

2014-2015

**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 2014

JUNE 1, 2014

Draft

Meeting Opened 11:50 by Linda Bellantoni, President Board of Trustees

Chalice lighting

Gene Harvey: Reading

Congregation reads the Covenant from the slide

Quorum check -

“Fifty members shall constitute a quorum for all meetings of the members of the congregation.”- UUCP Bylaws
 Count was made of raised hands and quorum verified.

There were 75 voting members present.

Linda introduced the Rules of Procedure:

- 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.

Motion to Approve the Rules of Procedure carried.

Introduction of the UUCP Board of Trustees (board@phoenixuu.org)

Linda Bellantoni – President (president@phoenixuu.org)

Glen Lockwood – Vice-President

Diana Ashley – Treasurer

Bill Snowden – Secretary

Gene Harvey – Trustee-at-Large

Sarah Montgomery – Trustee-at-Large

Michele Morgan – Trustee-at-Large

Jim Sorgatz – Trustee-at-Large

Jenna Bellantoni – Youth Co-Representative

Ryan Featherston – Youth Co-Representative

Rev. Susan Frederick-Gray, Lead Minister, Ex Officio

Motion made to Approve minutes of the June 2013 and January 2014 Congregation Meeting, which were mailed out to the Congregation.

Motion approved

President's Report by Linda Bellantoni

Linda Bellantoni talked about what the Board had done during the spring.

Financial Report by Heidi Parmenter, Business Administrator

Introduction of the Finance Committee

Jim Allen, Chair

Diana Ashley, Treasurer

Smoot Carl-Mitchell, Member

Shirley Karas, Member

Heidi Parmenter, Business Administrator

Anne Byrne, Director of Children's Ministries

Gloria Swaine, Bookkeeper

2013 – 2014 Big Picture Financials as of May 1

Every year the UU Early Education Cooperative Preschool and the UU Kids Kamp operate and thus bring in tuition income.

The Capital Fund and AZIM operate as needed/planned. For example, this year we had a Mini-Campaign that brought in \$168,926.52 in donations to fund special renovation projects and the start of the Reserve Fund.

Approximately 65% of our total income sources as of May 1 have come from pledges and donations this year. That's \$565,423!

Thank you!

UU Kids Kamp's expenses hit the month of June and are not reflected in this graph.

Not all of the Mini-Campaign expenses have occurred at this time.

As of May 1 our total net income is \$138,747.29

Overall our cash flow is healthy.

UUCP Giving History

Pledge History

2007-2008 Pledging households 203

2013-2014 Pledging households 263

Overall almost a 30% increase in pledging households.

2007-2008 Pledge Budget 290,000

2013-2014 Pledge 408,000

Overall 40% increase in pledges

2013 – 2014 Pledges Paid By Percent

As of May 1 we have 277 active pledges totaling \$412,219.

We have received 79 % of pledged income and project to end the year receiving 94% of the \$412,219 pledged.

The 3rd Quarter Pledge Statements went out in late April.

Thank you for staying current with your pledges. Let the office know if you are unable to pay.

2013-2014 Income vs. Expense as of May 1

YTD Congregation Net Income Budget: \$88

YTD Net Income Actual: -\$25,164

Kids Kamp net profit budgeted for \$28,000 is earned in June.

Other Contributions (unpledged donations) are lower than previous years which may be due to the mini-campaign.

Our actual stewardship pledges are currently \$412,219 and the budgeted pledge income is \$427,000

2013-2015 Strategic Implementation Plan Review by Rev. Susan Frederick-Gray

Within – Members see UUCP as the foundation for their personal and spiritual development and practice

Within: 2013 – 2014 Goals

Establish baseline figures to track percentage of members engaged in at least one ministry offering beyond worship or Sunday school -100%

Total Number of Members: 435

Total Number of Participants: 443

Develop survey to track impact of ministry on people's lives; track progress over time – 100%

Survey done in May

Devote 1/3 of Assistant Minister's time to Adult Faith Development

(Actual: 0% not enough staff time; Rev. Susan took over AFD.)

Within: 2014 – 2015 Goals

Continue Monthly Worship Themes/Expand Small Groups

Determine baseline for frequency of attendance in Children's Ministry

Build community among UUCP instrumentalists

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

Among: 2013 – 2014 Goals

Create Stewardship Team, think outside box on fundraising, support further Fund Development – 100%

Stewardship Team created in January

UUF (UU Foundation of Phoenix) contracting with congregation for Business Administrator's support in Development

Mini-Capital Campaign! Fundraising Successful (exceeded our goal) – work continues! 100%

Increase Multicultural Competency: Daring to Dream Class – Thank you Heidi Singer! – 50%

Assess Multigenerational Programming – 50%

Worship Themes connecting all ages in engagement of theme remains ongoing work

Increase visibility of ministries beyond the congregation – 40%

Created online registration for classes

Increased and experimented with new publicity for Kids Kamp and UUEEC Preschool

More work (and resources) needed for website

Among: 2014 – 2015 Goals

Continue to research new methods for Stewardship

Continue Multicultural Competency: Training for Staff and Leaders

Plan 3 years ahead in budgeting for the future planning

Continue planning for future Intern Minister

Organize team for Capital Campaign

Research options and costs for website redesign

Operate UUEEC Preschool at full capacity

Develop goals for Children's Ministry

Support Music Director in visiting other congregations to learn about best practices in quality and multiculturalism in worship

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

Beyond: 2013 – 2014 Goals

Maintain Fair Share contributions to the UUA – 100%

Prepare to hire a Ministerial Intern in 2014 – 2015 – Delayed

Continue work of Arizona Immigration Ministry (AZIM) – 10% (no staffing; Rev. Susan and individual members offer support to Puente and other groups)

Develop Strategic Goals for AZIM – Not accomplished; no funding or staff

Beyond: 2014 – 2015 Goals

Maintain Fair Share contribution

Prepare for Ministerial Intern in future (possibly September 2015)

Revitalize Justice Ministries

2014 – 2015 Budget

Rev. Susan

Planning & Budget Process (Handout)

Stewardship Results

As of Friday, May 30, we have reached 92% of our goal with 248 pledges received.

In addition to our annual pledges we have raised \$32,340 in one-time gifts to help us meet our goals for 2014-2015.

We are still waiting to hear back from 42 active households.

2014 – 2015 Operations, UUEEC, & UU Kids Kamp Budgets

What's New?

Part Time Administrative Assistant

What's Different?

Community Night will be offered weekly October – November, February – April and once a month May – September

The Board moved approval of the 2014-2015 Budget.

Motion carried; budget approved.

Introduction of Current Nominating Committee

Jimmy Leung, Chair

Elyse Arring

Dale Fisher

Terry Lockwood

Caroli Peterson

Kim St. Clair Relland

Nominations for the UU Congregation of Phoenix Board of Trustees

Jim Sorgatz

Jim Allen

Bill Snowden

Motion From Nominating Committee to Elect

Jim Allen, Treasurer, 1st – 2 year term

Jim Sorgatz, 2nd – 2 year term

Bill Snowden, 2nd – 2 year term

Motion Carried

Returning Board Members

Linda Bellantoni, President
 Glen Lockwood, Vice President
 Gene Harvey
 Michele Morgan
 (YRUU Youth Representative TBA)

Members Transitioning Off the Board

Diana Ashley

Nominations for the Nominating Committee

Gary Ezzell

Ellie Anderla

Charlotte Carl-Mitchell

Motion made to elect the following people to the Nominating Committee

Ellie Anderla, 2 year term

Charlotte Carl-Mitchell, 2 year term

Gary Ezzell, 2 year term

Motion carried

Returning Nominating Committee Members

Kim St. Clair Relland, Chair 2014-2015

Dale Fisher

Caroli Peterson

Members Transitioning off the Nominating Committee

Elyse Arring

Jimmy Leung

Terry Lockwood

Nominations for the UU Foundation of Phoenix Board of Trustees

Ellie Murphy

Diana Ashley

Pauline Peverly

Motion from the Nominating Committee to Elect

Diana Ashley – 1st – 3 year term

Ellie Murphy – 2nd – 3 year term

Pauline Peverly – 1st – 2 year term

Motion Carried

Returning Members

Richard “Duke” Plattner, Chair

Smoot Carl-Mitchell

Susan Goldsmith

Members Transitioning Off the UU Foundation of Phoenix Board

Gary Ezzell

Marshall Smart

Installing Our Leaders

Rev Susan presided over the installation of the Leaders

Leaders:

By accepting this role, we will work to call forth the gifts and vision of the Congregation, its members and friends. We pledge to lead joyfully, creatively and collaboratively.

UUCP Members & Friends:

We pledge to support your leadership; trust you with our feedback; and collaborate with you as together we live out our mission of being a congregation that welcomes all as we share journeys, grow in spirit and advance justice.

Roy ___ moved we adjourn the meeting, it was seconded; motion carried
Meeting adjourned 1:01 PM

UU Foundation of Phoenix Annual Meeting

Richard "Duke" Plattner, President

Duke introduced the foundation Board members and talked about the purpose and what the board has done this spring.

UU Foundation of Phoenix Board Members

Richard "Duke" Plattner, President

Smoot Carl-Mitchell, Trustee

Susan Goldsmith, Trustee

Ellie Murphy, Trustee

Marshall Smart, Trustee

Gary Ezzell, Trustee

Adjourned at 1:13 PM

Congregational Meeting of January 2015

- UUCP Meeting Call to Order (Linda Bellantoni)

- Quorum Check and Rules of procedure

Quorum Check

- *"Fifty Members shall constitute a quorum for all meetings of the Members of the Congregation."* - UUCP Bylaws

We requested members raise their hands and a count was made verifying the quorum.

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*

MOTION: APPROVE RULES OF PROCEDURE

Motion seconded and approved

UUCP Board of Trustees (board@phoenixuu.org)

Linda introduced the Board of Trustees. They are:

- Linda Bellantoni - President (president@phoenixuu.org)

- Glen Lockwood - Vice-President

- Jim Allen - Treasurer

- Bill Snowden - Secretary

- Gene Harvey - Trustee-at-Large

- Sarah Montgomery - Trustee-at-Large

- Michele Morgan - Trustee-at-Large

- Jim Sorgatz - Trustee-at-Large

- Jenna Bellantoni - Youth Co-Representative

- Ryan Featherston - Youth Co-Representative

- Rev. Susan Frederick-Gray, Lead Minister, Ex Officio

June 2014 Congregational Meeting Minutes

The June 2014 Meeting Minutes were emailed to the Congregation

MOTION: Board Calls for Approval of June 2014 Meeting Minutes

The motion was seconded and approved

Financial Report

Heidi Parmenter, Business administrator

The Finance Committee meets monthly to review the financial statements for any variances from the budget. They also assist the staff in preparing the annual budget each year.

Heidi introduced the Members of the committee and they are:

- Diana Ashley, Chair
- Jim Allen, Treasurer
- Smoot Carl-Mitchell, Member
- Larry Reed, Member
- Rick Stivers, Member
- Heidi Parmenter, Business Administrator
- Anne Byrne, Director of Children's Ministries
- Gloria Swaine, Bookkeeper

2014-2015 Pledges Paid by Percent

- As of December 31 we have 273 active pledges totaling \$441,458.
 - Thank you to those 176 households who have paid 50% or more of their pledges as of Dec. 31!
 - The 2nd Quarter Pledge Statements and Tax Statements were being mailed during this week.
- 64% paid 50%+ of their pledge which is typical
 18% paid 20-49%
 19% paid 0-39%

2014-2015 income Vs. Expense as of December 31

Congregation Net Income Budget: \$53,172

YTD Net Profit Actual: \$52,819; on target for a balanced budget.

