

2013-2014

**Unitarian Universalist
Congregation of Phoenix**

**Annual
Report**

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Mission and Scope

Mission

Welcoming all in building religious community,

called to

- share journeys,
- grow in spirit,
- advance justice.

Scope

The Unitarian Universalist Congregation of Phoenix Annual Report is:

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

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

Congregational Meeting Minutes

Congregational Meeting of June 2, 2013

Call to Order - Linda Lawrence

Check for Quorum

- Rules of Procedure: The following are proposed for adoption:
 - We will be courteous and listen openly
 - Please try to keep your comments to 2 minutes
 - Make sure everyone gets a chance to speak. Invite those who have not yet spoken to contribute.

Reading of the Covenant - Jimmy

- I am committed to the role our congregation plays in my religious exploration, and I respect the shared ministry of each congregant, staff member, and our called minister; therefore:
 - I donate my talents, efforts and financial support
 - I assume everyone's good motives by emphasizing the positive in each encounter
 - I create a safe haven by listening to what others say
 - I welcome sentiments, beliefs, and feelings different from my own
 - I state my own views with directness and humility
 - I know conflict among us is inevitable and manageable; therefore:
 - I recognize that we each have limited time, ability and energy
 - I take my concern, anger, and hurt directly to those involved
 - I say of another only what I would have said to him or her
 - I support those who take leader positions
 - I accept leadership when called and guide with love, warmth, and humor
 - I remember to thank others for their contributions
 - I know our practice of this covenant may be imperfect, and I am committed to our religious community living up to its aspirations; therefore:
 - I welcome others' reminders to me, and

- I use kindness when I remind others of what we here vow

- Thus do I covenant.

Introduction of Board and Nom Com

- Ellie Anderla - Past President
- Elyse Aarring - Board Secretary
- Diana Ashley - Treasurer
- Linda Bellantoni - Vice President, Chair of GWG.
- Mitch Burke - Youth Co-Representative
- Ryan Featherston - Youth Co-Representative
- Rev. Susan Frederick-Gray, lead minister, ex officio
- David Johnson
- Jimmy Leung—President
- Jim Sorgatz
- Bill Snowden

Move to accept minutes (Jimmy) 2nd (Diana Ashley) - Unanimous

Treasurer's Report - Diana Ashley

- Board Treasurer – Diana Ashley
- Finance Committee Chair – Jim Allen
- Finance Committee Members – Diana Ashley, Smoot Carl-Mitchell, Shirley Karas, John Tracy.
- Bookkeeper – Gloria Swain
- UUCP Staff – Heidi Parmenter, Anne Byrne

Budget for 2013 - 2014

Budget Presentation from Heidi Parmenter

- Members and friends are current on pledges! Thank you!
- Budgeted a pledge discount (\$12,000) that will cover much of overestimate of pledges
- Kids Kamp registration is higher than budgeted
- UUEEC looks to end year better than budgeted
- Over 120 households (out of 230) increased their pledges by 10% or more or pledged for the first time! Thank you!

Based on the calls and questions we get from Congregations across the country, we are becoming a model congregation.

[SEE SLIDES 9 - 21 ATTACHED]

Smoot Carl-Mitchell stated Heidi and the finance committee is very professional

Q: Kim St Clair - Since we are dropping the new Youth Coordinator position, who will do those duties?

A: Anne Byrne will take this over similar to how it was before last year.

Board makes a motion to accept Financial Report; Dale Fisher 2nd; Unanimous

Election of new officers

Nominating Committee - Greg Holmberg

UUCP Board of Trustees

New Nominations

- Gene Harvey
- Sarah Montgomery
- Glen Lockwood
- Michele Morgan

Board officers nominations:

- Linda Bellantoni - President
- Glen Lockwood- Vice- President
- Diana Ashley - Treasurer
- Bill Snowden - Secretary

Board members transitioning off:

Ellie Anderla
Elyse Aring
David Johnson
Jimmy Leung

Greg read the following statement from Nominating Committee

Before anyone was approached and asked to run, the Nominating Committee documented a list of 55 potential candidates for the 13 open positions on the UUCP Board, Foundation Board and Nominating Committee. Most of these were considered for just one position but some were considered for multiple positions. This list was created over the course of several months, gathering names and prioritizing them as follows:

- a. The UUCP Board and Foundation Boards were asked for desired qualifications as well as names of people they felt could be approached.
- b. Articles were run in Horizons for two months asking for volunteers, listing the desired qualifications as determined above. Four volunteers came forward and all were placed on the list of nominations. A third Horizons article described the process of being nominated by petition; no one used that method.
- c. The Nominating Committee met to brainstorm a list, using the criteria above. Lists of attendees at the Leadership Development Day were used as one source. The Membership Directory was perused, page by page, to ensure no one was left out. For the Nominating Committee candidates weight was given to those with a known network within UUCP, and outgoing/former Board members were prioritized as having the best knowledge about how the Boards function.
- d. The Nominating Committee held a meeting to edit and prioritize the list of names, inviting the minister and Presidents of the UUCP and Foundation Boards. The categories used were High, Medium and Low. The difference in category was caused by known level of commitment to UUCP as evidenced by level of involvement, quality of past leadership experience, degree of match to desired qualifications, etc.
- e. The names in the High category were further ranked to identify the top candidates to approach, bearing in mind the desire to have a diversity of age and gender in each group.

The congregation was not invited to participate in the prioritization discussions. Although it was never discussed, I do not believe this would be a productive method. Frank observations of the candidates' skills are required and I believe these observations are best left confidential. However, the criteria are transparent-they were published in Horizons-and there is no hidden agenda causing us to look for skills or other attributes beyond what I have described.

Q. Don Weir - What happened to rule that the past president would be on the Board?

A. Jimmy - Part of the bylaw change we voted on last meeting eliminated the requirement of a past president being the only way to get Board continuity.

Q. Joan Roberts - does this mean there is no past president on the Board?

A. Yes

Joan Roberts - Its a poor idea

Jimmy - So noted.

Diana Ashley - The Board wanted to show Jimmy how much we appreciate his hard work these last years as president and we have made a donation the Children's Rainforest Alliance.

End statement Update

Jimmy introduces this as an open topic, talked about the April 10 meeting and the history and purpose of the end statements (set big, hairy, audacious goals) and then reads the end statements including the work UUvangelical.

Diana Ashley explains a little more of the process saying UUvangelical was meant to be a light hearted replacement for the E word trying to capture some of what the board was shooting for.

Duke Plattner - I'm a past board member; appreciate that we resolved this with respect. Though we've been a welcoming congregation, we want to be an inviting congregation.

Harriet Williams - I know of 2 members who are not going to show because of the link of the E word and now UUvangelical to conservatism.

Joan Roberts - someone on the Board is making a power play creating a situation that that's not welcoming but pushes people away.

Paula Adkins - Evangelical means spread the good news. We are historically quiet about UU and need to be the voice of good news to grow the faith.

Donna Featherstone - I was raised evangelical Baptist, and I like the idea of reclaiming sacred language.

Jeff Newman - I like the humor in the word, not taking ourselves so seriously like kissing cousins, but you can bump it over.

Margret Stallworthy - I appreciate the sentiment, but it looks like a typographical error. I suggest you change the format of the phrase to say UU spreading the good news of UUCP.

Gary Ezzell - We should not get too hung up about one word in an internal document. To paraphrase Francis David, who said "We need not think alike to love alike", "we need not speak alike to love alike." What is important is that we love each other, that we treat each other well, and that is what we project to the community.

General Assembly June 19 - 23, 2013 in Louisville Kentucky

•GA 2013 Delegates selected by the Board

•Sandy Weir, Anne Byrne, China Rae Newman

Off site delegates available and Linda Bellantoni will organize this.

•Moderator elections-

•Tamara Alex-Payne vs Jim Key

•Board supports Jim Key

Meeting ended at 1:10 PM

Unitarian Universalist Foundation of Phoenix (UUF)

Called to order 1:11

UUF President - Ellie Murphy

- Richard Jahrmarkt
- Marshall Smart
- Margaret Stallworthy
- Richard Plattner
- Smoot Carl-Mitchell

Election of new Foundation Trustees

- Terms concluding:
- Richard Jahrmarkt
- Margaret Stallworthy

Motion: Elect new 2 year terms for

- Susan Goldsmith
- Gary Ezzell

Motion entertained and seconded; Unanimous

Smoot takes the floor.

Gives a plant to Richard for his service

Marge is honored with an induction into the order of the green eye shade, given a nice plant and a gift certificate

Ellie announces that the UUF is accepting legacy gifts and a member can give a gift in honor of someone.

A motion to adjourn was entertained, seconded, and accepted unanimously.

Slides 9 -21

- Board Treasurer – Diana Ashley
- Finance Committee Chair – Jim Allen
- Finance Committee Members –
 - Diana Ashley, Smoot Carl-Mitchell, Shirley Karas, John Tracy.
- Bookkeeper – Gloria Swain
- UUCP Staff – Heidi Parmenter, Anne Byrne

Positive signs this year

- Members and friends are current on pledges! Thank you!
- Budgeted a pledge discount (\$12,000) that will cover much of overestimate of pledges
- Kids Kamp registration is higher than budgeted
- UUEEC looks to end year better than budgeted
- Over 120 households (out of 230) increased their pledges by 10% or more or pledged for the first time!

Thank you!

Finances Apr 2013

Pledge History

2008-2013

Capital Update (5/23/2013)

- \$804,127 pledged with 191 active pledges
- \$728,851 collected with as of 4/30/13
- \$53,000 (7%) left to collect as of 4/30/13 for fiscal year through 6/30/13
- \$22,275 in 22 capital pledges lost due to member change in financial position or member moving.

Stewardship Update (5/23/2013)

- \$400,647 with 239 pledges and 22 waivers.
- 120 families increased pledges 10% +
- 36 new families pledging
- \$36,480 in renewable pledges we could still receive if current members renew pledges.
- Needed 10% overall increase in pledges - \$445,000
- Projected to end \$25,000 short of this goal
(Budgeted Pledge Income \$420,000)

2013-2014 Budget

- Conservative
- Balanced
- Based on \$633,000 (rounded) income and expenses
- Projected Pledge income
\$420,000
- Includes cuts to staffing and programs

2013-2014 Budget Changes

- Eliminate Youth Coordinator position (Jaynn Truran is stepping down, not refilling)
- Reduce Assistant Minister (Rev. Linda) to 3/4 time
- Only one paid childcare provider
Community Night - need volunteers
- Cuts of various sizes to programs and committees
- Lowered mid year pledge income (to this year actual) and removed grant income

2013-2014 BUDGET

2013-2014 EXPENSE BUDGET

2013-2014 REVENUE BUDGET

Why more in pledges but budget cuts?

- Current Fiscal Year Operations Deficit
\$15,000-\$20,000
- Why?
- Overestimated pledge (\$6000)
- Overestimated mid year pledge (\$10,000)*
- Ineligible for Chalice Lighter grant (\$10,000)
- Greater expectation of growth - and pledge growth after 3 year Capital Campaign

Why more in pledges but budget cuts?

- Increasing expenses for 2013-2014
- \$7000 increase in debt service

- \$9000 Insurance, Utility, Maintenance, Administrative increases
- \$8000 some salary and benefit increases
(recognition of performance or additional work)

Looking Ahead

- Conservative budget for 2013-2014
- Strong staff and good resources for our size
- Need to plan for building up Capital Funds*
- Next Fall - Mini-Capital Spruce Up Campaign (carpet, paint, chairs) and improve Capital account position (pay into fund each year)
- Motion: •approve proposed 2013-14 budget

Congregational Meeting of January 26, 2014

Call Meeting to Order (Linda Bellantoni, Board President) 10:30a.m.

Reading - Sarah Montgomery

Check for Quorum (Linda Bellantoni) – Quorum established by show of hands.

Rules of Procedure: The following are proposed for adoption:

- We will be courteous and listen openly
- Please try to keep your comments brief and to the point
- Ensure that everyone gets a chance to speak. Invite those who have not yet spoken to contribute

Introduction of Board

- Linda Bellantoni - President
- Glen Lockwood - Vice President
- Diana Ashley - Treasurer
- Bill Snowden - Secretary
- Jenna Bellantoni - Youth Co-Representative
- Ryan Featherston - Youth Co-Representative
- Jim Sorgatz – Member at large
- Rev. Susan Frederick-Gray, lead minister, ex officio
- Gene Harvey – Member at large
- Michele Morgan – Member at Large
- Sarah Montgomery – Member at large

Move to accept minutes of June 2013 Meeting (Linda) – Tabled until June annual meeting due to late changes identified. Re-present June 2013 minutes for review and approval at June 2014 meeting.

