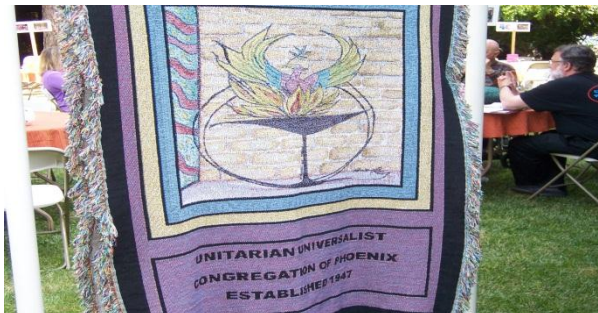
The other dresses were taken to Hogar Materno in Honduras by Tony Banegas.

Maria Gomez the Administrator for Hogar Materno showed off the baby outfit and quilt made by the group and the expectant mothers chose the dresses to take home to the siblings of the new babies.

Members of the sewing group, Lori Williamson and Paula Adkins designed and created the piano cover for the donated piano in the sanctuary and are actively working on the cover for the organ and for the donated piano of Enid Jones which sits in the Johnson room. Although the group currently only meets once a month, fun, laughter, finger food and creativity is abundant. The ability to sew is not required, just an active interest in sharing ideas and energy for a rewarding cause. We are working hard to be as inclusive as possible while

working within the Social Action network of the UUCP. Children and men are warmly welcome to join in the fun.

Contact Lori Rubin-Williamson at [lorir-w@cox.net](mailto:lorir-w@cox.net) or Paula Adkins at [birddogadkins@msn.com](mailto:birddogadkins@msn.com)



This tapestry created for Camp DeBeneville was designed and painted by UUCP Sewing Circle member Paula Adkins

Respectfully submitted by Lori Rubin-Williamson

## ***Traveling Second Fridays***

Chairman - Barbara Cawthorne

Assistant - Karen Cook

Sound - Bill Mee

Editing programs - Sarah Henkel

We have had approximately 30 to 75 people attending each month. Special thanks go to all those who presented this season as well as those listed above.

The purpose of Traveling 2nd Friday is to enrich members experiences from the monthly travel programs. It is held from January through June in the church sanctuary the 2nd Friday of the month for an hour's presentation by a volunteer who wishes to share their experiences.

Our program is:

### **TRAVELING 2nd FRIDAYS 2012**

Curious about Traveling 2nd Fridays? Come learn about other cultures and far-off lands as UUCP members and guests share their adventures in Shanghai, Brazil and other foreign countries. Join us the second Friday of each month from 7 to 8 p.m. in the UUCP sanctuary (4027 E. Lincoln Drive, Paradise Valley).

**JANUARY 13 - ESCAPE THE HOLOCAUST TO SHANGHAI - Dinah Schwarz**

There is no place to hide! We have to run! But where can we go? Who will welcome us? Who will allow us to live among them in peace? Hitler and his brown shirts have been hunting and murdering us. We must leave. This is the story of my parents and 20,000 plus refugees from the Holocaust.



FEBRUARY 10 - ETHIOPIA - A LAND OF BEAUTY, HISTORY AND SURPRISES - Dave Bellama & Nancy McCharen

The Jews first settled in Ethiopia in 700-800 BC; the Christians came as early as 300 AD (well before going to many parts of Europe); the Muslims came in 700 AD, and all of these were then grafted onto the traditional religions and customs of the region. It all makes for a fascinating picture in a land that claims an imperial monarchy dating back to King Solomon, ancient churches carved a single piece of rock, a capital 8500 feet above sea-level, the source of the Nile, its own longstanding alphabet and literature, a 15 year modern Communist dictatorship, and a landscape that ranges from forest to high mountains to agricultural breadbaskets to desert. Come and hear about this unusual land.

MARCH 9 - THE HEART OF INDIA- Dave & Barbara Cawthorne

Prepare to take a journey through India starting at the Golden Triangle and ending at Varanasi, a religious city on the Ganges. You will start in Delhi seeing markets, mosques and Hindu temples. Beware the streets are congested with the occasional camel, elephant and sacred cow holding up traffic. Then onto Jaipur, the pink city, and Ranthambore National Park where you'll see exotic animals as Langur monkeys and a rare tiger. Once you have had your fill of wildlife you will get to visit the famed Taj Mahal in Agra and the erotic temples of Khajuraho with their provocative art work that has been preserved through the ages. Finally, you'll make it to the city of Varanasi seeing funeral pyres and taking a boat down the Ganges.