As of the meeting, the preschool had revised their budget and now project to end the year with a positive balance.

Strategic Planning Process

How the budget connects to the Strategic Plan:

Mission

Vision

Strategic Ends

Implementation Plan

Annual Budget Preparation

Stewardship Campaign

Annual Meeting

2014-2015 Ministry & Strategy Update

Presented by Rev. Susan Frederick-Gray

Within – A Foundation for Personal & Spiritual Development

To work toward this end state we did the following:

- Expand Small Groups & Continue Theme based Ministry
- Currently 12 small groups (up from 9 previous year)
- Addition of identity groups (Young Adult, GLBT, Christian, Men's, Senior Women's)
- Build Small Groups among instrumentalists:
- Strings, trombones, One Breath, Band – adding dimension and variety

Among – Healthy, Multicultural, Multigenerational, committed & sharing

To work toward this end state we did the following:

- Strengthen Stewardship – Add a face to face component to Stewardship this year (Smoot Carl-Mitchell, chair)
- Create specific Goals for Religious Education – Focus Groups this Spring (Anne Byrne)
- This spring, initiate Capital Campaign team to assess further capital needs of campus (Duke Plattner)
- Multicultural Training with Beth Zemsky – work to build on that learning next year

Beyond: Flagship Congregation; Beacon of Moral Conscience

Key goal was to increase Justice Ministries

- New:
 - Immigration Justice Small Group Ministry (Sandy Weir, team leader)
 - Sewing and Craft Circle – from Activity Group to Justice Ministry Team (Paula Adkins)
- Nascent (in progress):
 - UUJAZ – get on track for UUCP to officially join (Bill Lace)
 - Initial planning for a multicultural awareness or racial justice ministry team (Heidi Singer and Kathy Kruse)
- Continuing:
 - Eritrean Refugee Initiative (Libby Walker)
 - New Day Center Ministry (Janet Williams)

Vision process

7 years ago – some very clear and specific goals were set. They included:

- Grow in quality of community, beloved community
- Grow in numbers to stay on property
- Build the sewer and restroom core
- Have an impact on at least one justice initiative

A renewed vision

Every 5 years or so – engage discernment conversations

Now is the time to clarify our Vision

How is our future calling to us?

Some characteristics of a vision are as follows

- A Vision captures an image of the future we seek to create
- Inspire and call us in to the future

And it should:

- Be clear and memorable so it doesn't gather dust on the shelf
- Be meaningful and understandable to us, but also to the public
- Help direct next round of strategic ends, resources and priorities.

Vision Task Force

The Vision Task Force is a Task Force of the Board charged with engaging the congregation in a conversation about UUCP's vision and developing a renewed Vision statement. Rev. Susan works with the task force. The board discussed having a diverse group of congregants on the Vision Task Force.

The following people were asked and agreed to participate

- Sam Kirkland, Convener
- Jenna Bellantoni
- Susan Goldsmith
- Janet Jenkins

- Matt Thesing
- Marshall Valentine

General Assembly & District Assembly 2015

District Assembly

- Theme: The Vitality of Interdependence
- Dates: April 24 – 25, 2015
- Location: Valley UU
Congregation in Chandler, AZ
- For more info:
www.pswduua.org

General Assembly

- Theme: Building a New Way
- Dates: June 24 - 28
- Location: Oregon Convention
Center, Portland, OR
- For more info: www.uua.org/ga

2015-16 Challenges & Opportunities

- The Alban Institute's "Inside the Large Congregation" conference showed the relationship between the average worship attendance and the fulltime equivalent (FTE) number of staff based upon a survey of 83 congregations.
- UUCP's FTE staffing numbers fall below the levels reported in the study.
- 43 % Growth in members since 2008
- 30 % Growth in staff since 2008

Average Worship	Clergy FTE	Program FTE Admin	Admin Support FTE
200-399	2.2	1.9	2.3
2007-08	1.0	1.875	1.0
2014-2015 273	1.75	1.5	2.125

Key Goals

- Continue strong worship, music and themes based approached
- Increase staffing hours for Children's Religious Education Ministry (8 hours)
- Hire an Assistant Minister (either half time or $\frac{3}{4}$ time) – Pastoral Care, Membership, Unicare, Welcoming Ministry, Community Nights and Fellowship Costs

Costs for these goals is a roughly \$45,000 increase, which represents 10% of the expense budget
Reasons for the increase: Onetime gifts last year (\$35,000), benefit increases, debt service increase

Questions and Answers

Q1: What is the plan for funding the music and getting a new music director:

A1: Benjie Messer, Music Director, will make arrangements with the choir about what is needed in a director.

We have increased the budget for music each of the last 5 years.

We won't increase the budget this year.

- Q2 Comment on the difference between the improvements in finances this year over last year.
 A2 We had the matching gift at the end of last year that brought in \$35,000 in one time gifts and we were much more conservative (and accurate) in budgeting pledge income this year

Unitarian Universalist Foundation of Phoenix (UUF)

Richard "Duke" Plattner, UUF PRESIDENT

Duke talked about the function of the UUF. The UU Foundation has two parts, a general endowment and a Memorial Garden endowment fund for the long term care of the garden. We will be receiving a bequest this year to the Foundation that may double the balance of the Foundation.

Information is available on the web page

Smoot Carl-Mitchell

The Foundation has a balance of \$547,000, and is expected to contribute \$28,000 to the congregation this fiscal year.

Heidi Parmenter is a part time staff for the endowment as of last year.

Mutual of Omaha is the bank that holds the money. UUF consults with the bank every quarter.

Motion: adjourn midyear congregational meeting

Motion is seconded and approved; meeting adjourned at 11:06 AM

Next meeting: June 7, 2015

Board of Trustees Report

Leader: Linda Bellantoni, President

Members:

Glen Lockwood, Vice President

Jim Allen, 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, Youth Co-representative

Ryan Featherston, Youth Co-representative

Susan Frederick-Gray, Ex Officio

Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

- The Board held 11 scheduled meetings and one ad hoc meeting over the course of the year, and additionally met for a day-long retreat facilitated by the Rev. Dr. Ken Brown, Executive of the UUA Pacific Southwest District.
- The Board conducted 10 Governance Working Group meetings, at which specific Board-directed tasks were accomplished.
- In November, 2014, the members of the Board attended the Multicultural Competency Workshop presented by Beth Zemsky, MAEd, LICSW, designed to improve intercultural awareness and inclusiveness skills.

- The Board sponsored its second annual “Wine with the Board,” an event donated as a fundraiser to the Auction.
- A subset of Board members attended the UUJAZ workshop/training in September, 2014.
- The Board conducted the Annual Congregational Meeting in June and the Mid-Year Congregational Meeting in January.

Please list any people whom you would like to thank for their contributions to your group in 2014-2015.

The Board would like to thank those members whose terms are ending this year (or who are leaving the Board) for their time, dedication, and service to the congregation: Linda Bellantoni, Bill Snowden, Jim Sorgatz, Michele Morgan, and Gene Harvey.

The Board would like to thank our youth co-representatives, Jenna Bellantoni and Ryan Featherston, for their energy, insight, and valuable perspective. Good luck to both of you in college!

The Board would also like to thank Rev. Susan Frederick-Gray for her leadership, her talents, and her masterful execution of the executive functions of the congregation.

The goals for 2014-2015 were to:

- Continue execution of the UUCP Strategic Plan;
- To exercise its fiduciary responsibilities by providing appropriate oversight of the congregational finances;
- To review and, as appropriate, amend or modify governance policies;
- To address issues of Board concern as they arose; and
- To work collaboratively with the Minister to ensure responsible administration of congregational business and effectively execute the Mission of the Congregation

What does the group have planned for 2015-2016 and beyond?

In the 2015-2016 program year, the Board will utilize the new Vision Statement to begin to revisit the cyclical Strategic Planning Process. The Vision, in conjunction with the Mission and our Principles, is the cornerstone of the process to establish long-term strategic goals: our Ends Statements. Equally important is for the Board to build upon what was heard from the congregation through this process to inspire involvement, generosity, and community.

What key decisions were made in 2014-2015?

- The Board initiated a Visioning Process for UUCP. We appointed a Vision Task Force to guide the congregation through discerning conversations to arrive at a new Vision Statement. Members of the Task Force are Sam Kirkland (Convener), Susan Goldsmith, Matt Thesing, Janet Jenkins, Jenna Bellantoni, and Susan Frederick-Gray.
- The Board clarified, modified and approved updates to the General Assembly Delegates Policy.
- The Board, as representatives of the Congregation, signed on to the Freedom to Marry Initiative.
- The Board supported Rev. Susan Frederick-Gray in a federal lawsuit against Sheriff Joe Arpaio.
- The Board held a series of generative discussions on each of the three Strategic Ends Statements; while these discussions did not have tangible outputs, per se, they provided substantive input to the Minister and staff in the planning for the annual Implementation Plan and annual budget planning process.
- The Board approved the creation of an Assistant Director of Children's Ministry position and increased staff hours for religious education in next year's budget.

- The Board strongly advocated for an increase in staff compensation and for the creation of a plan to put the congregation on a path to meeting mid-point compensation levels for staff in our geographical region.
- The Board dealt with several personnel issues in Executive Session, including an instance of utilizing the Disruptive Behavior Policy.
- The Board fulfilled its responsibilities of oversight by monitoring the financial health and status of the congregation, and conducted assessments of the performance of the Lead Minister and its own adherence to Policy Governance.

Lead Minister's Report

This has been a year of deepening and strengthening our ministry as well as dreaming about the future. One of the biggest tasks of the year, directed by the Board of Trustees, was to embark on a Visioning conversation in the congregation to clarify and renew our direction and dreams for the future.

One of the essential roles of the Board of Trustees is to articulate the long-term goals, or Ends, of the congregation. The Mission and Vision are key statements that define the direction of the congregation. Strategic Ends are more clearly defined goals to help us achieve the Mission and Vision. This Vision Process, led by the Board-appointed Vision Task Force, is intended to help shape the next strategic plan, which will likely take shape in 2 to 3 years. [For more details see Vision Task Force]

As we dreamed about who UUCP could be in the future, we also attended to strengthening our ministries. There is so much to celebrate. Below are some of the highlights from the year.

We surpassed our Stewardship Goal!! We set a fairly challenging stewardship goal – to increase pledges from \$427,000 to \$460,000. With a match gift at the end of the campaign, we raised \$461,000 in pledges and one-time gifts! This was crucial to increasing staff hours for our Children's Ministry program and continuing to fund a second minister position for next year. A key factor in this success was the Stewardship Ambassador program that involved over 75 face-to-face visits for stewardship. It was incredibly moving to hear members share their stories of how UUCP has made a difference in their life and how they balance all the variety of demands in their lives and still make UUCP a priority in their giving. What a blessing this congregation is to so many people, and what a blessing and gift our members are to this community. I want to give a huge shout out to the Stewardship Team (Smoot Carl-Mitchell, chair; Jim Allen, Diana Ashley, Carey Crabbs and Brian Quinn) for their work in getting new ideas from other congregations and all being Stewardship Ambassadors. I especially want to acknowledge Heidi Parmenter, our Business Administrator, who has devoted a significant portion of her continuing education toward fundraising and development, bringing new ideas, creativity and innovation to our Stewardship program. As Business Administrator, Heidi handles most of the organization and administration of the communication and follow through of the campaign. Her behind the scenes efforts are many and crucial to our success. Thank you, Heidi!