Finance Report (Heidi Parmenter) - Heidi explained the congregation's timeline and process for preparing the annual budget. Current YTD P/L shows deficit at approximately \$5,000, which is expected for the year through Dec. Expect to end the year within budget. Susan shared the information about mini campaign and fundraising total. No congregation questions comments.

2013-2014 Strategic Implementation Plan Update – (Reverend Susan) – Reverend Susan shares slides of some basic metrics to establish baseline for member retention and annual pledge patterns. No congregation questions.

Unitarian Universalist Foundation of Phoenix Update (Duke Plattner) – Duke Plattner describes the relationship of the UUF to the Congregation where all Congregation members are members of the UUF. Future emphasis on legacy giving. No congregation questions.

Public Comment

1. Comment made that the test of the “Between-the-Services” format was beneficial to attendance.
2. Comment having a slide explaining the budgeting process was helpful.

Motion to adjourn - Smoot Carl-Mitchell moves to adjourn at 11:03a.m. Motion seconded. Motion passed unanimously.

Minutes prepared by Diana Ashley, Board Treasurer.

Board of Trustees Report

The Members of the Board of Trustees are:

Linda Bellantoni, President

Glen Lockwood, Vice President

Diana Ashley, Treasurer

Bill Snowden, Secretary

Gene Harvey, Member-at-Large

Sarah Montgomery, Member-at-Large

Michele Morgan, Member-at-Large

Jim Sorgatz, Member-at-Large

Jenna Bellantoni, Co-Youth Representative

Ryan Featherston, Co-Youth Representative

The UUCP Board of Trustees had a successful and productive year. Significant progress was made in continuing to institutionalize sound strategic management processes. The Strategic Ends and Mission were foundational in the development of the annual Implementation Plan, upon which the 2014-2015 budget was created. Progress was made on regularizing a timeline for the integration of discernment, review, and incorporation of long-term strategic goals and considerations into the annual planning process.

In the course of discernment this year, the Board spent some considerable amount of time and effort on the strategic balancing of the Ends Statements. This is expected to continue into next year, and we anticipate a congregation-wide engagement to revisit the long-range vision.

In an effort to improve communications with and among the congregation, the Board instituted a series of open meetings called Board Chats. The Board experimented, a bit, with times, locations, formats, etcetera, but over the course of the program year the Board Chats were generally well-attended and offered congregants an opportunity to ask questions, share opinions, engage with Board members and each other, and explore specific Board-related topics.

The Board has also been mindful to improve both its visibility and accessibility, and has endeavored to have a consistent presence at social time between services, at Community Nights, and as greeters and ushers during services.

The Board developed and approved new policies concerning the handling of disruptive behavior and clarifying the disposition of legacy gifts. The Board had also considered a change to the Policy Manual regarding quorum requirements at Congregational Meetings, but elected to leave the current policy as is until data can be collected on meeting attendance.

The Board continued its ongoing assessment of its own workings and processes, and made several modifications to make its meetings and operations more streamlined and efficient. It also completed the annual internal assessment of compliance with the UUCP governance policies and the content of the UUCP Policy Manual. A review of the Board Covenant was undertaken, resulting in a minor revision.

This year, the board made a concerted effort to reinstitute an “educational topic” at Board meetings. These occasional briefings provide specific knowledge or skills that benefit the Board or the Congregation and enable us to better perform our work as Board members. The topics covered this year included Constructive Communications, Management of Large Congregations, the Operations of the UUF, and the intricacies of Stewardship Campaigns.

The board renewed the Affiliate Minister Agreement with Rev. Kathy Baughman.

The Board was pleased with the development last year of the Minister’s Performance Factors tool, and continued to use it for the annual performance evaluation of the Lead Minister. The tool was also used as a reference for discussion during the monthly Board “Huddle” following each Board meeting.

The Board provided ongoing oversight of the financial operations of the congregation and is reassured that our status is healthy and our processes are sound.

The Board also undertook an effort to look at the content and format of meeting minutes to enhance clarity and ensure consistency. Questions of access and storage were also addressed. A set of trial recommendations was approved, with the intention of revisiting this next year to refine and/or further improve their quality and utility.

Ongoing work for the Board moving into the next program year is the continued discernment of strategy (specifically focused on the Vision and the Ends), the never-ending challenge of budget prioritizations, and continued improvement to communication processes and mechanisms for building connection and community.

Respectfully submitted,

Linda Bellantoni

Lead Minister’s Report

This was an exciting year with changes to our facility and new efforts in our ministry. It is a testament to the benefit of having a vision and a plan even if you have to change the plan or don’t achieve it fully.

This was the first year of implementation for our three Strategic Ends set by the board in 2011. The delay in moving from the Ends to implementation was due to the leadership and attention we devoted to the 2012 Justice General Assembly. This year we were fully running with the plan and great things resulted. We did not accomplish everything in the one year implementation plan, but we had some very big successes. Here is a review of our Ends, a summary of some of our Implementation goals, and how we did in achieving them.

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

This End articulates our desire to have a positive impact on the lives and development of our members. Our implementation plan this year was focused on creating ways to measure people's participation levels in our ministry and their own reflection on the impact of the ministry in their lives. We wanted to establish a baseline in order to notice changes and hopefully see improvements year to year. We've set up procedures, both through internal tracking and through an annual survey, to track participation, membership retention, and people's own assessment of the impact of the ministry in their lives. We will present the baselines at the Annual Congregational Meeting in June.

Monthly Themes: More important than the numbers is our vision to more deeply impact people's lives. Something that was not in the plan but we launched this year was monthly worship themes connected to Small Group Ministry. In February 2013, I learned of this way of coordinating Worship and Small Groups around a theme from the Rev. Scott Tayler who developed this idea at First Unitarian Church of Rochester. The response from the congregation for the themes has been overwhelmingly positive. We use the Worship Themes to provide depth and to take time with theological themes. We've used them to bring a deeper spiritual and personal focus to our Horizons journal. They've been helpful in coordinating music to fit the services. They've helped connect (through Horizons, Small Groups and the Monthly theme packets) homebound members to what is happening at UUCP, particularly the services. The themes have engaged the Small Group Ministry Facilitators and Worship Associates as spiritual leaders in our congregation. These leaders help shape the themes and contribute to the monthly packets which include questions, exercises, readings, reflections and resources to engage the theme. The packets are full of wisdom from our leaders! This model has given us a structure and process for inviting us all to welcome all, share our journeys and grow in spirit -- all key pieces of our mission.

Our overall question this year was what kinds of qualities and values does Unitarian Universalism call forth in our lives. The eleven themes we explored with this question were:

Sept 2013	Connection
Oct	Humility
Nov	Wonder
December	Soulfulness
Jan 2014	Integrity
Feb	Loving Kindness
March	Joy
April	Wisdom
May	Dignity
June	Welcome
July/August 2014	Seeking

I especially thank our program coordinators: Ellie Anderla was our Small Group Ministry Program Coordinator and Emma Farrell took over for Karin Quinn mid-year as our Worship Associate Program Coordinator. These three leaders kept these ministries organized and I am grateful for their leadership. I am grateful to all of the leaders of our Small Groups and for our Worship Associates. They are generous with their time and their wisdom and truly are spiritual and pastoral leaders in our congregation. They are all listed later within the reports for their programs, but I want to especially thank a few who have been incredibly generous and consistent (and wise!), in their submissions to the monthly packets, Rev. Linda Lawrence, Donna Featherston, Ruth Braunstein, Peggy Paden, Gary Lawrence, Ellie Murphy, Emma Farrell, Ellie Anderla and Joe Blankenship.

Our implementation plan called for keeping Rev. Linda Lawrence at full time as our Assistant Minister this year so that she might continue to offer leadership to our Adult Faith Development program. We were not able to do that and so Adult Faith Development was added to my portfolio. Given limited time and resources, Small Group Ministry is the primary piece of our Adult Faith Development program and it also serves as a primary vehicle for membership engagement and leadership development. However, in addition, we held a few Adult Faith development classes that are listed later in this annual report.

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

This end is our most expansive in what all is included. We had several implementation goals we hoped to achieve this year along this end and while we did not achieve them all, we had some very exciting successes.

The Mini-Campaign is one of the biggest efforts we undertook this year and the most visible success of our implementation plan. In the fall and winter, culminating on January 28, 2014 we raised just over \$164,000 to renovate and rejuvenate our sanctuary and campus. Our goal was \$135,000, so we proved ourselves committed, enthusiastic and over-achieving in the best possible way to make our campus look as welcoming and vibrant as we are as a people. The mini-campaign provided resources for new carpet and chairs in the sanctuary and first floor offices, sound improvements in the sanctuary. In addition, it will fund an accessible entrance from the door near the kitchen and water fountain which provides accessibility from our main building to the annexes and from our main parking lot to our main building. Finally, it established a maintenance reserve fund for future larger maintenance needs. Because of the additional money raised, we were able to purchase higher quality chairs, make improvements to our lobby, including adding screens for announcements and images.

Thank you to everyone -- over 146 households - who made a gift to the campaign! And thank you to the Home and Garden Team who did all the planning and are overseeing or actually doing the renovation improvements. We could not have had such success without their energy, vision and time to plan for and make it happen. Thank you to Dave and Bonnie Cunningham, Dale and Lois Fisher and Bill Mee. And a special thank you to Heidi Parmenter who is not only our fabulous Business Administrator but also our Property Manager as she has worked closely with the Home and Garden team as well as keeping the ministry running while the campus has been inaccessible on multiple occasions during the renovations.

Stewardship Team and Development: Our implementation plan called for creating a Stewardship team not just to run the annual campaign but to research best practices around stewardship, including fund development. Fundraising in congregations is changing dramatically, just as our cultural, technological and social connections to religious communities are changing. This year, we created a Stewardship team of six leaders who have agreed to serve for two years and look at what is innovative and working in congregational fundraising and bring those ideas to UUCP. I want to thank Smoot Carl-Mitchell, our Chair, Jim Allen, Diana Ashley, Carey Crabbs, Jan Kaplan, and Brian Quinn for taking on a commitment to this new venture. Heidi Parmenter and I are also members of the team. We organized in January and once this year's campaign is closed, we will begin the research phase of our work. This committee has been incredibly fun to work with. Their commitment, laughter, and joy in the work make our meetings fun and productive!

On the Development end, the UU Foundation Program (UUCP's endowment fund) took the bold and exciting step this year of contracting with the congregation for five hours a week of Heidi Parmenter's time. This little bit of staff time helped launch the all-volunteer board from great vision to action. They launched a legacy society called Chalice Keepers and the founding members are people who within this first year name UUCP as one of the beneficiaries in their will and estate planning. This is a powerful gift not just to the ministry UUCP

does today, but a testament to our belief that this liberal ministry will be needed, vital and meaningful for families and the Valley for generations to come. I am so moved by the work of the UUFP and all the individuals who are leaving a legacy gift to UUCP. Your gifts will make an enormous difference in how many families are served by our ministry and how far our vision of love and justice, mutual respect, and dignity will reach. Thank you for your generosity and commitment!

Multiculturalism: Our major effort in building the multicultural competencies of the congregation was led by Heidi Singer in the eight - month class “Daring to Dream: Conversations on Race, Ethnicity and Culture”, a curriculum from the UUA. This class was sponsored by the Multicultural Advisory Team that was active for the last several years. Unfortunately, for a number of factors including leaders’ health, priorities, relocation and travel, the Multicultural Advisory team was not active this year, and we did not achieve all we hoped toward creating a clear plan to move the congregation further in its vision of increasing our cross - cultural competencies. We still hope to offer training next year to continue the work of Daring to Dream, and it is my hope that this training may provide a plan for continuing to move forward. This is complicated and deep work that will take many years and much dedication to achieve; yet it is my hope that we can each year take steps, even if they are small, to keep us moving forward.

Multigenerational and UUvangelical: Our implementation plan called for an assessment of multigenerational programming at UUCP and increasing publicity and web access to our ministries. These are areas where we did not have the resources to fully achieve these goals. We did ongoing evaluation of our multigenerational offerings throughout the year but did not create a real assessment for these offerings. In the plan for next year, the Children’s Ministry staff and leadership hope to identify specific goals for that program.

