

2012-2013

**Unitarian Universalist
Congregation of Phoenix**

**Annual
Report**

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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 27, 2012

called to order 12:30 pm

Review of rules of procedure of the meeting

UU Foundation Meeting: at least 50 present for quorum. (minutes kept by the UUF)

Approval of Previous Minutes:

- Jan 2012 Midyear meeting

Budget presentation. (see attached pdf)

David Boecker-Grieme asked about plan for old restroom space. SFG said old restrooms may be used for a nursery and office. Jennifer McVean asked where amounts donated to outside groups listed in annual report: ## 4020 and 8845. 8% of budget given to outside groups. SFG would like see increased to 10%.

{Budget moved by Board and approved by majority.}

Election of New Officers:

UUCP Board of Trustees:

New Nominations:

Jim Sorgatz

Bill Snowden

Board members renewing terms:

Ellie Anderla - Past President

David Johnson

Board officer nominations:

Jimmy Leung - President

Linda Bellantoni - Vice- President

Diana Ashley - Treasurer

Elyse Aring - Secretary

*n.b. a youth board member or members will be chosen by the YRUU

UUCP Nominating Committee

New Nominations:

Paula Kulina - Chair

Terry Simmons

Terry Lockwood

Juli Harvey

{Nominating Committee (Sarah Carlson) moved election of the above officers and the Congregation approved unanimously}

GA Delegates presented to the Congregation with review of the selection process

AZIMG and GA review:

On 6/22/12, service of living tradition at Civic Park Space. Sunday service open to public in NE Bdlg.

Pauline Peverly noted that light rail can be used to reach downtown. Uli or David Becker-Grieme asked if there would be any kid activities at GA? Yes, there is a day justice camp, Susan Leung overseeing. David B-G asked whether John Burciaga would be at GA? SFG didn't know, but members of audience said that he was not.

Witness events: 9:30 p.m. Weds; Sat evening at tent city jail; Mi Familia Vota helping 300 fill out applications for citizenship (Margy). Jen McVean mentioned the GA choir-first come first served.

Presentation of Distinguished service Award to Smoot Carl-Mitchell

Adjourned 1:35

Congregational Meeting of January 27, 2013

- Quorum present
- Minutes approved

By-Law change discussion

- David Boecker-Grieme (DBG) asked for a definition of membership (who's a member before/after change)
- Roy Miller asked what the financial requirement was under existing 2008 by-laws: \$150.00
- Roy Miller asked for summary of other substantive changes to by-laws.

- David Johnson listed following: features desired in prospective nominees by NOMCOM; alignment w/articles of incorporation; trustee responsibilities, i.e., no longer portfolio board; membership requirements; committee roles in by-laws.

Majority voted for by-law modification; two opposed.

Treasury Report

- Question regarding the amount of funds brought in by preschool v. costs: preschool is income neutral to UUCP.
- Roy Miller asked whether a member is the same as a pledging unit: no.

Discussion re Strategic Plan

- Michelle Morgan asked if we have cards that we can give to others with info. re UUCP? yes.
- Paula Kulina praised the quality of thought that went into SP.
- Roy Miller asked whether diversity included political diversity? Noted that he often does not feel very welcome. SFG responded that taking stand on issues related to core values (not political per se) and how to honor despite differences among us.
- Ann Marie Ciemny asked how "evangelical" defined? SFG responded: share the good news of UUism.
- Ann Marie also asked whether use of evangelical would be part of the public message? No-not in mission or covenant, or website.
- DGB commented that there are real dangers to members/UUCP/SFG being more prominent in the community and fearfulness about voicing beliefs to others. Help in educating and guidance in addressing fears should be included.
- Gary Ezzell praised evolution and trajectory, but encouraged mindfulness of conservatives and Christians among us.
- Dave Bellama felt that "evangelical" was problematic if some members felt that it was problematic and that use of evangelical has meanings in the outside world however meant internally. He suggested using "share".
- Carolyn Allenby suggested a straw poll over use of evangelical.
- Smoot CM-commented that we should keep in mind that it's a process (SP) and the goal is what we do to implement SP.

Decision to hold further discussion/consideration of using "evangelical".

S. Carlson

Board of Trustees Report

The members of the board of trustees are:

Ellie Anderla

Elyse Arring

Diana Ashley

Linda Bellantoni

Mitch Burke, co-Youth representative

Ryan Featherston, co-Youth representative

David Johnson

Jimmy Leung

Jim Sorgatz

Bill Snowden

The Board of Trustees continued to build the infrastructure of UUCP's governance this year in order to support an strengthen the mission of the congregation. Major accomplishments this year include revision of the ByLaws and progress on renewal of the strategic plan.

ByLaws revisions were approved by the congregation and in general terms, fell in three categories:

- 1) A general 'clean-up' for grammar, punctuation, conciseness, and clarity;
- 2) Terminology was updated and references to communications were revised to reflect changes in technology;
- 3) Substantive changes/additions to content:
 - Section V (Committees) has been deleted;
 - A new section (Section VII – Mail and Publication) has been added;
 - A new sub-section (Section III.A – Definition of Membership) has been added;
 - Changes were made to Section II.C.2 (Procedures for Selection of Candidates) and Section II.D (Officers) to streamline processes and increase transparency.

In the course of discernment, the Board also felt that future ongoing discernment and review of ByLaws is needed in order to continue to improve the governance of the UUCP, including aspects of governance transparency, ongoing progress in technological/communications, and broadening representation of all members in our democratic process. Integral to ongoing review of the ByLaws will be awareness and discernment of our nomination and leadership development processes.

Strategic planning progress was made this year as well, based on Ends statements approved by the Board in August 2011. The Ends statements are now being used to guide creation of annual implementation plans, which includes the annual budget. A very considerable amount of time and resources was spent on evaluation of the use of the word evangelical in the original version of the Ends statements.

The Finance committee and Board Treasurer, Diana Ashley, along with former Board Treasurer Smoot Carl-Mitchell completed the first ever financial audit of the UUCP. This reassured the Board that our financial accounting is healthy and also resulted in some procedural improvements.

The Board also completed an internal assessment of our compliance with UUCP governance policies and of the content of our Policy Manual. The Board felt that we have been in compliance with governance policies so far, but that we also have some non-major areas of improvement. Revisions to the Policy Manual were made to reduce redundancies/inconsistencies in the Policy manual.

Ongoing work for the Board includes improvement/refinement of the process of evaluating our ministry and our Lead Minister. The process of evaluating our own policies, and our own governance is expected to be ongoing and continuous work as well.

The Board also has ongoing awareness of the limitations of our communications processes at the UUCP, and of the challenges in connecting the lay leadership with all of the members of the congregation. The Board utilized different methods this year including town hall meetings and listening conversations, with mixed success. Institutionalizing the communications and connection with the congregation is expected to be ongoing work.

Respectfully submitted,

Jimmy Leung

Minister's Report

Last Spring, Rev. Linda Lawrence, Assistant Minister, wondered what we would do with all our “extra time” once GA was over. As we predicted, the ministry more than filled our time. It has been a full year, one that brought new staff, new initiatives, excitement and challenges.

Last year, we answered a call to serve beyond our walls. I worked half time leading the Arizona Immigration Ministry (AZIM) a partnership between UUCP and the UUA to make the June 2012 Justice GA in Phoenix a successful convergence for immigrant and human rights. We made sacrifices and devoted considerable attention to this effort. Justice GA exceeded expectations and the UUA remains grateful for the leadership, partnerships and political knowledge we provided. The concluding witness a candlelight vigil outside Maricopa County Tent City Jail calling for its closure, was incredibly powerful. It was an historic event. AZIM organizer, Sandy Weir, who worked full time on this effort and did a tremendous job, has many more details about Justice GA in her report.

“Welcoming all in building religious community called to share journeys, grow in spirit, advance justice.” This is our mission. Having done so much beyond our walls over the last three years, this year, we intentionally focused worship and programming to the parts of our mission that call us to “share journeys” and “grow in spirit.”

Rev. Linda's role as Assistant Minister was critical to these efforts. This year, we started Community Nights, a weekly Thursday night potluck. This offering helped parents participate in leadership and courses, created an opportunity to break bread together, and Chalice Kids became a great draw for kids. In moving to full time, Rev. Linda also took the Adult Faith Development (AFD) portfolio. This helped expand the number and diversity of our course offerings. In addition, Rev. Linda created new leadership opportunities in Unicare and began the Senior-i-T gathering and a grief group. One of my personal highlights was leading the AFD class Living by Heart, a devotional practice grounded in the wisdom of poetry. I am grateful to the participants who were a part of that journey.

In addition to Rev. Linda's expanded hours, we welcomed two new staff and two existing staff changed roles. Anne Byrne, Director of Children's Ministries, is completing her first year in this newly designed staff position, integrating the oversight of our UUEEC preschool, the children's ministry program, and our summer Kids Kamp. This new structure brought better alignment, cooperation and efficiency between all our children's programs and the transition has gone very well. Anne brings professional non-profit, educational and management expertise to our ministry. We are fortunate to have her on staff.

With this new design in Children's Ministry, we hired Jaynn Truran, who last year served as Interim Director of Religious Education, for a 10 hour youth coordinator position. She provided excellent leadership to Coming of Age (COA) and the youth (YRUU) ministry. In June, Jaynn will step down from this position, as it has been a job that she feels is much bigger than can be done in 10 hours.

In January, we welcomed Benjie Messer as our new half time Music Director and our longtime Music Director, Connie Jahrmarkt, moved to quarter time as Choir Director. Benjie brings great talent, administrative skills, and creativity to our music program and Connie is able to spend more dedicated time to choir. Only here 3 months, Benjie is quickly learning UUCP and imagining music opportunities for next year. Our music program continues to be a great strength of our ministry.

This was the third year of our Worship Associates program and new associates were selected for 2 year terms. As I prepare for Sabbatical this summer, I am grateful for the leadership Worship Associates will bring during my absence. I am grateful to Gary Lawrence who served for part of the year as Worship Associate Coordinator and for Karin Quinn who took on this role mid-year and will continue next year.

I offer special acknowledgement to Heidi Parmenter, our Business Administrator. Each year, Heidi brings new ideas and better ways of organizing and communicating our priorities and needs to the membership. This year, she created quarterly Stewardship Updates and better ways to communicate electronically around stewardship and finances. Efforts to make giving easier electronically have resulted in a significant improvement in the percentage of pledges paid in full this year. This was a key stewardship goal this year and a great win to celebrate. Thank you, Heidi, for always finding ways to make the things we need happen!

After all the excitement of GA, the hard work of AZIM continued this year. AZIM organizer, Sandy Weir kept partnerships with local human rights groups strong, helped UUCP support efforts for comprehensive immigration reform and opposition to mass detention and deportation. It has not been an easy year. Unlike organizing a conference, organizing for human rights is an ongoing, arduous slog that takes anyone invested deeply into the realities of tragic suffering. I thank Sandy for all the ways she has represented UUCP in this work. Her steady presence at many planning tables and events allowed us to continue to be helpful in the struggle. At the end of July, Sandy steps down from this position, but she will continue to be involved at UUCP and beyond for greater justice for immigrants, migrants and Dreamers. After sabbatical, we will put together a plan to move forward with AZIM. We will continue to be a voice for human dignity and compassion on this issue.

This year the board tasked me to create a one year implementation plan toward achieving the Strategic Ends set by the Board in October 2011. I always think strategically about how to move UUCP and its ministry forward, but to put these ideas in words, with indicators and measures, was a new and challenging task. I learned a tremendous amount in the process - learning to move from thinking “what to do” to “what change will it bring.” It’s been great professional development and I am grateful to UUCP President, Jimmy Leung, and the entire Board for their inspiring vision for who UUCP can become, and how much it matters that we live and share our message more fully in order to impact positively people’s lives and the community. I am also grateful to Linda Bellantoni, Vice President and David Johnson, for their expertise in strategic planning, which guided me greatly.

Overall, a key strategy next year is to increase the quality and depth of our small groups to engage more of our membership in getting connected, building community and doing the work of spiritual growth. We will also set up administrative ways to measure indicators to see if we are achieving our goals. The overall purpose of the strategic plan is to direct our resources toward focused impact, rather than a cafeteria style - with many programs, but no emphasis or direction. I am excited for the ways this will improve the clarity and impact of our overall ministry.

Following the January congregational meeting, the board, myself, and some lay leaders in the congregation spent a lot of time discussing the word “evangelical” which was used by the Board in the Strategic Ends to imagine how we might more intentionally embody our liberal religion and share it more widely. While there is widespread support for the need to share UUCP better, the word “evangelical” is problematic for a number of members. As a result, at the April Board meeting, the Board decided to remove the word from the Strategic Ends.

This issue made for a very difficult Spring. It took an emotional toll on leadership that we are still healing from. It took energy and attention away from our mission. My hope is we might have an evaluation session in the fall to understand better collectively how we might improve our capacity for dealing in productive ways with differences, disagreements and change.

This marks the conclusion of my 5th year as your minister. We have grown in many ways - in numbers, in governance structure, in organization, in leadership, and in staff. We have made sacrifices to serve our national Association and the critical issue of just immigration reform. It has been a productive 5 years. I look forward to the three month ministerial sabbatical that begins this Memorial Day and goes through Labor Day. I hope to come back rested and renewed.

This next year will again bring changes. This year, emerging from the excitement of Justice GA, we pushed ourselves to fund on our own (without the resources from AZIM) a second full time minister. We had hoped with GA over and the restroom project complete that we might experience stronger membership growth. I also hoped to apply for a Chalice Lighter grant; however because of District funding being given to AZIM, we were not eligible. It is likely we will end up with a deficit this year and this will make a very tight budget for the 2013-2014 year.

At the time of this report, it looks like we will fall about \$25,000 short of our pledge goal. We are still set to raise more in pledges than last year, and more than 100 households were able to meet our challenge to raise their pledges by 10% or more. However, we needed to make up the deficit from this current year, and meet expense increases including utility and administrative expenses, and the increase to our debt service (following a 5 year plan to fully integrate debt service into our operations budget).

This shortfall will result in the elimination of the youth coordinator position (Anne Byrne, Children's Ministry Director, will take oversight of those ministries) and a reduction of Rev. Linda Lawrence's hours back to 3/4 time. There are many positive indicators for UUCP, but at just over 400 adult members, sustaining 2 full time ministers is a challenge. At the same time, having 2 ministers at any level at our size is an important accomplishment and should provide a foundation for continued growth in the quality and depth of our ministry. Finally, after an overly optimistic budget last year, we are presenting a conservative budget, keeping income to firm expectations, and tightening expenses across the board to all ministries.

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

Yours in love,

Susan Frederick-Gray

Staff Reports

Arizona Immigration Ministry Organizer

This year is the second year of the Arizona Immigration Ministry (AZIM), although advocacy around immigration has been a part of the life of UUCP for several years. AZIM came about as a formal ministry when Rev. Peter Morales, President of the Unitarian Universalist Association (UUA), requested that Rev. Susan Frederick-Gray lead a special ministry in preparation for Justice GA. Rev. Susan accepted the leadership role, the congregation affirmed AZIM as its ministry, and I was hired as the AZIM Organizer.

In its first year AZIM's portfolio comprised:

- preparation for Justice General Assembly in Phoenix in June 2012 (Justice GA), and
- deepening and broadening Arizona UUs' advocacy for migrants and indigenous persons.

I wrote the AZIM summary for last year's annual report two months before Justice GA and I promised that I would tell you how AZIM's work toward Justice GA turned out in this report. This report describes how that work resulted in successful service and witness events and heightened participation in Justice GA. The full 2011-2012 AZIM report to the UUA Administration lists the many other contributions of AZIM to Justice GA. That report is an appendix to this UUCP annual report.

This annual report also describes AZIM's work in the current year. The congregation intends to stay engaged in the struggle for migrant and indigenous rights over the long term. The report indicates how the staffing and volunteer commitment have continued.

Justice General Assembly 2012.

The 2010 UUA General Assembly (GA) responded to the passage of Arizona's SB 1070 legislation by passing a resolution affirming that the 2012 GA in Phoenix would be a "Justice GA." The resolution stated, in part, "the Assembly hereby calls on the UUA administration to work with leaders in Arizona UU congregations to establish an Arizona immigration ministry to partner with other groups in Arizona working for immigration reform to strengthen those partnerships in preparation for our arrival in 2012." When AZIM was created at UUCP nearly a year later, it was designated as the entity to create the service and witness events for Justice GA. AZIM teamed with Rev. Ken Brown, District Executive of PSWD, to convene a meeting in August 2011 with human rights partner group leaders and Arizona UU's. Based upon requests made by the partner groups at that meeting, AZIM recommended several service and witness events. A general outline of those events was approved by the UUA in September 2011. AZIM proceeded to design and plan the events. AZIM then collaborated with the UUA and the partner groups to carry out the events at Justice GA.

The article "Road to a Different Future" in UUWorld magazine, Fall 2012, looked back at Justice GA and AZIM's role in planning events:

"Jan Sneegas, the UUA's director of General Assembly and conference services, said this GA was more challenging to plan, primarily because of the multiple witness and service events, for which locations had to be found, permits arranged, buses rented, and medical support provided. The coordination with local partners also took time. Much of that work, she said, was done by the Arizona Immigration Ministry, led by the Rev. Susan Frederick-Gray, minister of the UU Congregation of Phoenix, and organizer Sandy Weir.

AZIM 'made our job easier,' Sneegas said. 'We could not have done from Boston what they did from Phoenix in coordinating with our partners and arranging for the witness events. They found the locations, rented the toilets, arranged for entertainment, trained the volunteers, and did many other things.' "

AZIM also was a team member to create the content of witness and service events. We invited both presenters and participants to the events. Both Rev. Susan and I were speakers at certain events. A few background stories and highlights of the events appear below.

Witness events

- AZIM Witness! Turning the Tide from Fear to Human Rights, June 20, Heritage Square Park
- Community Celebration with Partners, June 22, Civic Space Park
- Tent City candlelight vigil, June 23, West Durango St., Phoenix

The “AZIM Witness!” event followed the opening plenary session. About 1,000 UUs and some local human rights partners left the Convention Center and walked a block to join other partners at Heritage Square Park for attendees to meet our local Phoenix human rights partners outside, in the public square. The event was kept spontaneous and short. We realized that partner group leaders were busy preparing to respond to a U. S. Supreme Court decision on SB 1070, expected before June 30, 2012. The easy re-ordering and substitutions of some speakers were an indication of the trust between AZIM and the partner groups and flexibility exhibited by all. We were pleased that so many leaders were present and they inspired us with their messages.



The “Community Celebration with Partners” was a witness event and a party, too. In the spirit of Justice GA it was open to the public with special invitations to partners. Civic Space Park was the venue, a short walk or light-rail trip from the Convention Center. Large Standing on the Side of Love banners were on display on both sides of the park. The event began with a statement by U. S. Rep. Raul Grijalva. The featured entertainment was topical: short plays in Spanish and English by New Carpa Theatre, and music by emmas revolution. There was a testimony by a Comités por Defensa de Barrios (CDB) member who had been in detention. The audience enjoyed the performances, presentations, ice cream, and a walk through a splash pool.



The third witness event was the Tent City candlelight vigil on Saturday evening, June 23. UU’s and partner groups, about 2,600 persons in all, came from the Convention Center by bus to rally on West Durango Street in Phoenix, within earshot of those detained in Tent City Jail. Many accounts of the Tent City event are available at uua.org and elsewhere.



I answered an unexpected phone call from a Maricopa County Sheriff’s Office lieutenant a few days before Justice GA, offering the possibility that Sheriff Joe Arpaio might conduct a tour of Tent City for a few UU leaders. As a result of quick work with UUA staff, Justice GA’s Ware lecturer Maria Hinojosa, Rev. Susan Frederick-Gray and several leaders toured Tent City and then joined others at the vigil. It was very powerful to hear Rev. Susan and the others, give testimony to what they had just seen in the jail.

The Tent City vigil was a unique event, so some unusual requests went to the several contractors and agencies that supported the event. For example, both a chair rental company and an ice vendor asked AZIM for reconfirmation that they were actually to make deliveries to the middle of West Durango St.!

Because of our local presence and involvement, AZIM is especially qualified to make observations about differences in the purposes and design of the May 29, 2010 march against hate, the July 29, 2010 “Day of Noncompliance,” and the Tent City vigil. At the 2010 events UU’s made important contributions and sacrifices, some engaging in civil disobedience. The Tent City vigil was, from the start, designed to try to draw in a large proportion of Justice GA registrants, and it succeeded in doing so. It was hoped that while it was identifiably a UU event, it would be in faithful solidarity with partners. It was designed as a peaceful,

worshipful event with no civil disobedience, with the hope that such a vigil could be especially successful in getting the public to listen to the message that Tent City must be shut down. AZIM hoped that the vigil and much of the remainder of Justice GA could also convince more UU's that public witness can take our values from our congregations into the world outside. The event seems to have met those criteria for success.



In our perspective, the Tent City vigil was also an event that pushed to the limit of acceptable risk, from the standpoints of:

- proportion of planning time allocated to the event compared to other GA events
- health and safety, and
- financial commitment

It was good that we pushed the event to the limit of acceptable risk. This time and place called us to witness as we did. Lessons from the event should be reviewed when we are called to witness in the future, at GAs and perhaps at other times.

Service Events

- Financial support to the CDBs and Puente via collections at the Sunday morning worship and at a booth
- Naturalization/Citizenship Fair on June 23 (and coordination related to Training Session on June 21)
- “Beat the Heat Backpacks”

AZIM recommended the CDB's and Puente as recipients of the Justice GA Sunday collection, each receiving half of the collection. For many years it has been a GA tradition to donate the Sunday collection to local community organizations and for recipients to also have an exhibit hall booth displaying their work. The 2012 Sunday collection yielded \$30,000 for each group. In addition each group received \$5,100 from other exhibitors and a portion of UUA Bookstore sales from Justice GA. AZIM made many of the arrangements for the collection, booth, and bookstore sales.