I also want to thank all of the members of UUCP for your generous support of this ministry. This year, we were able to add a half time Administrative Assistant to the Lead Minister to provide administrative support so that I could dedicate more time to justice and strengthening the ministry of the congregation. In September, I hired Kristina Benner, as Administrative Assistant. One of the places where this additional support has been especially helpful was in Stewardship. This position was key in having the time to create the Ambassador program and recruit and train leaders for the work and even do a few personal visits myself. It also supported my efforts to help turn out UU clergy from the Pacific Southwest District to march during the 5 Years of

Resistance march against SB 1070, as well as be active in the press conferences and event in support of the federal lawsuit *Puente v. Arpaio*, of which I am one of the plaintiffs (more on this later in this report).

2014-2015 was the second year of using a theme-based ministry approach. This approach connects worship, small groups and communication together through a monthly theme. I work with the Worship Associates and Small Group Facilitators to brainstorm themes for each month of the program year. Each month, these lay leaders contribute personal reflections, poems, words of wisdom, questions and exercises to help individuals reflect on the theme in their personal lives. These contributions shape the worship services and are compiled in the monthly packet the Small Groups use for their sessions. This continues to be one of the most rewarding pieces of the ministry for me. It has strengthened my preaching, added a depth and quality to our services, and created a shared ministry of theological reflection within the congregation. I am thrilled with how this themes based approach has strengthened the cohesiveness and spiritual depth of worship and small groups. I am grateful for the wisdom and leadership of our Small Group Facilitators and Worship Associates. I am inspired by the staff's reflections on the themes through the monthly Horizons Journal.

This year we saw significant growth in our Small Group Ministry program. We had 12 active small groups (up from 9 the previous year) which included new this year, several identity based small groups, including a Young Adult group, a Senior Women's group, a Men's group, UU Christians group and a GLBT group. In total, we had over 130 people participating in small groups! This is a 50% increase in participation over last year! Not only are these groups a chance for people to make connections, build relationship and nurture their own spiritual and emotional growth, the groups also serve a pastoral ministry, creating a caring circle within the group and the Facilitators are pastors to the group, reaching out to people when they are facing difficult challenges and helping the ministers stay informed when serious challenges or illnesses arrive. One of the largest success stories is the Small Group at the Beatitudes campus, which has about 15 members, most from Beatitudes. This group allows members who are no longer able to attend UUCP to stay connected to the congregation and to have the ministry better connected to them. In addition, the packets and the theme connection to worship helps them stay connected to the conversation and reflection that is happening at UUCP. Next year, plans are already underway to begin a group at Friendship Village in Tempe!



Beatitudes Small Group, Facilitators:
Rev. Linda Lawrence and Ellie Anderla

We continue to take steps to realize our vision of being a multiracial, multicultural and multigenerational community. This year we hired Beth Zemsky, an expert trainer in the field of intercultural competency, to lead a two-day training at UUCP. The first day was for the UUCP Board and staff and the second day was open to UU congregations across the state. UUCP Board member, Gene Harvey, commented that he felt like we were living out our goal to be a flagship congregation on this day, providing resources and being looked to for leadership across the state. Zemsky's training shared a developmental model for understanding intercultural competency,

highlighting that building multiracial, multicultural, and multigenerational communities is not just about creating the right mind set, but also the work of building a strong skill set to communicate, collaborate and build community across the many differences in culture. Our hope next year is to continue to work with the resources Beth shared with us to continue to develop intercultural skills across the ministries and membership at UUCP.

Personally, one of the biggest highlights of the year came on Friday, October 17, 2014. This was the day that Marriage Equality became a reality in Arizona! Prior to this victory, I and other Unitarian Universalist and United Church of Christ clergy were working with a Why Marriage Matters AZ coalition dedicated to educating the public from a faith perspective on the importance of marriage equality. UUCP signed on as an endorsing congregation to Why Marriage Matters AZ. On that day, I and the other clergy in the coalition headed to the clerk of courts across the state to be available to marry same sex couples.



On that day, I joined in legal marriage 13 couples outside the downtown Phoenix clerk's office. One couple had been together 26 years, another 24 years, another 23 years, and many who were together anywhere from 5-15 years. After many of the ceremony's UUCP folks Benjie Messer, Sarah Montgomery, Anne Byrne, Sandy Weir, Lori Williamson sang "We Give Thanks" for the couples. It was one of the most joyful days of ministry!

Throughout the rest of the year, Rev. Linda and I agreed to marry same sex couple at no charge, and each of us officiated at several more weddings, most here at UUCP. In 2010, I stopped signing marriage licenses until I could sign them for all couples, a policy that Rev. Linda also practiced. It was an incredible joy to be able to again fully and legally join people in marriage. What a wonderful way to end 2014!



Rev. Susan signs her first AZ
Same Sex Marriage Certificate



Celebrating Marriage Equality in Downtown Phoenix. October 17, 2014

Sarah Montgomery, Anne Byrne, Benjie Messer, Sandy Weir, Lori Williamson and Marcos Williamson

Staying with the theme of ministry beyond the congregation, at the end of last program year, I joined as a plaintiff to a federal law suit against Maricopa County Sheriff Joe Arpaio and Maricopa County Attorney Bill

Montgomery to bring a constitutional challenge to two segments of Arizona identity theft law that has been used to raid workplaces and charge undocumented workers as felony identity thieves. These raids and this law jeopardize future chances that these workers may have for immigration relief. Where the case stands today is that federal judge David Campbell issued an injunction stating that the law is likely unconstitutional and may not be enforced while its constitutionality is being determined. This was a huge victory for Puente (the major plaintiff in the case) as it brought an immediate stop to the workplace raids threatening working families. More information: <http://puenteaz.org/blog/breaking-injunction-granted-in-puente-v-arpaio/>

This year, I set the goal to rebuild the foundation for Justice Ministries including an overall structure for the program. We have fully moved to having Justice Ministry teams organized around a specific issue or activity. We expect these groups to be in partnership with an organization beyond UUCP, recognizing that there are many groups whose sole mission is working on a particular advocacy issue and our best efforts can be used in partnering with these groups rather than inventing separate efforts. Congregational members can organize groups and apply to be approved as a Justice Ministry team. The approval is for 2 years and groups can reapply as many times as they wish and are active. Here is a link to the application [http://www.phoenixuu.org/files/Justice Team Application.pdf](http://www.phoenixuu.org/files/Justice%20Team%20Application.pdf)

This year, we had 3 Justice Ministry teams. The Eritrean Refugee Initiative, which may change its focus next year as less refugees are coming from Eritrea and the ministry now is serving refugees from all over the world. They are also exploring a deeper relationship with the International Rescue Committee (IRC). Our second Justice Ministry team is the Sewing and Craft Circle which switched from an activity group to a Justice Ministry Team as their work really is a ministry of outreach to children in need here in Phoenix and abroad. Finally, we had a brand new Justice Ministry team form this year, which is using a new and innovative approach to Justice work. This is the Immigration Small Group Justice Ministry Team (ISGJM) led by Sandy Weir.

I first learned of this model at the annual issues forum for UUJAZ, the statewide UU Justice Arizona advocacy group. The model comes out of a Boulder, Colorado, UU congregation. It combines the spiritual reflection and intentionality of Small groups with the work of justice beyond the congregation. The ISGJM has developed a strong partnership with Puente, AZ, and members of the team are at Puente once a month to provide a service. The work and model of ISGJM is a great reminder that as allies in justice work, we are not the ones to define the strategy, but to plug in to help, support and be in service to the effort. My hope next year is to have Sandy Weir and the other members of the ISGJM share the model more broadly in the congregation and see if there may be other members of the congregation who are interested in starting a justice ministry with this model.



5 Years of Resistance to SB 1070 -UU's
from UUCP and across the Pacific
Southwest District
April 28, 2015

Through the partnership with Puente, UUCP was invited and has signed on as part of the One Phoenix ID Coalition, supporting a local municipal ID that residents of Phoenix could receive. The Phoenix ID would be a multifunction identification card which will provide valid proof of identity and Phoenix residency, incorporate access to bus and light rail, streamline use of city services including libraries and community centers, as well as provide discounts at participating shops and restaurants.

The work initiated and funded by our Mini Capital Campaign in 2013 was completed this year, with upgrades to the sound system and speakers in the sanctuary and the addition of a handicap accessible ramp and rails installed at the door that connects the main building to our annexes. Over the past 5 years, we've invested well over \$1.3 million dollars into our campus and it shows! We continue to pay for about half of these improvements through our mortgage, each year incorporating more of the mortgage into the operating budget. Over this upcoming year, we will kick off a new Capital Campaign committee to look at the next stage of building improvements as well as making provisions to buy down or provide increased capital reserves for the mortgage. I want to thank Richard Plattner for serving as Chairperson of the Capital Campaign team.

One of the most difficult things this year was preparing to say goodbye to our Assistant Minister, the Rev. Linda Lawrence. Working with Rev. Linda was a tremendous gift. The care she brought to this ministry and to staff strengthened and expanded our ministry. Linda provided incredible pastoral ministry to the whole congregation while also expanding the Unicare Ministry, nurturing Small Groups, creating a streamlined process for inviting people into membership and then connecting them to the Welcoming Ministry. It was my privilege to work with her, and preparing for and celebrating her retirement from our ministry was a bittersweet process, with the sadness of saying good bye, and the joy of celebrating all she and her husband Gary have given and shared with UUCP. After some time away, Linda and Gary do intend to reconnect with the congregation.

I am grateful for the incredible UUCP staff members who bring their hearts and minds fully to this ministry. Their partnership in helping UUCP be a place of inclusive welcome, shared community, spiritual and personal growth, grounded in a shared commitment to love and justice brings so much joy through both the challenges and celebrations of this ministry. This year, Benjie Messer, our Music Director, took over the responsibilities of Choir Director after we celebrated Connie Jarhmark's 17 years of music ministry with UUCP in July 2014. Benjie brings wonderful strengths to his music leadership at UUCP. An exciting addition this year is the new ensembles that he has helped form, including Open Strings, Blessed Brass, The Dissidents and the UU Ukes (ukulele group).

Anne Byrne has brought a tremendous leadership to the oversight of the UU Early Education Cooperative (UUEEC) preschool and strong dedication to our congregation's children's ministry program. As Director of Children's Ministries, she oversees both these programs. This combined staffing position has led to two very positive years of partnership between the congregation and the preschool. Unfortunately, there remain difficult financial realities for the school. After a significant deficit last year, and a lot of very dedicated effort and attention from the school and the congregation, the school may end the year just breaking even or with a small deficit. There are a number of obstacles and challenges the school faces and we need to look seriously at whether or not these can be overcome.

This year, Anne set the goal of tracking not just attendance at our Sunday Children's Ministry program but the frequency that children attend with the goal of increasing this by 20%, and the program exceeded this goal. At the close of last year in June 2014, the average frequency of each child's attendance was 17%. This is the baseline we used to track progress. Through this year, October 2014-May 2015, the average frequency of attendance was 43%. We now have a system to track not just attendance numbers, but the frequency that children and youth attend. This helps us moving forward to track participation levels in the program. Our goal is

to have children participate regularly and consistently in the RE program with the expectation that that is an indication of the success and value of our children's ministry.

Anne Byrne has brought a great non-anxious, conceptual and strategic leadership to both our Sunday School, UUEEC preschool and to the staff team at large. It is with sadness that we prepare to say goodbye to Anne as she follows her heart and calling into new directions. She will be transitioning out of the role of Children's Ministry Director at the end of July. I will greatly miss the experience, insight and big-picture thinking that Anne brought to our ministry. She has been a great addition to the staff over these last 3 years.