As our adult membership growth has outpaced our children’s participation, we have increased staff to our adult programs while cutting it to Sunday school. In our newly created position of Children’s Ministry Director, Anne Byrne is half time directing the congregation’s Children’s Ministry program and half time directing the congregation’s UUEEC preschool. At our current staff levels, it is difficult to get above the day to day running of the program in order to do longer range planning and assessment. At the same time, we have made improvements in advertising both our preschool and Kids Kamp. Director Anne is using some innovative ways to advertise. Our goal for next year is full enrollment in the preschool. Kids Kamp early registration has surpassed previous years.

We made significant improvements to the web capability of our website, allowing people to register for events and classes online as well as access their member and financial history. However, we have also had problems with these connections between our website platform and database system. The work on the website is not complete. Resources, especially staff time, or the cost to outsource it, is the biggest limiting factor to improving the website. We understand the importance of improving our website as a front door to our congregation. These improvements take both time and financial investment, and we have not had sufficient resources of either to get our website working as we would like. It will remain an ongoing need.

Beyond the website and publicity, we did not have other implementation goals for enhancing the ways we share our good news this year. However, one anecdotal piece of feedback I have received from Worship Associates and Small Group Facilitators is that they find the monthly worship themes make it easier for them to talk to others about UUCP and what we do here. This reminds us that, when we can make what we do portable, in other words, easy to share, that people will share it.

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

This end has two parts, one about our leadership in the larger association and another about our work for justice in the world. We have done better this year on the first part than on the second.

One implementation goal was to continue making our Fair Share contribution to the UUA. We did this, donating over \$34,000 to the UUA from our operations budget. In addition, Heidi Parmenter has continued to share with other Administrators in Arizona some of our best practices. At this year's Pacific Southwest District Assembly, Heidi led a workshop about organizing an Office Volunteer Team to maximize what a congregational office can do and I was elected in April 2014 to serve as the President of the Pacific Southwest District Chapter of the Unitarian Universalist Minister's Association. All of these are ways that we are providing leadership and best practices to our larger association. We didn't list these as specific goals, but they match the vision of the End statement.

A second implementation goal was to work toward being able to hire a Ministerial Intern. The Ministerial Intern Committee, formed this year, is doing the preparation and planning work for the process as we as a congregation assess whether we are financially able to become a teaching congregation sometime in the next few years.

Two of the implementation goals for this end had to do with continuing the work of the Arizona Immigration Ministry and creating strategic goals for its future. These goals were set in January 2013 (a year and a half ago) to guide our planning this program year, but we did not secure additional funding for AZIM for this year. Since 2010, we have had outside funding for our immigration work; however, this year we did not have any outside funding. We have some funds left, and we have used them to support some efforts of Puente, and to support my continuing work to support the human rights work of Puente. This year, I devoted time to Puente, helping with grant applications, letters to the editor, op-ed pieces, and promoting their actions, especially their demonstrations at the Immigration and Customs Enforcement building and the Hunger Strike. I have also begun to organize a fledgling clergy group invested in this issue.

Following such strong engagement around the urgent issue of SB 1070 and Justice General Assembly, we have struggled the last two years to get strong or consistent participation in this issue. We are in a more dormant cycle of our justice work after several years of incredible intensity. This is natural and it also makes room for rebirth. This may be true for our immigration activism and our justice ministries overall. Last summer, during my sabbatical, the Chair of our Social Action Committee resigned. Since then we have not had a Social Action Committee. The work of serving a meal once a week at New Day, the work of the Eritrean Refugee Initiative and Share the Plate continue. Revitalizing our justice ministries program is a piece of the implementation plan next year, but how much we are able to do may be resource dependent. In a matter of years, we went from having \$30,000 devoted to justice to over \$150,000 devoted to immigration work. Almost all of that funding came from beyond the congregation, and we were well equipped to use it in productive and impactful ways. Now, without outside funding, we must look at how we can support and sustain meaningful work that has an impact around our values within the resources of time, money, and people that we have within ourselves.

Robert Browning said: "Ah, but a man's reach should exceed his grasp, Or what's a heaven for?" That we have dreams of ministry that exceed our grasp should not diminish our dreams nor our satisfaction with the good work we do each day, each year at UUCP. It is good to have dreams and see a future we cannot yet attain. Even if we never fully arrive, we know with each step we are moving in the direction that our vision leads us. And we know that the work of our congregation, which is the ministry, is touching lives and the community each day, in big and small ways, in ways we see and in ways we will never know.

Finally, I end by sharing my enormous gratitude to our highly motivated, caring, and professional staff. It is my very good fortune to work with all of these excellent leaders who give their hearts and their best to our ministry:

Rev. Linda Lawrence, Assistant Minister

Heidi Parmenter, Business Administrator

Anne Byrne, Children's Ministry Director

Benjie Messer, Music Director

Connie Jahrmarkt, Choir Director

Manuel Gomez, Custodian

And all of the support staff who work with these staff leads.

I am grateful to all of our members and everything you bring and share in this ministry. I am nurtured and inspired by sharing this journey, this ministry, with all of you.

Yours,

Rev. Susan Frederick-Gray

Staff Reports

Assistant Minister

I have again had the pleasure and privilege of working 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 your ¾ time Assistant Minister over the past year.

In March of this year, I began my fifth year as a UUCP staff member. My responsibilities have shifted over time, and the reduction of my position to ¾ time meant that I was unable to continue some of the programs I started last year (Good Grief, Senior-i-T). However, I've been plenty busy!

I have continued to work with the Unicare Committee and am grateful for the excellent support of Ceyshe' Napa, Unicare Coordinator; Ruth Braunstein, Friendship Partners Coordinator; and Barbara Berg, Memorial Services Coordinator. I am also grateful to all of you who respond to news on the Unicare email list and/or take on roles as Friendship Partners to others in our congregation, who really appreciate your visits, cards, or calls. Please look for the Unicare Committee report for more details, and please look forward to some new initiatives from this committee next year!

Besides my work with the Unicare Committee, I provide direct pastoral care to individuals and families, including home and hospital visits, Friendship Partner visits, phone calls, emails, and cards. I want to thank Rev. Kathy Baughman, our Affiliated Minister, and Bill Sabatino for being at the ready for any pastoral care needs when Rev. Susan and I are out of town.

It has been a joy to work with your Membership Committee – such a dedicated, hardworking, and collaborative group. Please see their report, and you will be rather amazed at all they've accomplished this year! I want to thank Jenny Jones Moats, Chair; Margaret Leahy, Co-Chair; Kristina Benner, Welcoming Ministry

Coordinator; Collyer Ekholm, Pathway to Membership Coordinator; Janet Persen and Caroli Peterson. It has been especially gratifying to me to lead our monthly Starting Point tours (new this year) and our new and improved Pathway to Membership Program (with help from the Membership Committee and Rev. Susan).

I've also planned Welcoming Ministry training and appreciation events with help from the Membership Committee and some of the Welcoming Ministry volunteers. We have a great group of about forty volunteers and I especially want to thank all of them, but especially those people who have taken on monthly Lead Usher commitments this past year: Bob Aitken, Gary Ezzell, Michael Hipps, Margaret Leahy, Jon Poblador, Randy Smiley, Jim Sorgatz, Matt Thesing, Carl Tippins, and Dale Wiebusch. I am also very grateful to Celeste Allen who coordinated Welcoming Ministry volunteers last summer and to Ceyshe' Napa who filled in as Lead Greeter for much of the fall. I appreciate others who have served as Lead Greeters when I was participating in services or out of town: Ceyshe' Napa, Kristina Benner, Jenny Jones Moats, Lydia Yanak, Joan Gale, and Mary Dawes. Thank you!

Another one of my responsibilities has been to organize our weekly Community Night dinners, and I want to thank Dale and Lois Fisher and Carolyn Allenby for helping me come up with an affordable-for-families plan that was implemented last fall. Dale and Lois made meals for the entire month of September. Carolyn, too, provided two dinners of posse stew, and so many of you either prepared a main dish or shopped for/picked up food for our suppers. Thank you, all who made this weekly time together possible, including those who attended and those who brought a side dish to share. The staff is currently re-thinking the future of Community Night and it may appear in a somewhat different form next year. While we managed to break even on food costs, this program requires (in addition to my time) extra expenses for childcare and Sexton services. Thank you, Val Bailey, Caleb Crabbs, and other Chalice Kids helpers! Thank you, Belinda Clark and Paula Allen (our Back-up Sexton)!

In addition to the committees/groups mentioned above, I have co-led two Small Group Ministries (3rd Thursday mornings at Beatitudes with Ellie Anderla and 3rd Thursday evening Open Small Group with Gary Lawrence). I have provided some support to Rev. Susan and Ellie Anderla regarding our SGM program, including contributing to our theme packets. I have also provided some support to the Adult Faith Development program instructors and to Rev. Susan in planning for next year's AFD. I have participated in multigenerational and other worship services, preaching once on the UUA Common Read Behind the Kitchen Door.

I cannot fail to extend a special thank you to my partner, Gary Lawrence. I'm sure that you've noticed he's often there to fill in an Usher or Greeter spot, set up a room, help with an event, or offer support when and where needed. I appreciate that he, as a minister's spouse, sometimes comes early and/or stays late because it's part of my job! We will be taking time away in June to celebrate our 20th wedding anniversary. I plan to return relaxed and refreshed, ready to serve UUCP for the 2014-15 year.

With love and gratitude for the UUCP community,

Rev. Linda Lawrence

Business Administrator

We welcomed Jill Story back as the part-time administrative assistant in July 2013. With Jill's return we rolled out new features on our website, including online registration for classes and events and more self-services for online giving. Jill worked extensively on redesigning our internal publicity. Compass, Sunday

Announcements, Program Catalog and Horizons Journal were all given a graphic design makeover using a standardized style sheet designed by Jill. With the redesign, new guidelines were created to help us focus our publicity on our mission. In November, the Unitarian Universalist Foundation of Phoenix hired me on for an average of 5 hours per week to help them organize their ideas for the foundation into action. In turn, we increased Jill's hours to 25 per week to allow me to support the Foundation.

Jenny Jones blessed us with her excellent office skills this year. We are especially grateful for her positive attitude and enthusiasm for the wide variety of tasks she tackled, especially organizing the assembly of new member packets and tirelessly searching for graphics for our publications. With a schedule change at work, Jenny won't be able to continue in the office, and we will miss her greatly.

We are selfishly devastated to know that soon we will have to say goodbye to Jane Christoffersen, our Wednesday morning volunteer. Jane has kept our office files organized so well that Anne Byrne has made several envious comments about how easy it is to find financial records. Not only has Jane kept us from drowning under files, but she has also done a significant amount of administrative work for our Adult Faith Development classes over the past few years. She was instrumental to the staff as we are in transition with the Adult Faith Development staffing. We wish Jane and her husband the best in their move back to Colorado. They will be sorely missed.

Bonnie White has joined the office volunteer staff this year as our weekly Compass and Sunday Announcements proofreader. We honestly thank her for pointing out our mistakes and keeping them secret.

We profusely thank all of our office volunteers for their enthusiastic service to the congregation. We are very grateful that the following will be joining us again next year: Larry Agle, Sally Boyd, Geoff Anderla, Bill Parker, Kristina Benner, Sandy Donovan, Pauline Peverly, Bonnie White, Dorothy Lewin, and Julie Smart.

In October we held our 2nd annual Office Volunteer Orientation to allow everyone to meet each other and to review the fundamentals of working in the office. In January we held our annual Office Volunteer Luncheon to honor all of our devoted volunteers who help make our office run smoothly and efficiently.

Thanks to the support and generosity of the congregation I finished my professional development program at ASU's Nonprofit Management Institute and earned my Certificate in Nonprofit Management. This program has taught me many useful practices that I was able to immediately use to the benefit of our congregation. I am grateful for the support to my continuing education.

In Community,
Heidi Parmenter

Director of Children's Ministries

UUCP's Children's Ministries encompasses three major program areas: religious education and worship for youth and children, the UU Early Education Cooperative Preschool (UUEEC) and UU Kids Kamp, a summer recreational camp for children aged three to 14.

Our religious education programs were comprehensive, providing care during Sunday services for babies and toddlers and age based classes and gatherings for children and youth. Led by volunteer teachers, our formal religious education for Pre-Kindergarten through 6th grade utilized curriculum from the Unitarian Universalist Association, which included World of Wonder, Creating Home, Moral Tales and Love will Guide Us, Windows

and Mirrors, Love connects Us, Sing to the Power and Signs of Our Faith. In addition, the 5th and 6th grade youth participated in the Our Whole Lives (OWL) eight week curriculum for this age group. We were able to add religious education programming for children who attended the second service this year.