The Naturalization/Citizenship Fair on June 23 was held at the ASU Preparatory Academy. The UURISE non-profit from San Diego County, Mi Familia Vota (as a part of the larger “ya es hora” campaign), and local groups Human Rights Campaign and LUCHA collaborated. Hundreds of UU Volunteers, including youth caucus, assisted permanent residents who are eligible for citizenship in completing their final citizenship applications and performed support tasks. Earlier in Justice GA 600 UU's were trained to assist in the completion of the final citizenship applications many used their skills at the June 23 event and all were enabled to help at similar events in their home communities. AZIM coordinated many elements of the Naturalization/Citizenship Fair and training. Margy Angle of UUCP, lead UU volunteer with MFV, played a key role in this service project.

In the fall of 2011 the UUA selected “a backpack project” as one of the service projects for Justice GA. AZIM worked with Puente, Somos, and the United Way and selected the children of Dysart Community Center to be recipients of the backpacks. AZIM worked with Dysart staff to design a “Beat the Heat” Backpack” stuffed with 20 items to occupy children confined to their homes for many hours during the hot summer. Examples of the items are bilingual Spanish-English books, a kids' reusable water bottle, socks, and a baseball cap.



AZIM Report for 2012-2013

This year I continue as the full-time AZIM Organizer and sole staff member, under the supervision of Rev. Susan. An AZIM advisory group comprises Rev. Susan, two other ministers and two lay persons from five congregations in all. AZIM's contact list begun in the 2011-2012 year and expanded this year assures ample communication and notice of upcoming projects to UUs throughout Arizona. Here at UUCP, more than 60 members have taken part in AZIM activities this year, with the largest numbers participating in the Deferred Action for Childhood Arrivals (DACA) application drive in December, and in the various rallies and marches.

The updated purpose of the AZIM for 2012-2013 is

- to be the Arizona Unitarian Universalist organization that fosters strong partnerships with groups most affected by our country's broken immigration system and
- to help organize UU's to become a prominent voice for human rights by advocating, educating and witnessing for immigration reform on a statewide and national level.

Goal 1. Maintain strong partnerships of UUs with key migrant rights partner organizations, and establish selected new partnerships. AZIM has kept partnerships with key Justice GA partners and has established new partnerships as follows:

Mi Familia Vota (MFV). AZIM has continued participation in MFV's voter registration and citizenship fairs.

Tonatierra. Delegates passed resolutions at Justice GA in response to a request from Tonatierra. The resolutions were to repudiate the Doctrine of Discovery, to continue a process to eradicate its influence, and to call upon the United States to fully implement the standards of the U.N. Declaration on the Rights of Indigenous Peoples. The Tonatierra-sponsored "Dismantling the Doctrine of Discovery" conference on April 19-20, 2013 at Arizona State University West was part of the ongoing process. AZIM was a financial sponsor of the conference and several Arizona UUs attended it.

Puente and National Day Laborer Organizing Network (NDLON). AZIM rallied and provided food to Puente and NDLON before the "Undocubus" tour embarked from Puente in July 2012, headed to the 2012 Democratic National Convention. On February 14, 2013 UUCP held an event that provided goods needed by the families of Puente.

Somos America. Along with UUCP members Bill Lace and Margy Angle, I am active in the Somos coalition and we contributed to Somos's statement of principles for federal Comprehensive Immigration Reform (CIR).

Selected new partnerships. While not entirely new, partnerships with the Arizona Dream Act Coalition, No More Deaths, and those with the ACLU and the Restoration Project (not detailed here) have all been enhanced as we have worked together through the year.

Goal 2. Advocate and engage in legislative ministry around migrant rights via collaboration among Arizona UU congregations, visits to the Arizona legislature and advocacy events.

When it seemed likely that the “Gang of 8” U.S. Senators would have a CIR bill ready to introduce this spring, a **“CIR Table”** coalition formed in Arizona that comprises over 20 groups. I spoke at the kickoff press conference at the State Capitol, sharing the story of family separation suffered by the Mendez family, members



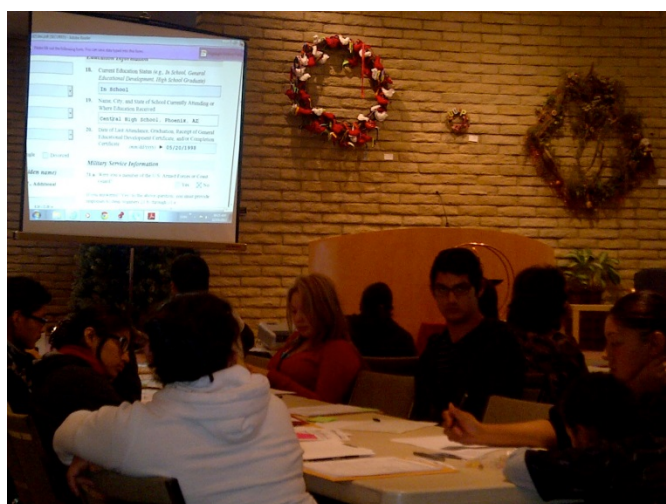
of UUCP. AZIM has participated in the group in Easter Recess advocacy, a press conference when the bill was introduced in April, a May Day march and rally for immigration reform and workers’ rights, and subsequent visits to the Senators and members of the House of Representatives.

Arizona Dream Act Coalition (ADAC). Upon a request from ADAC, UUCP was the venue for a Deferred Action for Childhood Arrivals (DACA) application drive that yielded 60 applications. Over 25 from UUCP were trained, and then assisted at the event. UUs from 3 congregations appeared at 2 state capitol rallies with ADAC on the themes “Let Dreamers Drive” and I was a press conference speaker.

No More Deaths, with a Tucson alliance, protested the U.S. Department of Justice’s Operation Streamline program. I went to Tucson as a “Standing on the Side of Love campaign” speaker invited to the press conference, and spoke about the moral bankruptcy of Operation Streamline.

Goal 3. Serve as a staff resource to and facilitate participation by all the UU congregations in the state.

I have included all of the state’s UU congregations in notices of upcoming events and I have facilitated new connections between some congregations and human rights organizations. Meanwhile, this past summer Granite Peak UU Congregation in Prescott began an initiative toward the gradual development of a UU State Advocacy Network in Arizona. The planning of one program started as a collaboration between Granite Peak and UUCP: the revival, after a 10-year lapse, of a “UU Day at the Legislature.” As we began to plan the “UU



Day,” Valley UU was starting a state legislative tracking project. Soon, the three congregations were joined by others to plan the “UU Day.” Ultimately, the “UU Day at the Legislature” on February 18 was attended by 142 UUs from 10 congregations statewide. AZIM participated in a manner true to our ministry’s focus on immigration while helping to work toward a statewide advocacy network.

Rev. Linda and I were part of the February “Borderlinks: Immigration Justice Tour” that was the first Borderlinks trip offered in association with the new UU College of Social Justice. We learned and became more dedicated to finding ways of achieving justice for all in the borderlands. Others in our tour group and organizations with whom we met are prospective partners to work with AZIM in the future.

Goal 4. Educate on how the mass detention system affects families.

One result of the broken immigration system is the large number of immigrants who are incarcerated in detention centers. There is an average daily census of 34,000 immigrant detainees, as of early 2013. Much has been written about the systematic detention and deportation of immigrants. Still, little of the documentation has delved into the effects of detention upon the detainee and the detainee’s family. AZIM began a project to interview former detainees and their families, to explore how detention affected them. We completed two interviews and have completed drafts of two stories.

As we have become more aware of the profound effects of detention on families, we have learned more about the pressures on the families. We understand better how all-consuming it can be for families to deal with losses associated with the detention such as the loss of a detainee’s income, the loss of a vehicle, and the loss of discretionary time, with so much time required to deal with the legal system. While we hope to tell the stories of additional detainees, we are rethinking this project. We will likely refocus the project and operate as we do with most of our work, engaging with our partner groups and listening to them tell us how we can best assist them.

Assistant Minister

I have had the pleasure and privilege of working full-time for the past year with a wonderful congregation, a terrific staff, and a great group of volunteers. This report gives me an opportunity to name some of those good people. It also allows me to tell readers about some of the things I’ve been doing in my role as Assistant Minister over the past year.

As UUCP’s Assistant Minister, I share responsibility with our Lead Minister for providing pastoral care to UUCP members and friends. As part of pastoral care, I started a new monthly grief group this year with UUCP’s Affiliated Minister, the Rev. Kathy Baughman, who is a Mayo Clinic Chaplain. We call this group “Good Grief” and it is open to anyone dealing with the loss of a loved one. It is a “drop in” group, i.e. people can come when they feel the need for such support. Attendance so far has ranged from 2 – 5 participants.

I also initiated another new group this year. This monthly program called “Senior-i-T” was created to provide outreach, community building opportunities, and awareness of pastoral care needs among members and friends who are 60+ years young. Attendance has ranged between 10 and 30 people. I thank Sally Boyd and JoAnne Barbanell for their initial work in organizing this group. I thank Barb DeWitt, Sally McDade, and Sandy Thomson for some initial brainstorming of program ideas. I thank Igor Glenn, Rev. Susan, and Don and Judy Peters for providing programs, and I thank all who participated, brought refreshments, and helped with set-up and clean-up.

Besides the new programs mentioned above, I work with our Unicure Committee and provide staff support to the Membership and Adult Faith Development Committees. I oversee our Pathway to Membership programs and recruit, coordinate, and train our Welcoming Ministry volunteers (Ushers/Greeters). I lead the Small Group Ministry program, meeting monthly with the facilitators of these groups. I supervise our Sextons and have been

one of the staff organizers and regular attendees of weekly UUCP Community Nights. Additionally, I have led four worship services and participated in some way in a number of other Sunday services since July 1, 2012. It has indeed been a busy year!

It goes without saying that I have not done all of the above single-handedly. I want to express my appreciation to the committee chairs/program coordinators with whom I've been delighted to serve this year: Ceyshe' Napa, Ruth Braunstein, and Barbara Berg (Unicare), Caroli Peterson (Membership), Terry Simmons (Adult Faith Development), and Ellie Anderla (Small Group Ministry). You will find more information about these groups in their respective annual reports, including the names of all the members who have worked diligently alongside the leaders I've named here.

None of our Program Staff could manage without the help of our Administrative Staff and Office Volunteers. Heidi Parmenter, Nancy Wilson, and a host of Office Volunteers work hard behind the scenes and provide support in ways large and small. Thank you! Likewise, our custodian, Manuel Gomez, is ready to lend a hand whenever help is needed and does so much to keep our campus looking good, readying our spaces for meetings of various kinds. I really appreciate his steadfast and cheerful service to UUCP. Finally, Belinda Clarke, our primary Sexton, is so hard-working and reliable. Please tell her how much you appreciate all that she does behind the scenes. We are happy to have her as a new member, too! Our Back-Up Sextons have also helped out on numerous occasions this year and I am grateful for their assistance: Paula Allen, Eric Johnson, Jon Penrose, and Sherry Celine.

Thank you for the opportunity to serve as your Assistant Minister. As Rev. Susan takes a well-deserved sabbatical this summer, you will see me around much of the time on Sunday mornings, at our summer monthly UUCP Community Nights, and at our summer Small Group Ministries. Let's keep the vibrant spirit of UUCP alive for ourselves and for all the newcomers and summer visitors who are searching for a new religious home.

Namaste,

Linda

Rev. Linda Lawrence

Business Administrator

There were many new faces in the office this year. Nancy Wilson started in August as our part-time Office Assistant. Jill Story, the former Office Assistant resigned to pursue full-time school. Nancy quickly acclimated to her new role and has, many times throughout the year, amazed me with her nearly empty email inbox, a skill I have yet to master. Nancy and her husband Carlos are expecting their third child this August and Nancy's last day will be June 27. We will miss Nancy's calm and friendly personality in the office but we wish her family all the best. This summer I will be going out to search for a new part-time Office Assistant.

During the year we said goodbye to Jan Wise, Tish Gauntt, Sharon Hise and Lisa Katz as they resigned from their Office Volunteering duties to move on to other activities in and out of the Congregation. We miss them all but are grateful for all their time and work in the office. Last May we also said goodbye to Marcy Kiefer who died soon after last year's Annual Report was finished. Marcy volunteered in the office for about a year until cancer made it impossible. We were grateful for the time we had with her. She was a warm, gentle and positive presence in the office.

We welcomed with open arms four new office volunteers: Jane Christoffersen, Toni Collotte, Sandra Donovan, and Kristina Benner. With so many new faces in the office this year, I organized an Office

Volunteer Orientation in October to allow everyone to meet each other and to go over the fundamentals of working in the office. I received lots of positive feedback on the Orientation and will offer it again next Fall.

In November we celebrated Manuel Gomez's 20 years of service to the congregation as our Custodian. We honored him during coffee hour on November 4 and he received many cards and gifts from the congregation that day. This year I spent many hours working on our annual auction (see Annual Auction report), stewardship campaign (see Stewardship Committee report), website (see Publicity Committee report) and financial procedures (see Finance Committee report). Whereas last year I had to take on many duties outside of my normal responsibilities, this year I was able to refocus on administration processes.

Director of Children's Ministries

Committee Members

Anne Byrne – Director of Children's Ministries

Jaynn Truran – Youth Programs Coordinator

Catherine Desberg – Assistant to DCM

Sarah Montgomery – Committee Chair

Noel Aring

Cara Denby

Lois Fisher

Jennifer Fryer

Melinda Iyer

Tammy Rhodes-Wheeler

Major Accomplishments

- **Sunday School Highlights**

Seventy-five children were registered for religious education classes at UUCP. Babies, toddlers, and preschoolers were served by teachers Tiffany and Daniel Mendez. The Pre-K and Kindergarten class was taught by Karen Kurtz who utilized two curriculums: **Wonderful Welcome** where children identify intangible gifts such as friendship, hospitality and fairness, and share these gifts with others and **World of Wonder** that helps instill respect for the interdependent web of all existence of which we are a part, and appreciation of its beauty, excitement, and mystery.

The 1st and 2nd grade class was taught by Cara Denby, Heidi Parmenter and Heather Benesh. They began the year with **Faithful Journeys** which helps equip children with language and experiences to develop and articulate a strong Unitarian Universalist faith identity. This age group also participated in OWL, Our Whole Lives, a sexuality curriculum, taught by Raj and Laurie Arora.

Students in the 3rd and 4th grade studied the **Toolbox of Faith** which engaged participants in the tools of our



1st and 2nd graders make magic wands

faith, like integrity, courage and love. Taught by teachers Jen Fryer and Noel Aring, this class also studied heroes through the Giraffe Heroes curriculum, which encourages kids to be courageous, caring and responsible members of the community.

Fourth and Fifth grade students grappled with the big questions in life like where do we come from, what will happen when I die and how do I know what to believe through the **Riddle and Mystery** curriculum. Lead by teacher Vicki Copeland in the fall, this group also studied the powers of confronting evil with justice and compassion through **Sing to the Power**, taught by Carrie Lifshitz and Tammy Wheeler-Rhodes.

Tools of ancient Greece were considered along with togas

• **Heifer International Summer Curriculum**

Director of Children’s Ministries **Anne Byrne** and Teacher **Karen Kurtz** led the summer 2012 curriculum, in which the children learned about hunger and made crafts to support the work of Heifer International. At the end of the summer they held a craft sale, where they raised \$627.32 to purchase flocks of ducks and chicks, a llama, and a heifer through Heifer International. The total fundraising including a Share the Plate came to over \$1,000. It is often challenging to find social action activities that enable children to give back, since many volunteer opportunities have age requirements and donating money is abstract. The Heifer International curriculum provided an excellent platform for education and social action.



Katalyn sold homemade dog treats to benefit Heifer International

• **Relationship with EEC**

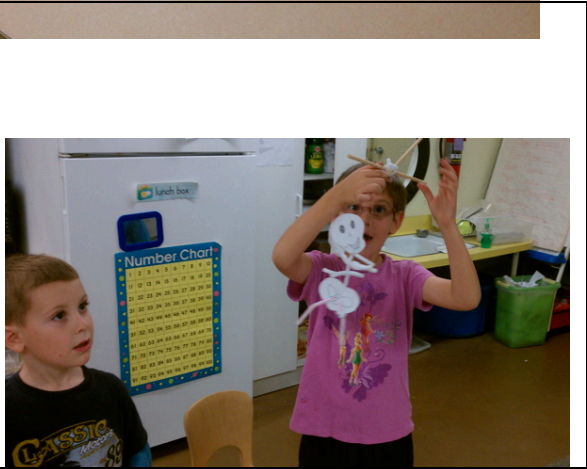
This year we made a conscious effort to strengthen UUCP’s relationship with the Early Education Cooperative (EEC) preschool on our campus. We reached out to EEC parents for their input on Children’s Ministry activities. We collaborated with EEC on a number of events, including the Date with Discovery Parents Night Out. For a small fee, pre-k teacher Kristen Flangos and congregation member Val Bailey led engaging and science-based activities with children ages 2 to 12 one Friday night per month to give parents the opportunity to enjoy a night out. We also pooled our efforts to hold a combined UUCP/EEC auction and Fall Festival.



Youth Coordinator Jaynn and EEC student Rubi make crafts together at Fall Fest



Chalice Kids – In conjunction with UUCP’s Community Nights every Thursday, the Children’s Ministry Committee implemented Chalice Kids. Congregation member and early childhood professional **Val Bailey** led the children in a variety of fun,



engaging, and safe activities while their parents and guardians engaged in other Community Night activities. We offered this service at no cost to foster multi-generational community and to give parents further opportunities to engage with UUCP.

Sunday School News – This year we introduced the Sunday School News, a weekly newsletter with upcoming activities and photos of recent events displayed in a colorful format for all church members to enjoy. A big thanks to **Catherine Desberg** for editing the

Beau and Nancy made skeletons for the Dia de los Muertos service at Chalice Kids

Youth Ministries

7th-8th Program: COA (Coming of Age)

9th-12th Program: YRUU (Young Religious Unitarian Universalists)

Welcoming all....

COA: Our Coming of Age class got off to a tentative start as new friends came together at our kick-off party, hosted by Anne Marie and Chris Ciemny. Our team of families, mentors, teachers and allies this year included a balance of genders, sexual orientations, ages, and cultural backgrounds, and it was encouraging to see our youth courageously ask questions about and embrace our differences.



The COA program included visiting several other houses of worship, and this year we visited the First Institutional Baptist Church, the Quaker Meetinghouse, the Phoenix Buddhist Temple and Temple Solel. We also had a visitor from the LDS church who came and told us about the history of the Mormon faith. The curriculum asked our youth to be open-minded as they explored the histories, creeds and beliefs of these other faiths, and to look for similarities, not differences, to Unitarian Universalism.

YRUU: UUCP's high school youth group is a beautiful microcosm of our larger congregation. It was again this year a community of like-minded - but not necessary alike – people who enjoy political discussions, religious exploration, ethical debates, food, friendship and fun. The group is warm and welcoming to newcomers, and their covenant for this year included the phrase “speak yo’ mind, even when it’s not popular. We will love you anyway.”

in building religious community....

COA: Another huge part of the COA program includes a personal search for truth and meaning, and for what really matters in the big scheme of our candidates' lives. They have bared their souls and shared their doubts with each other. They have challenged one another, and made room for a rainbow of ideas about god, death,

destiny and the future. Together they have learned about tolerance, and how to confidently express themselves when asked about their beliefs. Prior to graduation, each youth was questioned by a panel of congregation members about their experience in COA, and then asked to respond to some possible ethical dilemmas. The answers and ideas that we heard were refreshing, interesting, inspiring, novel, humbling and spirited. Each and every one of our 7th and 8th grade students is an asset to UUCP's community. Thank you so much to our panel members: Rev. Susan, Ellie Anderla, Karen Kurtz, Jim Sorgatz, Sara Banegas, Sam Kirkland, Richard Plattner and Anne Byrne. May you always enjoy a special connection with these youth!

YRUU: Each Sunday, our time together started with a brief reading and a not-so-brief check-in. These check-ins were often the most special part of our mornings, as each person got a chance to share personal tidbits before responding to a specific question (often aimed at our discussion topic, and just as often simply inane.) This special time helped build trust within the group, helped expose hidden talents and passions, and sometimes just helped, period.

Called to grow in spirit....

COA: Many congregation members were interviewed by our candidates this year. Several more were invited to serve as mentors to our youth. These relationships – whether brief or extended – have helped our youth grow and learn, and I am hopeful (and optimistic) that the time together was mutually beneficial. When our adult members and allies share their time, talents, or treasures with our youth, we all grow. My gratitude to our mentors this year: Daniel Mendez, Glen Lockwood, Sam Kirkland, Richard Jahrmarkt, Terry Lockwood, Susan Morris, Rajeev Arora, Jeff Newman and Vince Waldron.

YRUU: The group had a full agenda of discussion topics this year: depression, karma, forgiveness, humility, integrity, the presidential election, the Boston bombings, marriage equality, evangelism, secrets, silence, escapism, fear, the Beatles, dreams, faith, spiritual practices and more. Our advisors worked hard to create a safe space for our youth to speak openly, to question each other, and to be affirmed, no matter what. So much love from the bottom of my heart to our amazing YRUU advisors (each of whom who raised as a UU) Sarah Montgomery, Kathryn Kosmider and Geoff Anderla. Our youth are so fortunate to have this team!

And share journeys. (literally!)