While this has been a year of deepening and strengthening our existing ministry, next year I foresee will be a year of transition. I expect we will make some interim staffing decisions while we enter a search process for a new Assistant or Associate Minister. With two positions opening at the same time, we may have an opportunity to rethink how we are staffed. We will be engaging in conversations going forward to answer this question. It is exciting to enter into a process to search for and hire a new second minister. But it will also mean being patient in the interim process and using this time to get clarity on the skills we need in our next minister.

In addition, as we look to next year, we have an opportunity to experiment with some ideas that came out of this year's Pacific Southwest District Annual Meeting (DA). We were fortunate that DA was in Arizona, hosted by the Valley UU Congregation in Chandler. DA is only in Arizona once every 6 or 7 years. Over 20 people from UUCP were in attendance at some portion of the District Assembly. The keynote speaker for the event, the Rev. Scott Tayler, challenged us to think about how we might better collaborate and share resources with other UU congregations. Rev. Andy Burnette of Valley UU, Rev. Terry Sims of the UU Church of Surprise and I have been talking about how we might do this here in the Valley. One idea we would like to implement soon is to have the same monthly themes across our congregations so that we might be able to do pulpit sharing more easily and potentially create shared small groups that meet in neighborhoods where members from multiple UU congregations may live. Obviously, these are just initial ideas, but it is exciting to think about how we might expand our presence and the impact of Unitarian Universalism first by working together across congregations.

I have been nurtured by this past year of ministry and inspired by the increasing commitment, participation and generosity of the members and friends of UUCP. I am excited about the opportunities that are ahead for continuing to strengthen and grow the quality, depth and reach of our ministry.

It is my sincere pleasure to walk with you in this ministry of love and justice.

Yours in love,
Susan

Staff Reports

Assistant Minister

I write this report on my last day as UUCP's Assistant Minister. It has been a good and productive year, and I leave with sadness but also with anticipation of the adventures that lie ahead in retirement.

It has been a pleasure to work with the Membership Committee for the past five years. They have always had good leadership and committed members and that has been true this year, too, with Jenny Jones Moats as Chair,

Margaret Leahy as Co-Chair, Kristina Benner as Pathway to Membership Coordinator, and active members Janet Persen, Benny Butt, Diane McComb, and Jennifer Smith. These folks led Pathway to Membership with the ministers, organized the UUCP Coffee Hour Showcases (opportunities fair) and the annual congregational picnic, helped people get connected to the ministries of our congregation, pinched hit for Starting Point tours, and served faithfully as part of our Welcoming Ministry teams on Sunday mornings. I owe them a huge debt of gratitude and appreciation for all they have done for/with me and for/with the congregation. Thanks to former Membership Committee Members Caroli Peterson and Terry and Glen Lockwood for pitching in to help with various projects this year, too, when extra hands were needed. Please refer to the Membership Committee's annual report elsewhere in this document for more detailed information.

I want to especially thank our Lead Ushers and Lead Usher subs and those people who have stepped in to be Lead Greeters when I was unavailable or otherwise occupied: Lead Ushers - Bob Aitken, Gary Ezzell, Michael Hipps, Gary Lawrence, Margaret Leahy, Eric Muehlstedt, Larry Reed, Mike Sheffer, Jim Sorgatz, Matt Thesing, Carl Tippins, Marshall Valentine, Dale Wiebusch, and Curt Yeager; Lead Greeters – Kristina Benner, Mary Dawes, Joan Gale, Julie Smart, Jennifer Smith, and Lydia Yanak. Staff members have also helped by staffing the Welcome Table during some services when I was involved in leading the service or was out of town. Thank you, Kristina Benner, Heidi Parmenter, and Jill Story! And, of course, so many of you volunteer your time faithfully to be Greeters and/or Ushers. Thank you!

I have worked with Unicare for four years and this year's team was Maureen Jeffries, Barbara Berg, and Cara Denby (fall). Maureen has managed the Unicare email list. Barbara has been our Memorial Services Coordinator, and Cara and I have coordinated our Friendship Partners program. Because of the unusual number of memorial services this year, Maureen was very busy sending out emails for Rev. Susan and myself, and Barbara was very busy helping families with memorial service set-up and reception planning. Please refer to Unicare's annual report elsewhere in this document for more detailed information.

Thank you, Maureen, Barbara, and Cara for your gifts of time and presence to help create a more caring community. Thanks to all of you who volunteer your time and presence in response to Unicare emails, as Friendship Partners, and as memorial services volunteer helpers. We are surely building beloved community with these efforts.

I've had the pleasure of co-leading two Small Group Ministries this year – one with Ellie Anderla on the Beatitudes campus and one with Gary Lawrence – an open group which has been very successful in getting new people engaged and introducing many to the Small Group Ministry experience. I have also led the Small Group Facilitators group on a few occasions this year. Participating in these groups seems like one of my spiritual disciplines, and I will miss it and the lovely people I've gotten to know through our SGM program.

Community Nights fall under my area of responsibility, and this has been an easier year for me with that program thanks to our great team of cooks led by Janet Williams! Thank you, Janet, Donna and Teri Talbot, Sarah Foerster, and Amanda Rogers! Did you readers notice that these wonderful ladies are all relatively new (or returning) members?! Pretty awesome of them to make such a commitment to UUCP!

Our Custodian, Manuel Gomez, made my life easier by setting up tables and chairs for Community Night this year. Belinda Clark has been our Sexton and Paula Allen and Sage Fisher have been our Sexton subs. Thanks to all of the above and thanks to members and friends of the congregation who made these events so enjoyable and were always willing to pitch in when it came time to put away tables and chairs. We've averaged 40-50 people (adults and children combined) at our Thursday evening Community Nights. Raising the price a bit helped us cover the cost of food completely and also helped us contribute to the cost of Sextons and Chalice Kids leaders.

I have preached some and participated in services in various ways, officiated for weddings and memorial services, made hospital/nursing home/home visits, and provided pastoral care and counseling this year. I've worked with staff on many behind-the-scenes details for planning and carrying out the programs of our congregation. I've been able to participate in some justice events for humane immigration reform. It's been a full and satisfying year.

It has been such a pleasure to work with this year's staff. We've been a good team. I hope that you, the members of this congregation, recognize that it takes a good staff team partnering with our lay leaders and many volunteers to keep our community going, to make progress in living our mission of welcoming all in building religious community, sharing our journeys, and advancing justice. Rev. Susan cannot possibly do all the work that I've done, and I'm not bragging. It's just a fact that I do a lot as do all of our staff members. This congregation needs an assistant or associate or co-minister. It is my hope that the congregation will support the hiring or calling of such a person to share in the ministerial leadership of the congregation.

Thanks for the fabulous send-off! I very much appreciated all of the cards, personal messages, hugs, blessings, and gifts received as well as the acknowledgment that Gary Lawrence was my right-hand man for many things at UUCP and an active lay leader. We both shall miss you, but we look forward to our return sometime in the future as fellow members of the congregation. Until then, continue to be the wonderful congregation you are!

Love,
Rev. Linda Lawrence

Business Administrator

As the Business Administrator I work closely with the following groups, each of whom have their own individual reports:

- Finance Committee
- Stewardship Team
- Home & Garden Team
- Unitarian Universalist Foundation of Phoenix

Each of these groups saw changes this year primarily in new ways of thinking about the work we do. The Finance Committee, Gloria, our Bookkeeper and I redesigned our monthly financial statements to be a better management tool for staff. Gloria, Director Anne and I worked together to change the timeline of when the draft statements and transaction details are distributed to allow staff more time to prepare for the monthly Finance Committee meetings. The committee is also rethinking how we enter our mortgage payments in our accounting system for better clarity and accuracy in reporting.

The Stewardship Team brought back the face-to-face canvass method in our Stewardship Campaign with remarkable success (see the Stewardship Team Annual Report for more details). We extended the campaign by a few weeks and we changed the timeline for mailings. This allowed Susan and I more time to be thoughtful about the details in the campaign and add more personal touches.

The Home & Garden Team is in its second year and we are working on a Charter to help us define our roles and responsibilities and to find focus on how we support the mission of the congregation through the Strategic Plan. We are learning how to work together as a cohesive team, respecting the talents we each bring to the community.

Finally, the Unitarian Universalist Foundation of Phoenix has been discussing the possibility for immediate use of Foundation funds to support the congregation's mission now. Traditionally, the Foundation has acted as an Endowment, with a percentage of the fund released each year to the congregation annual operating budget. Occasionally, the UUCP Board of Trustees would ask for a loan from the Foundation to help support immediate needs. The Foundation recognizes that some donors may wish to have their legacy gift be used immediately instead of going into an endowment fund. Of interest to the Board is creating guidelines to help us manage these cases. For more information on this issue, read the UUFP annual report.

Respectfully Submitted by Heidi Parmenter, Business Administrator

Director of Children's Ministries

Members of Group/Committee:

UUCP Children's Ministry

UU Early Education Cooperative Preschool

UU Kids Kamp

***Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.**

Children's Ministry

Worship Services

Our Children's Ministry program participated in planning and implementing several worship services over the last year:

Multigenerational services -- All generations gathering at regular worship services:

In-gathering Water Service (September 7, 2014) -- UUCP's annual ritual of gathering together in September with offerings of water from our summer experiences

Dia de los Muertos All Souls Day (November 2, 2014) -- Celebration of Day of the Dead and All Souls Day, where we honor those loved ones who have died through our beautifully decorated Dia de los Muertos altars.

Thanksgiving Bread Service (November 23, 2014) -- UUCP's service of thanksgiving and bread sharing. Members of the congregation bring offerings of bread that represent a family tradition or heritage to share with others.

Christmas Eve No Rehearsal Nativity Play (December 24, 2014) -- Now a UUCP tradition, we once again performed our no rehearsal nativity play, which invites children and adults alike to play a role in the story of Jesus' birth and the miracle of birth.

Flower Communion/Earth Day (April 19, 2015) -- Originated by Norbert Capek, flower communion is a ritual celebration of diversity and community. This year, flower communion was combined with our Earth Day and Celebration Sunday service.

Children's Chapel -- Services for children and youth:

Yom Kippur (October 5, 2014) – Exploration of Yom Kippur and forgiveness.

Winter Solstice (December 21, 2014) -- A lively service that re-enacted winter solstice rituals and welcomed back the sun.

Courage Sunday/MLK Service (January 18, 2015) – Lessons on courage and bending the arc of the universe towards justice.

Intention (March 1, 2015) -- Children examined the value of practicing intention setting, including playing with the Seven Principle Intention Setting Prize Wheel.

Youth Led Services – Services planned and facilitated by youth.

YRUU Sunday (March 29, 2015) -- An annual highlight at UUCP, this year's youth-led service was inspiring and engaging as youth shared their perspectives on the theme of intention.

Coming Of Age (May 17, 2015) -- This service celebrated the effort and perseverance of the Coming of Age candidates in the culmination of their year-long program exploring their own and other's beliefs.

RE Sunday (June 7, 2015) -- This showcase of the past year's religious education program demonstrated the lessons and messages from our Sunday School classes.

Religious Education

We had a total of 86 children and youth registered in our religious education programs, with an average weekly attendance of 50 young people. Over 100 children and youth visited our Sunday School classes throughout the year as guests. Weekly childcare was provided to babies and toddlers during worship service, provided by longtime staff members Tiffany and Daniel Mendez.