Our 7th and 8th grade youth attended the comprehensive OWL sexuality education program, which was offered September – May. High School aged youth participated in weekly Young Religious Unitarian Universalism (YRUU) discussion sessions.

UUCP is very fortunate to have a dynamic, committed and effective crew of teachers and youth advisors who led classes and organized events for our youth. The Children's Ministry Committee was reconfigured to be a committee of teachers, which added value and consistency to our classes and groups across the ages. Thanks to Noel Arring for leading the Children's Ministry Committee and to all the teachers and advisors.

Our UUEEC continues to operate as treasured community to the families enrolled in the preschool. We offered classes to Two year olds, Three year olds, and Four and Five year olds in our Pre-Kindergarten class, as well as our aftercare Lunch Bunch program. Utilizing a play based, emergent curriculum, children develop skills aligned with developmental milestones. Parents served as classroom aides twice a month, organized parent committees, participated in parent education meetings, facilitated special events, raised funds and advised staff.

The preschool was founded in 1961 and continues as a long standing program at UUCP of effectively engaging parents in their children's preschool experience and as part of the national cooperative preschool tradition. During the 2013-14 school year, the preschool enjoyed a stable and effective teaching staff and a second year of stability after a time of tumultuous turnover in years previous. Thirty-six students were enrolled in the preschool, which enabled the school to meet its expenses for the year. The preschool brings a unique and fun energy to the UUCP campus where parents and children together enjoy an environment of playful learning.

The 2013 UU Kids Kamp was a rollicking good time for the 130 youth who participated during the month of June. Building on multiple years of experience, Kids Kamp included sports and games, arts, music, drumming, drama, water play and other engaging activities. New to Kids Kamp in 2013 was a Counselor in Training program for middle school aged youth. Aably led by Jeffrey Sadow, Kids Kamp created a fun way for congregational children, students at Desert View Learning Center and UUEEC and from the community at large to beat the heat of a Phoenix summer. The congregation benefited by proceeds with over \$20,000 to support general operations.

Music Director

UUCP's music program has thrived in the past year. Music supports the life of the congregation, both in worship and at other special events. The adoption of worship themes this year has noticeably improved our music preparation process by allowing groups to plan music farther in advance. The most common formula for our services includes three hymns (of which the first is upbeat and well-known, the second is meditative, and the third is upbeat and connected to the sermon topic), two short instrumental pieces (Centering and Offertory), and two pieces with lyrics that are connected to the topic of the sermon (Special Music and Postlude). Rather than having a single pianist or group of musicians for every service, we draw on many different congregation members each week to keep many people involved and create an engaging variety of high-quality music, representing everything from classical to contemporary music. The UUCP music program has many parts, including the Congregation Choir, Family Choir, accompanists, One Breath, sound volunteers, instrumentalists and Outreach Music Ministry. Each is detailed below.

The Congregation Choir is UUCP's largest and most dedicated group of volunteer musicians. By the time they take their summer break in June, the choir's forty members will have rehearsed every Wednesday evening for two hours and for one hour before each of the nineteen Sunday mornings when they performed, and on most of those mornings, they then performed at two services. They also held a four-hour retreat in September and another in February to rehearse music for the months ahead, and this year. Motivated choir members organized several additional informal sessions outside of the above rehearsals to share and practice their music reading skills! The Congregation Choir has performed choral anthems at many of our biggest services, including Ingathering, Christmas Eve and our spring All-Music service, and at the memorial service for noted UUCP artist Dr. Eugene Grigsby. Congregation Choir serves as a "home base" for many of our musicians, and choir members often perform as singers or instrumentalists on Sundays when the choir itself does not sing. Many of the other musical groups at UUCP described below (instrumentalists, Outreach Music Ministry, Family Choir, etcetera) include many choir members as well.

This was Connie Jahrmarkt's 16th year directing our choir. She writes, "I have been honored to serve as the choir director at UUCP for sixteen years. It is a pleasure to work with such talented and dedicated musicians." Under Connie's excellent leadership, enthusiasm, quality and musical challenges in the choir remained high enough this year to keep things interesting for both those members who are new to singing and those who have professional training in music. Choir members regularly remark on how they love being a part of the group and on how Connie helps them perform music that they never imagined they could. The choir regularly performs demanding new choral literature introduced at the UU Musicians Network Conference. This year they sang music in English, Spanish, Latin and Italian. In our first year of using worship themes, Connie thoughtfully chose music that fit both the themes and the abilities of the choir. She also wrote and directed several beautiful arrangements of rarely-performed pieces from our hymnal, educating the congregation about these uncommon UU hymns and consistently writing parts that allow the choir to sound good. Connie has been extremely creative in her use of the sanctuary as a performance space this year, often positioning soloists in the sound loft or using antiphonal choral groups on various sides of the room and has often involved UUCP's many instrumentalists as accompanists for choral works.

The Congregation Choir also participated in several events outside of worship. Most notable was UUCP's annual Cabaret variety show in February, which was largely organized and made possible by choir members who spent extra time in rehearsals and doing logistical tasks to make the event happen. This year's theme was "The Weather: An Atmospheric Cabaret." It was well attended, raised \$2,272 for the congregation, and provided members of the congregation with a light-hearted evening of song, dance, and humor. Our choir also sang at two events beyond the UUCP campus. At the annual Arizona UU Choral Festival in January, 100 choir members and six music professionals from UU congregations around Arizona joined forces for a day of rehearsal and a Saturday all-music service at Valley UU. I organized this event, Connie directed a piece, and many members of our choir attended. Many of our choir members also sang in a World Peace Day event at the Franciscan Renewal Center in September, and I heard that they and our UU hymns helped that event go well.

I was sorry to accept the resignation of Charlotte Carl-Mitchell as Choir Librarian this year. Charlotte is a trained librarian, and her years of tending to our choral library were a gift and a labor of love. Thank you, Charlotte! Luckily, Emily Helton-Riley, who has handled music librarian duties for other ensembles, has stepped up to take on this work, including our upcoming inventory project. Thank you, Emily, for the work you have already begun!

The Congregation Choir is truly more than a performance group. Members care for each other through monthly celebrations of birthdays at rehearsals, singing over the phone to former members during rehearsal, get-well and sympathy cards when appropriate, and gatherings in members' homes. The choir email list is always full of

members sharing about their lives, and Connie communicates often with the group in ways that show great respect and love. It is a pleasure to see the positive relationships that grow in the choir, and it's clear that this ensemble gives members a sense of belonging and a group to share journeys with.

Members of the Congregation Choir are Paula Adkins, Carolyn Allenby, Ellie Anderla, Diana Ashley, Myra Banks, Barbara Berg, David Boecker-Grieme, Uli Boecker-Grieme, Charlotte Carl-Mitchell, Smoot Carl-Mitchell, Joyce Carr, Paula Chang Panzino, Kat Crabtree, Bonnie Cunningham, Dave Cunningham, Ginny DeMarco, Donna Featherston, Debbie Gordon, Emily Helton-Riley, Glenda Henman, Bobbi Hess, Sharon Hise, Melinda Merkel Iyer, Peter Jackson, Richard Jahrmarkt, Sam Kirkland, Jean Lawton, Jack McComb, Sally McDade, Joanne Michael, Susan Morris, Ellie Murphy, Richard Plattner, Karin Quinn, Joyce Short, Dena Sidmore, Heidi Singer, Bill Snowden, Sandy Thomson and Jerry Whalin.

Connie Jahrmarkt directed the Family Choir twice in Sunday services, in November 2013 and May 2014. There were four rehearsals leading up to each performance, and membership ranged from 12-16 singers. Though all ages are accepted, family choir primarily consists of children (ages 5-12) and their parents. Though the short rehearsal schedule doesn't allow for the sustained learning that the Congregation Choir experiences, it seems to be the most convenient schedule for parents and children, and Connie continues to find ways to make their performances successful. This year, the family choir's fall performance was accompanied by Carolyn Allenby on ukulele, and their spring performance will be a song completely in Spanish. Other musical connections with the youth program continue to be few and far between. A proposed band with our middle and high-school-aged youth never got off the ground because interested youth didn't have transportation to rehearse at any time. A proposed children's choir rehearsal also would need to occur during services. I will continue to experiment with possibilities for collaboration between our music and RE program, but for now, I'm glad we have Family Choir.

We have worked regularly with two piano accompanists this year: Marla Nelson and Dr. Lynne Haeseler. Marla accompanies the choir at rehearsals and performs at every service in which the choir performs, as well as some non-choir services during the summer months. She is graduating from ASU this semester with a Masters degree in Collaborative Piano. Marla's excellent attention has made choir rehearsals more efficient, and her excellent reading and accompanying skills have allowed her to easily perform the various other music required on Sunday mornings. She accompanied our Cabaret show, and during her year at UUCP, she has been reliable and professional. Marla has indicated that she will stay in Phoenix area indefinitely after graduating this spring, and I am pleased to continue working with her as our accompanist.

Lynne Haeseler was our regular pianist until the end of last year when she chose to give up accompanying the choir (and thus, to give up playing at half of our services). Lynne is an extraordinary concert pianist and is well loved by the congregation, so I continue to hire her regularly to play at services in which the choir is not singing. She needs very little direction in planning music, and often wows the congregation with her pianistic virtuosity or has them singing along with well-known tunes. It is a pleasure to continue to work with Lynne and support her musically, even though she is no longer at UUCP as often as she had been previously.

After their impressive debut year, UUCP's a capella group, One Breath, led by soprano Melinda Merkel Iyer, has had a difficult season. Catherine Desberg moved to California, David Boecker-Grieme and Kat Crabtree both dealt with significant health issues that made singing difficult, and Sam Kirkland was often busy during rehearsals with other UUCP leadership. Melinda, with alto Heidi Singer, still managed to schedule the group for five services by working with special guests and rewriting arrangements to make them work with a smaller group. Each of One Breath's services this year has gone well, they continue to provide a unique voice that fits beautifully at UUCP, and Melinda is still dedicated to keeping One Breath going. I'm hopeful that the group will be able to assume a more regular schedule next year.

Sound coordinator Nathan Greene again led our team of sound volunteers. New sound volunteers Brian Quinn, Denise Selvey and Virginia Witting have all contributed wonderful insights and expertise, and along with returning sound volunteers Francis Wiget, Helen Walker, and Steve Ekholm, they keep our services sounding as clear and well balanced as possible. We were sad to lose sound volunteer Tom Parker, who died tragically young this year as well as veteran sound volunteer Bill Mee, who stepped down due to hearing loss. This year our sound volunteers have reorganized our mixing board in order to more easily play recorded music and presentations in the sanctuary, installed small speakers so that the choir can hear the sermon, and begun recording sermons and posting those recordings to soundcloud.com. Nathan and I have also worked with Igor Glenn as well as Dave Cunningham and Lois Fisher of the Home and Garden team (formerly Buildings and Grounds) on an audiovisual committee which has investigated acoustical dampening and audiovisual improvements to the sanctuary.

UUCP is fortunate to have many instrumentalists who participate in services but aren't part of any regularly rehearsing groups. In addition to our many instrumentalists, I have involved several singers in services this year who are not members of the choir. My sense is that these "unorganized" musicians have become a bigger part of the UUCP music program in the 18 months since I became music director, and I am encouraging them to develop groups that would give them the sense of belonging and connection that members of the choir have. I have had several successes in this area this year. Bassist Igor Glenn led his first all-music service, a celebration of religious music from the deep south, which was a great success. Banjoist Dave Bellama led his annual all-music service, which focused on U.S. protest songs, and as usual, involved many of UUCP's most dynamic performers. A trombone quartet formed this spring, which included myself, Glen Lockwood, Elyse Aring and Michael Relland and has been both a personal joy and a wonderful sound to add to our services. UUCP has had an influx of wonderful string players this year, including the return to violin of UUCP small group leader Anne Lackey, who was a professional violinist in her youth, and I have encouraged Connie Jahrmarkt, herself an excellent violinist, to begin a UUCP string ensemble, which could include any of the various bowed string players at UUCP: Elijah Prescott, Marshall Valentine, Sandy Weir, Randy Smiley, Susan Morris, Carolyn Lowther, Marge Modell, Emily Helton-Riley and Michael Relland. A bluegrass band, the Heretics, consisting of Anne Byrne, Dave Bellama, Bonnie and Dave Cunningham, and Fred Garza (who moved to Phoenix this year from Dallas and has contributed much to our music program) formed in the fall, and a bluegrass gospel service is planned for this July. Last but not least, UUCP has a growing ukulele song circle. The UU Ukles have been meeting for several months on the patio between services when the choir sings (and on some other weeks too), taking turns choosing and leading songs. This joyful, informal circle is intergenerational and has included Carolyn Allenby (who nominally leads the group), Dale Beeghly, Ian Boecker-Grieme, Kat Crabtree, Bonnie Cunningham, Dave Cunningham, Helen Duritsa, Donna Featherston, Joan Gale, Igor Glenn, Nathan Greene, Peter Jackson, Connie Jahrmarkt, Richard Plattner, Patrice Roy, Nancy Schwartz, and Rasa Walter. Other musicians who contributed to UUCP's music program this year but are not connected to a group include bassist Laura Reich, percussionist Don Weir, clarinetist Jerry Whalin (though he sings in the choir), songwriter Michel Gareau, and non-choir singers Alisa Philips and Emma Farrell.