COA: This group did a lot community service projects, fun social outings, and helped with so many events this year: the ropes course in Prescott; EEC's fall festival; the New Day Center; Sunday childcare; Cabaret; the annual auction; two sleepovers - one at the Arora home (thanks Raj, Laurie, Asha and Meera!), and one at UUCP (the group stayed up all night playing sardines! Thanks to the Cienmys, Toni Harrison and the Fishers

for your overnight help); baking parties at Susan Morris' home and at UUCP; Holiday Fair; Cupid's Market; penny drive; Honeybaked Ham raffle (official congrats to Trent Tripp who won this gift certificate); Phoenix Pride Parade; special visitor Ellie Murphy; trips to other houses of worship; and Easter egg hiding for the kids, for starters.



At the end of May, the graduates of this program will be venturing to San Diego for a weekend at the beach, where they will spend some time with the youth from the San Diego UU congregations, as well as prepare and enjoy meals together, shop, swim, laugh and just relax and enjoy! Our hard working Coming of Age graduates this year are: Jenna Metcalf, Sage Fisher, Dante McDonald, Sebastian Ciemny, Max Schweiger, Tommy St. Clair, Jacob Hayes, and Samantha Hayes. (Lots of love to friends of the program Kobe, Enzo and, Hugo.) I have grown very attached to this group of youth and I look forward to working with and for them in the coming years. Huge hugs to all of the families of our youth – it has taken a village, and you're it!



YRUU: YRUU also had fun this year – bowling, lunching, painting, laughing, crying, yelling, and basically changing the world. Several of our high school youth attended Summer Camp and Winter Camp at DeBeneville Pines this year, with Asha Arora and Hayley Metcalf representing our community in leadership positions. “Camp” as we simply refer to it, is a week of workshops, worship, youth empowerment, and spiritual journeying, all packed between new and old friends, boundary pushing, revolutionary thinking, and love. For many, it is the epitome of the UU youth experience. Our youth came back from camp invigorated, excited, determined, thoughtful and with a lot of new music on their ipods. Our advisors are here for you all. Thank you for letting us know you, for trusting us to care about you, and for letting us have some fun too! With love and appreciation from all of the advisors to all of you: Asha Arora, Hayley Metcalf, Mitch Burke, Caleb Crabbs,

Julieon Peterson, Ryan Featherston, Marcus Leatham, Reed Featherston, Meera Arora, Cayenne Newman, Coleman Schweiger, Katie Gibson and Aleks Mears!



Gratitude Project:

To our COA leaders: Caitlin Tuffin (head teacher), Jen Hempel and Jeff Newman – Thank you for all of the planning, leading, and helping our youth. Your dedication to and support of our kids reminds me why I do this work.

Our Youth Ministry Program is broad, serving six different grade levels, and offers both Coming of Age and Our Whole Lives (in alternate years for 7th-8th grades). There is a lot of planning and preparation involved, but the most rewarding piece is being able to work alongside our amazing youth and to see them change and mature and come into their own. The support and hands-on help from so many of you allowed me spend more time with our youth, so I thank everyone who donated anything, purchased anything, shared a kind word or a smile, stayed up all night, cooked food, gave your time, let us drive your car, helped in class, unofficially mentored, or supported from afar. I can not forget a few extra special thank yous to Lani Comp, Anne Marie and Chris Ciemny, Lois Fisher, Geoff Anderla, Rev. Susan, Anne Byrne, Sara Banegas, Aida Cochran, Toni Harrison, Belinda Clarke, and to my own mother, Sloane Atkinson, who brought me to the First UU Church of Detroit so many years ago, where I was welcomed into a faith that asked me to help build our religious community, to grow in spirit and to share in this wonderful journey.

Music Director

Over 75 volunteers have contributed to the music program 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.

The **Congregation Choir** makes up the largest group of dedicated volunteers in the UUCP music program. By year's end, members of the choir will have met for thirty-seven rehearsals during the week, rehearsed on two Sundays a month, and provided music for nineteen Sunday mornings, each with two worship services. The choir has maintained a membership of just over 40 members this year. Although several of those members sing with the choir part-time, they prepare for full membership every rehearsal and Sunday morning.

Choir director Connie Jahrmarkt has continued to program an exciting variety of music that supports worship and helps members of the choir grow as musicians, and to lead inviting, fun and productive rehearsals. She often programs challenging music that smaller choirs cannot perform, including pieces with divisions within vocal ranges, multiple solos, etc. She has moved from the music director to the choir director position this year, and is excited to continue directing the choir and working with them to create beautiful music that supports worship.

The choir's largest event was the annual Cabaret show, which had the theme "American Bandstand." The program consisted of music from the Bandstand era (1950's through the mid 1980's), including a dance excerpt from Michael Jackson's "Thriller." Jack Wisniewski served as our accompanist. I am extremely grateful to all the members of the choir who made Cabaret go smoothly by pitching in with everything from food and beverages, decorations and signs, and printing programs and tickets to coordinating sound and lighting equipment and coordinating childcare. Members of the music committee deserve special thanks for their time strategizing, planning and coordinating the details of the event. Their perspective, experience, dedication, and good humor made Cabaret enjoyable and entertaining.

The choir participated in three other large events this year:

1. At General Assembly, our choir members participated in the Pacific Southwest District Choir during opening ceremonies, to welcome out-of-town UU's to Phoenix. Many of our choir members also sang in the GA choir, which rehearsed daily at GA and sang for Sunday worship. Our Choir Director, Connie Jahrmarkt, served as the GA pianist, playing for most of the music that occurred in Plenary hall and accompanying the GA choir.
2. In February, choir director Connie Jahrmarkt was a featured conductor at the Arizona UU Choral Festival at Valley UU in Chandler, directing her arrangement of the sacred harp tune "This Old World," and many UUCP choir members sang in the festival choir.
3. For this year's All-Music service on May 12, our choir will combine with the Valley UU choir and the Rhythm Is Life Steel Band to perform Glenn McClure's multi-movement "St. Francis in the Americas - A Caribbean Mass." Soloists for the performance are Emily Helton-Riley, Heidi Singer, Carolyn Allenby, Jerry Whalin and Kat Crabtree, and the piece includes two chamber ensembles, which will be performed by Susan Morris, Joyce Short, Karin Quinn, Sharon Hise and Emily Helton-Riley.

Small groups of choir members are often the driving force behind special music during worship services, and were also responsible for choosing, rehearsing and performing music for this year's auction.

Members of the Congregation Choir are: Paula Adkins (Music Committee Treasurer), Carolyn Allenby, Diana Ashley (Music Committee Chair), David Boecker-Grieme, Uli Boecker-Grieme, Barbara Berg, Dennis Burges, Charlotte Carl-Mitchell (Librarian), Smoot Carl-Mitchell, Paula Chang, Kat Crabtree, Bonnie Cunningham, Dave Cunningham, Ginny DeMarco, Catherine Desberg, Donna Featherston, Emily Helton-Riley, Glenda Henman, Bobbi Hess, Sharon Hise, Melinda Merkel Iyer, Peter Jackson, Richard Jahrmarkt, Sam Kirkland, Gary Lawrence, Jean Lawton, Jack McComb, Sally McDade, Joanne Michael, Marge Modell, Susan Morris, Richard Plattner, Karin Quinn, Lori Rubin-Williamson, Joyce Short, Dena Sidmore, Heidi Singer, Bill Snowden, Sandy Thomson, Jerry Whalin (Music Committee Secretary) and accompanist Lynne Haeseler.

Choir Director Connie Jahrmarkt has been working with the choir for over 25 years, and it is a stable, functioning musical ensemble that serves the needs of the congregation and does a wonderful job of bringing members into the worship life of the congregation. I look forward to supporting Connie and our choir next year in their continued growth and development.

One Breath is a new a cappella vocal group at UUCP, comprised of Catherine Desberg, Melinda Merkel Iyer, Heidi Singer, Kat Crabtree, David Boecker-Grieme and Sam Kirkland. Melinda Merkel Iyer founded the group

and arranges most of the music. The all-volunteer group began rehearsing twice monthly in October 2012, and has sung once a month at Sunday services during the program year (October through June; no May 2013 performance due to All Music Sunday), as well as at our Celebration Sunday brunch. One Breath sings a cappella versions of popular contemporary music, from the Beatles to Macy Gray and Matisyahu, as well as spirituals, folk songs and UU hymns. Their spirit, initiative and musicality have made them a great addition to the music program. We are lucky that the members of One Breath have chosen to apply their considerable musical skills to this UUCP ensemble, and we hope they continue to thrive here.

Sound Volunteers: Nathan Greene has been invaluable in coordinating and training our sound volunteers. Many thanks to the sound volunteers who have served this year: Steve Ekholm, Nathan Greene, Greg Holmberg, Bill Mee, Tom Parker, Helen Walker, Francis Wiget, and Virginia Witting. Their excellent audio support is a necessary part of our worship services. This year Greg Holmberg retired as sound volunteer, and I thank Greg for his dedicated service.

Nathan has also helped to assist with many improvements to our sound system in the last year. We may soon no longer need additional improvements to our sound system, which could free up the attention of audio-minded members of our congregation to think about the more ambitious project of acoustical treatment of the sanctuary.

Family Choir: The UUCP Family Choir had rehearsals in November and April, and sang at two multi-generational services: Thanksgiving and Flower Communion. Members included Karin Quinn, Katie, and Megan, Paula Chang and Sage, Glenda Henman and Addison, Uli and David Boecker-Grieme, Colin and Ian, Melissa Schwartz, Nancy and Gabi, Melinda Merkel Iyer, Adri and Sara. They were also joined by Elliot and Jaden Greene and Dena Sidmore during Cabaret to perform an excerpt from Michael Jackson's "Thriller."

Some children and youth have shown interest in having their own musical ensembles, such as a Childrens Choir or a Youth Band, but so far those groups have proven logistically difficult to coordinate. I applaud choir director Connie Jahrmarkt for involving children in our music program through Family Choir.

Instrumentalists: We are very fortunate to have many instrumentalists among our members and friends 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, including classical, bluegrass, folk, pop, Gospel, jazz, blues and various world music traditions. Our instrumentalists include Dave Bellama, Anne Byrne, Bonnie Cunningham, Jenna Daum, Michel Gareau, Igor Glenn, Emily Helton-Riley, Richard Jahrmarkt, Gerry Kato, Marge Modell, Susan Morris, Richard Plattner, Michael Relland, Derek Sanchez, Randy Smiley, Bill Snowden, Julio Vega, Don Weir, Sandy Weir, Jerry Whalin and Jack Wisniewski.

The instrumental skill at UUCP is a largely untapped resource, and one of my goals for the next year is to connect our instrumentalists with each other in small groups, and to offer them the sort of consistency and personal connection that singers find in our choir.

Every year since he has called UUCP his spiritual home, Dave Bellama has organized musicians into ensembles to create a Sunday service filled with folk music in the tradition of Pete Seeger and Woody Guthrie. His services are wonderful gifts to the congregation and help everyone better understand the struggles of our country, both in our history and in the present.

The **Outreach Music Ministry** is a group that sings to UUCP members and friends convalescing at home or in care facilities, usually after a brief rehearsal at the church. The group is led by Jerry Whalin, and has included Paula Adkins, Carolyn Allenby, Nancy Bowen, Charlotte Carl-Mitchell, Smoot Carl-Mitchell, Ann Jackel, Richard Jahrmarkt, Judy Lambert, Sally McDade, Lori Rubin-Williamson, Sandy Thomson, and Jerry Whalin. During the past church year, they have sung for the following people on the following dates:

August 12, 2012 - Anita Silverthorne

October 14, 2012 - Frank and Rosie Hermann

- December 15, 2012 - Caroling
 - o Margaret Herrick
 - o Bob and Lucienne Rusconi
- January 20, 2013 - Helen Votichenko

Caroling was a challenge, and everyone who went can be proud of the effort they made and the energy they expended to go caroling in the wind and rain! Because the church campus was unavailable that day, the group met at Paradise Bakery before and after caroling.

The generosity of these singers, and Jerry's initiative in this area, has been a gift. I look forward to helping this group continue to develop connections with our members who are homebound and in assisted living situations.

Our Accompanist Dr. Lynne Haeseler provided piano accompaniment, special music, offertories and postludes for 3-4 services every month, Christmas Eve, and served as the accompanist for weekly Wednesday night Congregation Choir rehearsals. She is a concert pianist and a truly expressive artist who performs in a wide variety of settings, including her own spiritually-oriented concerts, which often include many musicians and audience participation.

Lynne wants to step back from UUCP in the next year so that she can spend more time developing her concert career, so we will soon be working regularly with another pianist. I am hopeful that Lynne will continue to perform at UUCP regularly as well and stay connected with our congregation, as she and her musical gifts are well-loved here.

Our Music Librarian, Charlotte Carl-Mitchell, a librarian by profession, manages a growing music library in an exceedingly limited space. She keeps our library well-organized and usable, and the music program is lucky to have the benefit of her detail-oriented, methodical care. Charlotte is also the congregation's archivist, and contributed most of the pictures in the music committee's report below.

Submitted by Music Director Benjie Messer, with much help from Choir Director Connie Jahrmarkt

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 2nd & 4th 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 congregationwhich is an irony not lost.

Submitted by Gene Harvey May 01, 2012

Adult Faith Development Committee

Adult Faith Development Committee

2012 – 2013 Annual Report

Purpose: The purpose of the Adult Faith Development (AFD) Committee is to provide the congregation with programs that support UUCP's mission to welcome all in building a community in which we share journeys, grow in spirit, and advance justice. We hope to stimulate people's hearts and minds, help them deepen their identities as Unitarian Universalists, and strengthen their connection to our religious community.

Committee Members: AFD was led for many years by Terry Simmons. Terry was seriously ill for at least a year but kept on doing his best to stay involved with AFD. Sadly and quite unexpectedly, he died on Feb. 5th, 2013. He is missed by many but most certainly by the members of the AFD Committee: Sarah Burchard, Sue Kennedy, Lois Leader, Mary Wilber, and staff liaison, Rev. Linda Lawrence. We appreciate recent input from Diane Mote, Mike Peterson, and Gary Lawrence who have attended some of our meetings and led programs under the AFD "umbrella."

Programs: A variety of AFD programs were offered during the 2012-2013 program year, and we thank all of the facilitators who led them. These courses are listed approximately in the order in which they were offered over the course of the congregational year:

Rev. Susan Frederick-Gray and Donna Featherston – *Living by Heart*

Jay Bastani – *World Religions*

Terry Simmons and Lois Leader – *Building Your Own Theology*

Paula Kulina – *Lay Leadership Development Day* (see Nominating Committee report)

Sandy Weir and Bill Lace – *Immigration as a Moral Issue*

Julie Wambach and Sandy Thomson – *Compassionate Communication* (sponsored by Right Relations)

Michael Higgs – *UU Principles*

Michele Morgan and Sam Kirkland – *Couples Enrichment* (sponsored by Right Relations)

Gene Cherry – *Exploring Culture and Prejudice*

Yvonne Harrison and Jon Poblador – *Applying UU Principles in Our Relationships: A Class for UUCP Singles* (sponsored by Right Relations)

Larry Agle – *The (Not Necessarily So) New UU*

Diane Mote – *Understanding Your Temperament and Search for Happiness*

Uli Boecker- Grieme – *Oasis in the Desert*

Membership Committee – *Pathway to Membership* (see committee report)

Small Group Ministry – *Small Group Ministries* (see separate report)

Terry Simmons, Mike Peterson, Bill Mee – *Book Discussion Group* (year-round)

Jay Alagia – *Meditation Groups* (year-round)

AFD/Book Table: The AFD Committee has been responsible for advertising AFD programs and for selling books at the AFD/Book Table at the back of the sanctuary on Sunday mornings. We are not planning to staff this table over the summer although any remaining books can still be purchased by contacting Rev. Linda. While it is helpful to have some basic books about Unitarian Universalism available for newcomers as well as any required or recommended texts for AFD classes, the committee is discussing how/whether to continue selling books on Sunday mornings next year.

Book Sale: Besides developing an AFD program for next year, our last committee task for this congregational year is a book sale. This UUCP fundraiser will be held on Sunday, May 19th, before and after the service. We are doing a long overdue clearing out of unsold volumes along with other unused books that are taking up needed space. We are selling many books donated by the family of Terry Simmons but may keep some for a memorial self-serve library (still TBD). Many thanks go to Mary Wilber for her assistance in sorting through and organizing books and to the committee and Book Discussion Group for helping with the sale.

Appreciations: The AFD Committee is very grateful to Heidi Parmenter who created new administrative processes to professionalize and simplify some of the business of the committee (class registration, teacher attendance, book orders and sales, etc.). We are indebted to Jane Christoffersen, Office Volunteer Extraordinaire, who worked with Heidi on these processes and carries out much of the administrative support to our committee. THANK YOU! As the staff person working with AFD, I also extend my thanks to all of the committee members and instructors who worked hard to make this an enriching program year.

Last, but not least in terms of thank you's, we are very appreciative of all the years Sue Kennedy has devoted to AFD Committee work. She is moving on to other interests, but her ideas and support of AFD have been invaluable. Thank you, Sue.

Looking to the Future: In the coming year, we hope to rebuild and reinvigorate the AFD Committee. We look forward to working in partnership with other committees and groups in the congregation to sponsor an enriching array of opportunities for adult faith development for the 2013-2014 congregational year.

Respectfully Submitted,

Rev. Linda Lawrence

Annual Auction

Our 3rd Annual Auction was held on Saturday, December 1, 2012 from 4:30 pm to 9 pm in the Sanctuary and on the patio. This was our first ever combined fundraising auction with our weekday preschool and all together it brought in \$27,170 with just over 150 attendees. The congregation raised \$14,447.50 in income and the preschool raised \$12,722.50. The total expense for the auction was \$2,104.63. The congregation collected 61 silent auction items and 7 live auction items. The preschool collected 52 silent auction items and 4 live auction items.

A special thank you to...

The EEC Auction Committee: Sharon Zolondek, Christina Chambers, Elyse Arring, Peter Workum, Lisa Paine

Food & Drink Planners: Sally Boyd and Katy Boyd

Office Volunteers: Pauline Peverly, Jane Christoffersen, Sandy Donovan, Julie Smart, Dorothy LeWin

Auctioneer: Richard "Duke" Plattner

Kitchen Crew: Carl Bailey, Kevin Gartner, Barbara Berg, Jon Miller, Sage Fisher, Amber Gahn, Kate Terzano

Bartenders: Jazmin Shawky, Brian Desberg, Margaret Leahy, Jenny Jones, Rick Wambach

Entertainers: Jerry Whalin, Emily Helten-Riley, Gary Lawrence, Michael Relland, Kim St. Clair, Igor Glenn, Connie Jahrmarkt, Sandy Weir, Melinda Iyer, Glenda Hemman, Catherine Desberg, Sam Kirkland, Don Weir, Charlotte Carl-Mitchell, Susan Morris, Sharon Hise, Bill Snowden, Carolyn Allenby

Registration & Checkout Team: Ellie Murphy, Ellie Anderla, Barbara Glenn, Brian Quinn

Auction Attendants: Diana Ashley, Dawn Ostroff, Carol Kelly, Kim St. Clair, Vince Waldron, Karen Kurtz

Sound Technician: Bill Mee

Many thanks to Mac Jeffries for the lighting donation and to CMT, LLC for the donation of all the beer served.

Buildings and Grounds

The Buildings and Grounds Committee continued work on maintaining the congregation buildings and grounds for the congregation, 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:

- Removal of old weed-like plants in the parking lot islands and replacement with agave plants and crushed granite. This improved the lighting in the parking lot and improved sought after parking under the trees.
- Installation of frames and banners near the front steps by Dave and Bonnie Cunningham to help make the campus more welcoming.
- The Desert View Learning Center provided new landscaping south of the new restroom facilities along the walk to DVLC.

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

Several projects were delayed including repair of dumpster area doors and repairing deteriorating block grout due to lack of funds in the budget. Some of these are hoped to be started in the 2013-2014 budget year.

UU Early Education Cooperative Preschool

The Unitarian Universalist Early Education Cooperative Preschool (UUEEC) is an intimate, family-oriented preschool that seeks to create a nurturing environment to meet the developing physical, social, emotional and cognitive needs of young children. As a parent cooperative preschool, parents are actively engaged in classroom activities, with opportunities provided for parent education, sharing and development of parenting skills. UUEEC is a play-based preschool, utilizing an emergent curriculum that provides extensive opportunities for children to choose activities from a rich environment that helps the developing child in all aspects of growth. Through planned activities and play, expert teachers guide children in negotiating conflict, making friends and learning how to solve problems.

Our preschool had a terrific year of playful learning within our community of students and families. Our wonderful teaching staff led the children in learning about themselves, each other and the preschool environment. Doug Van der Veen, our Two Year Old lead teacher, continued his 15 year legacy of helping parents and children separate and explore independence. Doug was supported by Teacher Assistant Brie Gebhart. Sarah Root, an alumni parent, led our Threes class with help from Assistant Teacher Sara Uribe, another parent of alumni kids. Kristen Flangos taught our preschool class and Stephanie Stephenson served as the Assistant Teacher. Together, our teaching staff was a fun and powerful force of early education.

The preschool enjoyed stability after somewhat tumultuous staff changes last year. For the first time, the Director of Children's Ministries directed the preschool and this integration within the structure and values of UUCP was helpful.

Enrollment in the preschool is increasing and the parent community made many positive contributions to overall environment and financial stability of the school. The Parent Committee was led by Christina Chambers, mother of Abby in our Pre-K class and Wilson in our Twos class and Elyse Arring, mother of Forest in our Pre-K class. Other parent leaders included Sharon Zolendek (Noa, Pre-K), Sandy Trujillo (Ben and Natalie, Pre-K), Amy Smith (Jonah, Pre-K), Nancy Wilson (Max, Threes), Nichole Neilsen (Sammy, Threes) Catherine Desberg (Daniel, Threes), and Montse Anderson (Ellie, Threes).