Sunday School

Starting at age three, our elementary children participated in weekly aged-based classes, with two grades per class. Most classes utilized curriculum developed by the Unitarian Universalist Association's Tapestry of Faith program, including Chalice Kids, Love Surrounds Us, Signs of Our Faith, Amazing Grace, and Sing to the Power. Our dynamic and dedicated teaching team prepared and delivered lessons every week to our diverse students. Our elementary teaching team included Carrie Matteson and Gabby Gareau: Preschool and PreKindergarten; Jen Hempel and Sarah Foerster: Kindergarten – 1st Grade; Cherilyn Walley and David Johnson: 2nd – 3rd grade; Christine Marshall, Cheye Bollman and Karin Quinn: 4 – 5th Grade; Carrie Liftshitz and Francis Wiget helped out in classes as needed.

OWL

We held an Our Whole Lives (OWL) class for Kindergarten -- First Grade students in the spring. Jen Hempel and Geoff Anderla taught the class, which included 4 children from outside the congregation. This class is part of our two year series of OWL classes that also include sessions for 4th and 5th grade students and the comprehensive middle school OWL program.

Coming of Age (COA)

Ten middle school-aged youth participated in the comprehensive Coming of Age program. Starting in September and continuing through May, youth explore different faith traditions including visits to others houses of worship and develop their own “credo” or statement of belief. Youth are supported in their explorations by a mentor from the congregation. The COA program culminated with the COA service, where youth shared their credos with the congregation. COA members included Andrew Bergstein, Eli Bergstein, Malcolm MacVean, Alex Marshall, Saoirse Mooney, Sage Peterson, Katie Quinn, Sara Rhodes, and Rasa Walter. The COA program was taught by lead teachers Susannah Garza and teachers Gary Ezzell and Caitlin Tuffin Gaspar. Mentors included Dale Wiebusch, Fred Garza, Cara Denby, Carrie Lifshitz, Susan Morris, Jaynn Truran, Susan Goldsmith, Rajeev Arora, and Caitlin Gaspar.

Young Religious Unitarian Universalists (YRUU)

Our YRUU group made a significant transition from adult led meetings to youth led meetings during the past year, with Ryan Featherston and Chloe Dubish serving as the youth leaders. YRUU met weekly for discussion, planning and community. Many members of YRUU also participated in district conferences and senior high camps at Camp de Benneville Pines as both participants and leaders. Caleb Crabbs, Katie Gibson, and Tommy St. Clair served as staff at winter camp. YRUU is fortunate to enjoy advising from Geoff Anderla, Sarah Montgomery, Katherine Kosmider, and Jon Lifshitz.

Chalice Kids and Child Care

Thursday night Community Nights were a draw for many families. Parents participated in classes and meetings and the children enjoyed Chalice Kids, our Thursday night childcare program. Staffed by Caitlyn McClellan, Chalice Kids included free play and activities in our preschool rooms.

Childcare was provided on Wednesday nights for choir and group members and on Sunday mornings prior to worship services.

UU Early Education Cooperative

The UU Early Education Cooperative Preschool continued providing early childhood education in a parent cooperative setting. Now in its 54th year of operation, EEC is an intimate, family friendly learning environment for children 2-5. The play-based philosophy of the preschool encourages exploration and develops social and emotional skills in young children. The preschool started the year with low enrollment, but added students as the year progressed, and enrollment for next year is better than it has been in several years. In an effort to increase revenue, EEC added aftercare services for students at our neighboring school, Desert View Learning Center.

The preschool is fortunate to have an experienced and capable teaching staff, including Kristen Flangos, Valerie Bailey, Doug van der Veen, Brie Gebhart, Cara Denby, and Stephanie Stephenson. All of the staff are parents of current or alumni preschool students. The EEC Parent Committee, led by Alexis Lane and Greta Taylor, brought energy and enthusiasm to boosting enrollment and raising funds to build a new play structure on the patio. In addition to working in the classroom twice each month, parents served on committees to host special events, support the teachers and one another and create organic gardens.

UU Kids Kamp

The UUCP campus was transformed in June into a staging area for exciting activities for youth from 3-14 at UU Kids Kamp. The camp was a high energy, fun time for campers and the teen counselors who supported the teachers. Led by long-time camp director Jeffrey Sadow, Kids Kamp included rotations through activities like drumming, water play, art, drama and cooking. Kids Kamp includes several traditions, including the Song and Cheer fest, where camp “tribes” show off their original compositions

and the Big Finale, which weaves performances of dance, drumming, drama and song into an original Kids Kamp play. Kids Kamp included classes for preschoolers and also a Counselor in Training program for middle school youth. Staffed by skilled teachers and artisans, Kids Kamp integrates teen counselors, most of whom are former campers, as role models for the younger youth. Kids Kamp is a high quality summer experience for its participants and produces significant funding to support general operations at UUCP.

What were the group's goals for 2014-2015?

Children's Ministry

- Provide engaging religious education classes and groups for children and youth.
- Offer the World Travelers summer program
- Implement the Coming of Age program.
- Offer K-1 OWL class.
- Survey the congregation to develop goals for program improvement.
- Develop a family covenant for members of the congregation.
- Implement four Children's Chapels.

UUEEC

- Offer high quality early learning experience for children and families.
- Increase enrollment.
- Improve financial health.
- Integrate preschool into the ministry of the congregation.

UU Kids Kamp

- Provide high quality summer recreation camp for youth.
- Produce revenue for the congregation

What key decisions were made in 2014-2015?

Children's Ministries

- The grade level configurations within elementary school were changed to align with the Tapestry of Faith curriculum and child development expectations.
- YRUU shifted from adult-led to youth-led meetings.
- The summer program in 2015 will be science themed to engage the many scientists within the congregation.

UUEEC

- Install a play structure in the patio with funds raised by preschool parents.
- Add aftercare services for DVLC students to increase revenue.

What challenges did the group face in 2014-2015 and how did you overcome them?

Children's Ministries

We are fortunate to have a dynamic and capable team of volunteer teachers and advisors, but they are stretched thinly. Additional volunteers are needed to engage as teachers and classroom volunteers. Our Children's Ministry Committee, led by Carrie Matteson and Carrie Lifshitz, is working to enhance the sense of community and teamwork among teachers as enticement for others and to sustain current teachers.

UUEEC

The preschool struggled with low enrollment both last year and this year. The parent committee engaged in several activities to increase the visibility of the preschool, including a booth with activities at farmer's markets, media and special events. More students came into the school midyear and enrollment for next year looks quite promising.

UU Kids Kamp

It is hot in June! Kids Kampers overcome the heat by creatively engaging indoors and staying wet outside.

Please list any people whom you would like to thank for their contributions to your group in 2014-2015.

The overall Children's Ministry programs at UUCP are fortunate to enjoy the paid and volunteer efforts of many adults, including Sunday School teachers, preschool teachers and Kids Kamp staff. We are especially privileged to have the active engagement of several youth serving younger children. Cheye Bollman, a member of YRUU, was a regular Sunday School teacher for our 4-5th grade class. Gabby Gareau was a teacher's assistant in the Preschool PreKindergarten class and a regular helper in this class was Dylan Lifshitz. Both Dylan and Gabby are in the 6th grade. Cayenne Newman, a high school junior, joined us mid-year and quickly made her mark, helping out in many ways. She greeted on Sunday mornings, helped out in childcare on Sundays, Wednesdays and Thursday nights and served as a mentor to a youth on Sundays. These young people are terrific role models to younger kids and made real contributions to our religious education program.

What does the group have planned for 2015-2016 and beyond?**Children's Ministry**

Increase staff resources (20 to 28) to support Children's Ministry programs.

Create goals and implementation plans for program improvement based on feedback from survey administered in the Spring of 2015.

UUEEC

Increase enrollment.

Improve physical environment.

UU Kids Kamp

Maintain high enrollment to produce revenue for the congregation.

Respectfully Submitted by Anne Byrne, Director of Children's Ministries

Music Director

UUCP's musical 2014-15 year began on a sad note with the resignation of choir director and longtime music director Connie Jahrmarkt. Connie gave notice of her resignation in May, just weeks after last year's annual report was submitted, and she resigned in August. Connie had served UUCP's music program well for 17 years, and been the music director for most of that time. She was well-loved by UUCP's musicians, members and staff, and I began the year by doing what I could to help people say goodbye: writing Connie a tribute in Horizons, planning her goodbye party, listening to her thoughts and feelings and our musicians thoughts and feelings, about her leaving.

Rather than immediately search for a new choir director, I agreed to direct the choir myself in an interim capacity during the fall, and my position's weekly hours were increased from 20 to 30. I was pleased to discover that I loved leading the choir, and surveys and feedback sessions showed that choir members enjoyed my leadership as well. In December, Rev. Susan requested that I make directing the choir part of my regular job duties, and I happily agreed. I'm very proud of the work that the choir and I have done together this year and the trust that we've developed. The comment I have heard consistently since I began directing the choir is that listeners can no longer easily pick out individual voices and that, instead, the choir sounds like a group. I think this reflects my insistence that choir members sing at a comfortable volume and learn their own part deeply enough to be independent, rather than allowing fluent music readers to sing louder in order to "lead" more hesitant non-readers. The choir grew to 44 people this year (almost exactly 10% of our membership, which is the standard choir-congregation proportion) with about 35 singers at each service or rehearsal. Some of our new members were new arrivals to the congregation, some were long-time members, and for the first time in many years, we had several youth singing with us regularly. We began our spring season by inviting anyone to sing with the choir for a single rehearsal and service. This gave new singers an easy way to "try us out," was energizing for our long-time singers, and led to several new people joining the group. So I plan to repeat that invitation at the beginning of each September and January.

Each choir season concluded with a major music service and a party at someone's home. The fall concluded with our 7:30 P.M. Christmas service, and the spring essentially concluded with our May 3 Music Service, a service of love songs centered around Eric Whitacre's "Five Hebrew Love Songs." I also conducted the choir at the 2015 Pacific Southwest District Assembly, which was in April at Valley UU in Chandler, and though singers attended from several other UU congregations, the twenty-five singers who came from UUCP made up the majority of that choir.

Several choir members deserve special thanks. Simon Allardice created practice tracks for all of our spring music, which were widely appreciated. Jerry Whalin, our most prolific UUCP composer, arranged a beautiful "hymn mashup" that we sang on Easter and also helped to organize our Christmas caroling outing, which lifted the spirits of many homebound members of UUCP. Heidi Singer directed the choir beautifully during a rehearsal and Sunday service which I was unable to attend. Emily Helton-Riley, our choir librarian, spent extra time in the music office filing and cleaning. And extra special thanks go to Charlotte Carl-Mitchell, who managed the choir email list, welcomed new choir members to the choir, organized our mid-rehearsal breaks and birthday celebrations, worked with Emily to assign cubby numbers to new members, and often helped me think about various choir logistics. Charlotte also took hundreds of pictures of our music program in action, including (I think) all of the pictures accompanying this report.

Regular choir members during this program year (alphabetically in section order) included:

Altos: Glenda Henman, Jen Kendall, Heidi Singer, Diana Ashley, Charlotte Carl-Mitchell, Ginny DeMarco, Donna Featherston, Samantha Hayes, Emily Helton-Riley, Joanne Michael

Basses: Simon Allardice, Sebastian Ciemny, Michael Hipps, Curtiss Manker-Seale, Richard Plattner, Dave Cunningham, David Grieme, Peter Jackson, Sam Kirkland, Jack McComb

Sopranos: Carolyn Allenby, Ellie Anderla, Myra Banks, Debbie Gordon, Sharon Hise, Jean Lawton, Susan Manker-Seale, Susan Morris, Paula Panzino, Karin Quinn, Katie Quinn, Amanda Rogers, Joyce Short, Donna Talbot, Yolanda Welch

Tenors: Paula Adkins, Toni Allardice, Barbara Berg, Smoot Carl-Mitchell, Bonnie Cunningham, Bob Davis, Bobbi Hess, Sandy Thomson, Jerry Whalin

Our choir accompanist during the 2014-15 year, Marla Nelson, moved to Austin, Texas, in August. Her colleague Mary Price, also a Masters student in the ASU collaborative piano program, had subbed for her on a service last year and impressed me with her expressive musicality, easygoing attitude and excellent sight-

reading; so I was pleased that she agreed to be our choir accompanist this year. Mary has learned to support our services well and has enjoyed collaborating with many UUCP musicians. She will be returning to ASU in the fall for her Doctorate of Musical Arts, and I am hopeful that she will continue to accompany our choir and play in our services next year.