The Outreach Music Ministry, led by Jerry Whalin, is a group that sings to members who are unable to come to UUCP, usually because they are dealing with illness or injury. Outreach Music Ministry has only sponsored a few events this year. On Aug. 11, they sang to Bob and Lucienne Rosconi. On December 21, with the organizational support of Rev. Linda Lawrence and Carolyn Allenby, they sang Christmas carols to UU's around the city, including in homes, care facilities, over the phone and at the Beatitudes. OMM will also sing at this spring's All-Music service. Many people participated in Outreach Music Ministry (mostly on December 21), including some who were not otherwise involved in our music program: Carolyn Allenby, Ann Bixel, Barbara Berg, Nancy Bowen, Charlotte and Smoot Carl-Mitchell, Ginny and Joe DeMarco, Judith Eisenberg, Sharon Hise, Connie and Richard Jahrmarkt, Linda and Gary Lawrence, Susan Morris, Richard Plattner, Sandy

Thomson, Jerry Whalin and Ellie Murphy. I think this group is a special gift, and I will be encouraging Jerry Whalin to continue it next year.

A few other things of note in the music program: I led my first hymn sing in December, which is a long-standing tradition at UUCP, and it went well. I was proud to be invited to be the song leader at this year's UU Day at the Legislature (which may have helped to start the momentum that ultimately led to the veto of SB 1062!) I sponsored two Thursday night Variety Hours in which both children and adults could share their musical and dramatic skills with a relaxed, appreciative, non-judgmental audience. Finally, in past years at UUCP, the music director was assisted by a music committee. This music committee was based in the choir, was open for any choir member who wanted to come, and primarily dealt with various duties that have become part of my job -- organizing Cabaret, writing the annual report, keeping track of the music budget, etcetera. While I have continued to meet occasionally with this music committee, I also had a preliminary meeting with what I call a music leaders group, which consists of the leaders of each of the above groups. In this group, I gave our leaders the chance to talk about how their own group is going, what their successes and challenges have been, and what help they could use from the other music leaders. That meeting was a pleasure, and I hope to continue meeting with that group, and that group lets UUCP's musical leaders notice the difference that they make in our program and in our community.

Respectfully Submitted,

Benjie Messer



Celebrating Birthdays



Bluegrass Ensemble



Trombone Quartet



Cabaret Performance



Choir Members



Michael Relland (Cello) Accompanied by Lynne Haeseler



UUCP's Very Own Cowboys



Family Choir Performance



Outreach Music Ministry



“One Breath” Performance



Piano Duet (Susan Morris and Marla Nelson)



Ellie Murphy, Marla Nelson, Karin Quinn, Connie Jahrmarkt



Connie Jahrmarkt, Benjie Messer, Charlotte Carl-Mitchell, Diana Ashley, Marla Nelson



“UU Ukes Performance”



Family Choir Performance



One Breath Performance



Instrumentalists Perform



Connie Jahrmarkt Surrounded by the Congregation



Dave Bellama Plays the Banjo



Piano Duet

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.

Major accomplishments, challenges, and future opportunities:

The Addictions Ministry was established in 2008; the 2nd & 4th Saturdays Addictions Discussion Group was launched April 24, 2011). Gene Harvey and Michael Hipps started the group. The group is the active part of the ministry and remains small but steady.

We are a multi-behavior group: 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 to share. There is no prayer, no collection. We light the chalice.

The group adopted the congregation-wide monthly worship themes during the course of this last year and has used them for topic discussion. It is no surprise that the themes fit, but the perspective we bring is interesting. This month's theme, for example, is wisdom and that word is in the serenity prayer in traditional 12 step recovery right at the outset. Recovery programs rely heavily on the collective wisdom of the group, and so we too determined our collective wisdom trumps our individual wisdom. The themes are a great addition.

The main concern that I have at this time is the lack of rotation in leadership. I am happy to facilitate, but it's just not that great of an idea to do so for a fourth year in a row. I will be looking for a co-facilitator or new facilitator soon. We will see who steps up. Pressing this point could cause the group to fold, but I think it's important to change leaders.

Submitted by Gene Harvey

Adult Faith Development Committee

We do not currently have an Adult Faith Development Committee. The primary adult faith development offering is our Small Group Ministry. In addition, other congregational ministry teams including Right Relations Ministry carry out Adult courses. Finally, while there is no committee, the Office staff and volunteers manage the process and administrative procedures for our classes while our ministerial leadership, Rev Susan Frederick-Gray and Rev. Linda Lawrence recruit leaders for limited classes namely to support our mission and membership development.

We are grateful to our course leaders and participants:

Long running groups and classes:

Small Group Ministries (8 months to year round): 9 groups, X Participants

Daring to Dream: Conversations on Race, Ethnicity and Culture (8 - month course), led by Heidi Singer, 12 participants, sponsored by Multicultural Advisory Team

Living By Heart: a devotional class using the wisdom of poetry (8 - month course), led by Susan Goldsmith

and David Weaver, 15 participants

Book Discussion Group (year round group): Led by Michael Peterson, 15 Participants

Addictions Discussion Group (year round group): Led by Gene Harvey

Shorter term courses:

Resilience (one day workshop), led by Joan Gale and Anne Lackey, sponsored by Right Relations Ministry, 6 participants

Exploring UU Values through Fiction, 6 sessions, led by Gary Lawrence, 9 participants

Faith Like a River, Themes from Unitarian Universalist History, 6 sessions, led by Randy Miller, 5 participants

Couples Enrichment, 6 sessions, led by Sam Kirkland and Michele Morgan, sponsored by Right Relations Ministry, 6 couples participated

Uncovering Classism, using the book Elite: Uncovering Classism in Unitarian Universalist History by Rev. Mark W. Harris, 3 sessions, led by Gene Cherry, 6 participants

Submitted by Rev. Susan Frederick-Gray

Annual Auction

Our December 7th fundraising auction was a great success! Approximately 147 attendees helped the congregation and preschool raise \$22,315 in items sold, \$2,200 in the Community Spirit Challenge, \$3,140 in ticket sales and \$1,200 in sponsorships for a grand total of \$28,855! The split is \$15,551 for the congregation and \$13,304 for the preschool.

A special thank you to...

Our sponsors:

Captains: Smoot & Charlotte Carl-Mitchell

First Mates: Anonymous

Boatswains: Anonymous, Susan Goldsmith, Rev. Linda & Gary Lawrence

Deck Cadets: Karen Kurtz, Bill Parker & Betty Sayler

The Auction Committee: Kristina Benner, Lisa Paine, Christina Chambers, Sally Boyd, Katy Boxley, Greta Taylor

Auctioneers: Richard "Duke" Plattner and Sam Kirkland

Kitchen Crew: Carl & Val Bailey, Sage Fisher, Sebastian, Suzanne Walter, Margaret Leahy, Jan McCall Bickley, Karin Quinn

Bartenders: Mat & Sarah Montgomery, Jane & Ken Christoffersen

Entertainers: Emily Helton-Riley, Michael Relland, Fred Garza, Benjie Messer, Carolyn Allenby

Registration & Checkout Team: Ann Jackel, Shannon Martinez, Brian Quinn, Diana Ashley, Michelle Ray, John Tran, Dena Sidmore and Kristina Benner

Raffle Table Attendant: Sandy Donovan

Live Auction Attendants: Vince & Kathleen Waldron, Sandra Mooney, and Dawn Ostroff

Sound Technician: Benjie Messer

Auction graphic design by Bonnie Cunningham

And of course, thank you to all the people who donated items and services and who bid on the items!

Heidi Parmenter

Business Administrator



Archives

Sponsored Events:

I exhibited the posters I'd created in 2011 on the building of our building and on our architect, Blaine Drake, for the Drake Tour that began at UUCP on Sunday, March 30, 2014. The estimated 22 tour attendees seemed to enjoy the information and photos they contained.



Pictured: Archives Poster Exhibit on March 30, 2014

I also researched the 1765 German Bible that had been placed in the archive after residing in the office for many years. After getting a low appraisal on the book, Rev. Susan agreed that we should give it to Uli Boecker-Grieme who had shown a great interest in having it.

Special Thanks:

Dale Fisher created a montage of our previous ministers and has taken photos of material in the archive. That has allowed us to display the copies and protect the fragile originals.

Major accomplishments, challenges, and future opportunities:

The major event for the archive this program year has been the availability of a lockable office making it possible for material to be sorted and organized. The UUA stresses the importance of maintaining accurate church records and archives as a way of keeping alive the history of a church in order that we may pass them on from one generation to the next. The opportunity to collect and organize our history and records makes it possible for us to do that at UUCP.

Submitted by Charlotte Carl-Mitchell

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.

Three age-level classes and optional extended care are offered:

Two's Toddler Program

- Meets Tuesday and Thursday from 9:00 AM to 11:30 PM
 - 2 Professional Early Educators; Child/Professional Staff Ratio 1:7
 - Annual Tuition \$2,150
 - Extended Day Option
- Nine children enrolled

Three's Preschool Program

- For 18 children three years of age by September 1.
 - Meets Monday, Wednesday and Friday from 9:00 a.m. to 12:00 p.m.
 - 2 Professional Early Educators; Child/Professional Staff Ratio 1:9
 - Weekly music is offered as part of the curriculum
 - Annual Tuition \$3200
 - Extended Day Option
- Fourteen children enrolled

Pre-Kindergarten Program

- For 18 children four years of age by September 1.
 - Meets Monday through Friday from 9:00 AM to 12:00 PM
 - 2 Professional Early Educators; Child/Professional Staff Ratio 1:9
 - Weekly music and physical education offered as part of curriculum.
 - Annual Tuition \$4200
 - Extended Day Option
- Twelve children enrolled

Lunch Bunch: Optional Extended Day Afternoon Enrichment Program

- Monday – Friday from 11:30/12:00 – 2:30 PM
- Multi-age with changing daily focus, adapted to multi-age stages of development: Mondays – Art, Tuesdays – Music, Wednesdays – Science, Thursdays – Cooking, Friday - Engineering

Special events throughout the year included our annual Fall Festival, Holiday Sing and Feast, Mother's Day Tea and Pre-Kindergarten Bridging Ceremony.

Special Thanks to:

Preschool Staff:

Anne Byrne, Director of Children's Ministries

Pre- Kindergarten - Kristen Flangos, Teacher; Brie Gebhart, Assistant Teacher

Three Year Old Class - Sarah Root and Val Bailey, Co -Teachers

Two Year Old Class - Doug van der Veen, Teacher, Stephanie Stephenson, Assistant Teacher

As a parent cooperative preschool, parents make a significant contribution to the overall well-being of the school. Lisa Paine and Christina Chambers served well as the co-chairs of the Parent Committee, leading all parent driven activities. Lisa and Christina played major roles in the combined UUCP/UUEEC fundraising auction. Other parent leaders included class representatives Runa Bianchi, Emily Gilman, Monste Anderson, and Sharon Zolendek: Parent Support leader, - Deb Razar: Garden Team, Jenny Schultz, Family Events, Shannon Martinez, Fall Festival, Nancy Wilson, Auction Decorating - Greta Taylor, Work Day Coordination, Kim van der Veen and Kelly Everhill

Major accomplishments, challenges, and future opportunities:

The preschool community is an intimate and supportive group of families and teachers. Through volunteering as classroom assistants and participation in parent meetings, families get to know one another and share the experience of parenting. Preschool enrollment has been stable over the last couple of years, and we hope to reach full enrollment next year.