The preschool successfully partnered with the congregation to implement a combined fundraising auction for the first time in December. Other special events included the annual Fall Fest and our holiday Song and Feast. The Mother's Day Tea was popular with our Pre-K class and the Bridging Ceremony in May brought out extended families, including grandparents and siblings.



Our Pre-Kindergarten Bridging Class



Mother's Day Tea



Holiday Sing and Feast

Eritrean Refugee Initiative

Eritrean Refugee Initiative

ERI lost its bridge to the refugee community last year when Eritrean human rights activist Semere Kesete returned to Sweden. Connections he made remain in place, but our ability to communicate with new refugees

and provide hands-on, emergency assistance has been greatly reduced. In spite of this handicap, ERI volunteers continue to provide services and friendship to Eritrean Refugees. Dave Bellama organizes English classes three days a week with teachers Julie Smart, Judy Lambert and Barbara Berg. Judy Lambert tutors individual refugees in math classes at the community college level. Libby Walker assists community college students with writing assignments. Jeff Newman refurbishes used computers for refugees. From time to time UUCP covenant groups take on projects such as outings, Christmas boxes, and the furnishing of an apartment for a new family. Attorneys from the congregation Robert Back, Judy Flanagan and Duke Plattner have assisted refugees with legal matters and mentored Simon Weldehaimanot, a refugee who is getting ready to practice law in California. Recently the Phoenix office of International Rescue Committee has offered training to any member of our congregation who wishes to mentor an Eritrean refugee. Above all, we value the friendships we have made with our Eritrean friends.

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 2012-2013 committee consisted of James Allen, Chair, John Tracy, and Shirley Karas. Adjunct members of the committee are Smoot Carl-Mitchell, representing the Foundation, Diana Ashley, UUCP Treasurer, Anne Byrne, 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 efficiently managing the day-to-day finances.

Accomplishments

The primary duties of the committee are the oversight of the finances, including the capital loan. On a monthly basis the various accounts are reviewed in detail with questions addressed by the staff as they arise. Included in these reviews are the EEC budget and the capital funds.

To start the budget process for an upcoming year, the Chair of the Finance Committee solicits budget requests from the various staff and committee chairs, followed by a review by the full committee with recommendations given to the staff. Once a full budget is developed by the staff, it is reviewed by the finance committee prior to presentation to the Board and congregation.

The congregation operates on what is termed a line-item budget, in which every income and expense is individually listed. While this budget is useful in tracking income and expenses, it is difficult to identify costs in general terms. Therefore, the finance committee, under the guidance of Rev. Susan Frederick-Gray, developed a Mission Budget that identifies expenses in three broad terms. The first is Sharing Journeys, which identifies costs to build a welcoming and caring community, including adult faith development, and the children and family ministry. The second is Growing in Spirit, which identifies the expenses needed to nurture our spirits and grow together as a religious and spiritual community, including worship and music. The third is Advancing Justice, which identifies costs associated with the ways that we are invested in work and mission beyond our walls, including the UUA support and service and justice efforts such as AZIM. The finance committee hopes that the Mission Budget will allow the members to better understand how their pledges are being used to support the mission of the UUCP.

The overall goal of the committee is to have proper accounting of funds with all transactions being transparent to the Board and Congregation. Thus, the committee on a regular basis reviews to procedures used in handling all funds. Towards these ends, for the first time at UUCP, the committee oversaw an audit of the financial procedures. The audit was conducted by Robin Holden and took 2-3 hours on Saturday October 6, 2012. The audit proceeded very smoothly with all of the paperwork in order and no problems were identified. She did make a number of recommendations concerning the handling of funds; the staff developed a plan to address this recommendation and the revised protocols were reviewed by the committee and are now being implemented, including how cash from Sunday donations or fundraisers are counted, documented, and stored until deposit at the bank.

Communication

To ensure the congregation is aware of the finances of the congregation several communication vehicles were used during the year. Members and friends of UUCP are mailed quarterly pledge statements and Year-end statements. Regular reporting to the congregation is performed through monthly articles in Horizons including information on the current status of the pledge income and net income. Monthly financial reports are posted in Office 2 and available to all members. Members of the finance committee also are available at the UUCP meetings that present the budget to the members.

Sources of revenue

The primary source of funds are through pledges from members. In addition, income is obtained through EEC tuition, Rental income from the Desert View Learning Center (DVLC), Kids Kamp that operates in the summer, Designated gifts, and UUF support for long-term projects. Funds for the capital improvements continue to come in as this is the last year of the three-year Capital Campaign. Some income is derived from Fundraising events. A notable event this past year was the Auction that was operated and jointly supported the UUCP and EEC; these efforts result in a net of \$27,170.

Overview

UUCP is ending the 2012-2013 fiscal year with a balance close to zero, depending upon the receipt of the outstanding pledges and other income. This year's budget supported a significantly increase in staff while making a substantial contribution to the debt service. Thus, Congregation has operated for a fourth year running either at or close to a balanced budget. This consistency reflects the commitment of the Congregation members towards the mission of UUCP. 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

Membership Committee

Members: Caroli Peterson (Chair), Jenny Jones (Co-Chair), Margaret Leahy, Janet Persen, Collyer Ekholm, Sally Boyd, Terry Lockwood, Kristina Benner, Rev. Linda Lawrence (Assistant Minister)

Meetings: We meet once a month, on the first Wednesdays of the month, 6:00 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 Collyer Ekholm since April 2012, following Terry Lockwood's two year tenure as coordinator. Collyer and Rev. Linda have worked together to plan and implement these two-session classes. The sessions meet four times per year. We tried something new this year by scheduling two of the four meeting per year on two successive Thursday evenings following community potluck gatherings, with the second Thursday evening ending with a joining ceremony, for those who are ready to become members. The other two meetings remained on Sunday mornings followed by a Saturday evening potluck that concludes with a joining ceremony. UUCP members are encouraged to attend the potluck evenings and joining ceremonies 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 54 people register for PTM classes, 44 people attended, and 31 people became members.
 - i. Evaluation: Thursday evening classes have worked well and all PTM classes will be scheduled on Thursdays next year.
 - ii. Future: A class evaluation for participants will be developed. A third meeting sometime after the second class/joining ceremony will be implemented.

- 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 Table in the lobby. If they wish, they may sign up to receive a welcome letter from our Lead minister and to receive our newsletters. Office volunteers make friendly follow-up phone calls to first time visitors to see if they have any questions or comments. We encourage visitors to make name tags, take brochures that interest them, and provide assistance by answering questions and orienting them to the building. Returning visitors can sign up for a nametag and learn about Pathway to Membership classes. Lydia Yanak makes lovely nametags. Ushers greet people as they enter the sanctuary, issue hymnals and Orders of Service, and ensure congregational safety.
 - i. Evaluation: It is sometimes challenging to fill all the Greeter/Usher volunteer positions, especially for first service.
 - ii. Future: We will continue to encourage new members to become involved in Welcoming ministry as a first level of service to the congregation, and we appreciate the Small group Ministries who volunteer on occasion. We will continue to recruit other new volunteers via training opportunities.

- 3.) Visitor Tracking: Statistics are kept by the office based on the people who sign the visitor information forms at the Welcome Table. Some visitors choose not to sign in. Since July, 2012 through February, 2013 we have had 316 adult visitors and 48 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.
 - i. Evaluation: Newcomers appreciate knowing that they can approach members with stars on their nametags if they have questions.
 - ii. Future: Continue to offer periodic STARS training.

- a. Membership Engagement: Harvest of Opportunities Fair: Joan Gale, Jenny Jones and Rev. Linda Lawrence did a marvelous job of organizing this year's Harvest of Opportunities Fair on October 28, 2012.



- b. Twenty-two UUCP groups and committees had tables with information and posters in a fall festival atmosphere. Prizes were given, refreshments were provided, and people learned about the many ways to engage in congregation activities.
- i. Evaluation: The fair was well attended and it received positive feedback.
 - ii. Future: Jenny Jones, Janet Pearsen, and Margaret Leahy have volunteered to organize a similar event, or series of events, for the coming year.
- c. Congregational Picnic: Jenny Jones and Terry Lockwood worked hard to make this first event a rousing success. Approximately fifty children and grown-ups enjoyed a lovely day at the McCormack-Stillman Railroad Park in Scottsdale. Volleyball, croquet, potluck (of course), and wonderful music from Igor Glenn contributed to the conviviality. We thank Charlotte Carl-Mitchell for reserving the park ramada for us, and we are grateful to Margaret Leahy for her generous donation of bottled beverages.
- i. Evaluation: The picnic was a success and next year the date will be a bit earlier (tentatively 3/15/14)
 - ii. Future: Look at other parks with shorter walking distance from parking to ramada; find ways to include people who do not have children; include more music; bring charcoal for grills



5.) Other Activities: Membership Committee contributed two auction items to the UUCP Auction in December, 2012.

Caroli Peterson, Membership Committee Chair

April, 2013

MultiCultural Advisory Committee

Active Members:

Carl Duncan

Heidi Singer

Jeff Newman

Jimmy Leung

Karen Kurtz

Laida Restrepo

Mary Dawes

Rev. Suna Frederick-Gray

Sylvia Sharma

Tony Banegas

Terry Lockwood

This year, the Multicultural Advisory Committee (MCAC) started its work having been through the informative experience of UUA General Assembly 2012. Many of our members attended GA and learned about UUA resources, and experiences from other congregations in the multicultural transformation.

Two components of GA were particularly informative to our work this year were: the anecdotes, mistakes and successes of gathering a large diverse group of UU's together, in a context of working for social justice; and

specific workshops which addressed multicultural issues in the UUA. Several of our members attended workshops presented by Rev. Mark Hicks, about the UUA faith development curriculum, “Building the World We Dream About” < <https://www.uua.org/re/tapestry/adults/btwwda/index.shtml> >, that is intended to “transform how people from different racial/ethnic groups understand and relate to one another. “

The MCAC consensus was that the UUCP would benefit greatly from “Building the World We Dream About”, This year our work was to plan the implementation of tis curriculum for the 2013-14 church year. We feel that the curriculum will greatly facilitate inter-cultural communication in and beyond the UUCP, and will greatly enhance the awareness of the diversity and existing culture of the UUCP.

The “Building the World We Dream About” curriculum will be the centerpiece of a campaign to build cultural awareness and cross-cultural skills. In addition to the faith development curriculum, The MCAC plans to have guest speakers, sponsored fellowship events and to facilitate other programs in the UUCP to intentionally adopt the theme of multiculturalism in our ministry next year.

The MCAC will be adapting the “Building the World We Dream About” curriculum for the specific use by the UUCP and the curriculum will be led, in part by Heidi Singer, who had experience with this curriculum at another UU congregation. The title that we adopted for our version is “Daring to Dream: Conversations on Race, Ethnicity, & Culture” (see flyer below)

Music Committee

The Music Committee serves as the governing body for the UUCP music program. It approves music-related expenses, acts as a sounding board for the Music Director and assists in production of Cabaret, the congregation’s annual musical variety show. The members of the music committee for 2012-2013 are: Benjie Messer, Music Director, Connie Jahrmarkt, Choir Director, Diana Ashley, Music Committee Chair; Jerry Whalin, Secretary; Paula Adkins, Treasurer; Charlotte Carl-Mitchell, Vice-Chair/Librarian/Historian. Anyone else interested in supporting music at UUCP is welcome to join the committee, and choir members are encouraged to attend meetings.

The music program hired a new music director, Benjie Messer, in January 2013. Connie Jahrmarkt has continued as choir director, while Benjie has taken on leading music in worship, planning worship with our minister, Rev. Susan Frederick-Gray, coordinating music for congregation events, and planning the growth and development of the program. Benjie grew up in Eugene, Oregon. He received a BA with a thesis in jazz composition from Hampshire College and a Masters in Music Education from the University of Massachusetts at Amherst. Before moving to Arizona, Benjie spent four years teaching choral and general music at Boston's Learning Project Elementary School. He moved to Phoenix in 2007 to be closer to his parents. Since then, he has led bands and taught classes in music history, music theory and electronic music production at Phoenix College, Collins College and Grand Canyon University. Benjie founded and runs the New Orleans-style Bad Cactus Brass Band. He also composes music for film and multimedia, and worked for years as a staff arranger at a digital music production studio.



The music program has expanded its offerings in the last year to give voice to our growing congregation. Our primary musical ensemble, the **Congregation Choir**, is open to adults and high school students. They provide special music for 2-3 worship services in each month, with a break for the summer months, and rehearse for two hours every Wed. evening, with additional rehearsals before services on Sundays when they perform. With just over 40 members, the choir is similar in size to last year. Most (but not all!) members have previous choir experience or some experience reading music. Choir Director Connie Jahrmarkt continues to program a wonderful variety of music that allows choir members to grow musically and also moves our congregation emotionally and supports worship. Our congregation's pianist extraordinaire, Lynne Haeseler, served as choir accompanist again this year, providing world-class musical support for the choir.

The music program also includes many other volunteer musical ensembles:

The **Family Choir** is a choir for all ages. This year the family choir performed at two special and intergenerational Sunday services.

One Breath is an a capella singing group comprised of the following choir members: Melinda Merkel-Iyer, Katherine Desberg, Heidi Singer, Kat Crabtree, David Boecker-Grieme and Sam Kirkland.

The **Outreach Music Ministry** is a group that combines musical talents to visit our members and friends convalescing (either at home or in a care facility) and fills the room with beautiful songs to heal the heart.

Our **instrumentalists** are less organized but just as active. UUCP is blessed to have congregation members who are accomplished performers on almost every instrument, and Choir Director Connie Jahrmarkt has been very inclusive, often inviting instrumentalists to perform during services to support worship.

We continue the tradition of occasional Sunday morning **hymn sings**, which bring congregants into the sanctuary with song and in the spirit of joy.

Musicians also regularly form ad-hoc vocal and instrumental ensembles for performances and special services as requested, as you will see in our detailed service-by-service description below!

Music at UUCP



- May 6, 2012 – Sermon – **“BLINK!”** , Service Leader: Rev. Linda Lawrence. Speaker: Rev John Crestwell, UU Church of Annapolis, MD. Music: Lynne Haeseler, Susan Morris and Connie Jahrmarkt perform “Meditation on the Hymn Tune, “Slane” “Be Thou My Vision.” Congregation choir sings “Alleluia: by Allaudin Mathieu (b.1937). Lynn Haeseler plays “Angel Eyes” by John Brickman (b. 1961). Lynne Haeseler and Don Weir perform “Put on a Happy Face” by Le Adams (b. 1924) and Charles Strouse (b.1928).

- May 12, 2012 – **“Cabaret – Just the Music.”** Directed by :Connie Jahrmarkt. Master of Ceremonies: Richard “Duke” Plattner.
 - **Performers:**
 - Congregation Choir performs: “Cabaret” by Kander & Ess.; “Sing we and Chant It” by Morley; “Bridge Over Troubled Water” by Paul Simon; “Live is a Waltz” by ed Grobe; “Rainbow Connection” by Williams and Asher; “Cabaret Reprise” by Kander & Ess.
 - Choir Women perform: “Short People” by Randy Newman
 - Choir Men perform: “Chantilly Lace” by Foster, Rice & the Big Bopper.
 - Chris Snyder & Kat Crabtree perform “Opening Band” by Paul & the Storm
 - Emily Helton-Riley performs “The Chrysantheim” by Scott Joplin
 - Bill Snowden and Joan Gale dance to “Promise” from Acoustic Soul by India Arie.
 - Dante McDonald performs “Theme from the 9th Symphony” by Beethoven.
 - Dennis Burges & Choir Men perform “La Bamba” by Ricky Valens
 - Victoria Borgina performs “Somewhere, My Love” by Jarre
 - Donna Featherston & Karin Quinn perform “Dancing Queen” by Anderson, Ulvaeus & Anderson (ABBA)
 - Jerry Whalin & Friends perform “Le Mer” by Trenet
 - Heidi Singer performs “Love is always Better” by Heidi Singer
 - The Low Range Ramblers perform “the Lion Sleeps Tonight” by Linda



- **Cabaret Band:**

- *Stan Adkins, Guitar; Sandy Weir, violin; Don Weir, percussion; Jerry Whalin, clarinet; Duke Plattner, guitar; Connie Jahrmarkt, bass; Emily Helton-Riley, cello, and Lynne Haeseler, Piano.*

- **Production Crew:**

- *Cabaret Coordinator: Charlotte Carl-Mitchell*
- *Set/Stage Decoration: Paula Adkins, Joyce Short.*
- *Prop Manager: Emily Helton-Riley*
- *Sound Technicians: Nathan Greene, Tom Parker*
- *Videographer: Doug Helton-Riley*
- *Still Photography: Bill Snowden, Joan Gale*

- **Logistics:**

- *Publicity/signs: Bonnie Cunningham, Melinda Iyer, Charlotte-Carl Mitchell, Connie Jahrmarkt.*
- *Tickets/Program: Susan Morris, Robbin east.*
- *Child Care Coordinator: Karin Quinn*
- *Childcare: Jaynn Truran, Sydney Padden*
- *Room Set and reset: Manuel Gomez*
- *Ticket Seller: Anita Silverthorne*
- *Nametags: Paula Chang*

- *Door Warden: Jesse Hise*
- **Refreshments**
 - *Bar Supplies: Paula & Stan Adkins*
 - *Bartenders: bert gay and Alaina Campas*
 - *Food: Members of the Choir*
 - *Sextons: Belinda Winover, Sherry Celine*
 - *Food & bar Assistants: Reed Featherston, Ryan Featherston, Celeste Allen.*
- May 13, 2012 – Sermon – **“Mother’s Day – the Breath of Life”**. Service Leader: Richard Jahrmarkt Speaker: Rev Susan Frederick-Gray Special Music: Emily Helton-Riley performs “Opus 150 No 6” by J. J. Friedrich Dotzauer (1783-1860) on cello accompanied by Lynne Haeseler. Chris Snyder and Lynn Haeseler perform “The Rainbow Connection” by Paul Williams (b 1940) and Kenneth Ascher (b 1944). Lynne Haeseler performs “You’ve Got a Friend” by James Taylor (b 1948) and “Younger Than Springtime” by Richard Rodgers (1902-1979).
- May 23, 2012 – Choir birthdays are an integral part of the Ministry of Music. This choir rehearsal celebrated birthdays for May 2012 and a good time was had by all.



- May 20, 2012 - Sermon – **“Religious Education for a Changing World”**. Service Leader: Jaynn Truran, Worship Associate (WA). Speaker: Sara LaWall, Director of Religious Education, Pasadena Barnwell. Music: Heidi Singer performs “I Know This Rose Will Open” by Mary E. Grigolia (1947-) accompanied by Lynne Haeseler and Connie Jahrmarkt; Congregation choir performs “On Children” by Ysaye Barnwell (b.1946); Shelly, Bonnie and Dave Cunningham perform “I Hope” by Emily Robison,

Martie Maguire, Natalie Maines and Keg' Mo; The YRUU performs "The Circle Game" by Joni Mitchell (b. 1943).

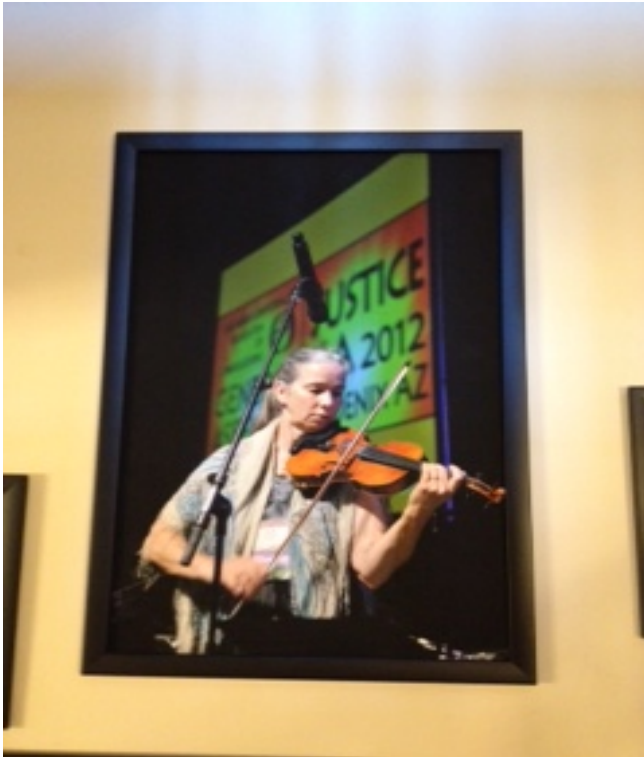


- May 27, 2012 - Sermon – **“Mysticism – Its Place in the UU Choir”**. Service Leader: Glen Lockwood. Speaker: Rev. Kathleen A. Baughman, Chaplain, Mayo Clinic Hospital, Phoenix. Music: Ensembles including Melinda Merkel Iyer, Catherine Desberg, Kat Crabtree, David Boecker-Grieme, Michael Relland, Carolyn Allenby and Sam Kirkland perform “Grace” by Bobby McFerrin (b.1950); “The 23rd Psalm” by Bobby McFerrin; “Holy Now” by peter Mayer; and “Don’t Worry, Be Happy” by bobby McFerrin.
- May 31, 2012 – Music Awards Night for the Choir: Connie Jahrmarkt presides and presents special awards to choir members.