I have also continued hiring Lynne Haeseler to play piano at many of the non-choir services at UUCP. Lynne considers UUCP her community and is happy to continue gracing us with her amazing pianistic talent and sensitivity to worship. She led a meditative service of music and poetry at the beginning of January and is scheduled to lead a similar service this July.

Our small musical groups have gotten significantly more cohesive and self-led this year. Our bluegrass band (the Heretics) broke up after a successful service in July, but right now we have a country rock band, a brass ensemble, a string ensemble and a small singing group. Each of these small groups provides music in 6-8 worship services each year and has a volunteer leader who takes responsibility for coordinating with both me and their musicians, finding music and scheduling and leading rehearsals. These groups have achieved all that I could have hoped. Their members feel more connected to each other than previously, the quality and variety of their music has improved, our music has been planned farther in advance and they generally need little supervision from me. Having standing small groups has also made our music program more welcoming because it has helped new instrumentalists who arrive at the congregation quickly find people with whom to make music. Far from being burned out by their new responsibilities, these groups seem energized and are asking to provide more music for their services rather than less. I am very pleased with this development and thankful to the leader of each group for balancing the musical and personal needs of their group with the musical, thematic and planning needs of our worship services. Each group is detailed below.

Fred Garza leads the Dissidents, a country rock band which this year has also included Dave Bellama, Matt Buttler, Bob Davis, David Glass, Glenda Henman, Sam Kirkland and Laura Reich. The Dissidents enjoy accompanying and leading hymns at their services, which creates what many congregations would call a "contemporary" service. They also performed this year at the Glendale Folk Festival.

Susan Morris leads Open Strings, UUCP's bowed string ensemble, which also includes Anne Lackey, Marge Modell, Michael Relland, Marshall Valentine and Sandy Weir. Though our strings occasionally performed in services in the last two years, Susan's organization has allowed them to perform much more regularly. In order to perform some longer, more challenging pieces than they could fit into a service, Open Strings put on a well-attended free recital after our May 3 service, joined by UUCP pianist Janet Williams.

Michael Relland leads the Blessed Brass, our low brass ensemble, which also includes Elyse Arring, Emily Helton-Riley, Glen Lockwood and sometimes myself. Michael is moving away this summer, so I'll be leading the Blessed Brass temporarily and hoping to find a new volunteer leader. I wish Michael well in his new home and am sorry to lose him!

Melinda Merkel Iyer, the founder and arranger of UUCP's a cappella group One Breath, found herself too busy to attend UUCP this year, so alto Heidi Singer has ably led the group. As a quartet with David Grieme, Glenda Henman and Sam Kirkland and often utilizing instrumental accompaniment from various members of the congregation, they sound wonderful, but their sound is different enough from what they had called One Breath that they changed their name in April, and are now calling themselves Just4Now.

We also have a ukulele circle which meets on the patio between most services, led by Carolyn Allenby. Carolyn has purposefully made this circle open to all (so not just for ukuleles!) Rather than rehearsing or providing music for services, the ukulele circle simply meets to play for the joy of playing. This has made it our most

welcoming and most accessible group, and I am very thankful to Carolyn for filling this important need in our music program. Longtime UUCP musicians, people new to the congregation, young children with or without their parents, and musicians who are unable to join a rehearsing group have all found a musical home in the ukulele circle. I didn't organize a Family Choir this fall, but I did invite UUCP children and their parents to sing with the ukulele group in our spring Flower Communion service, and the open, multigenerational spirit of the ukulele group made that an excellent collaboration, and one I hope to repeat soon. The spontaneous nature of the circle makes keeping track of "members" a little difficult, but it has often included Dale Beeghly, Ian Boecker-Grieme, Christine Carmona, Dave and Bonnie Cunningham, Joan Gale, Fred Garza, Igor Glenn, Nathan Greene, Alisa Philips, Richard Plattner, Karin and Katie Quinn, Nancy Schwartz, Bill Snowden and Jerry Whalin.

Somewhat tangential to music but still under my purview are UUCP's pro audio needs -- the sanctuary's sound system, our sound volunteers, our hearing assist units, our portable sound systems and our online audio. After years of occasional discussion about improving the acoustics of our sanctuary, we began this year with \$12,000 from last year's mini-capital campaign which had been allocated for acoustical improvements. Suddenly, we were able to make a real difference and potentially make a real mistake. During the first half of the year, while I considered our options and consulted with audio professionals, I was lucky to have the support, thoughts and expertise of my audio committee: Dave Cunningham, Lois Fisher, Igor Glenn, Nathan Greene and Bill Mee. I finally decided to buy more appropriate main speakers for the sanctuary, an amplifier to power them well and a digital mixing board to give us more control of equalization. Those purchases cost about \$5,000 in total, and the sound in the sanctuary is now greatly improved. The speakers and amplifier that were in our sanctuary are now part of a second PA for outdoor events. I am particularly grateful to Sam Plattner, Jarrod Barger, Nathan Greene and Dave Cunningham, who each spent hours in the sanctuary helping with the installation process, which included repairing old equipment, soldering cable, testing components, and installing new equipment. Going forward, I plan to continue to improve the sound in the sanctuary by purchasing a small center speaker, a new transmitter for our hearing assist units, a small portable monitor for groups performing on the floor and considering installing some panels to disperse particularly bad reverberation.

I'm lucky to have had an excellent team of sound volunteers this year, led by Nathan Greene. After years as our sound coordinator, Nathan is ready to serve the congregation in other ways, and I have found that it's most efficient for me to supervise the sound volunteers myself; so his position will not be continued next year. I thank Nathan for all that he has done for UUCP over the years, especially his persistent advocacy for good sound, his dedication to quality and his respect and thoughtfulness in training our sound volunteers. Our volunteers have done well keeping up with the recent changes to our sound system; even as we transitioned to new equipment, our services enjoyed better audio support than most music venues in Phoenix. Besides Nathan, our sound team this year included Steve Ekholm, Brian Quinn, Denise Selvey, Helen Walker and Francis Wiget.

UUCP began recording our sermons this year and posting them on SoundCloud.com so that they can be easily listened to by anyone with an internet-enabled device. This is a multi-step process: a sound volunteer records the sermon during the service, an office volunteer transfers that recording to a Dropbox folder, and then an audio editor downloads the recording, processes it to make it sound better and uploads it to our SoundCloud account, adding the appropriate descriptions and metadata. As our congregation becomes more tech-savvy, I have no doubt that this will become a more important part of our publicity and our ministry. Thanks go to Matt Thesing, who edited our audio files in the fall of 2014, and Eric Muehlstedt, who has edited our audio files since January.

Eight UUCP musicians joined me at the UU Musicians Network (UUMN) summer conference in July: Carolyn Allenby, Smoot and Charlotte Carl-Mitchell, Igor Glenn, Susan Morris, Richard Plattner, Heidi Singer and Jerry

Whalin. This was more lay people than from any other congregation, including UU San Diego, which hosted the conference! It was wonderful to be able to consult with these lay leaders about the ideas and music we saw at the conference. Their combined interest and commitment are a big part of why our music program continues to flourish. Many of them enjoyed a workshop given by worship consultant Marcia McFee, and they helped me purchase a church admission for a series of workshops that McFee gave in Phoenix this spring. I attended several of these workshops, as did many of these committed UUCP musicians and several others from UUCP, and our thinking about the use of music and arts in worship is richer and more creative as a result.

We had five all-music (no sermon) services this year. I led three of these: a choral performance service in May; a hymn sing in December, in which members of the congregation chose what hymns to sing; and a harmony singing service in September, in which I taught the congregation to sing different types of harmony using material in our hymnals. Lynne Haeseler led a meditative service in January, and our now-defunct bluegrass gospel group The Heretics led a bluegrass service in July. I heard positive responses about all five services, and I'm pleased to have offered so many all-music services, each emphasizing a different side of UU music.

A few other unrelated events in UUCP's musical year:

- UUCP hosted a concert by folksinger Carrie Newcomer this fall. This was the first "professional" concert I had coordinated in my time at UUCP. It brought in a little money, attendants enjoyed the show and Newcomer herself felt good about the event.
- I chose not to put on a major Cabaret show this spring. The choir has coordinated such a show every year for many years, but I thought it might be too much for me to organize in my first year directing the choir. I have mixed feelings about "rebooting" the event next year and plan to consult with choir members about it as part of our spring feedback sessions.
- I have held several informal "Variety Hours" each year during Thursday community nights in which members perform for each other. These have generally drawn 20-40 people and had 10-12 performers. Though we have had many adult performers, the most surprising thing (to me) about these variety hours is how popular they have been with children.
- I only hired guest musicians for two services this year: a pair of percussionists who collaborated with the choir on an African mass for a service on Rwanda, and a traveling songleader on his way to the UUMN conference. Both were unique services musically, and I would be glad to hire more guest musicians, but it will probably be a rare occurrence both because our volunteer musical groups are so excellent and committed, and because our members know our regular pianists and miss them when they're away.

I feel very lucky to have inherited such a vibrant, committed music program, to get to creatively guide our congregation's musical life, and to work with so many excellent musicians and in such a humane environment. I look forward to more!

Respectfully Submitted by Benjie Messer, Music Director



Connie Jahrmarkt (center) with Heidi Singer and Ruth Braunstein



Blessed Brass: Emily Helton-Riley, Elyse Aarring, Glen Lockwood, and Michael Relland



Open Strings: Susan Morris, Anne Lackey, Marge Modell, Marshall Valentine



UU Musicians Network Attendees: Carolyn Allenby, Duke Plattner, Susan Morris, Gerry Whalin, Benjie Messer, Smoot Carl-Mitchell, Heidi Singer, Igor Glenn, Charlotte Carl-Mitchell



Outreach Music Ministry: Smoot Carl-Mitchell, Benjie Messer, Gerry Whalin, Ellie Anderla, Gary Lawrence, Linda Lawrence, Charlotte Carl-Mitchell, Sam Kirkland, Nancy Bowen



Pet Service Performers: Benjie Messer, Dave Bellama, Igor Glenn



2015 Water Service

Office Assistant

As part of my duties as Office Assistant, I oversee the publicity committee, most publications, the database, room usage, and supervise the office volunteers.

This year, I redesigned *Compass* with a mobile-friendly layout. We saw an increase from 330 average opens to 390 average opens in the 6 weeks following the redesign. Last year, we evaluated the open rates for our online PDF version of our monthly *Horizons* newsletter and determined that few people were reading the online version. As part of the transition to monthly worship themes, *Horizons* became a reflective journal on the month's theme and is mailed to all members, friends, and people who have participated in UUCP offerings. Elyse Arring continues to edit *Horizons* each month, for which we are deeply grateful. I also am grateful to the many volunteers who stop by one Friday per month to fold and label the mailing.

I also did significant research into an ACS communication system called The City, the adoption of which has been added to the implementation plan. The City will serve as an email/social platform to facilitate

communication between members and groups on campus, and will enable people to opt-in to specific types of communications. We will be implementing The City in the spring of 2016.