Submitted by Anne Byrne

Eritrean Refugee Initiative

Leaders: Libby Walker and Julie Smart

Members: Dave Bellama, Barbara Berg, Judy Lambert, Julie Smart, Randy Smiley, Libby Walker

Activities:

We conduct ESL classes and do individual tutoring. We make connections between refugees and members of our congregation and other agencies. We support refugee resettlement agency needs and projects relating to Eritrean refugees.

Specifically we are helping a student at ASU with an honors history class, providing diagnosis and treatment for a Phoenix College student at the Attention Deficit Disorder Clinic in Scottsdale, locating a translator for medical information for the AZ State Office of Refugee resettlement, donating items for holiday basket program at the IRC. We celebrated a new baby with a baby shower, arranged a dinner at Lalibela (Ethiopian restaurant) to celebrate a community college graduation, attended an Eritrean wedding and an Easter celebration as well as a number of "coffees."

Special Thanks:

Dave Bellama not only teaches English, he befriends our students. He recently visited relatives of Eritrean refugees in Ethiopia.

Barbara Berg has taught English and edits papers for the ASU student.

Judy Lambert teaches English and is a math tutor for the ASU student who received a full scholarship to ASU.

Julie Smart teaches English and is the co-chair of ERI. She and Judy are close to their students.

Randy Smiley helps the ASU student by doing all the class reading and discussing the material for an honors history class.

Libby Walker works with the student with ADD, serves as co-chair and makes connections and puts out fires.

Major accomplishments, challenges, and future opportunities:

Our major challenge is to keep our connection with maturing Eritrean refugee population now that they are catching on to life in AZ and especially now that our fulltime bridge, Eritrean Semere Kesete, has moved to Sweden. Kibreab Solomon offered to replace him, but Kibreab is now at ASU with other responsibilities. As the immediate basic needs of Eritrean refugees change, our aim is to keep our presence alive in the refugee resettlement community. We rely on the IRC, Lutheran Social Services and our own Eritrean refugee group to alert us to the needs of new Eritrean refugees. Our presence on the UUCP website has made it possible for us to be discovered by many individuals needing help and looking for ways to help.

Submitted by Julie Smart and Libby Walker

Finance Committee

Chair: James Allen

Members: The 2012-2013 committee consisted of James Allen, Chair, and Shirley Karas. Adjunct members of the committee were 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.

Special Thanks:

The committee acknowledges the continuing dedication of Heidi and Gloria in efficiently managing the day-to-day finances and Anne for her work with the EEC finances.

Major accomplishments, challenges, and future opportunities:

The Finance Committee monitors the income and expenses as they relate to the current budget, generally meeting 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 primary duties of the committee are the oversight of the finances. On a monthly basis the various accounts are reviewed in detail with questions addressed by the staff as they arise. The monthly reviews include the budgets for the EEC budget and the capital funds, which this year involved the mini-capital campaign.

The overall goal of the committee is to have proper accounting of funds with all transactions being transparent to the Board and Congregation. The committee on a regular basis reviews procedures used in handling all funds. The committee is reviewing the budget for the next fiscal year as it is being developed, making specific recommendations for changes prior to presentation to the UUCP Board and congregation.

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. 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.

Overall, the UUCP is ending the 2013-2014 fiscal year with a positive balance, largely reflecting the outstanding response for the mini-capital campaign, which greatly exceeded its goals. The EEC has operated on a balanced budget. The operations budget is projected to end with a deficit but the upcoming budget is being developed to result in a balanced budget. 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

Home and Garden Team

(AKA the Building & Grounds Committee)

Chair: Bill Mee

Members:

Bill Mee, Bonnie Cunningham, Dave Cunningham, Lois Fisher, Dale Fisher
Admin liaison -- Heidi Parmenter

Special Events:

Work Day March 1, 25 members worked on garden and property cleanup, washing walls and doors, and removed hallway bulletin boards and artwork in preparation for painting

Special Thanks:

To everyone at UUCP who contributed to the Mini Fundraising Campaign (and for exceeding the goal!) which has made possible all the incredible improvements to our spaces,

To everyone who:

- turned out for work days to rake, prune, and clean,
- made suggestions for change and improvements,
- helped with the incredible job of moving furniture four times to enable painting and then installation of our new carpet.

Special thanks go to the amazing efforts of Dale and Lois Fisher and Dave and Bonnie Cunningham for their help both in deciding what to do and in getting it done.

Major accomplishments, challenges, and future opportunities:

Besides the continual task of changing light bulbs we

- painted the minister's office last summer,
- had the patio entrance walk repaired and uneven concrete leveled,
- added a security light near the basketball court,
- managed the painting of the lobby, Johnson Room, hallways, and offices,
- had a professional tree pruning and landscape cleanup in March,
- cleaned up, repaired the drip system, and replanted the Meditation Garden,
- managed the installation of new carpet in the Sanctuary, lobby, offices, and hallway,
- restructured the lobby walls and installed new video displays,
- and hopefully by the time you read this welcomed the new Sanctuary chairs.

Still to come:

- rebuilding the ramp at the entrance near the kitchen to exceed ADA standards,
- work with Sound team to evaluate solutions to improve sanctuary sound,
- improvements to Annex B,
- revitalize and organize the kitchen,
- evaluate how to improve the upstairs storage room
- repair leaks in the Memorial Garden pool and in the drip irrigation system,
- develop a long term plan for maintenance of major building elements such as roof, plumbing, HVAC and electrical,
- document UUCP operating and maintenance processes,
- develop a building inventory.

We are grateful to Rev Susan and the congregation for the opportunity to manage these improvements and for the wonderful response from everyone when asked repeatedly to help with so many tasks.

Submitted by Bill Mee

Membership Committee

Leaders of the Group:

Chair: Jenny Jones-Moats

Co-chair: Margaret Leahy

Members of Group/Committee

Kristina Brenner

Janet Persens

Collyer Ekholm

Caroli Peterson

Rev. Linda Lawrence (Staff)

Special Events:

Welcoming Ministry: The Membership Committee oversees the Greeters and Ushers for our Sunday services. Led by Kristina Brenner and Rev. Linda, we maintain a list of members, who volunteer on Sundays, to welcome members and visitors to our services. We have a well-organized group of UUCP volunteers, trained to interact with visitors, problem solve, and watch the entrance to our congregation during Sunday services. Greeters answer questions about UUCP and administer the sign in sheets for first time visitors, Pathway to Membership Sign-ups, and Name tags. Our regular Welcoming Ministry volunteers were recognized for their contributions to the congregation on Sunday, April 13th with cake and gifts, and we used this week to recruit 5 new volunteers. There are currently 40 Welcoming Ministry volunteers. Of these 40 volunteers, some are winter visitors, and many volunteer infrequently. It is our goal to get enough active volunteers that no one has to volunteer more than one or at the most two Sundays per month

Pathway to Membership Classes: Three sessions, November 7, 2013 and November 14, 2013; February 13, 2014; April 3, 2014 and April 10, 2014 were held last year. Our PTM classes consist of two sessions and have been coordinated by Collyer Ekholm since 2012. Prospective new members meet with members of the Membership Committee, Rev. Susan, and other UUCP leaders to learn about UUCP history, responsibilities, and privileges of membership, and how they can actively participate in the Congregation. We changed the curriculum this year, to make the first session more interactive and have received positive feedback on this. This past year, 45 UUCP visitors/friends attended PTM sessions, and 34 became members.

Opportunities Fair: From September 22, 2013 through November 10, 2013, tables were set up after each service to give UUCP committees, activity groups, and ministries a chance to speak with members about what they do and to recruit members who would be interested in participating. In past years this was done all in one Sunday. This year we spread it over several weeks and limited participation to three to four groups each Sunday. The UUCP Board of Trustees set up a table several times during this period and found it a valuable way to communicate with the Congregation as well.

Starting Point Second Sundays: Led by Reverend Linda, a tour of the UUCP campus and brief history and background information has been given on the second Sunday of each month since January of 2014. The Starting Point tours have been very popular with visitors and prospective members. As of the second Sunday in April, 56 adults and 7 youths have taken Starting Point tours.

Auction Item: The Membership Committee sponsored a Super Bowl Party for the UUCP 2013 Auction. We raised \$375, auctioning off 15 tickets for the 2014 Super Bowl Party at Rev. Linda's Community Party Room. A good time was had by all.

Spring Picnic: March 15, 2014, our Second Annual Congregational Picnic/Potluck was held at McCormack - Stillman Railroad Park in Scottsdale. An attempt was made to find a more central location, but we were unable to find another reservable ramada at an affordable price in the Phoenix Metro area. Volley Ball nets and other outdoor equipment were available. Other members brought musical instruments for a sing-along, and all who attended had a good time. Thanks go out again to Charlotte Carl-Mitchell for reserving the Ramada. Thanks again to Margaret Leahy, who donated a very nice variety of soft drinks. Attendance was down from last year possibly due to the picnic coinciding with Spring Break. Approximately 35 adults and children attended and 2 dogs.

Summer Community Nights: Rev. Linda solicited and procured volunteers to sponsor the monthly Community Nights for the summer of 2014, May through August. Thanks to Benjie Messer, Jenny Jones, Anne Byrne, and Linda Lawrence, we have activities planned for all 4 summer community nights, May through August.

STARs Program: This program reaches out to the congregation to encourage our existing members to increase their awareness of being friendly and available to visitors and newcomers through a short five minute training. We have not had a fulltime STARs co-coordinator this year as Jenny has not been able to devote as much time to STARs as well as work schedule conflicts. We did have a STARs table at the Opportunity Fair and signed up several members. Rev. Linda also offered STARs training at the January Class Reunion, and it will be offered again at the May Class Reunion.

Special Thanks:

All of our members are quite active in our committee activities, and all deserve a special thanks. However, Kristina Brenner has gone above and beyond by taking on the lead role in ensuring that the Welcoming Ministry Greeters and Ushers are fully staffed for Sunday services. She sends out entertaining and amusing biweekly emails to encourage our Welcoming Ministry volunteers to sign up for Sunday services. Kristina also serves as a back-up Lead Greeter, as do I. Rev. Linda is very active in all committee activities and keeps us all on track and following "protocol." Margaret steps up when I am unable to participate in functions and has been a great help in tracking our expenses and reconciling our budget over the past year. Margaret also serves as Lead Usher once a month. Collyer Ekholm has been of tremendous help as our Pathways to Membership Coordinator. Janet Persen and Caroli Peterson are always more than happy to volunteer their time, talents, and energy for our various (and numerous) activities.

In addition to our committee members, many of our Welcoming Ministry volunteers go above and beyond in support roles for Welcoming Ministry. We are very grateful to Ceyshe' Napa, who took over Lead Greeter position for several months this summer and fall and continues as a substitute Lead Greeter. Lydia Yanak continues to provide lovely calligraphy name tags for our regular visitors and volunteers frequently as both back-up Lead Greeter and Greeter. Julie Smart and Joan Gale are also very active Greeters, and have served as substitute Lead Greeters as well. The following congregation members go the extra mile as Lead Ushers: Dale Weibusch, Matt Thesing, Jon Poblador, Gary Ezzell, Bob Aitken, Carl Tippins, Jim Sorgatz, Michael Hipps, Gary Lawrence. Barbara Glenn, Yvonne Harrison, and Gene Cherry all serve as substitute/back-up lead ushers. We are very fortunate to have so many competent volunteers working together to make sure our Sunday services run smoothly. We also rely on Gary Ezzell, Gary Lawrence, and Steve Ekholm to assist with Pathway to Membership classes throughout the year.

We are also very grateful for the support of our Office Volunteers, who help with PTM phone calls and emails and assist in putting together the PTM packets. Larry Agle makes calls and sends emails to first-time visitors

each week. Larry and Bill Parker put new member information into our database, and Bill makes member name tags for our members. Kristina and I perform many of these tasks as Office Volunteers as well.

Major accomplishments, challenges, and future opportunities:

Our mission is to lead our congregation in welcoming all people to our faith community by creating a culture that exemplifies inclusion, friendliness, respect, and acknowledges the value of new and existing members in our congregation.

While our current repertoire of activities does much to accomplish this goal, we are always looking for ways to fine tune our activities and evolve along with our members.