- June 3, 2012 - **Final Music Committee Meeting** for 2011-212 program year which runs from 7/1/11 – 6/30/12
- June 3, 2012 – Sermon – **“The Road Less Travelled – A Woody Guthrie Sunday”**. Service Leader: Rev. Susan Frederick Gray. Music: Ensemble Donna, Jon and Alec Featherston sing/play “So Long, It’s Been Good to Know Ya”; David Boecker-Grieme, Bonnie & Dave Cunningham, “Blowin’ Down That Ol’ Dusty Road”; Igor Glenn & Friends, “Pastures of Plenty”; Anne Byrne, Kat Crabtree, Melinda Merkel Iyer, “Plane Wreck at Los Gatos (Deportees)”; Dave Bellama, Susan Morris, Duke Plattner, “I Ain’t Got No Home”, Anne Byrne, Bonnie & Dave Cunningham, “Ramblin’ Round Your City”; Dave Bellama, Jon Featherston, “Pretty Boy Floyd”; Dave Bellama, Susan Morris, Duke Plattner; “Jesus Christ”; Dave Bellama, “The Dyin’ Miner” (Goodbye, Centralia); Donna, Jon and Alec Featherston, “Roll On, Columbia”; Dave Bellama, Anne Byrne, “Jolly Banker”; Congregation and all Musicians. “This Land is Your Land”.
- June 10, 2012 – Sermon – **“A Journey Through Faith** Service Leader: Rev. Susan Frederick-Gray and Jaynn Truran. Music: Choir sings “Esto es Digo”, by Kinley Lange. Lynne Haeseler plays “There’s a River Flowing Through My Soul” and “Stars and Stripes Forever” by John Philip Sousa (1854-1932). Carolyn Allenby and Lynne Haeseler play “Excerpt from “Rhapsody in Blue”, by George Gershwin (1898-1937).
- June 10, 2012 - Music Committee Meeting: Discuss choir robes, cabaret recap and babysitting for the performance.
- June 17, 2012 – Sermon – **“Hope and Resilience”**. Service Leader: Rev. Diane Dowgiert, Minister, Unitarian Universalist Church of Tucson. Karin Quinn, WA. Music: Jerry Whalin and Connie Jahrmarkt perform “Pastorale for Clarinet and Piano” by Jerry Whalin; and “Song of India” by Nikolai Rimsky-Korsakov (1844-1908).
- June 24, 2012 – Sermon – **“We Who Believe in Freedom Cannot Rest”**. Service Leader: Rev. Gail Geisenhainer, First Unitarian Universalist Congregation Ann Arbor, Michigan. Susan Goldsmith, WA. Music: Gerry Kato plays “Prelude” by Alexander Scriabin (1872-1915). Gerry Kato and Lynne Haeseler play “Libertango” by Astor Piazzolla (1921-1992) and “March” by Beethoven (1770-1872).
- June 20, 2013 – Justice General Assembly is held in Phoenix. Connie Jahrmarkt performs to much acclaim



- July 1, 2012 – Sermon - **“Beyond Light Bulbs: Covenant and Collective Action”**. Service Leader: Rev. Gary Ezell, WA. Guest Speaker: Matt Meyer, Percussion Improvisations. Music: Matt Meyer and Lynne Haeseler, “Song of Alleluia”. Matt Meyer, “Walking with You” by Burns Stanfield, “Matt Meyer & Friend, The Tugboat and the Barge”, Matt Meyer, various percussion improvisation.
- July 8, 2012 – Sermon – **“The Still, Small Voice”**. Service Leader: Michael Relland, WA. Glen Lockwood. Music: Lynne Haeseler Plays “The Spirit of the Living God; “Day by Day” by Stephen Schwartz (1948 -), Medley: “We’re Off to See the Wizard” by Harold Arlen (1905 – 1986) arr. by Lynne Haeseler, ensemble Glenda Herman and Catherine Desberg “For Good” from Wicked, the Musical by Stephen Schwartz (1948 -)
- July 15, 2012 – Sermon – **“The Importance of Being Human”**, Service Leader: Anne Byrne. Music by Dr. Lynn Haeseler plays “Sonata in C” by Scarlatti; ensemble Melinda Merkel Iyer, Kat Crabtree, Heidi Singer, “One Voice” by Whalin Jennings; Melinda Merkel Iyer, “Upside Down” by Jack London; Anne Byrne, “The White Dove” by Joan Thomas, Melinda Merkel Iyer and Heidi Singer, “everybody” by Ingrid Michaelson.
- July 22, 2012 – Sermon – **“Tell Me a Story”**. Service Leader: Gary Ezell, Jaynn Truran, WA. Music: Lynne Haeseler plays “The Gift of Love” by Hal H Hopson and “Sonata in D Minor” by Domenico Scarlatti (1685-1757) “On the Sunny Side of the Street” by Jimmy McHugh.
- July 29, 2012 – Choir work day reorganizes the choir office to make it more organized and accessible. Charlotte, Paula and Diana coordinate and prove three heads are better than none.
- July 29, 2012 – Sermon – **“Got Faith?”**. Service leader: Lee Marie Sanchez, Consulting Parish Minister, Sepulveda UU Society of North Hills, CA. Gary Lawrence, WA. Music: Connie Jahrmarkt

plays “Watermark” by Enya; “Gavotte” by Clif Hardin; “Jupiter” from The Planets by Gustav Holst (1874-1934).



- August 5, 2012 – Sermon – **“Love is Our Doctrine”** by Rev. Susan Frederick-Gray.
Special Music: Connie Jahrmarkt and Susan Morris play “En Bateau” and “Menuette” from Petite Suite by Claude Debussy (1862-1918). Gerry Kato and Lynne Haeseler play “Pas Espanol” by Gabriel Faure (1845*-1897). Ensemble Lynne Haeseler, Susan Morris, Connie Jahrmarkt and Gerry Kato play “Ungarischer tanz” by Johannes Brahms (1866-1897).
- August 12, 2012 – Sermon – **“Ready, Set, Wait!”**, by Rev. Susan Frederick-Gray. Special Music: Jerry Whalin, Jack Wisniewski and Connie Jahrmarkt play “A Day Without Rain” by Enya, “The Memory of Trees” by Nick Ryan and Enya, and “Foundation – Mathieu” arranged by Connie Jahrmarkt. Special Music Ensemble Melinda Merkel Iyer, Kat Crabtree, Catherine Desberg, Heidi Singer, Susan Morris and Connie Jahrmarkt play “Beauty in the World” by Macy Gray.
- August 19, 2012 – Sermon – **“Do Unitarian Universalists Pray??”** Service Leader: Rev. Susan Frederick-Gray. Susan Goldsmith, WA. Music: Connie Jahrmarkt and Heidi Singer play “Lonestar” by Lee Alexander; Ensemble David Grieme, Heidi Singer, Melinda Iyer, Catherine Desberg, Kat Crabtree and Lynne Haeseler perform “Stop, Step Back” by Robert Anderson and “One Great Power” by Robert Anderson. Lynne Haeseler performs “There’s a River Flowin’ in My Soul” by Rose Saunders.
- August 26, 2012 – Sermon – **“Deepening.”** Service Leader: Rev. Linda Lawrence.
- August 2012 – Choir celebrates August birthdays for members born in August. This is a gangbusters group of REALLY active congregation and choir members. Happy Birthday all!
- September 2, 2012 – Sermon – All Music Hymn Sing. Service Leader; Rev Linda Lawrence. Gary Lawrence, WA. Music: Hymns chosen by choir and congregants.
- September 9, 2012 – Sermon – **Multigenerational Water Communion Service.** Service Leader: Rev. Susan Frederick-Gray. Karin Quinn, WA. Music: Congregation choir sings: “The Road Home” by Stephan Paulus (1949 -) and “Welcome Home” by Carole King (1942 -) arranged by Melinda Merkel

Iyer. Special Music by Lynne Haeseler and Igor Glenn performing “Shall We Gather at the River” by Robert Lowry (1826-1899)

- September 16, 2012 – Sermon – **Soul Force**. Service Leader. Rev Susan Frederick-Gray. David Weaver, WA. Music – Connie Jahrmarkt performs “Largo from Sonata V in C Major” by Johann Sebastian Bach (1685 – 1750) . Lynne Haeseler performs “Dear Unknown” by John Tesh (1952 -) and “There is More Love Somewhere” #95.
- September 23, 2012 – Sermon – **Forgiving and Forgiven**. Service Leader. Rev. Susan Frederick-Gray. Music: Connie Jahrmarkt and Congregation choir perform “Shalom” by Sarah Solter, “The Tree of Peace” by Gwyneth Walker, text adapted from O Brother man by J.G.Whittier (1807-1892), Special Music by Heidi Singer, Jerry Whalin, Sandy Weir and Don Weir performing “May Your Life Be as a Song” Arranged by Jim Scott (1966-). Soulful Sundown Band performs “Shalom Havayreem”.
- September 30, 2012 – Sermon – **“Pieces of Wisdom”**. Service Leader: Rev. Linda Lawrence. Music: Lynne Haeseler performs “Eleanor Rigby” and “Get Back” by Paul McCartney and John Lennon; Special Music – Heidi Singer performs “It’s In Every One of Us” by David Pomeranz.
- October 7, 2012 – Sermon – **Weaving New Stories**. - Service Leader: Rev. Susan Frederick-Gray. Susan Goldsmith, WA. Music: Congregation choir sings “Tshotsholoza” from South African Suite arr. Henry Leck; Lynne Haeseler performs “La Fille au Cheveux de Lin” by Claude Debussy (1918-1962); Lynne Haeseler and Julio Vega perform “Part II from Koln” by Keith Jarett and “Our Love is Here to Stay” by George Gershwin.
- October 14, 2012 – Sermon – **“Sources of Wisdom”** Service leader: Rev Linda Lawrence. Glen Lockwood, WA. Music: Igor Glenn performs “May the Road Come and Greet You”. Lynne Haeseler performs “Strange Lands and People” by Robert Schumann (1810-1856); and ”Nigun" (Traditional) improvisation by Lynne Haeseler; and “Standing on the Side of Love” by Jason Shelton.
- October 21,2012 – Sermon – **“Walking in Beauty”**. Service Leader: Rev. Susan Frederick-Gray. Richard Jahrmarkt, WA. Music: One Breath sings “A Navajo Prayer” by Cary John Franklin, “Blackbirds” and “Beauty in the World” by Macy Gray, arranged by Iyer.



- October 28, 2012 – Sermon – **“Remembering is a Gift”**. Service leader: Rev. Susan Frederick-Gray. Karin Quinn, WA. Music: Congregation Choir performs “Claudia’s Song, Text by Paula Adkins, Music by Jerry Whalin; Lawrence-Jahrmarkt Quartet performs “Wanting Memories”; Lynne Haeseler performs “Addams Family Theme Song” by Vic Mizzy (1916-2009) and “In the Hall of the Mountain King” From Peer Gynt Suite by Edvard Grieg (1843*-1907)
- November 4, 2012 – Sermon - **“I Could Have Been Born Here”** Service Leader: Sandy Weir, Arizona Immigration Ministry Organizer. Gary Ezell, WA. Music: *One Breath* performs “My Path to Santa Rita” music by Mary Lou Prince, Lyrics by Patty Willis; “We Shall Not Give Up the Fight” origin: South African Spiritual; “Vamos Todos Adelante/Keep on Movin’ Forward” by Pat Humphries; “Who’s Gonna Build Your Wall?” by Tom Russell.
- Dec. 1, 2012 – **3rd Annual UUCP Auction**. Many musicians performed at the auction, helping the congregation stay entertained while raising they raised money!



- November 11, 2012 – **The Path We Walk: The Road We Make.** Service Leader: Rev. Susan Frederick-Gray. Richard Jahrmarkt, WA. Music: Lynne Haeseler performs “Concerto in F Minor Mvt, 2” by J.S. Bach (1685-1750), “One Earth, One Sky” by Kim Oler; and “Let There Be Peace on Earth” by Jill Jackson and Sy Miller.
- November 18, 2012 – Sermon – **Thanksgiving Sharing of Bread.** Service Leader: Rev. Susan Frederick-Gray. Rev. Linda Lawrence, WA. Music: Congregation Choir performs “Ose Ayo” (Sunrise Song) Traditional Nigerian arr. Brian Tate; **Family Choir** performs “Love Is All Around” by Ruth Pelham and “Peace is Flowing like a River” traditional arr. Jim Scott. Congregational Choir and Family Choir perform “Kaki Lambe” Traditional arr. by Brian Tate. Lynne Haeseler performs “Joy” by George Winston.



- November 25, 2012 – Sermon – **Living in Gratitude**. Service Leader: Rev. Susan Frederick-Gray. Jaynn Truran, WA. Music: Igor Glenn performs “Captain Noah’s Song”, “Precious Memories” by JBF Wright and Lonnie B. Combs, “Let it Be” by The Beatles, and “Aleluia Praises Sing”.
- December 2, 2012 - Sermon – **The Holidays for Skeptics**. Service Leader: Rev. Susan Frederick-Gray. Glen Lockwood, WA. Music: *One Breath* performs “How Sweet the Darkness” arr. Jason Shelton, “One Day” by Matisyahu, arr. Melinda Merkel Iyer; “Catherine Desberg, Melinda Merkel Iyer and Lynne Haeseler perform “Laudamus Te” by Antonio Vivaldi; Lynne Haeseler performs “Ukrainian Bell Carol” by Mykola Leontovych.
- December 9, 2012 – Sermon – **Lights of Hope: The Work of Faith**. Service Leader: Rev. Susan Frederick-Gray. Susan Goldsmith, WA. Music: Congregation choir performs “Celebrate the Feast of lights” by Sally k Albrecht and Lois Brownsey; Ensemble Susan Morris, Michael Relland, Connie Jahrmarkt and Lynne Haeseler perform “Psalm 92” by Srul Irving Glick; Choir and Ensemble perform “May our Life Be As a Song” by Yur Zaritsky and Lynne Haeseler performs “Sleighride” by Leroy Anderson.
- December 15, 2012 – Choir Caroling to special members.



- December 16, 2012 – **To Love Ones Neighbor.** Service Leader: Rev. Susan Frederick-Gray. Richard Jahrmarkt, WA. Music: Emily Helton Riley and Connie Jahrmarkt perform “Ave Maria” by Franz Schubert (1797-1828) and “Wistful” by C. Hofmann (1811-1861). Glenda Herman, Kat Crabtree and Lynne Haeseler perform “Love is Christmas” by Sara Bareilles. Lynne Haeseler performs “The Finger Skaters Waltz” by Johann Strauss (1825-1899).
- December 23, 2012 – **Winter Solstice in the Desert.** Service Leader: Rev. Susan Frederick-Gray. Gary Ezell, WA. Music: Catherine Desberg performs “Lo How a rose”. Congregation Choir performs “The Ground” by Ola Gjiello; Melilnda Merkel Iyer, Catherine Desberg and Kat Crabtree perform “Deck the Halls/ Hollies and the Ivies”. Lynne Haeseler performs “Here Comes the Sun” by George arrison.
- Deceber 24, 2012 – **A Christmas Eve Celebration.** Service Leader: Rev. Susan Frederick-Gray. Karin Quinn, WA. Music: Connie Jharmarkt plays and the congregation sings Christmas carols.
- December 30, 2012 – Sermon – **When You Can’t See the Light at the End of the Tunnel, What’s God Got to Do with It?.** Service Leader: Rev. Linda Lawrence and Gary Lawrence. Music: Lynne Haeseler plays “Put on a Happy Face” by Charles Strouse (1928-); Lynne Haeseler and Jack Wisniewski perform “I Got Rhythm” by George Gershwin (1898-1937) and “All of Me” by Gerald marks & Seymour Simons. Jack Wisniewski performs “Satin Doll/Take the A Train” by Duke Ellington (1899-1974).
- January 6, 2013 – Sermon – **Reflections on the Old and New.** Service Leader: Rev. Susan Frederick-Gray. David Weaver, WA. Music: Jayne Casselman and Lynne Haeseler perform “Morgen” by Richard Strauss (1864-1949), “My House” by Leonard Bernstein (1918-1954), “Memories” by Charles Ives (1974-1954) and “Consider Yourself” by Lionel Bart.
- January 13, 2013 – Sermon – **Speak Truth to Power”** Service Leader: Rev. Susan Frederick-Gray. Karin Quinn, WA. Music: Congregation Choir performs “O the Beauty of a Life” traditional Visayan (Filipino) folk tune arr. Jahrmarkt; Connie Jahrmarkt performs “Simple Gifts” American Shaker tune; Connie Jahrmarkt and Lynne Haeseler perform “Waltz” by W. A. Mozart (1756-1791), and Lynne Haeseler performs “Rondo alla Turka” by W. A. Mozart (1756-1791).
- January 20, 2013 – Sermon – **Cultivating Courage.** Service Leader: Rev Susan Frederick-Gray. Music: *One Breath* performs “Siph’ Amandla Nkosi” from South Africa, and “You’re your Eyes on the Prize” Traditional American Folk Song (Gospel Plow) with Civil Rights Era test by Alice Wine (1956-) with David Bellama on banjo. Connie Jahrmarkt performs exit music.

- January 27, 2013 – Sermon – **The Almost Congregation**. Service Leaders: Rev. Susan Frederick-Gray. Jaynn Truran, WA. Music: Lynne Haeseler performs “Let This Be a House of Peace” by Jim Scott and “Stars and Stripes Forever” by John Phillip Sousa (1854-1932). Congregation Choir sings “Ella’s Song” by Bernice Johnson Reagon; Lynne Haeseler and Connie Jahrmarkt perform “Blue Boat Home” arr. Peter Mayer.
- February 3, 2013 – Sermon – **“The Kids are Alright: Exploring The Autonomy and Interdependence of our Youth Community”**. Service Leader: Asha Aurora and Mitch Burke. Jaynn Truran and Reed Featherston. Music: Ryan Featherston and Marcus Leatham perform “The Hare and the Hounds” by C. Hohmann. Jenna Bellantoni performs “Little Wonders” by Rob Thomas. Reed Featherston performs “How to Blow Down an Iron Door” by Reed Featherston. B Backer, B. Davis, R. Greenaway and R. Cook perform “I’d Like to Teach the World Tto Sing”.
- February 10, 2013 - Sermon – **Living Beyond Fear**. Service Leader: Rev. Susan Frederick-Gray. Karin Quinn, WA. Music: Congregation Choir sings “Praise Song” by Hal Walker; *One Breath* sings “Say” by John Mayer arr. By M. Iyer; Lynne Haeseler, Connie Jahrmarkt and Benjie Messer perform “The Flower that Shattered the Stone” by Joe Henry & John Jarvis; Lynne Haeseler and Benjie Messer perform “Don’t You Worry Bout a Thing” by Stevie Wonder.
- February 17, 2013 – – Sermon – **Faith and Politics** Service Leader: Rev. Susan Frederic-Gray. Richard Jahrmarkt, WA. Music: Congregation Choir sings “Danoz Paz” and “Go Out” by Elizabeth Alexander. Lynne Haeseler performs “Fantasia in A Minor” by J.S. Bach (1685-1750) and “If I had a Hammer” by Pete Seeger and Lee Hays.
- Feb 23, 2012 - CABARET – **American Bandstand** – Directed by Connie Jahrmarkt; Executive Producers: Charlotte Carl-Mitchell and Diana Ashley. “Dick Clark” played by Richard “Duke” Plattner. Music by group includes: Below are the Late Bloomers who performed singing commercials from the “Bandstand” era.
 - **Congregation Choir** performs “Bandstand Boogie” by Les Elgart (1952), arr. Barry Manilow and Bruce Sussman; “Bridge Over Troubled Water” by Paul Simon; ABC” by Alphonso Mizell, Frederick Perren, Deke Richards and berry Gordy (1970); “80’s Medly” arr. Kirby Shaw; and “If I Had a Hammer” by Peter Seeger and Lee Hays (1948) (Singalong).
 - **Congregation choir men** perform “Fishin in the Dark” by Wendy Walkman and Jim Photoglo (*1987).
 - **Congregation choir women** perform “I Am Woman” by Ray Burton and Helen Reddy (1970)
 - “Singing Commercials” performed by the **“Late Bloomers”** (Joann Michael, Ginny DeMarco, Ellie Anderla, Sandy Thomson, and Sharon Hise.)