Mat Montgomery of the Publicity Committee solicited bids for a website redesign. We are in the process of getting a detailed proposal from the most promising company. I am grateful to Mat for his positive, competent presence and for bringing out the “awesome” in the committee.

We also greatly expanded our Facebook presence this year, with the help of office volunteer Francis Wiget. We now make approximately 10 posts per week, and are evaluating the optimal frequency and content type to best reach both current and potential members. We thank Francis for making the expansion possible.

I have many wonderful volunteers to thank this year. Sally Boyd makes phone calls to visitors and keeps us on our toes with her quick wit. Geoff Anderla takes care of a huge variety of computer tasks with incredible speed and accuracy. Donna Seward did a beautiful job of designing last year’s *UUCP Connections* cover, as well as a wide variety of computer and office-related tasks. We are very sad that Donna has had to take a leave of absence due to shoulder injuries. We will miss her! Pauline Peverly, a UUFPP board member, has specialized in Foundation work during her office volunteering and is a great help to both Heidi and myself. Julie Smart is our Friday volunteer, and she has a knack for organization, which is extremely useful for getting the office and Sanctuary “Sunday-ready.” Rounding out the group is our filing specialist, Ted Myers, who keeps us from drowning in paperwork. Lastly, we mourn the loss of Friday office volunteer Dorothy LeWin. Dodie was always on time, always friendly, and always willing to help. We will miss her greatly.

I added four new volunteer positions this year: proofreader, welcome screen graphic design, grocery card coordinator and coffee hour shopper. Bonnie White has been a wonderful and incredibly reliable proofreader for the Announcements and Order of Service each week. She was ever-willing to help with last minute requests (of which there were many.) Further, when in town she and Ed Cernek have helped wrangle the monthly Horizons mailing assembly. Rebecca Murans has been creating the gorgeous welcome screen graphics you see in the lobby on Sundays. A professional graphic designer, Rebecca has added a very polished, professional, and welcoming element to the welcome area. Kim Cott has just taken over the grocery card program, and we look forward to expanding the program. Janet Williams, our coffee hour shopper, has gone above and beyond to make coffee hour more delicious. In her absence over the summer, we are grateful to have Teri and Donna Talbot keeping us in cream and cookies.

Lastly, my thanks to Bunny Hodas and Bonnie White for their stellar job editing and proofreading this Annual Report.

Respectfully Submitted by Jill Story, Office Assistant

Committee and Ministry Reports

Addictions Ministry

Leader: Gene Harvey

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 discussion group is the active part of the ministry. We bring diverse addiction histories into the group and are not focused on any one addiction. What we provide is a safe spiritual place to share. There is no prayer, no collection. We light the chalice.

The group has been dwindling in size and a typical meeting is 3-4 people. We seem to be forever on the verge of folding, and yet a strong ministry exists for those who attend. Some individuals report it is the only meeting they've been to for a week or more.

We may temporarily morph into a book discussion group -- many of us are reading

Restored to Sanity: Essays on the Twelve Steps by Unitarian Universalists

The book is published by Skinner House Books. The idea is to commit one meeting per step and then return to our original format. We are also discussing meeting offsite in a location west of the UUCP campus.

Archives

Archivist: Charlotte Carl-Mitchell

I was granted the use of the former immigration office for last summer during which time I was able to spread out all the items in the archive and do a rough organization of the material. I now have a better understanding of what is in the collection. I continue to add to the archive with memorial orders of service, newspaper obituaries and articles, and program materials that contain the living history of the congregation. I will be working with Heidi P to clean up the archives area of the upstairs storage room.

Children's Ministry Committee

Leaders

Carrie Matteson

Carrie Lifshitz

Members of Group/Committee:

All Teachers

Tiffany and Daniel Mendez, Sarah Foerster, Cheye Bollman, Sarah Montgomery, Gary Ezzell, Melisa Long Thesing, Christine Marshall, Cherilyn Walley, Francis Wiget, Geoff Anderla, Jonny Lifshitz, Kathryn Kosmider, Jen Hempel, Susannah Garza, Caitlyn Tuffin

Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

- Teacher Training Sept 2014 = 10 attendees
- Teacher Team Building Event April 2015 = 15 attendees

- World Travelers Summer Program 2014 = highly variable (sometimes 35 children attended on any given Sunday)
- PSWD Conference April 2015 = 3 attendees
- End of Year Teacher Party May 2015 = TBA

What were the group's goals for 2014-2015?

- Regular Sunday School with new age level configurations
- Building more solid relationships between children/youth and teaching staff
- Coming of Age Program
- OWL for K-1
- Feedback survey to congregation, parents and youth for establishing Religious Education (RE) goals
- Review of our Committee goals/timeline to align with congregation strategic plan

What key decisions were made in 2014-2015?

- Two new Co-chairs to run the Committee
- Feedback survey design, distribution and data analysis
- Summer program for 2015 will be science based
- Decision to become more visible and active in the congregation
- More cooperation between programs and children/youth

What challenges did the group face in 2014-2015 and how did you overcome them?

- New committee chairs without experience – we will be better next year!
- We seek new teachers to fill gaps and also to add vibrancy and commitment to teaching at UUCP. Still working on this and the added visibility in the congregation will hopefully help address this issue as well.

Please list any people whom you would like to thank for their contributions to your group in 2014-2015.

- **All teaching staff and supporting crew (not all continuing, but participated this year at some point):** Tiffany and Daniel Mendez, Sarah Foerster, Cheye Bollman, Carrie Matteson, Sarah Montgomery, Gary Ezzell, Karin Quinn, Melisa Long Thesing, Christine Marshall, Cherilyn Walley, Francis Wiget, Geoff Anderla, Carrie and Joni Lifshitz, Kathryn Kosmider, Jen Hempel, Susannah Garza, Caitlyn Tuffin, Director Anne, Cayenne Newman, Dylan Lifshitz, Gabby Gareau
- **Parents for coming consistently and actively engaging in the program with their kids**

What does the group have planned for 2015-2016 and beyond?

- We are having a group forum to discuss survey results and respond to suggestions by fine tuning programs accordingly.
- We need more teachers committed to the program and willing to engage in team spirit for our children and youth.
- We plan to align our committee goals with the survey results and the congregation goals.
- We hope to work more with other committees. For example, add one of our teachers to the Share the Plate committee, interface with the Sewing Circle committee for an activity, hold more team building social events, etc.
- We want to meet more often as an entire team so that all teachers from all program levels have a closer relationship and youth have more continuous support as they grow up in our congregation.

- We would like to see increased funding for programs like YRUU, which currently functions without the means necessary to conduct strong programming.
- We would like to see a new coordinator position that will attend to increased pastoral and program support for children, youth and young adults in our congregation while reaching out to other sites for added networking/support such as camps, other congregations and local and national meetings. Also welcoming new university students in our area to our congregation and following our YRUUs as they move on and may need support, etc. We are currently under the impression this position was eliminated in the last budget reduction and would like to discuss bringing such a position back to benefit the program.

Early Education Cooperative Preschool Parent Committee

Chairs: Greta Taylor and Alexis Lane, Co-Chairs

List of Special Events/Classes Workshops

Fall Festival. An annual event for current and prospective families, as well as members of the community. Raised approx. \$600. (10/25/14. 100 attendees)

Sing and Feast. Teacher Jeffery led a multi-denominational holiday sing-along for parents and children, followed by a potluck community lunch. (12/19/14. 100 attendees)

Online Auction. Flagship fundraising event including contributions from co-op families along with community businesses. Profits exceeding our fundraising goal, reaching \$12,000. (11/23/14-12/7/14. Difficult to estimate number of web participants.)

Spring Dinner Party and Silent Auction. New event for this year focused on creating a social opportunity for current and prospective families, as well as other members of the community. The event was also an opportunity for additional fundraising beyond our previous scope. Entire event was environmentally friendly, with all cutlery, paper products, food scraps, and other waste composted or recycled. Profits exceeded target, reaching \$10,000. (2/7/14. 65 attendees.)

Rummage Sale. New event for this year focused on raising funds for trike yard improvements. Participants collected infant, child, and family clothing, furniture and housewares. Publicized event in local newspapers and online sources to bring in additional traffic and increased awareness to our co-op preschool. Profits reached \$1,200. (4/6/15. 12 participants worked to set up event. Sale held on 4/7/15. 20 participants. Over 150 community attendees.)

Grimaldi's Family Pizza Night. New event for this year focused on raising additional funds for trike yard improvements, including our goal to provide adequate shade for that play area. All food and soft drinks were generously donated by a preschool family so that all proceeds could benefit our goal. Current families and other members of the community purchased tickets to benefit our worthy cause. Profits reached approximately \$400. (4/15/15, 35 participants)

Three UUEEC Family Work Days. Focus of workdays is to organize and sanitize classroom materials; heavy labor to trench sand yard for rain run-off, removing gravel and boulders to create a dramatic-play mud kitchen as well as a natural walkway and sand box. Workdays also include creating hands-on sensory play items, including an over-sized xylophone and PVC pipe ball run. Approximately 35 participants/workday.

Garden Committee Work Day. Garden Committee Parent Chair (and Master Gardener) led group of parent volunteers in digging, prepping, planting vegetables and flowers for the season in current bed as well as creating a new space in the sand yard. Parents and children present also received an education on soil preparation, planting cycles and composting. (10/18/15, 20 participants).

Group Goals:

We began the school year in a budget deficit, further challenged with low enrollment. Therefore, our first priority was to boost enrollment in order to solidify a stronger revenue stream. To that end, we developed a marketing and outreach strategy to create a stronger community presence.

Our marketing strategy included enhanced media presence in local newspapers. Since our budget did not include spending for marketing, we worked with local papers to advertise upcoming events, provided press releases on our successful events, and submitted personal interest stories about our play-based program and how it positively impacts families. Our outreach strategy was to have a stronger presence in community events where families with young children would be present: Local Farmers Markets, Toddler Story Time at various libraries, First Things First programs at the Paradise Valley Community Center.

In addition to generating interest in our program and bolstering advertising, we continued to work on improvements to our space, specifically our outdoor learning environment, to ensure our current and prospective students' needs would be met. The Garden Committee worked tirelessly to improve and maintain our existing vegetable garden in the Trike Yard as well as create a new vegetable garden in the Sand Yard. After losing our existing sun shades due to a storm last year, we worked to create a shade solution to protect our children from the extreme summer heat. Effort ongoing.

Our stretch goal for the year was to raise funds to build a dynamic outdoor play structure to include more opportunities for climbing and other gross motor skills. To accomplish this goal, we added additional fundraisers.

An additional goal critical to our success was to solidify a strong parent committee where each parent feels empowered and compelled to contribute ideas, time and energy to our progress.

We hoped to:

Increase enrollment through:

Outreach Farmers Market, Earned Media,

Informal presence at community events -- Library Story Time; Community Centers;

Solidify parent committee

Add a Play structure

Key decision made in 2014/2015

Holding an on-line auction and an evening dinner party/live auction almost doubled our money raised from the previous year.