APRIL 13- FAMILY, FOOD, & FRIENDS IN THE UKRAINE - Kristina & Alex Efimenko

That was the title Kristina thought she would name her book about one of the most special events of her life. It was her first visit to Ukraine, the place where her husband, Alex, was born; and for Alex, it was his first return to Ukraine since he was a 1-year-old baby. His parents had left Ukraine during World War II, taking only their baby, a few special things, and some family photos. Alex and Kristina's first visit to Ukraine was in 1989 with a tour group. It had not been considered safe for people to go to the Soviet Union before this time, if they had been born there. Riding on the train into Ukraine was an emotional experience, seeing one's homeland with adult eyes, and later on walking the streets of the a Ukrainian city and hearing one's native language. Kristina has all her life been interested in all things Slavic, and getting her BA in Russian in 1972, she had always wanted to see what life was like for the people living in the Soviet Union. Now, at last she had the chance to see Ukraine, one of the 15 republics of the former S.U. They will share with you this very special experience in their lives. Stories will be told and slides and videos shown to let you see inside a Ukrainian home, see nature scenes, meet people, and taste typical food. The year 1989 was a pivotal year for the world when the S.U. broke up, and personally for Alex and Kristina. They returned once more together with their children, and Alex returned later as a translator for Hughes Technical Services for the purpose of dismantling nuclear weapons.

MAY 18 - (third Friday due to a scheduling conflict) THREE WEEKS IN ARGENTINA, BUENOS AIRES, THE PATAGONIA GLACIERS AND THE LAKE COUNTRY - Bill & Joy Mee

In December 2001, Bill and Joy Mee visited their son who had been living in Buenos Aires for six months attending university classes. They spent the first week visiting various new and old parts of Buenos Aires, taking Tango lessons and dancing at milongas, and viewing it both as tourists and urban planners. They flew to El Calafate in southern Argentina with their son and spent a few days at Los Nostros, a resort overlooking the Moreno glacier. See photos of this glacier which they hiked on and others where they attended lamb barbeques out in the wild areas. From there they flew to Baraloché with its beautiful lakes, snow-capped mountains and gorgeous yellow and purple flowers in bloom everywhere. From a base at the Llao Llao, famous historic hotel, they toured the area by rented car and boat to see many scenic locations and had lots of

adventures. Their son, Nathan who speaks fluent Spanish was able to arrange some trips such as to a special forest on a commercial fishing boat that tourists would not ordinarily do. The last two days were spent on an estancia outside of Buenos Aires as the government collapsed and people fled the country. There they rode horses and learned about the life of rich expatriates restoring an ancient estate. They ate outside with turkeys in the trees and a variety of animal and tree species around them.

**JUNE 8 - SAMPLING THE BEAUTY AND HISTORY OF OLD AND MODERN BRAZIL- Mike Peterson**

Mike Peterson describes his visit to Brazil in September 2008. The journey starts in Rio de Janeiro with its beautiful beaches, mountains, historical places, city scenes and other famous sites. Then we go on to Petropolis, a nearby small mountain town, for a change from tropical Rio. On to Iguassu Falls, 600 miles inland, to see one of the world's greatest waterfall areas. It is impressive for its sheer size and the number of waterfalls. We continue to the city of Salvador, Brazil's first capital. The large 16th century core of the city is a World Heritage Site, preserving the colonial capital's architecture and ambiance beside the modern city of Salvador.

Feel free to contact Barbara Cawthorne at (480) 994-1452 or [thetravellers@q.com](mailto:thetravellers@q.com) with any questions. Everyone is welcome! Travel with us the second Friday of the month from January to June.

Respectfully submitted by Barbara Cawthorne

### ***Walking Poets Group***

Two to six walkers met almost each Friday morning to walk 3 to 4 miles on paved and unpaved roads through northern Phoenix mountain preserve and adjacent residential area. We made three to four stops and some times listened to a reading of a poem.

-Submitted by Jay Alagia

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

Women's spirituality circle met on the third Monday with a monthly brunch at member's homes. In addition, under the leadership of Mary Abbey, Women's Spirituality Circle created a quilt showing 12 aspects of spirituality, and sold it at the auction in November.

Submitted by Heather McLellan & Carolyn Allenby

## **Affiliate Reports**

### ***UU Foundation***

See appended report.

### **Financial Reports**

See appended reports.