- “Girls Just Want to Have Fun” by Robert Hazard (1979) performed by **Donna Featherston, Karin, Katie and Megan Quinn.**



- “That’ll Be the Day” by Jerry Ilison, Norman Petty and Buddy Holly (1957) performed by **Heidi Singer.**

- “Will You Still Love me Tomorrow?” by Geoff Goffin and Carole King (1961) performed by **Susan Morris, Joyce Short and Donna Featherston.**
- “I Put a Spell on You” by Screamin’ Jay Hawkins (1956) performed by **Joyce Short.**
- “Unchain My Heart” by Bobby Sharp (1924-2013) performed by **Kat Crabtree.**
- “He’s a Tramp” by Peggy lee and Sonny Burke (1955) performed by **Melinda Merkel Iyer.**
- “Walkin’ After Midnight” by Alan Block and Donn Hecht (1957) performed by **Glenda Henman.**
- “Lollipop” by Julius Dixson and Beverly Ross (1958) performed by **the “UU Cutie POPS”** Carolyn Allenby, Heather McLellan, Sherry Celine, Paula Adkins and Regina.
- “Sailing” by Christopher Cross (1980) performed by **David Boecker-Grieme.**
- “Good Vibrations” by Brian Wilson (1966) dance performed by **Joan Gale and Bill Snowden.**
- “IF” by David gates (1971) performed by **Jerry Whalin.**
- “Mr. Sandman” by Pat Ballard (1954) performed by “Hell’s Belles” **Melinda Merkel, Catherine Desberg, Kat Crabtree, Heidi Singer and Benjie Messer.**
- **Family Choir** dances during an excerpt from Michael Jackson’s “Thriller.
- **Production Crew:**
 - *Set/Stage Decoration: Paula Adkins, Joyce Short.*
 - *Prop Manager: Emily Helton-Riley*
 - *Sound Technicians: Nathan Greene, Tom Parker*
 - *Videographer: Doug Helton-Riley*
 - *Still Photography: Bill Snowden, Joan Gale*
- **Logistics:**
 - *Publicity/signs: Bonnie Cunningham, Melinda Iyer, Charlotte-Carl Mitchell, Connie Jahrmarkt.*
 - *Tickets/Program: Susan Morris, Robbin east.*
 - *Child Care Coordinator: Karin Quinn*
 - *Childcare: Jaynn Truran, Sydney padden*
 - *Room Set and reset: manuel Gomez*
 - *Ticket Seller: Anita Silverthorne*
 - *Nametags: Paula Chang*
 - *Door Warden: Jesse Hise*
- **Refreshments**
 - *Bar Supplies: Paula & Stan Adkins*

- *Bartenders: bert gay and Alaina Campas*
 - *Food: Members of the Choir]*
 - *Sextons: Belinda Winover, Sherry Celine*
 - *Food & bar Assistants: Reed Featherston, Ryan Featherston, Celeste Allen.*
- February 24, 2013 – **42 is the Answer..** Service Leader: Rev. Susan Frederick-Gray. Glen Lockwood, WA. Music: Lynne Haeseler performs “Prelude in Gm” by J.S. Bach (1685-1750), “Star Trek: The Next Generation theme” by J. Goldsmith; “Also Sprach Zarathustra” by R. Strauss (1864-1949).
 - March 3, 2013 - Sermon – **Experiencing Music** Service Leader: Benjie Messer. Glen Lockwood, WA. Music: Lynne Haeseler performs “God Bless the Child” by Billie Holiday (1915-1959); Lynne Haeseler and Benjie Messer perform “Do Nothing ‘Til You Hear From Me” by Duke Ellington (1899-1974) and “Take the A Train” by Billy Strayhorn (1915-1967) with Igor Glenn and Don Weir.
 - March 10, 2013 – Sermon – **Reflections on Coming of Age Through Life’s Transitions.** Service Leaders: Bill Parker, Ernie Garcia & Paula Kulina, Elaine Warner and Sam Kirkland for. Eugene Grigsby. Music: Congregation choir sings “Healing Waters” by Clif Hardin; Melinda Merkel Iyer, Lynne Haeseler and Benjie Messer perform “Old Friends” by Paul Simon; Lunne Haeseler performs “Young at Heart” by Johnny Richards and Carolyn Leigh; Michel and Gabby Matterson perform “Imagine” by John Lennon.
 - March 17, 2013 - Sermon – **To Be Called** Service Leader: Rev. Susan Frederick-Gray. David Weaver, WA. Music: Gerry Kato performs “Siciliano” by J.S.Bach (1685-1750) and “Prelude in C# Minor” by S. Rachmaninoff (1873-1973); *One Breath* performs “I Wonder What Would Happen To This World” by H. Chapin (1942-1981) and “One Day” by Matisyahu.



- April 7, 2013 – Sermon – **Getting Unstuck**. Service Leader: Rev. Susan Frederick-Gray. Emma Farrell, WA. Music: Adrashanti Iyer and Melinda Merkel Iyer play “Gavotte” by F. J. Gossec; *One Breath* performs “A Beautiful Day” by India Arie arr. M Iyer, and “Don’t Worry, Be Happy” by Bobby McFerrin. Melinda Merkel Iyer and Benjie Messer perform “With My Own Two Hands” by Jack Johnson.
- April 14, 2013 – Sermon – **“Celebration Sunday – The Gifts We Share** Service Leader: Rev. Susan Frederick-Gray. Jaynn Truran, WA. Music: Katie Quinn and Lynne Haeseler play “Kumbaya”. Congregation Choir sings “Hark, I hear the harps Eternal”. Gaby Gareau and Lynne Haeseler perform “Sunrise” by Michael Aaron. Lynne Haeseler plays “Maple Leaf Rag” by Scott Joplin (1867-1917)



- April 17, 2013 - Choir Celebrates April birthdays for Uli Boecker-Grieme with help from her sons.
- April 21, 2013 – Sermon – **Flower Communion** Service Leader: Rev. Susan Frederick-Gray. Heidi Singer, WA. Music: **Family Choir** sings “Circle of Song” by tony Turner. Preschool Performance “In My Garden” by Jeffrey Sadow. Congregation choir sings “Gracias Por El Amor”, Lynne Haeseler performs “Allegro” from Piano Sonata #16 in C Major by W. A. Mozart (1756-1791). Special ensemble featuring David Boecker-Grieme with the Congregation Choir, Family choir, Benjie Messer, Lynne Haeseler, Don Weir, Randall Smiley, Susan Goldsmith, Marge Modell, Emily Helton-Riley and Connie Jahrmarkt.



- April 28, 2013 – **Front Porch Talk**. Service Leader: Rev. Kathy Baughman, Melissa Schwartz, WA. Music: Lynne Haeseler improvises on “All Creatures of the Earth and Sky” and performs “When You’re Smiling” by L. Shay, M. Fisher, J. Goodwin. Benjie Messer, Bonnie Cunningham, Sam Kirkland and Carolyn Allenby perform “Pack Up Your Sorrows” by R. Fariña.

We hope this pictorial highlight of this fiscal year has helped explain the goings on of the UUCP music program and the UUCP choir particularly. We will continue to combine our voices to build a stronger, healthier, growing community.

Thank You,

Diana Ashley, Chair

Nominating Committee

The Nominating Committee successfully completed its duties. We felt the loss of member Terry Simmons and continued as a smaller committee after his passing.

Here are the highlights.

Lay Leadership Development Day

On Saturday, November 10 fourteen people attended our development workshop based on the UUA “Harvest the Power” curriculum.

- LEADERSHIP JOURNEYS explored how we have developed a perspective about leadership based our past experiences, and how the different roles a leader plays can be energizing or de-energizing based on our own unique skills and personality.
- CARING FOR OURSELVES AND EACH OTHER focused on how to remain engaged and avoid feeling burned out.

Facilitators were Juli Harvey, Terry Simmons and Paula Kulina. Greg Holmberg did the publicity and registration, and Terry Lockwood handled refreshments. Ratings from the participants were very positive: all survey questions rated between 9.3 and 9.9 (on a scale of 1-10).

Donation to UUCP Auction

As a donation to UUCP's November Auction, we offered to help cook and serve Hanukkah dinner for 10 people at the Plattner-Morris home. The food was delicious and the company even better.

Nominations

The Nominating Committee found candidates for a number of openings. We started a publicity campaign early, soliciting interest in Horizons and attending the Foundation and UUCP Board meetings to identify the skills and perspectives most desired. Based on that we searched for people with good communication skills and those comfortable talking about finances, and we took care to recruit both male and female members with varying UU tenure and age. In all, we had three volunteers, and 65% of the people we recruited accepted. We easily met the deadline to publish the names of nominees in Horizons.

Nominees for the UUCP Board of Trustees:

- Linda Bellantoni will serve as President, having completed her term as Vice President
- Glen Lockwood will join the Board and serve as Vice President
- Bill Snowden will serve as Secretary in this, the second year of his term
- Diana Ashley will serve again as Treasurer
- Michelle Morgan, Gene Harvey and Sarah Montgomery will join the Board as at large members

Nominees for the Nominating Committee:

- Jimmy Leung will serve as Chair, having completed his term as UUCP Board President
- Elyse Arring, Caroli Peterson, Kim Rudge St. Clair, and Dale Fisher will serve at large

Nominees for the UUCP Foundation Board:

- Gary Ezzell
- Susan Goldsmith

Publicity Committee

Members include:

Heidi Parmenter, Business Administrator

Nancy Wilson, Office Assistant

Mat Montgomery, Chair

Elyse Arring

Charlotte Carl-Mitchell

Smoot Carl-Mitchell

Michele Chaves

Melinda Merkel Iyer

Jimmy Leung

Jill Story

Francis Wiget

Major Accomplishments and Thanks:

The Publicity Committee continues to raise awareness of the Unitarian Universalist Congregation of Phoenix and supports members in the promotion of activities and successes of the congregation through a diverse range of media formats including print media, newsletters, the UUCP website, and social media such as Facebook and Twitter, in order to reach anyone who would seek out our congregation.

The committee thanks and celebrates Melinda Merkel Iyer, who has retired as the editor of Compass after five years of meticulous work. She goes forth to volunteer for additional projects within UUCP. We also thank Nancy Wilson, who will now be taking over that role in addition to providing announcements.

A special thanks to Jimmy Leung, who ensures new and fascinating content is placed on Facebook and Twitter multiple times a day and to Elyse Arring for her continued work in shaping and ever-improving Horizons.

Finally, thank you to Jill Story and Heidi Parmenter for their efforts in updating the website and their assistance in acclimating their new committee chair into the position.

Our goals for the upcoming year include:

- Improving the speed and accessibility of our website
- Collecting and promoting mentions of UUCP in newspapers, television, and online media
- Exploring new and inventive methods of communicating with those both inside and outside the congregation

Respectfully Submitted,

Mat Montgomery

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 2012-2013 Accomplishments:

1. Advised Reverend Susan and administrative staff on several human relations issues
2. Developed a draft sex offender policy for consideration by Rev. Susan and the staff
3. Joan Gale spearheaded for a third year a Principled Commitment class for UUCP couples. The course was facilitated by Michele Morgan and Sam Kirkland
4. Julie Wambach and Sandy Thomson facilitated a successful workshop on compassionate communication
5. Joan Gale initiated our first Principled Commitment class for singles and was joined by Vince Waldron in organizing the new offering. Yvonne Harrison Jon Pablador facilitated the course.
6. We partnered successfully with the Adult Faith Development ministry
7. Mary Dawes sustained our efforts toward our multicultural awareness goal by serving as a liaison to the Multicultural Advisory Group
8. We assisted the Board of Trustees in organizing a congregational meeting regarding the use of the word "evangelical" in one of the Board's "end statements".
9. All members were active in promoting our classes and offering their counsel as RRM discussed matters of right relations.
10. Mary Dawes, Julie Wambach, Joan Gale, and Vince Waldron participated in mediations

Share the Plate Committee

SHARE THE PLATE THANKS YOU AND NEEDS YOU

Share the Plate thanks the generous donors "in the pews" each month who enable us to give our collection that day to an organization that is aligned with UUCP values. For the ten months of this fiscal year, as of this annual report's due date, we have given an average of \$969.00 per month. Five of the recipients are active in Arizona. Seven are international, including small scale concentrated efforts in health and education in Nicaragua, Honduras, and Nepal, where our donations make a significant impact.

Thank you to the UUCP members who have submitted applications on behalf of organizations whose mission is meaningful to improving the world. Thank you Steven Miskell, Heather McLellan, Bill Lace, Sandy Weir, Anne Byrne (on behalf of summer RE program), Tony Banegas, Bonnie Cunningham, Trent Tripp, Susan Goldsmith, and Bob Kammerle.

WE WOULD LOVE TO SEE YOUR APPLICATION AT OUR NEXT COMMITTEE MEETING!

Please go to www.phoenixuu.org and click on "Social Justice Ministries" for the guidelines, and the on-line application. Questions? Email sharetheplate@phoenixuu.org.

During the small group breakout exercise at the spring council meeting of UUCP leadership, it was very affirming to hear how much Share the Plate means to both brand new and longstanding members. One person even told me she "brags" to friends that our congregation regularly gives money as a group.

Thank you also to Heidi Parmenter, Nancy Wilson, and Smoot Carl-Mitchell for vital work of office and website on carrying out this mission. And thank you to the inspiring Worship Associates who remind us of the value of our giving to these organizations.

The committee now heartily welcomes Jan Kaplan to work alongside Betsy Kammerle and Bill Mee.

Sincerely,
Carolyn Allenby, outgoing chair for Share the Plate

P.S. Have you looked at the guidelines yet, and thought about sending us YOUR nominee?

July 2012	CHEERS	\$592.00
August	Interfaith Cooperative Ministries	851.75
September	Unlimited Potential	740.77
October	Heifer International	1,119.19
November	Isac Amaya Foundation	1,335.72
December	United Food Bank	1,412.12
January 2013	Circulo de Amigas	1,038.00
February	UUA Standing on the side of love	751.00
March	UU Service Committee	937.14
April	ANSWER Nepal	958.34
May	Hogar Materno	1077.32
June	HERO	

Small Group Ministry

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.

Nine groups met during the 2012-2013 congregational year. The groups met twice a month at UUCP or in members' homes. Sixty six people participated in groups that were led by sixteen facilitators. This year we initiated a group for native Spanish speakers. The topics of discussion in these groups included Appreciation, Forgiveness, Endings and Beginnings, Standing on the Side of Love – But Is Love Enough?, Courage and many, many more. Service projects included such things as volunteering for UUCP's Welcoming Ministry, putting together gift boxes for Eritrean refugee families, serving a meal for New Day Center.

As the SGM coordinator this year, I would like to thank our great facilitators for a job well done. They are Ruth Braunstein, Lydia Yanak, John Wilber, Peg Paden, Sally McDade, Gary Lawrence, Jan McCall Bickley, Jane Christoffersen, Jim Sorgatz, Glen Lockwood, Terry Lockwood, Laida Restrepo, Delmi Ortega, Rev. Linda Lawrence, Ellie Anderla.

We look forward to the possibility of two or three groups meeting this summer, including one that will meet at the Beatitudes Campus where several UUCP members reside. We are excited about training some new facilitators for next year's 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

The following two groups also functioned in many ways as Small Group Ministries:

Good Grief: In February, 2013, Rev. Linda Lawrence and Rev. Kathy Baughman started a monthly Saturday morning drop-in group for people who need support through the grieving process. One or both facilitators have met with 1 – 3 persons at each session thus far. The facilitators plan to continue the group at least through the summer months.

Senior—T: This group for those UUCP members and friends 60+ years of age was started by Rev. Linda Lawrence with the help of Sally Boyd and JoAnne Barbanell. This monthly time for seniors to meet during the week was offered with the hope that those unable to attend Sunday services might be better able to attend a day-time, smaller type of gathering. The intent of the group was to provide socialization and community-building opportunities, programming as desired, and to create an avenue for staying in touch with any pastoral care needs among participants. The initial brainstorming of program ideas was done by Barbara DeWitt, Sally McDade, Sandy Thomson, and Rev. Linda. Invitational calls were made to many people during the first couple of months the group met, and we have provided transportation to those who requested it.

The group began meeting on the third Wednesday afternoons of the month in October, 2012. Attendance has ranged from 10 – 30 persons (average 18). We thank the following people for providing some of our programs: Igor Glenn (holiday music), Rev. Susan Frederick-Gray (UUCP strategic plan), Uli Boecker-Grieme (hand massage as part of the February program on ways to love oneself and others), Don and Judy Peters (“Those Who Dared” – formerly “The Minister’s War” DVD about a UU minister and his wife who got involved helping Jews escape prior to the U.S. involvement in WWII).

This group will continue through the summer in the form of a Small Group Ministry. Beyond that, the future of this group is TBD based on the availability of staff support and volunteer leadership. It is possible that it may continue in the fall as a Small Group Ministry.

Respectfully Submitted:

Rev. Linda Lawrence

Social Action Committee

The Social Action Committee (SAC) began the 2012-2013 year with Trent Tripp as Chair and Bill Lace as Vice-Chair planning their objectives for the year including selling fair trade coffee at the SAC Table, hosting SAC Luncheons, working on projects with community groups and thinking about planning Congregational events like Gay Pride and Rainbow Fest.

Activities started early with an August pot luck reception for the AZ Equality Walkers as they passed by our campus during their 100 mile walk in support of LGBT rights. Meanwhile, the SAC table was awash in school supplies collected for the kids of Puente.

The September Luncheon featured Eric Ehst from the AZ Advocacy Network speaking on the ballot issues which would be considered in the November election. In October SAC presented Hildy Saizow of Arizonans for Gun Safety who spoke on the current tragedies involving mass gun violence and their work in the community to mitigate gun violence. The November Luncheon speaker was Diane Post from the NAACP speaking on the private, for-profit prison industry and the consequences on our society.

In October the SAC worked with the other three UU congregations in the Valley to host a booth at Rainbows Fest in downtown Phoenix. UU's principles of valuing the worth and dignity of every person and equal rights for LGBT community were on display for the greater community.

Heading into the holiday season SAC, working with Desert View Learning Center, organized the annual Holiday drive. This year we collected socks and other personal apparel for the kids of Booker T Washington head start school. Also clothing, food and toiletries were collected for the Interfaith Cooperative Ministries. Not only was the drive for goods a success, but the families, students and faculty of Desert View Learning Center raised \$700 cash for each of these organizations.

The New Year started off with Shirley Tung presenting at the January Luncheon explaining to the participants how US Policies in Latin America were connected to a culture of cruelty, drugs and violence. Meanwhile at the SAC Table we were supporting the worldwide efforts of the UUSC through the Guest at Your Table campaign.

The final Luncheon programs featured Laurie Roberts from the AZ Republic speaking on the AZ Legislature; Jagdev and Sylvia Sharma presented their project in Uganda to improve the diet and women's rights; and finally in April Michelle Steinberg from AZ Planned Parenthood spoke on the state of Women's Reproductive rights. In June, SAC will present Randy Miller speaking on inequalities in the American economy and what can be done to lift up our middle class and poor.

In April SAC again worked with the other UU Congregations in the Valley to make sure that UU's were a strong presence at the Phoenix Pride Parade and Festival. This year SAC continued to sponsor the studies of students Jarixsa and Lisbeth in Jinotega, Nicaragua as part of the Circulo de Amigas program and also a student in Nepal as part of the ANSWER Nepal program.

Stewardship Committee

For the 2013-2014 operating budget fund drive, the theme was "I Love UUCP because...". We asked each member to come up with why they love UUCP. The campaign kicked off in March and culminated in a buffet brunch on April 14. All members were asked to bring their pledge cards to the brunch. The brunch coordinators were:

Sally Boyd
Charlotte Carl-Mitchell
Julie Smart
Libby Walker.

They did a great job with the table setup and getting the brunch buffet set up. This year in alignment with the brunch we had table hosts who were assigned the task of reminding people about the brunch and also helping answer any questions about the pledge drive. The table hosts were:

Diana Ashley
Ellie Anderla
David Johnson and Stephanie Hart
Bob and Betsy Kammerlee
Jan Kaplan
Sam and Michelle Kirkland
Glen and Terry Lockwood
Ellie Murphy
Sarah Montgomery
Michael and Carol Peterson

Bill Snowden and Joan Gale
 Jim Sorgatz and Michael Hipps
 Caitlin Tuffin
 Trent Tripp

We also asked pledgers to consider increasing their pledges by 10% over last year. To date (5/22/13) we have received \$401,997 in pledges. 75 pledgers increased their pledge by 10% or more. We had 45 new pledges. We still have 58 members who pledged last year, but have not turned in their 2013-2014 pledge form. While we have not yet reached the initial pledge target of \$445,000, overall the drive is considered successful.

Unicare

Unicare is the caring component of UUCP's congregation life. We have three programs designed to coordinate pastoral care and congregational support to our members and friends: the Unicare email list, Friendship Partners, and Memorial Services. Requests for support come from the ministers or from Joys and Sorrows cards and are sent to the Unicare email list of volunteers. Through these volunteers, members and friends of our congregation are given support through calls, emails, or cards. If needed, our volunteers are able to mobilize to deliver meals or other support when congregation members are ill or recovering from surgery or hospitalization. This past year our Unicare volunteer list has grown to 56 members.

On November 1, 2012, 20 Unicare volunteers attended the annual volunteer luncheon. At this gathering we talked about each of us having a Unicare “elevator speech” and a transportation program for our homebound congregational members. In addition to this activity, Ruth Braunstein, Friendship Partners Coordinator, and Barbara Berg, Memorial Services Coordinator, helped staff the Unicare table at the fall Harvest of Opportunities volunteer fair.

This was my first year as the Unicare Coordinator. Now that I have this year “under my belt” I have identified three goals for our Unicare program. Goal #1: Keeping metrics of the cards, emails, calls, or other connections our email volunteers perform. This will give us a way to measure our efforts, but also see our impact within our congregational community. Goal #2: Determine a way to collect information from/about the number of persons who might wish to attend services but are without transportation. Once we know the scope of the need, we can brainstorm, research and formulate a solution – perhaps creating a ride-share program. And finally, goal #3: Grow the Unicare email list.

Every week the Sunday Service Joys and Sorrows are reviewed. Rev. Susan, Rev. Linda and I communicate as to which ones should go out to the Unicare email list. If you are in need of support or would like to be on the Unicare email list, please contact me at unicare@phoenixuu.org or call the congregation office.

Walk in beauty,

Ceyshe' Napa, Unicare Coordinator

FRIENDSHIP PARTNERS

Unicare Friendship Partners pairs housebound, infirm or elderly members of the congregation with a “partner” who calls or visits on a regular, monthly basis. The couple may also attend church activities or go on shopping, entertainment or luncheon outings together.

During the 2012 – 2013 church year, 17 members were paired with 17 volunteer visitors. Some visitors took it upon themselves to make multiple visits. Two telephoned and were “phone partners” and one regularly provided transportation to church services.

Our church newsletter, *Horizons*, posted a monthly background story about a member, his or her visitor or interviewed both. In addition, regular reminders were sent to members of the Friendship Partners' committee asking them to remember to call upon their special “Friend.” During the summer months when some “visitors” leave the Phoenix area, we have asked for volunteer substitutes . Vacancies have also been temporarily filled by our ministers and by remaining partners who have stepped in and done “double duty.”