I would have to say that our biggest accomplishment is our Welcoming Ministry and our Pathway to Membership classes, which are instrumental in attracting prospective members and increasing our membership. The new more interactive curriculum that we implemented this year helped to make the classes more interesting, and we will continue that next year. Our new Starting Point Tours were also very popular with prospective members, and we plan to continue those next year.

We will further evaluate the Class Reunions that were implemented this year, after the April reunion, to determine if they are of value or should be discontinued next year. We are also looking at having a Saturday/Sunday PTM session in January or February next year for people who find Thursday nights inconvenient.

As membership engagement is a very important part of our group's mission, we will be considering ways to reach out to members who "disappear" to find out why they leave the congregation, and what, if anything, can be done to retain these members.

We will also try to schedule the Spring Picnic next year at a time that will not interfere with Spring Break.



Pictured Front: Collyer Eckholm, Margaret Leahy, Caroli Peterson, Rev. Linda Lawrence, Janet Persen
Pictured Back: Kristina Benner, Jenny Jones-Moats

Respectfully Submitted,

Jenny Jones-Moats

Ministerial Internship Committee

Leader: Susan Goldsmith

Members: Rajeev Arora, Paula Chang, Gary Ezzell, Dale Fisher, Jan Kaplan, Glen Lockwood, David Weaver

Special Thanks:

We would like to thank Rev. Susan Frederick-Gray for her vision of hosting an intern!

Major accomplishments, challenges, and future opportunities:

The Ministerial Internship Committee has been created to explore the opportunity of UUCP becoming a teaching congregation by having an intern with us each year. We just began meeting in February, have had one Congregational conversation session, and are just beginning to develop our calendar and planning with the hope of hosting our first intern minister beginning in the fall of 2015. In the coming congregational year we will be writing a site profile for web posting, applying for a grant to help pay for the initial year of an intern, looking for ways to expand UUCP's understanding of what it means to be a teaching congregation, a "supportive learning environment." We hope anyone, who is interested in this opportunity for us to connect to the denomination and to learn from an intern, will join in the conversations!

Submitted by Susan Goldsmith

Nominating Committee

Chair: Jimmy Leung

Members: Elyse Aarring, Dale Fisher, Jimmy Leung, Terry Lockwood, Caroli Peterson, Kim St Clair Relland

Sponsored Events:

Leadership Development Day November 2, 2013

18 people attended

Special Thanks:

Linda Bellantoni

Staff, Heidi, Rev. Linda, Jill Story, Kristina Benner, and Rev. Susan

Major accomplishments, challenges, and future opportunities:

- We nominated people to Board of Trustees, UUF, and Nominating Committee
- We made some progress in improving institutionalization of transparency,
- Accomplished our tasks with clarity with regard to why we are nominating people; determined the time frame is their term.
- Performed early brainstorming of leadership development institutions for the future.
- Made a congregational announcement of nominations using the UUCP webpage.

Submitted by Jimmy Leung

Publicity Committee

Chair: Mat Montgomery

Members: Heidi Parmenter, Business Administrator, Nancy Wilson, Office Assistant, Elyse Arring, Charlotte Carl-Mitchell, Smoot Carl-Mitchell, Michele Chaves, Melinda Merkel Iyer, Jimmy Leung, Jill Story, Francis Wiget

Sponsored Events:

There's an (Android) App for That! with Jill Story

January 16, 2014, 7:00 PM in the Annex B

Are you getting the most from your Android smartphone? There are so many apps, and it can be hard to tell which ones will make your life easier. Jill Story has curated a selection of free Android apps that she has personally tested and found to be “app-tastic.” She will introduce each app and get you started on your way to being tech savvy. Bring your Android smartphone and a sense of adventure! Red velvet cake will be served as well.

Gadget Happy Hour with Mat Montgomery

January 23, 2014, 7:00 PM in the Annex B

Do you have a phone, laptop, or tablet that's not performing up to snuff? Are you trying to figure if it's easier to keep your existing device or brave the big box shops for an upgrade? Would you like to forget all that nonsense for a moment and grab a drink instead? Come to Gadget Happy Hour! With over 15 years experience in the technology field and a degree from the Tempe Bartending Academy, Mat Montgomery will perform double duty and fix computers and cocktails at the same time.

- *Bring in your existing phone, laptop, tablet, or any mobile device for a tune up
- *Discover which new products have the features you really need
- *Find out when and where to shop for electronics
- *Get help configuring that new gizmo you got for Christmas

First drink is free and all subsequent cocktails (and tips) go to UUCP as a donation.

Social Media 101 with Heidi Parmenter

January 30, 2014, 6:30 PM in the Annex B

Would you like to know what your kids or grandkids are talking about? Or would you like to learn how to communicate with them electronically? Have a glass of wine, and enjoy this humorous informational session with Heidi Parmenter, a self-confessed Facebook addict.

- *Bring your existing smartphone, laptop, or tablet for hands-on learning
- *Learn proper posting etiquette
- *Discover how to see only what you want to see on Facebook
- *Get help configuring your privacy settings to keep your information safe and secure

Special Thanks:

Jill Story has done so much for our website and for our presence within the community, Heidi Parmenter is always available if I have any questions about the committee or who to speak to within UUCP, And Benjie Messer has posted a test audio recording of a sermon to Soundcloud, which is an excellent way for new people to find us and existing members to keep up with a message they may have otherwise missed.

Accomplishments

- * Increased speed and stability of our website
- * Successful test of Soundcloud publishing of sermons
- * Workshop series which raised money for the community as well as aiding our members in utilizing the technological tools we're using to promote the congregation

Challenges / Opportunities

- * Working on making the website as easy as possible to sign into and navigate for our existing members
- * Build on the work done in the previous year - continue to promote future workshops and other opportunities to connect with the UUCP community, in-person, in print, and online.

Submitted by Mat Montgomery

Right Relations Committee

Chair: Mary Dawes

Members: Mary Dawes, Janet McCall Bickley, Michael Hipps, Sally Boyd, Sandy Thomson, Rev. Susan Frederick-Gray

Sponsored Activities:

Couples Enrichment Program, Spring 2014, 12 participants

Sponsored Thursday Community Dinner, January 23, 2014, 25 participants

Special Thanks:

Joan Gale

Vince Waldron

Accomplishments, Challenges, and Opportunities:

A year of transition with the two leaders of the group leaving sooner than expected and recruiting efforts begun. We have three new members who bring wonderful qualifications and energy and fun to the group.

Next year we plan to offer the Couples Enrichment Program again, a workshop on Emotional Intelligence, an additional workshop yet to be determined. We also plan to make a contribution to the cultural growth of the congregation.

Submitted by Mary Dawes

Share the Plate Committee

Chair: Betsy Kammerle

Members: Betsy Kammerle, Jan Kaplan, Bill Mee

Sponsored Activities:

Once a month the Congregation dedicates its offerings that are not designated as pledge payments to organizations identified by the committee.

Special Thanks:

The former chair of the committee was Carolyn Allenby. The committee is grateful for her leadership and for her offering her home for meetings. We started the year with a solid foundation.

Accomplishments, Challenges, and Opportunities:

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. As of this annual report's due date, we have given an average of \$1,023 per month, dispersed among a wide variety of missions and recipients. Our once a month Sunday plate donations have supported Arizona children, animal rights, food banks, environmental causes, GLBT, senior citizens, international disasters, as well as UUA and UUSC. Thank you to the UUCP members who have submitted applications on behalf of organizations whose mission is meaningful to improving the world. It is gratifying to hear how much Share the Plate means to both brand new and longstanding members of UUCP. We have attracted new members (and appreciation by those of other faith traditions) from our monthly plate contributions. Please let us know about your charitable organization interests. This is an easy way to contribute to the world, as well as "advertise" the spirit of Unitarian Universalism. Go to www.phoenixuu.org and click on "Social Justice Ministries" for the guidelines and the on-line application. Questions? Email sharetheplate@phoenixuu.org.

Submitted by Betsy Kammerle

Small Group Ministry

Chair: Ellie Anderla

Members: Rev. Susan Frederick-Gray, Ellie Anderla, Lee Bergmann, Joe Blankenship, Jan McCall Bickley, Ruth Braunstein, Nancy Cruse, Kathryn Kosmider, Anne Lackey, Gary Lawrence, Linda Lawrence, Sally McDade, Ellie Murphy, Peggy Paden, Caroli Peterson, Caitlin Tuffin, Lydia Yanak

Sponsored Activities:

Facilitator Training was held mid-August and attended by most facilitators.

Accomplishments, Challenges, and Opportunities:

We started with seven groups in the fall and added two groups in January. Eighty-five people participated in the groups.

This year we connected the Small Groups to the Worship Themes for the first time. Facilitators contributed to the monthly theme packet and used the packet material in their groups. As an additional way to introduce people to small groups, there was a monthly drop in group that was well attended. Some people from that group moved on to ongoing groups. New this year was a group specifically for young adults.

Starting new groups in January was a challenge. It worked for one group, not for the second. We struggle with how to begin groups throughout the year and how to connect people to groups beyond the initial startup point. Most groups were full, so our work next year will be to continue increasing the number of groups. Overall, our key goals will be to expand the number of facilitators and groups and continue with the monthly themes.

Submitted by Ellie Anderla

Stewardship Committee

Chair: Smoot Carl-Mitchell

Members: Jim Allen, Diana Ashley, Smoot Carl-Mitchell, Cary Crabbs, Rev. Susan Frederick-Gray, Jan Kaplan, Brian Quinn

Sponsored Activities:

Stewardship Brunch - April 27, 2012, 100-150 attending

Special Thanks:

Thank you to the Stewardship Captains for their Stewardship Brunch reminder and pledge follow-up.

Board of Trustees

Linda Bellantoni—President -- president@phoenixuu.org

Glen Lockwood—Vice-President

Bill Snowden -- Secretary

Diana Ashley--Treasurer

Gene Harvey

Sarah Montgomery

Michele Morgan

Jim Sorgatz

Stewardship Committee

Smoot Carl-Mitchell, Chair

Jan Kaplan

Brian Quinn

Diana Ashley

Carey Crabbs

Jim Allen

Others

Ruth Braunstein

Peggy Paden

Jan McCall Bickley

Accomplishments, Challenges, and Opportunities:

The annual stewardship campaign is always a big challenge. This year we tried out some new (for UUCP) fundraising techniques, such as an "early ask" for the campaign and a deliberate outreach to non-members who participate in our community. We also tried a raffle giveaway to incent folks to get their pledges in early.

The testimonials at the Sunday services provided a variety of views on what our religious community does both within the community and outside the community and were a great success.

The annual goal was set at level (a 10 percent increase from last year - \$450,000) to challenge the membership to give generously. At a May 3rd Board Chat with the congregation, Rev. Susan shared that we might fall \$25,000 short of our goal for next year. She explained how that meant we might not have the resources to revitalize justice ministries. We would have to delay or reconsider a ministerial intern and future work on our campus and facility. It will also meant ending Community Nights.

In response, some members stepped up with a matching gift of up to \$15,000 for increased pledges or one-time gifts to the Campaign that came in by Monday, May 12. THANK YOU to the 13 households who increased their pledges and the five households who offered one-time gifts to meet the full matching funds!

As of May 28th we have raised \$415,006 with 236 pledges. With the matching gift we raised an additional \$18,400 with eight one-time gifts. At the time of this annual report we expect to raise an additional \$12,000 in pledges for next year, bringing us to our revised goal of \$445,400 in annual pledged income for next year. Thanks to the additional one-time gifts we were able to keep the resources needed to revitalize justice ministries and Community Nights.

Another change from previous years is to have a standing Stewardship Committee and not disband at the end of the annual pledge drive. This will enable us to assess what went well and what needs improvement and also explore creative ways to make financial giving more of an integral part of our Mission.

Submitted by Smoot Carl-Mitchell

Unicare

Chair: Ceyshe' Napa

Members: Barbara Berg, Memorial Services, Ruth Braunstein, Friendship Partners

Sponsored Activities:

Unicare Volunteer Luncheon, November 1, 2013, 24 people attended.

Special Thanks:

The Unicare Committee would like to thank all Unicare members for their time and energy celebrating and caring for our congregation.

Accomplishments, Challenges, and Opportunities:

Over the last year 53 messages have gone out to the Unicare email list. These messages contained news of congregation members' new babies, weddings, milestone birthdays, as well as hospitalizations and illnesses. Our Unicare members celebrated and showed support with cards, emails, phone calls, visits, and meals when needed. The Unicare email list grew from 56 members to 74 in the last year.