Ruth Braunstein, Friendship Partners' Coordinator

MEMORIAL SERVICES

There have been three memorial services (David Walker, Chet Frisinger, Terry Simmons) and one internment service (Penelope Butler) over the past fiscal year. The Memorial Services Coordinator follows up with families as requested by Reverends Susan and Linda and work with our Sexton, Belinda Clark, and Unicare volunteers to handle many aspects of the memorial services and receptions. Some of these responsibilities include assisting family members in planning the set-up of the sanctuary and Johnson Room, arranging for Greeters and Ushers at the memorial service, and putting things away after the service and the reception.

The following Unicare members have helped before, during and after memorial services: Julie Smart, Barbara Voth, Charlotte Carl-Mitchell, Ellie Anderla, Lois Fisher, Pauline Peverly, Peggy Paden, Pete Creelman, and Smoot Carl-Mitchell. They have been conscientious and willing to help in any way needed. At no time has there been a shortage of people willing to volunteer at the services.

In addition to helping to do all that is necessary for the memorial services to happen, assisting at these services has also been a valuable connecting and bonding experience for the volunteers. At Terry Simmons' memorial service the volunteers were members of the Book Group, which Terry had led for many years. Taking advantage of the opportunity to express their gratitude and appreciation of Terry were Mike Peterson, Caroli Peterson, Ernie Garcia, Paula Kulina, Sarah Burchard, Harriet Williams, Pete Creelman, and Randy Miller. It was especially meaningful for Harriet Williams to be a Greeter, because she was the Greeter the very first time Terry came to UUCP.

Barbara Berg, Memorial Services Coordinator

Worship Associates

This is the third year of the Worships Associates Program and it is now well-established, with several members of the congregation serving as assistants to the Minister to support and enrich Sunday worship.

Each week, we participate in the planning meeting for the next Sunday's service with the Minister, the RE Director and the Music Director. We then assist during the Sunday services in whichever way is required, which usually includes the Chalice Lighting, the Reading and Dedication to the Offering . WA's may also be called on to assist with additional components in the service, particularly if the Minister is away, and some WA's may even deliver sermons. WA's also 'step in' with leading the children's Together Time if the RE Director is away, or help behind the scenes in preparation for multi-generational services.

In April of this year the first group of WA's completed their two-year term. We thanked our out-going group. They were: Anne Byrne, Gary Ezzell, Susan Goldsmith, Richard Jahrmarkt, Gary Lawrence, Glen Lockwood, Karin Quinn, Jaynn Truran and David Weaver.

After an application process, we accepted 10 new Worship Associates in March, made up of 3 experienced WA's from the previous group, and 7 new WA's. With the new group established, we have been enthusiastically planning themes for worship, practicing all the relevant parts of the Sunday Service Script, getting to grips with the sound system with the help of the Music Director, and preparing ourselves for the Minister's sabbatical from June to September 2013, in order that we can provide consistently excellent worship at UUCP.

The WA group will continue to develop its skills, to partake in providing consistency and input into worship, and it looks forward to hearing the thoughts and ideas of members of the Congregation about excellent worship experiences.

WA terms are two years (renewable once). In two years' time the application and selection program will open again for those interested in participating.

The WA group currently consists of the following members:

Karin Quinn, Coordinator of Worship Associates

Gary Ezzell Delmi Ortega

Emma Farrell Jon Poblador

Donna Featherston Melissa Schwartz

Susan Goldsmith Heidi Singer

Michael Hipps

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

We had a wonderful year! Several new UUs joined us during the year. Total attendance was over 250. We had 18 small dinners where 160 guests enjoyed good food and invigorating conversation.

We started the season with an informational and dining in experience in the Johnson Room. After that it was on to members' homes for those third Saturday of the month small dinners.

The holiday get together in December boasted almost 40 guests and we partied until almost PM! You know how hard UUs party!

Our May dinner at Ginny Barnes' home promises to be just as successful and well attended as our December one.

Special thanks go to Shirley Anderson, Sherry Celine, and Marcia Farrell for all the help they give me. And a big thank you to Sherry, Sandra Thomson, and Judy Lambert who heeded a desperate call to help out at the September Johnson Room dinner when it looked for a short time that I would be on my own. UUs always help whenever and wherever they can!

I am also grateful to those who have hosted in the past year. I am especially grateful to those who offered to host a second time when life intervened and some hosts had to cancel. Next year we will emphasize the need to be willing to host or co-host in order to make the dinners work.

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. This ministry has been provided via group meetings and/or working with individuals for more than ten years.

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 and how to network most effectively to secure the right job.

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.

Submitted by Pauling Peverly and Larry Agle

Meditation Group

Saturday Mediation Group

This group is limited to about twelve members. It met throughout the year at 10 am. on most Saturdays. After ten minutes of getting together we sat in a circle on chairs around a low table in meditation for 10 minutes. A guided meditation for the first few minutes was provided. Later a memory of common interest that brought back positive and introspective thoughts was suggested as a topic of sharing. Most of the members took turns to express their personal experiences. A fifteen minute silent meditation followed. Then we moved to the kitchen for food and fellowship. We returned to the meditation room and did a twenty minute meditation to end the program at 12 noon. Once in a while we did something different such as a field trip or drumming.

Sunday Meditation Activity.

This activity was started a few months ago. Each Sunday facility for guided and silent meditation for 30-35 minutes was provided in a class room or outdoors. The attendance varied from 2 to 6. This is now an ongoing activity that starts an hour before the first service in winter and before the service in summer.

Outdoor Group

Special Thanks

Hats off to Pauline Peverly who so graciously hosted our planning/potlucks and to Ron Rohlfing who keeps everyone linked and informed electronically.

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 in a UU community. Additionally, we promote service to the congregation by supporting on an annual basis the serving by the group of one of the New Day Center meals.

We meet twice a year right after a Sunday Service (mid-Fall and mid-Spring) 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. This year's schedules are shown below.

The most recent planning session/potluck was held at the home of Pauline Peverly on April 20 and a tentative schedule was mapped out. When it is finalized, copies will be printed and distributed at our UUCP table. It will also be distributed via our e-mail.

Our annual New Year's hike was held this year at Papago Park and the annual potluck following the hike was hosted by Laura and Ron Rohlfing.

Leadership

Ron Rohlfing, George Karas, Julie Smart

Funding of Our Activities

At each hike we suggest a voluntary contribution of \$2.00 per 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 and Julie Smart, May 2, 2013

Poetry Coffeehouse

Poetry Coffeehouse is a forum for congregation members and friends who write and or enjoy poetry. On the first Sunday of each month we meet at 9:30 half hour in room C of the annex .

Our purpose is to read, encourage and appreciate poets and other writers. It is a small group ranging from 4 to 8 in attendance.

Once a year we publish a journal, Poikilos, which means many colors in Greek, and celebrates the wonderful variety of writing by members and friends of the congregation. Included are poetry, fiction, essays and any form of creative writing.

The Poetry Coffeehouse (Oops, we don't always get it together and actually supply the coffee!), was founded by John Williamson and has been meeting for many years. It is now facilitated by Tish Gauntt. We'll continue to do our best to provide interesting and creative reading for the congregation and warm support for our poets and poetry lovers.

Tish Gauntt

Ann Bixel, office liaison

Sewing and Craft Circle



Chair (Center) Paula Adkins,

Secretary (lf) Lissa Heider, Co-Chair (middle) Lori Williamson, Member Jennifer Moatz- Jones

The UUCP Sewing Circle added Craft to their name this fiscal year with the hope of adding more dimension to the group. We are now happy to report that we have two knitter/crochet craftspeople as well as a quilter along with several needlepoint crafters.

The group completed the cover for the sanctuary organ and Jennifer Moatz-Jones needlepointed a chalice designed by Paula Adkins. The brass colored principles were created by Sharon Hise. Along with working towards the beautification of the sanctuary, we are using our combined organizational skills to maximize storage space in the Johnson Room and soon other “scary closets”.

The sewing and craft group sends out e-mail alerts on our meetings, happy news and all joys and sorrows with our “small ministry”. This year Lissa Heider was diagnosed with a rare form of palsy and her quality of life has taken a sharp left. She continues to be a valued and loved member of our group. Lissa has recently begun making shorts for boys because we have concentrated on girls long enough. These cute shorts are created out of men’s t-shirt sleeves and others with fabric and a simple pattern.

Our newest project is creating pillowcase style backpacks for children on the move. Lori Williamson heard from the senior citizen’s sewing group about the C. P. S. needing attractive bags to pack children’s possessions when moving into protective care. The event is made less frightening when they have nice bags hand- made from pillow cases, rather than black plastic bags. The group has made a half a dozen really cute carrying bags and wants to add small handmade stuffed toys, sock monkeys or other small thoughtful gifts to be put in the front pocket of each bag. We are always looking for ideas and helping hands.

The group was unable to send out any of our dresses, shorts, quilts or toys recently, so we have a backlog of clothing. We will be contacting Mary Jo West again to see if she is making another trip to Haiti. Mary Jo was a good friend of Anita Silverthorne, one of the founding members of the sewing group.



“By doing for others, I learned”, was the one line life statement Anita shared with the congregation, sadly she passed away this year. Her smiling face and courage will be missed.

The Opportunity Fair this year was a great success; models wore our handmade dresses; everyone noticed how nice they are. The girls tell us they are not only cute but comfortable.



The mailing list for interested people has risen to over 27 people so far, although the average attending is about 8 to 10. For a smaller ministry we take up a lot of space! We are always on the lookout for more crafters, knitters, quilters, stitchers and toy makers to add to the bundle of creative items we make





We will be going to the New Day Care Center with back to school dresses this year hoping to help local families. We are also looking to create cozies like Anita wore for Hospice as she remarked that the warmth of the cozy and the love of the person who hand made it, added to the emotional healing power.

Our mission is to share fellowship and nurture creativity while brightening the burdens of marginalized people around the world with quilts, clothing and toys made with love, laughter, tears and attention to details. Our goal is to laugh, share joys and sorrows and create friendship in the group, the congregation and the world at large.

The organizations which are part of our network are; the New Day Care Center, Red Cross Haiti Hospital, Dress a Girl Around the World, Hogar Materno Hospital, CPS, and Hospice. We are always looking for outlets for our dresses and would be willing to expand our network if there are any suggestions.



Those donated pillowcases, men's and women's t-shirts, fabric left unsewn, lace, bobbles, bangles and beads becomes part of the renewed spirit that has brighten the faces of children in Haiti, lifted the heart of those who sew and overall find a loving home. We welcome all and strive to further the seven principles of the UU faith as well as provide support for the social action ministry. We govern by majority discussion and fellowship. We welcome you.

Respectfully submitted by Paula Adkins

Traveling Second Fridays

TRAVELING 2nd FRIDAYS 2013 - 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 11 - NEW BEGINNINGS IN CHIAPAS - Robyn Valdizon

I was never really able to travel until I was divorced and my kids weren't so little. I started going to Mexico in 2006 and as a fluent Spanish speaker and lover of culture, I always felt at home wherever I went and with whomever I encountered. In 2010, I spent most of the summer in Mexico. I had for years yearned to visit Chiapas, Mexico's southernmost and poorest state, a state with a variety of cultures and conflicts. I knew that I had to finally go. I learned of a massacre at a village in 1997 and while in San Cristobal de Las Casas, had the opportunity to go to this village and spend time with some of its people. Once a month the village holds a memorial service for the victims. It was the most humbling experience of my life. I also got to interact with some of the young children denied basic rights such as an education while in San Cristobal and visited a Zapatista village. I left Chiapas feeling I had discovered a new path in life; one that led me to desire fewer material things and be deliberate in the relationships in my life.

FEBRUARY 8 - IN SEARCH OF GROSS NATIONAL HAPPINESS - OUR TRIP TO BHUTAN - Don & Judy Peters

In 2002, our planned trip to Nepal was cancelled by uprisings and we decided to go to Bhutan, a Himalayan kingdom north of India. We found a magical place, unlike any other. The people we met were the happiest we have encountered anywhere. In addition to traveling by van along the national road through all the major population centers, we also took a four day hike along the Bumthang Trek. We look forward to sharing our experiences and pictures with you.

MARCH 8 - FOLLOW YOUR DREAM, NO MATTER WHERE - Barb DeWitt

When I was 48 years old, I decided that I'd been afraid of falling for long enough, so I decided to sky-dive. I did it and learned that I can be afraid and still do whatever it is that I want. When I was 50, I got the opportunity to go to New Zealand for three years, to back-pack around Australia for three months, to go to Germany for another three years, to visit France, Spain, Egypt, and many other countries. Come with me as I recall Scuba-diving with sharks, sailing an old three-masted ship, and all the rest of the things you can do with just a tiny smidgen of money and a bit of courage.

APRIL 12 - MALTA, THE OLDEST PLACE - Walt & Ruth Pinkus

In 1998 Walt & Ruth were scheduled to experience their first Elderhostel, in Assisi, Italy. An earthquake caused the cancellation of that program, and at the last minute they were switched to a program in Malta on the same dates. It was the luckiest of accidents. In the course of the two week program they learned that tiny Malta contains the oldest freestanding building on earth, among many other ancient monuments, and has often been the key to the history of the area during thousands of years. Without Malta the Allies might well have lost WWII! Being professional photographers, the Pinkuses documented everything they saw, from ancient temples through medieval ramparts to the secret WWII war rooms. Come and see their slides. You may want to visit

Malta yourself!

MAY 10 - FROM THE TOP OF KILIMANJARO TO THE PLAINS OF THE SERENGETI - Julie Smart & Gary Ezzell

The climb to the top of the highest mountain in Tanzania is a rigorous but oh so rewarding adventure. Learn a brief history of this mountain and today's challenges to this environment. From there we go to the plains of the Serengeti where the animal and bird life are some of the most fascinating on earth.

JUNE 14 - MYSTICAL MOROCCO - Barbara Cawthorne

The Kingdom of Morocco is one of the most exotic travel destinations, with mud & clay architecture of the kasbahs, the palace-filled medieval cities like Marrakech and Fes, and the mystical landscapes of the Sahara. This is also the home of the highest mountain range in northern Africa, the High Atlas. Camel-treks into the dunes of the Sahara, walking ancient streets of Roman ruins, visiting souqs and kasbahs and medinas, and walking through the fishing ports when they bring in their catch are only a few of the reasons why Morocco is magical.

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

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

Affiliate Reports

2011-2012 Arizona Immigration Ministry (AZIM) Outcomes Report

See appended report

UU Foundation

See appended report.

Financial Reports

See appended report.

**2011-2012 Arizona Immigration Ministry (AZIM)
Outcomes Report
July 23, 2012
Submitted by Rev. Susan Frederick-Gray and Sandy Weir**

As stated in the initial proposal for the establishment of the AZIM, the purpose of the AZIM for 2011-2012 was:

- to foster strong partnerships with groups most affected by our broken immigration system and to help organize UU's to stand with these groups in advocating, educating and witnessing for Human Rights and Immigration reform on a National level, using Arizona as a base for this work given its prominence as a laboratory for anti-immigrant legislation.
- to foster a successful Justice GA 2012 in Phoenix by collaborating with local groups, specifically Puente and NDLO, and the UUA to create strong public witness and service events that support the larger goal of human rights for all.
- to be in relationship nationally with UUA and UU congregations to boost excitement for Justice GA 2012, including helping to host ministers in Arizona and some travel from Arizona to other UU congregations around the nation to share the vision.

We are grateful that we were present for all of the General Assembly Planning Committee meetings. Because we were at those meetings we also were able to work face-to-face with Director Jan Sneegas and General Assembly and Conference Services staff. We were present when Rev. Peter Morales, Moderator Gini Courter, and others such as representatives of the accountability group and right relations team attended portions of GAPC meetings.

The AZIM began operations on July 1, 2011. This report describes in some detail how AZIM carried out our primary roles. It also indicates the more important unanticipated challenges and opportunities and our responses to them. The following report on outcomes is based upon the purpose statement.

Foster Strong Partnerships

Partnerships with Human Rights groups in Arizona

The work of preparing for Justice General Assembly strengthened and deepened several partnerships forged almost 4 years ago, and in some cases, even earlier. Throughout the year there was consistent and regular communication between AZIM and our key partners, namely CDB's, Puente, and the National Day Laborer Organizing Network (NDLON). Sandy Weir attended the regular meetings of Los Comités de Defensa del Barrio (CDB), Puente, and Somos America (Somos). Rev. Susan attended those meetings when she could be there. Most aspects of the service and witness projects as well as speakers and programming for General Assembly were done in partnership and consultation with partners in Phoenix and nationally.

Somos is a coalition of many organizations. Rev. Ken Brown, Executive Director, Pacific Southwest District (PSWD) was on the board of Somos and introduced Sandy to many of the leaders of the individual organizations. Arizona UU's worked with many of those individual organizations through the year. Several Somos organizations' leaders spoke at GA, and the Somos organizations were a large proportion of those invited to exhibit and to have GA partner registrations for their individual members.

By the Spring of 2012, the key partner groups in addition to the above organizations comprised Mi Familia Vota (MFV) and Borderlinks. In addition, two non-profits administered by UU's within the PSWD were instrumental in GA programming: No More Deaths (Tucson) and Unitarian Universalist Refugee and Immigration Services and Education (UURISE).

In August, 2011, as described in the "Summary of August 10th Meeting with Partners, Visioning for Justice GA:"

"A partner meeting was organized as an opportunity for partners and Arizona UU's to envision together a Justice GA that would benefit their organizations and foster more humane conditions in Arizona."

The Summary was submitted by AZIM to the September 2011 GA design meeting at UUA headquarters. In addition to AZIM, Rev. Ken Brown was on the planning team for the partner meeting, and General Assembly Planning Committee (GAPC) chair Rev. Walt Wieder also attended the meeting. The partner meeting report and the results of the design meeting also informed the work of the Program Development Group.

The GAPC/General Assembly Staff authorized a heavily subsidized rate of \$25 out-of-pocket for community partners to attend as full registrants to Justice GA. AZIM decided to offer AZIM funding to pay the last \$25 for individuals in certain partner groups. Sandy Weir was the gatekeeper who invited partner groups, made sure that UU's and others ineligible for the rate did not receive it, and oversaw the actual registration for some,

including picking up and delivering registration badges. At least 56 received the AZIM-paid registrations, and about 30 other partners registered themselves at the \$25 rate.

While the numbers of community partner registrants were not as high as had been hoped, those who did attend under the program made significant contributions to GA. In many cases groups recommended emerging grass-roots leaders to receive the registrations. An example is three youth from the CDB's who participated in many Youth Caucus events, including delivering their own testimonials to the UU youth.

In the fall of 2011, several leaders left the Comités de Defensa del Barrio (CDB's). Eventually Carlos Garcia organized a new group, taking on the name Puente, and finding a 501c3 group to act as its fiscal agent, (Pan Left Productions, based in Tucson, AZ). NDLO and AZIM remained connected to both the CDBs and Puente, supporting the campaigns and meetings of both groups.

AZIM, charged with recommending the service and witness projects, was asked to make a recommendation on the beneficiary for the Sunday collection (traditionally known at GA as "the Service Project"). After much deliberation, we recommended splitting the collection equally between the two groups. We see the value in what Sal Reza and the Comités de Defensa del Barrio (CDB's) are doing and in what Carlos Garcia, Puente and Puente's barrio groups are doing.

We found ways to highlight the work of both groups at Justice GA, and to remain connected and in service and partnership with both groups.

Developing Statewide UU connections through AZIM

Twenty-eight persons from 9 congregations attended the first meeting of a statewide UU immigration task force, and four subsequent 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)

The statewide UU group visited State Representative Ron Kavanaugh and expressed opposition to S.B. 1083, which would have founded and funded 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.

The connections made between AZIM and congregations statewide yielded other benefits that contributed at least indirectly to GA:

- The UU Women's Federation (UUWF), who had designated 2012 grant money for projects pertinent to Justice GA, contacted AZIM. Few had applied for those grants. AZIM suggested two Arizona congregations that might have an interest and AZIM made a direct contact to the

UU Congregation of Green Valley (UUCGV). UUCGV's proposal was awarded a grant for "Amigas de Amado" to provide needed support for marginalized Hispanic women and girls.

- AZIM provided scholarships for a Cultural Competency Training and Immigration course held on two Saturdays at West Valley UU and attended by UU's from three congregations. The framing of the discussion helped participants identify overlaps between sets of competencies—those needed to make our congregations welcome to those of all cultures and those needed to be effective allies in justice work in the community.
- AZIM fulfilled a request by the UUCGV congregation to arrange for partner group crafts to be sold at a booth staffed by another congregation.
- Through AZIM, AZ congregations worked at and between the statewide meetings on how to deliver the "Immigration as a Moral Issue" course effectively and to tailor it to local needs.

Foster a Successful Justice GA 2012 in Phoenix (especially Service and Witness events)

The August 10th Meeting with Partners (described on page 2) included specific discussion of the economic impact of GA and potential service and witness projects. The resulting suggestions informed the September 2011 GA design meetings. AZIM was responsible for remaining sensitive to the changing situation in Arizona as we molded ideas for service and witness projects into specific projects at GA.

Early on, through the UUA's work with NDLO, it was suggested that success would be measured by whether or not we had more of a positive impact by holding GA in Phoenix than the boycott of our dollars would have had.

AZIM assisted in directing the economic impact of Justice GA to partners and allies. A program of free tabling in the Exhibit Hall occurred on Sunday from 10:30 to 2:00 when the hall was open to the public. The program was designed in consultation with GAPC/General Assembly Staff, and AZIM was responsible to select and invite partners (beyond the "key" partners listed above). Six partners joined the expo on Sunday, with five tabling, some of which sold items or solicited donations (No More Deaths Phoenix, Black Allies for Just Immigration, the Restoration Project, the Isac Amaya Foundation, and the End the War Coalition). The Tonatierra Community Development Institute took part by moving its usual Sunday ceremonies from its headquarters to a corner of the Exhibit Hall that was thereby transformed into a spiritual and educational space.

A deep subsidy for a "five-day" booth was another Exhibit Hall program. AZIM was partly responsible for making groups aware of the program and to approve applicants. Borderlinks/HEPAC (in Nogales), No More Deaths Tucson, and Man from Magdalena were approved and had such booths.

AZIM was not responsible for the program whereby "full-pay" exhibitors paid a \$100 surcharge, and two exhibitors voluntarily contributed even more, as a donation to the recipients of the "Sunday collection" (further described above and below). The CDB's and Puente are grateful for the exhibitors' donations, which yielded \$5,100 for each of the two groups.

Some GA dollars were directly channeled to partners and/or partners' allies. For the Tent City witness we intentionally channeled our contract for the truck-stage to a company that has been a provider at many rallies and whose proprietor is a member of Somos. Initially none of our partners had a recommendation for vendors for chairs, street barricades, and paramedic services, so our requests for proposal were made somewhat randomly. Some declined to bid for the Tent City vigil, as they did not want their names associated with that event. We went back to our partners for recommendations. Based on referrals from Somos and some Unions with whom we work, chairs and tables were rented from a company that routinely rents to them. In addition,

many groups within the UUA patronized “La Tolteca,” a restaurant that was one of the first to sign on to the “human rights zone” in 2010. AZIM also provided the “human rights zone” list to the GA volunteer committee to pass along to GA registrants.

We received proposals from those bus companies on a list provided by the Phoenix Visitors’ Bureau. Local UU’s had previously rented buses for the May 29, 2010 march from another company, not on that list, and we hired them based on their cost proposal and that 2010 experience. The company provides school transportation in neighborhoods near Tent City so with their local knowledge they were also able to help map out the best route to the vigil.

Service Projects

Sandy Weir served in the “Service Project Coordinator” role, which at previous GAs has been a volunteer role, usually limited to the tasks surrounding the Sunday morning collection. According to the Service Project Coordinator job description that was shared with AZIM in summer 2011,

“Every year the General Assembly supports a service project to benefit the local community. The project is selected by the GA Planning Committee with the help of the District Coordinator. The Service Project Coordinator may be invited to help or even to play a lead role if he/she is appointed before this process is completed.”

Given that AZIM’s purposes included creating “strong...service events,” Sandy offered to assume responsibility for the role, in addition to AZIM creating other service events.

A benefit of Sandy’s designation as “Service Project Coordinator” was that she was a full member of the volunteer coordinators’ committee. This facilitated:

- steady coordination with Jan Sneegas and Carolyn Saunders,
- making the specific requests for additional volunteers (those who receive free registration) to be assigned to the special Justice GA service events, and
- receiving “just in time” help, which proved to be vital, from the pool of GA volunteers at GA itself.

AZIM’s efforts on the service projects are described below.

Sunday Morning Collection

Rev. Susan and Sandy recommended the CDB’s and Puente as recipients of the collection (described on pages 2-3 above). Sandy performed most of the other related tasks, including arranging for the Service Project exhibit hall booth and volunteers to staff it, where materials from the CDB’s and Puente were displayed throughout the GA and donations were received in a “donation box.” Rev. Susan arranged for Carlos Garcia and Taquiena Boston to introduce the collection at the Sunday morning worship service.

Naturalization/Citizenship Fair on June 23 (and coordination related to Training Session on June 21)

The UURISE non-profit from San Diego County trained 600 UU’s in the completion of final citizenship applications with permanent residents who are eligible for citizenship. The federal process is the same throughout the country so that the UU’s who were trained can use the skills at home. AZIM was not responsible for the training session but coordinated among UURISE, local Phoenix partner Mi Familia Vota

(MFV), and UUA staff to make registration for the training an option in the on-line GA registration form. When 514 persons registered, AZIM sorted the information and sent letters to registrants one week before GA to orient them to the training. AZIM, with UUA staff, also arranged for a second training room.

The Fair was held at the ASU Preparatory Academy on June 23, with bus and accessible van transportation provided to and from the Fair. UURISE, MFV (as a part of the larger “ya es hora” campaign), and local groups Human Rights Campaign and LUCHA collaborated. Hundreds of UU Volunteers, including youth caucus, assisted permanent residents who are eligible for citizenship in completing their final citizenship applications and performed support tasks. AZIM had arranged for the initial planning teleconference and a face-to-face meeting in Phoenix in December among AZIM, UURISE, and MFV, and AZIM participated in subsequent teleconferences. AZIM played a role in the selection of the ASU Preparatory Academy as the site and was fully responsible for arranging bus transportation to and from the Fair.

“Beat the Heat Backpack” Service Project

At the Justice GA design meeting in September 2011, “a backpack project” was tentatively selected as a service project. We were faithful to our partners as we selected the recipient organization and further defined the project. Leaders in Puente and Somos named the same United Way staff member as one who could give good advice on organizations that serve very low-income children and might like the gift of backpacks. The United Way recommended 5 groups and we selected Dysart Community Center. There was a previous UU connection to Dysart, as the UU Church of Surprise had been active for a few years in the English as a Second Language program at Dysart.

The project became a “Beat the Heat” Backpack,” with materials to occupy children confined to their homes for many hours during the hot summer. The backpack itself and 20 items inside it were gifts to the children, including the following types of items:

- Bilingual Spanish-English books and math workbooks
- Water Bottle - Kids' 12 fl. oz.
- A reading blanket
- Games, arts, and crafts
- Socks and a Baseball Cap
- Healthy snacks
- Hygiene items

Donation of Camelbak Water Bottles

In mid-May, a donor offered the UUA a gift of 200 reusable Camelbak water bottles, designated for use at GA. While the UUA welcomed the gift its timing was such that it fit no remaining identified needs at GA, so AZIM was asked to find a recipient in the Phoenix area. AZIM set its goal as: find a recipient group that serves needy individuals and is already associated with a Phoenix-area UU congregation. Valley UU is associated with Paz de Cristo in Mesa, AZ (Paz), which serves the homeless and working poor. AZIM contacted a Valley UU member, who worked out the prompt delivery of Camelbak water bottles to Paz and distribution to those who come to Paz for meals and hydration.

Witness Events

AZIM recommended and was partly responsible for the implementation of three public witness events at Justice GA. There were three events rather than the single event that was part of previous GAs. With intention we planned for the first two events to be relatively simple, using them to prepare UU's for a more intense final event, while the earlier events would make statements in their own right about aspects of the human rights situation in Arizona. While several possible sites for the events were several miles from the Convention Center, we decided for reasons of transportation time, cost, and other practical considerations that only the final event would be at a site requiring bus transportation. In addition, by late fall, 2011 AZIM realized that it would be important to have a "Witness Support Team" trained at GA that would assist at all three events.

UUA Witness Ministries worked with AZIM throughout the advance planning of the events. Susan Leslie pulled together smaller working groups to make plans that were then reviewed by larger group convened by Witness Ministries. One group was instrumental in selection of Tent City as the site for the main witness event. Another group (including Dan Furmansky and the UUA PR Director) developed messaging for the programs and media coverage of all three events.

AZIM's role in the witness training and each witness event is described and assessed below:

Preparation and Training for Witness Events

In late fall, 2011, as AZIM was conceptualizing the witness team and was considering a Wednesday training session, we were contacted by both the UUA District Presidents and the California Legislative Ministry's Spiritual Activist Leadership Training (SALT) group. Both groups were seeking

- to make a contribution to Justice GA appropriate to the spirit of the 2010 Business Resolution, and
- to work with a diverse, all-ages group

We offered both groups the opportunity to be trained as Witness Team members, and they accepted, constituting about 45 of the 90 team members needed. The program book entry offered the training for the remainder of slots to any GA registrant, and others who showed up at the Wednesday training filled all of the additional slots.

The early planning and organization of the Witness Team training went smoothly. The three-hour training on Wednesday afternoon covered some general background on why and how people of faith engage in public witness, and described how events were designed for this Justice GA. Most of the time was spent on practical lessons.

The support team was prepared to:

- give directions at the witness events
- provide access to emergency assistance
- model de-escalation behavior if others challenge our witness
- distribute water and gather trash
- assist with accessibility concerns
- help UU's and partner groups become acquainted

Individuals received purple t-shirts imprinted with a chalice and "Witness Team" to wear as a uniform by which others at the events could identify them, especially in order to ask for assistance.

Rev. Susan and Sandy Weir of AZIM and three other trainers presented at the training. Cathy Rion had been recruited by AZIM to be a key trainer, and she in turn recruited most of the members of a “core team.” Core leaders were, for the Tent City vigil, in charge of particular tasks such as de-escalation, water, trash, and bus transportation. The core leaders’ responsibilities were listed for the trainees early in the Wednesday session and trainees submitted their contact information and signed up for tasks at the end of the session.

Sandy did not go about the final detailed preparations for the training to my own satisfaction. Belatedly, we asked Cathy Rion to step up from a “key trainer” role to leader of the training and team, and she did an outstanding job, compensating for some AZIM gaps. In retrospect, we should have asked earlier whether Cathy would lead to give her and others more preparation time.

In addition, we value the skills and experience of the UUA Witness Ministries Staff in the area of public witness logistics (in addition to other areas where they mentored us, as cited in this report). However, we knew that due to a conflict in scheduling some UUA Witness Ministries staff could not attend the training. AZIM now realizes they still could have been a resource for advance planning and that they would have been glad to help. We thank Rev. Craig Roshaven for attending the training session (and also providing assistance on Monday, June 18) while other Witness Ministries staff needed to staff the other workshop.

Arizona Immigration Ministry Witness! Turning the Tide from Fear to Human Rights

The first witness event was Wednesday evening in Heritage Square Park, one block east of the Phoenix Convention Center. AZIM recommended that time slot, the first available within the GA schedule. Purposes were:

- for attendees to meet our local Phoenix human rights partners outside, in the public square, especially those who had invited us to Phoenix and who would be present at workshops and other events.
- to keep that first event spontaneous and short by design. We realized that partner group leaders were very busy because of the human rights news breaking at that time. To us, the easy re-ordering and substitutions of some speakers were an indication of the two-way trust between AZIM and the partner groups and flexibility exhibited by all. We were pleased with the leaders who were present and with their inspirational messages.

Sandy Weir was the emcee for the event and Susan Leslie was the stage manager. The record of the rather informal program itself is documented well in written and video reports of the event.

The witness team performed its modest role well Wednesday evening. The event served as “on the job training” for Tent City, including AZIM and the witness team working with the same contractors for the stage, chairs, and ambulance as were hired for the Tent City witness.

Community Celebration with Partners

The second witness event (and partly an entertainment event) was the Community Celebration with Partners on Friday from 7:30 pm - 10:00 pm at Civic Space Park, a short walk or light-rail trip from the Convention Center. Large Standing on the Side of Love banners were erected on opposite sides of the park facing the light rail. Rev. Ken Brown served as emcee, and the event began with a statement by Rep. Raul Grijalva. The featured entertainment was topical: short plays in Spanish and English by New Carpa Theatre, and music by emmas revolution. There was a testimony by a CDB member who had been in detention.

A “splash pad” water feature was very popular and many cooled down in the water. Many bought dessert and

drinks at the Fair Trade Café on site at the park, as had been listed in the GA program book, and the café unexpectedly had simple meals available as well.

While the event was well attended and generally well received, it was not quite as well organized or large as we had hoped. AZIM had issued repeated invitations to partner groups and individuals within them, and not as many were present as we had hoped. Again, the human rights news breaking through the week was necessarily the focus of many of the partners. In addition there were staff changes late in the spring at two partner groups that made it more difficult to publicize the event through the partner network.

Again, the witness team performed its role well. They again worked with the same contractors for the chairs and ambulance, and they worked with an additional contractor who delivered ice to the event.

Tent City Candlelight Vigil

The third witness event was the Tent City candlelight vigil, which took place within earshot of the Tent City Jail, with UU's and partners on West Durango Street, on City of Phoenix right of way. Others have recorded many accounts of the program, overall experience, and media coverage of the Tent City event. This account is limited to AZIM's role, including listing contributions of those who assisted us.

AZIM was responsible for all of the advance, and most of the same-day, logistics. There was a logistics team that arrived at the site first (6:00 p.m.) and departed last. While AZIM had designated a few roles and members of that team, Audra Friend organized and arranged transportation for several Witness Ministries staff to join that team, which was needed and appreciated.

Susan Leslie coordinated the group that designed the Tent City program and served as stage manager. She and Dan Furmanský were key in figuring out the advocacy ask. Dan did messaging and oversaw graphics for the resulting postcard. B Loewe of NDLON and Dulce Juarez of Puente were the emcees for the event.

Sandy filed the 13-page application for the event in February and attended a meeting with several Phoenix officials in March to review the application. Part of the application was a required letter describing the UUA's legacy of witness events. Susan Leslie provided the text for much of that letter. The City's process called for another meeting in early May, which GAPC chair Walt Wieder attended with Sandy. The rapport between the City officials and the UU representatives was good throughout. The City suggested having MCSO officials present at the May meeting and there was respectful dialogue with them. AZIM was responsible for the "notification of neighbors" flyer and its distribution.

While the rapport with the City remained good, the City's processes did not seem to remain consistent and some requests from the City came to us at odd times, or seemed to be duplicates. There was a lack of clarity from the City of Phoenix and from certain insurers regarding general liability insurance for the three witness events. The hiring of the various contractors was proceeding at the same time and given how unusual this event was in the contractors' experience (e.g. a call to deliver 300 chairs to the middle of West Durango St.), contractors stalled or became confused at times. Answering the City, contractor, and partner requests after all applications had been on file for weeks consumed more of Sandy's time than any of us had been able to anticipate.

Sandy answered an unexpected phone call from an MCSO lieutenant a few days before GA began, offering the possibility that Sheriff Joe Arpaio might conduct a tour of Tent City for a few UU leaders. As a result Rev. Susan Frederick-Gray talked with Dea Brayden, who arranged for several leaders to tour Tent City and then join others at the vigil. It was a very powerful aspect of the vigil for the leaders to give testimony to what they had just seen in the jail.

The planning of the Saturday evening pre-vigil worship (keeping it brief), the coordination between planning for that worship and the vigil itself, and such details as suggesting that attendees eat their main meal early on Saturday to stay healthy at the event, all helped to lay a foundation for the success of the vigil. As to fitting the important Tent City tour into the schedule, the flexibility of our leaders and planners was the final ingredient that made it possible.

Some have questioned the transportation choices--was there too little capacity in the bus fleet, leading to some not being able to attend, and perhaps to delays in attendees reaching the event and later returning to the Convention Center? AZIM is satisfied that the hiring of 18 buses and 2 accessible vans to make 2 trips out and 2 trips back was the right decision. That decision came about after considering:

- a projection of attendance at the vigil (first a projection related to turnout at previous GAs' witness events, adjusting it upward as pre-GA comments came in)
- the capacity of the area for which Phoenix Street Transportation Department issued a permit for the event. Both a business and the Maricopa County Sheriff's Office (MCSO) required that access remain open to them, so the permit was for a smaller area than we originally requested.
- A concern that the crowd not be "packed" into the permitted area given that the temperature might be, and actually was, 100 degrees F during the event.
- Transportation costs and other costs.

Because of our local presence and involvement, AZIM is especially qualified to make observations about UU involvement in the May 29, 2010 march against hate, the July 29, 2010 "Day of Noncompliance," and the Tent City vigil. At the 2010 events UU's made important contributions and sacrifices, some engaging in civil disobedience. The Tent City vigil was, from the start, designed to try to draw in a large proportion of Justice GA registrants, and it succeeded in doing so. It was hoped that while it was identifiably a UU event, it could still be done in faithful solidarity with partners. It was designed as a peaceful, worshipful event with no civil disobedience. AZIM hoped that with that design, the Tent City vigil could be especially successful in getting the public to listen to the message that Tent City must be shut down. AZIM hoped that the Tent City vigil, like much of the remainder of Justice GA, could also convince more UU's that public witness can take our values from our congregations into the world outside. The event seems to have met those criteria for success.

In our perspective, the Tent City vigil was also an event that pushed to the limit of acceptable risk, from the standpoints of:

- proportion of planning time allocated to the event compared to other GA events
- health and safety, and
- financial commitment

It was good that we pushed the event to that limit. This time and place called us to witness as we did. Lessons from the event should be reviewed when we are called to witness in the future, at GAs and perhaps at other times.

Summary, positive impacts of Justice GA presence in Phoenix:

- Tent City vigil boosted the spirit of the community, made national news, drew attention and made a strong statement declaring the human rights abuses happening at Tent City and in Maricopa County. Over 200 communities around the country were reminded just as 1070 was being decided at the

Supreme Court, that injustice in Arizona does not end with 1070, but also goes deep into the fabric of actions at the local, state, and federal levels.

- Organizers from around the country working with NDLOM were able to come together to support and share one another's work, boost their morale and energy and plan their Undocumented and Unafraid bus tour for this Summer
- Books were collected in Phoenix and went to 3 underground libraries.
- For the CDB's \$30,000 was raised from the Sunday collection, and \$5,100 from exhibitors
- For Puente \$30,000 was raised from the Sunday collection, and \$5,100 from exhibitors
- Both the CDB's and Puente received a percentage of proceeds from UUA Bookstore sales from Justice GA

Summary, positive impacts of Justice GA presence in Phoenix, continued:

- 275 new people filed their final applications for citizenship
- 130 children received "Beat the Heat Backpacks"
- AZIM assisted the Committee on Socially Responsible Investing (through Treasurer Tim Brennan) in connecting with the MariSol Credit Union in Phoenix, where the committee made an investment.
- \$65,000 was raised for the AZIM to sustain the support of UU's to the human rights groups in Arizona on the frontlines of this battle for human rights.

Boost interest in Justice GA nationally

Rev. Susan traveled to 5 UU Districts nationally to share the work of what was happening in Arizona, to speak to people about the moral issues underlying the immigration debate and to educate and motivate people to be active on this issue. In her travels Rev. Susan invited people to come to GA, and encouraged Districts and Congregations to raise funds to support members, especially youth and young adults in attending.

AZIM worked with national and D.C. based UU staff on using the Education and Preparation sessions of GA as well as connections to Standing on the Side of Love to highlight the work in Arizona and around the country.

Rev. Susan and Sandy travelled throughout the Pacific Southwest District to talk to Ministers, congregations and to the District Assembly about the importance of Justice GA, the events and highlights planned for GA and to encourage people to go.

Measures:

- Final registration numbers were higher than what was expected for this Justice GA, or what would likely have been expected for any General Assembly in Phoenix in the summer (3,714).
- 301 youth registered for GA this year, almost twice as many as in any of the years 2008-2011
- AZIM enthusiastically passed along scholarship information to encourage both donors and potential applicants. The final scholarship support from GAPC was \$39,980 to 82 recipients. A record number of 238 applied, but many supplied incomplete applications. AZIM promoted the "Justice Action Fund" for PSWD scholarships to GA. We received a report that every person who applied to PSWD by the deadline received some scholarship assistance from PSWD.

Beyond Scope

These were initiatives we took on that fell beyond our initial scope. We took them on in an effort to be hospitable and accessible to the community and to support the success of Justice GA.

Interpretation Services (Rev. Susan)

AZIM arranged to have interpretation available at almost all events in the plenary hall that did not have counter programming, and to offer interpretation at two sessions for every Education and Preparation slot.

We attempted to direct our resources to partner organizations by contracting with them for the use of their interpretation equipment and interpreters. In addition, he hired a professional interpreter for Opening, Service of the Living Tradition, the Ware Lecture and the Sunday morning worship. We hired Roxana Lopez who interprets the worship services for the First UU Church of Los Angeles congregation. In addition, we used a local UU, Tony Banegas, a member of the UU Congregation of Phoenix, to interpret worship services and plenary events that went beyond Roxana's hours.

We had two sessions at GA with Spanish monolingual presenters and we provided interpretation for non-Spanish speakers in those workshops.

We also hired a professional translator to translate the program general information and education and worship descriptions for the sessions where we sought to offer interpretation.

This was the first time that I am aware, that we made such an effort to be welcoming and accessible to Spanish monolingual speakers.

The overall summary and learning regarding interpretation services is:

- We provided far more interpretation services than was needed. We expected this and wanted to be as hospitable as we could.
- In order to translate the program book, the program book will have to be finished earlier in order to have time to have it translated.
- The whole process would have been better if started sooner. I did not see initially how complex the arrangements would be, from the equipment, to the schedule, to selecting what would be interpreted to arranging a crew of interpreters.
- A meeting at the beginning of GA for all interpreters and the equipment folks would have been helpful. Instead, I did it piecemeal.
- Hiring two professional interpreters would have eased the burden on Roxana who was phenomenal, and but looking to volunteers and community members kept cost down and directed money to the partner organizations and the community.
- If or when we do this again, I would be happy to consult with someone to share some of my learning.
- The equipment that we borrowed was well maintained, secure and cared for.

Justice Camp (Rev. Susan)

As with interpretation, Justice Camp was run with new people and in a new way. It was an excellent program and the feedback on the program was very positive. Susan Leung who wrote the curriculum and led the program has compiled a separate report. I think that much was learned and specifically, where I fell short was in not realizing the many logistics of the camp and need to connect more intentionally to GA as a whole.

I was a middle person for too long and did not realize until too late how there needed to be a more direct connection between the GA Planning Committee and the Justice Camp. Orientation to General Assembly for the Justice Camp staff leaders would have been helpful.