One major goal discussed at the volunteer luncheon was gathering simple metrics on the number of cards sent out during the year. Last year Unicare members reported sending out 66 cards. However, in talking to those who have received cards, this number is under-reported. Those that received cards were very grateful for the support. One recipient emailed, "What a nice surprise to get in the mail the gorgeous fall colored cards with all the personal good wishes. I love it, and the cards and the notes really gave me a lift!" Another congregation member wrote back, "Thank you sooooo much for all your help. The emails you sent make me feel very supported." Feedback like this really shows the impact of our caring community within our congregation.

Submitted by Ceyshe' Napa

Worship Associates

Chair: Emma Farrell

Members: Gary Ezzell, Emma Farrell, Donna Featherston, Susan Goldsmith, Michael Hipps, Jon Poblador, Melissa Schwartz, Heidi Singer, Karin Quinn

Sponsored Activities:

The worship associates met quarterly to discuss facets of the Sunday services and to schedule worship associate participation for Sunday services. Each week a worship associate met with coordinators of the upcoming service (typically Rev. Susan Frederick-Gray, Benjie Messer and Anne Byrne) to discuss the previous service and to assist in planning for the upcoming service. During Sunday services the worship associates assist in any way necessary, which usually entails lighting the chalice, selecting and reading a reading, and announcing and dedicating the offering. Other services may be required, especially when one or both ministers are away, including welcoming the congregation during service, reading the joys and sorrows, assisting with together time, and more. An annual retreat was held at Karin Quinn's house on May 5, 2013, where we went over many aspects of the worship associate role and spent time in community. Worship associates also met with other congregational leaders, primarily small group facilitators, on March 29, 2014, to assist with theme planning for the next year. Most of the WAs attended all meetings.

Special Thanks:

All the worship associates have been generous with their time and input. Karin Quinn served as worship associate coordinator for the majority of the year and her efforts and organization have been especially useful and appreciated.

Accomplishments, Challenges, and Opportunities:

2013-2014 has been the first of a two-year term for this group, three of which are incumbents and six of which are new to the role. The incumbent members have been especially helpful in orienting and guiding the newer members, and the first year of this term has seen enthusiastic participation in Sunday services and other WA meetings.

Submitted by Emma Farrell

Sponsored Group Reports

Open Art Studio

Leader: Jay Alagia

Members: Nancy Bowen, Jerry Whalin, Tish Gauntt, Jay Alagia

Accomplishments, Challenges, and Opportunities:

Progressed in learning to paint and express artistic inspiration.

Submitted by Jay Alagia

Circle Dinners

Leader: Mary Wilber

Sponsored Activities:

From October 2013 through April 2014, 175 people attended 22 small dinners held in members' homes. In December around 40 attended the holiday get together at my home. Last May Ginny and George Barnes opened their home to about 40 to celebrate the end of the season. Ginny and George have offered their home again this May.

Special Thanks:

Ginny and George Barnes have been so welcoming to have the whole group at their home for the major end of the season get together.

Accomplishments, Challenges, and Opportunities:

Although getting enough hosts for the small dinners was always a challenge, no one was turned away for lack of space. We have also had several new members of the congregation join us.

We will continue next year, but I will have to have someone in the group as a back-up.

Submitted by Mary Wilber

Job Club

Leaders: Larry Agle and Pauline Peverly

Sponsored Activities:

Good News! As the economy continues to improve, there have been fewer referrals to the Job Club for assistance.

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 individual for almost fifteen years. The first iteration of the Job Club was started when Rev. John Burciaga was minister.

We continue to work with individuals on a one-to-one basis. There is always at least one person who is seeking assistance in finding employment, making career transitions, and simply wanting to refine his/her resume. We have interacted with four people this year.

Special Thanks:

We continue to receive job leads from members of the Congregation. This is always appreciated even when we have no obvious matches.

Rev. Linda Lawrence has referred a number of individuals to us as she learns of their needs. The information we get from members of the Congregation are invaluable in identifying those who could benefit from the services of Job Club.

Accomplishments, Challenges, and Opportunities:

We plan to continue to make our services available as they are needed and requested. If the economy were to worsen (not likely for 2014-15), we would be amenable to convening a group to meet on a regular basis as was done several years ago.

Submitted by Larry Agle and Pauline Peverly

Outdoor Group

Leaders: George Karas and Julie Smart

Members: George Karas, Julie Smart, Kathy Kruse, Marshal Smart, Gary Ezzell, Sue Baird, Lillian Habeich, Pauline Peverly, Jay Bastani, Joyce Short.

Sponsored Events:

We hosted twelve different hikes in the valley and Sedona and Prescott. Each hike was led by a member of the Outdoor Group during the months of January, February, March, April, May.

Special Thanks:

Pauline Peverly for hosting many of the pot lucks. George Karas for his leadership. Ron Rholfing for keeping the email list.

Accomplishments, Challenges, and Opportunities:

We share outdoor experiences, primarily hiking, thus promoting mental and physical well-being in a UU community. We promote service to the community by serving one of the New Day Center meals. We welcome all newcomers to join us for a wonderful outdoor experience and conversation.

Submitted by George Karas and Julie Smart

Poetry Coffeehouse

Leaders: Tish Gauntt and Ann Bixel

Members: Tish Gauntt, Ann Bixel, Wayne Mitchell, Clair Dyer, Joan Thomas, Diane Mote, Carol Hoesch

Sponsored Activities:

Our major special event is the publication of our yearly journal of writing called Poikilos. There were 13 writers participating in the journal this year. Copies of Poikilos were available to church members every Sunday from October through March.

Special Thanks:

Thanks are due to Tish Gauntt for editing Poikilos and for donating one of her watercolor paintings at auction to help defray the costs of publication

Thanks to Ann Bixel for writing announcements and handling all online activities and to Wayne Mitchell, Clare Dyer Joan Thomas for their unfailing attendance and support and encouragement of Poetry Coffeehouse.

Accomplishments, Challenges, and Opportunities:

Poetry Coffeehouse provides writers with a warm encouraging gathering in which we can share our writing each month.

Getting funds to publish our journal, Poikilos, has been a continuing major challenge.

Increasing our membership is another challenge and to that end we will be working on new publicity and participation in church services. We would like to participate in a summer service by reading selected poem from our writers as we have done in the past. We always welcome visitors in our monthly meetings.

Submitted by Ann Bixel

Saturday Meditation Group

Leader: Jay Alagia

Members: Dale Fisher, Jerry Whalin, Judith Eisenberg, Kathy Kruse, Nancy Bowen, Sue Kennedy, Jay Alagia, Cara Fontana, Bob Baltes, Kristin Montano

Sponsored Activities:

- 1) Meditation in Japanese Friendship Garden on January 25, 2014, with eight attending.
- 2) Drumming led by a Tyco drummer Ken Koshi on March 29, 2014, with nine attending.

Accomplishments, Challenges, and Opportunities:

The group plans to continue.

Submitted by Jay Alagia

Sewing and Craft Circle

Leader: Paula Adkins

Co-Leader: Lori Rubin-Williamson

Sponsored Activities:

Steve Jenkins from Saint Vincent de Paul's international outreach missions came to thank the group for the dresses and shorts sent to the Mission at Cuernavaca in a program called Hands Across the Border. The video presentation showed pictures of the community center and the classes conducted to give the adults in the community skills to work in the resorts below the rural, impoverished village. The hand made dresses given (over 150 to date) brought such joy and pride to the school children that it inspired more children to attend school. February 15, 2014

Special Thanks:

Ruth Braunstein, who has provided us with over 25 beautiful hand-stitched dresses that are more than beautiful. Her contributions have given the group a challenge to improve our craft and match the beauty and artistry of her contributions.

Lois Fisher for all her moral support for the group.

Sharon Hise for embroidering the organ cover.

Accomplishments, Challenges, and Opportunities:

Our group, due to meeting only once a month, suffers from small attendance on occasion, but the amount of clothing items produced at home have given us a large back stock of children and teen fashions. We are currently working with Saint Vincent de Paul this year and last year with Mary Jo West and the Saint Vincent International Mission sent clothing to Haiti. Mary Jo and Steve have verified our continued mission to dress children with love and pride.

Submitted by Paula Adkins

Traveling Second Fridays

Leader: Barbara Cawthorne

Members: Barbara Cawthorne, Carolyn Allenby, Karen Cook

Sponsored Activities:

Our meetings are held the 2nd Friday of every month, January through June, at 7:00 PM in the UUCP sanctuary.

Special Thanks:

Karen Cook, Dale Fisher, Lynne Haeseler, Bill & Joy Mee, Jan Snyder, & Jill Story for publicity

Accomplishments, Challenges, and Opportunities:

I did not check out interfacing the projector and computer one time, and we had difficulties. It is very important to make sure they work together in advance. Also, finding someone to do sound for our program is very difficult when our sound person has a conflict.

Submitted by Barbara Cawthorne

Walking Poetry Lovers

Leader: Jay Alagia

Members: Bob Baltes, Mike Peterson, Judy Curtis, John Zemblidge, Jay Alagia

Accomplishments, Challenges, and Opportunities:

Increased Membership.

Intend to continue the activity.

Submitted by Jay Alagia

Affiliate Reports

UU Foundation

See appended report.

Financial Reports

See appended report.

UU Foundation Report

Name of Group/Committee: Unitarian Universalist Foundation of Phoenix
Leader of Group/Committee: Richard "Duke" Plattner, UUFP Board President
Members of Group/Committee: Members of the UUFP Board: Smoot Carl-Mitchell, Gary Ezzell, Ellie Murphy, Marshal Smart, Susan Goldsmith. Regular Guest Attendee: Diana Ashley

Please list all special events/classes/workshops that your group held this year, including date and number attending.

This year the UUFP created a legacy giving society to honor those who have had the foresight and wisdom to remember the congregation in their estate plans. The first annual society reception was held at Richard "Duke" Plattner and Susan Morris' home in March 2014. Thirty people attended this event and helped think of the name of the new society: UUCP Chalice Keepers. Becoming a member of the UUCP Chalice Keepers is simple. Just name UUCP or UUFP in your estate plans and let the office know. People who join the society in its first year are considered Founding Members.

Additionally, the UUFP hosted an End of Life Planning workshop in May 2014 in which seven people attended and Rev. Linda Lawrence and UUCP member, Robert Back, Esq. and Heidi Parmenter presented basic information regarding end-of-life planning.

Please list any people whom you would like to thank for their contributions to your group in 2013-2014.

The Memory Book, in which we record contributions to the Foundation in honor of special friends and family members, received several gifts in memory of Bob Rusconi, a longtime member who died in August. We encourage those who are planning memorial services to suggest gifts to the UU Foundation of Phoenix as appropriate ways to remember those they have lost. Donors are always thanked and sent a copy of the Memory Book page they have made possible. Flowers lose their bloom quickly, but the Memory Book, kept safely in the UUCP office along with our UUCP membership book, provides a lasting way for us to honor those we've known and loved over the years.

Narrative: List major accomplishments of the group, challenges the group faced, and opportunities or plans for the group's future.

The UUFP board hired Heidi Parmenter, Business Administrator for approximately five hours a week to help the board organize and plan a year-round program of events and outreach. This has helped the board accomplish the creation of the UUCP Chalice Keepers legacy giving society with 42 Founding Members. The board also transferred funds from Northern Trust to Mutual of Omaha which allowed the congregation to save .5% on the interest rate of the recent capital improvement loan. This translates into approximately \$21,168 in savings.

UUCP Chalice Keepers Members:

Ellie Anderla
Diana Ashley
Janice Brunson
Smoot & Charlotte Carl-Mitchell
Gary Ezzell
Tish Gauntt
Susan & Richard Goldsmith
Margaret Herrick

Richard & Connie Jahrmarkt
Jan Kaplan & Helen Walker
George & Shirley Karas
Lyman & Dot Manser
Bill Mee
Ellie & Bob Murphy
Douglas & Shirley Odegaard
William Parker & Betty Saylor
Heidi Parmenter
Richard Plattner & Susan Morris
Lucienne Rusconi
Donna Seward
Marshall & Julie Smart
Margaret Stallworthy
Arnold Thaw
Libby Walker
Elaine Warner
Sandy & Don Weir
Kathryn (Kay) Welch
Harriet Williams
Janet Wise
Dale & Lois Fisher

Financial Reports

Available in Office 2.