Adding the rummage sale to our fundraising efforts

Deciding on a play structure for the Trike Yard

Adding the Grimaldi's Family Pizza Party as a community event and fundraiser

Challenges at the beginning of the school year:

Low enrollment -- single biggest challenge

Lack of play structure in the Trike Yard

Lack of shade
 Incomplete website
 Loss of extra-curricular activities

List people that we would like to thank for their contribution to our group:

Alexis Lane
 Greta Taylor
 Maureen Jeffries
 Radha Nieburgs
 Runa Bianchi
 Shannon Martinez
 Christina Chambers
 Ivy and Joe Ciolli
 AND all of the parents that helped make this year such a success

What does our group have planned for 2015/2016

Further increase enrollment until we develop a waiting list for new enrollments.
 Create a website that includes links to calendars, parent notes, relevant articles on benefits of play-based programs, merits and description of the co-op style and benefits of involvement.
 Continue to improve play environment and replace aging equipment
 Build further on community awareness by continuing our efforts with outreach at public events geared towards families with young children.
 Improve web and community visibility as a prominent Play-Based Preschool in the Valley.
 Reach out to alumni and find ways to encourage them to remain connected to the preschool community whether it be by attending community events such as Fall Fest, Sing and Feast or the Dinner Party/Silent Auction, or by hosting tours of the school, or providing business sponsorship of our events.
 Increase Teacher Salaries

Eritrean Refugee Initiative

Leader: Libby Walker

The Eritrean Refugee Initiative (ERI) will close its doors after five years because our refugees have graduated into English classes at Community Colleges and moved on with their lives. Fewer refugees from Eritrea are being settled, and those who do come to Phoenix are often related to refugees who have come before them.

ERI began in 2011 as a response to the resettlement of Eritrean refugees and was our effort to widen UUCP's outreach to Eritreans which had begun in 2001 with our friendship with UUCP member Aster Yohannes. She came from Eritrea to finish her college education at the University of Phoenix. Her goal was a degree in marketing so she could help promote the budding fishing industry in the new nation of Eritrea. Her husband Petros Solomon was Minister of Fisheries. He and their four children lived in Asmara, the capital of Eritrea. Aster and Petros met in 1980 as freedom fighters in Eritrea's 30-year war for independence from Ethiopia. When Eritrea gained independence in 1991, they returned from the field to Asmara with a toddler and twin infants. A fourth child was born in 1997. While Aster was here, her husband Petros was arrested in 2001 for demanding democratic reform. The Eritrean government refused to allow Aster's children to join her in the US; so in 2003 she returned against the advice of her family and friends. She was arrested as she stepped off the plane in Asmara. Neither Aster nor Petros has ever been charged or tried. They are held in secret and not allowed visits from attorneys or family.

In addition to English classes, ERI volunteers provided friendship and help with refugees adjusting to the American way of life. Working closely with three agencies in Phoenix which resettle refugees, we have enjoyed a good relationship with The International Rescue Committee, Lutheran Social Services and Catholic Charities. We also worked with The Welcome to America Project which furnishes apartments for refugees. We started Bead to Succeed, teaching 15 refugee women to make paper bead jewelry which we helped them sell. This project helped women earn money until they got jobs. We provided holiday baskets for Eritrean families, sponsored picnics, took refugees on outings to museums, the Desert Botanical Gardens and the Boyce Thompson Arboretum. In return ERI volunteers have enjoyed many delicious meals of injera and wats in the homes of our Eritrean friends.

The height of our success coincided with the three years refugee Semere Kesete was in Phoenix, 2008-2010. We raised money to pay for his Master's degree in Human Rights and Social Justice at ASU. Semere worked tirelessly to help connect Eritrean refugees with Americans who could help them with legal matters, health problems and education. Through ERI's presence on the internet, Fennimore Craig Law firm contacted Semere to interpret for Eritrean asylum seekers at the Florence detention center. Semere's knowledge of Tigrinya, the situation in Eritrea and immigration law made him a valuable resource for the young attorneys who took on three successful pro bono asylum cases.

Libby and Dave Walker welcomed 13 Eritrean refugees into their home, among them two of Aster's siblings for a year each, three new asylees from the Florence Detention Center for a few days each, a family of 6 for a month, and Semere Kesete for 3 years. The summer of 2010, 17 Eritreans stayed for a weekend while they were making a documentary at ASU. Among many celebrations shared between ERI volunteers and members of the refugee community was the wedding in 2010 of Semere and his wife Haimi.

In 2013 the Walker's granddaughter Taylor Holmes, a student at the Walter Cronkite School of Journalism, wrote about Eritrea and interviewed Kibreab Solomon, helping to spread the story of the Eritrean government's suppression of its people. In 2014 several of her classmates made a 26 minute documentary about Aster Yohannes and her brother Abraham.

Jeff Newman refurbished used computers for refugees and worked closely with Semere Kesete and Kibreab Solomon to collect and distribute the computers.

As the ERI English classes became smaller, we began to include refugees from other countries, until this year when all of our students are from Southeast Asia. Julie Smart plans to continue the class and is hoping to do it under the auspices of the International Rescue Committee.

During the past five years, Dave Bellama, Judy Lambert, Ellie Anderla, Barb and Richard DeWitt, Julie Smart, Barbara Berg and Randy Miller and Libby Walker held classes for and tutored more than 50 refugees. We also set up a "go to" person at Phoenix College, Lucia Kisiel, to help refugees adjust to college. Benefitting from Lucia's help, Kibreab Solomon went on to become an honored graduate of Phoenix College, and now has a Barrett Honors College scholarship at the William P. Carey School of Business at ASU. Judy Lambert, Barbara Berg and Randy Miller have tutored him throughout his academic career. ERI raised funds so that Paulos Tefari could receive treatment at the Attention Deficit Disorder Clinic in Scottsdale.

We remain closely connected to many of the Eritrean refugees who know that members of UUCP will continue to help them and others in their community.

Finance Committee

Chair: Diana Ashley

Members: The 2014-2015 Finance Committee consists of Diana Ashley, Chair; adjunct members include: Anne Byrne (representing the EEC); Rev Susan Frederick-Gray; Heidi Parmenter, Administrator; Gloria Swain, Bookkeeper; Smoot Carl-Mitchell (representing the UU Foundation); Larry Reed; and Rick Stivers.

Special Thanks:

The committee acknowledges the continuing dedication of Heidi Parmenter and Gloria Swain in efficiently managing the day-to-day finances and Anne Byrne 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. The Committee meets once a month prior to 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 the congregational vote at UUCP's annual membership meeting.

The primary duties of the committee are the oversight of finances. On a monthly basis various accounts are reviewed in detail with questions addressed by the staff. Monthly reviews include the budgets for the EEC and capital funds.

The overall goal of the committee is to ensure accurate accounting of funds with all transactions being transparent to the Board and the Congregation. On a regular basis, the Committee reviews procedures used in handling all funds. The committee reviewed the budget for the next fiscal year as it was being developed, making specific recommendations 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 available to all members. Members of the finance committee are also available at the UUCP meetings and present the budget to the members.

Overall, UUCP is ending the 2014-2015 fiscal year with a positive balance, largely reflecting the strong response to the stewardship campaign and the restructuring of the EEC. The EEC should end this year with a surplus due to the direction from the Finance Committee and implementation by Director Anne Byrne.

Home and Garden Team

Name of Leader of Group/Committee: Bill Mee, Chair
Gary Ezzell, Incoming Chair

Members of Group/Committee: Bill Mee, Dale Fisher, Lois Fisher, Dave Cunningham, Bonnie Cunningham, and Heidi Parmenter

Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

Propagating & Transplanting Agaves: A Garden Gang Workshop
Saturday, October 25, from 9:00 - 11:00 AM

Have you ever wondered what to do with all those agave pups? Come join the fun, learn how agaves propagate and help to transplant agaves in the parking lot islands. You'll leave with your own agave to plant in your yard or in a pot. Bring garden gloves, a trowel and shovel if you have them. Facilitated by: Bonnie Cunningham, Desert Landscape School, Mary Dokes, Master Gardener, Janet Jenkins, Master Gardener.

Attendees: 10

What were the group's goals for 2014-2015?

Besides helping with the day to day maintenance issues, the Home & Garden Team takes on a few improvement projects each year. This year they:

- Installed new AC system in minister's office – Project managed by Dave Cunningham
- Installed walkway signage for accessible access – Work completed by Dave Cunningham & Dale Fisher
- New furniture for minister's office – Project managed by Rev. Susan and Kristina Benner
- Reviewed our trash and recycling service and recommended cost-saving alternatives – Project managed by Dave Cunningham
- Cleaned and installed new irrigation and refreshed the plants in the Meditation Garden – Project managed by Bonnie Cunningham
- ADA compliant entrance including new block safety walls and automatic door opener, hand railings are in process -- Dave Cunningham & Dale Fisher
- Cleanup and painting in Annex B -- Dale & Lois Fisher
- Painting in upstairs lobby and kitchen -- Dale Fisher
- Created the sub-group the "Garden Gang" with the mission: *To create on the UUCP campus gardens that will reflect the congregation's love and respect for the interconnectedness of all life, providing sacred spaces for life celebrations, meditation, education, community building and wildlife habitat. Congregation members and friends will join together to ensure the maintenance and sustainability of the gardens and grounds.* Initial members include: Bonnie & Dave Cunningham, Mary Dokes, Janet Jenkins, and Pam Stivers.

This year Heidi led a review on the Heating Ventilation and Air Conditioning (HV/AC) contract with TDIndustries. For the past 8 years we have had a comprehensive maintenance contract with TDI which covered all preventative maintenance and repairs on our HV/AC equipment throughout the entire campus. Heidi thought that it might be time for the congregation to downgrade the contract to a preventative maintenance contract and to put the savings into the Reserve Fund. By doing this we would be responsible for paying the repairs directly and would have to budget appropriately. Dave Cunningham and Heidi both reviewed the repair tickets for the last several years on the HV/AC system and thought that the work has been minimal enough that we could see a considerable savings by paying for the repairs ourselves at this point.

Heidi did a presentation to the Finance Committee to seek their expert financial advice on the matter. It was recommended by several members on the Finance Committee that Heidi try to renegotiate a better comprehensive maintenance contract with TDI. A final decision will be made by Tuesday, May 19, by Rev. Susan and Heidi in consultation with the Finance Committee.

What key decisions were made in 2014-2015?

This year the congregation was hit with some severe storm damage. Rooms 15, 13, 12, 11, 9, Johnson Room and the Sanctuary were flooded several times. Over a dozen trees throughout the campus were damaged and the awnings on the patio were destroyed. Heidi and Director Anne worked closely to quickly get the property dried out and back open for preschool and ready for Sunday services each time. This led to the Home & Garden Team discussing the ongoing problem of flooding during each monsoon season. There are many ideas of how to fix the problem of flooding. The Team, including Anne, decided that the first steps to try in fixing the flooding problem would be to remove as much sand from Room 15 playground as possible so that the water wouldn't

pool in front of the doors to the classroom. Anne has been working with preschool parents to relocate the sand. Second, the team decided to bring in a gutter company to make recommendations on gutter improvements to help control the water flow. Heidi will be contacting gutter companies this summer for their recommendations. The Team will decide what recommendations seem the best and get the work done this summer. The Team also decided that the old shade structure frame needs to be removed as we are not planning on replacing the old shade structure as it was. Dave and Bonnie Cunningham did some research this year on a brand new shade structure for the patio. It would cover far more of the patio and would allow more patio use during the hotter weather. The initial design and quote came in over \$20,000. It is the Team's hope that next year we might be able to raise the funds for this project.

Soffits and fascia around the main building and annex are seriously deteriorating due to leaks in fascia and possible roof problems. We have contacted Porter construction to provide repair estimates and to suggest possible alternate materials for the soffit repairs. We have asked our roofing contractor to do a complete inspection of all roofs for possible repairs and/or recoating.

There have been several unsuccessful attempts to stop leaks from the Memorial Garden sculpture pool and to repair the lights in the pool. This is a shame because of the beauty and importance of the John Waddell sculptures -- especially when well lighted. The pool was carefully designed by Waddell and should be maintained close to its original design. The lights need to be well covered by water, but the total depth of the water cannot exceed 17 inches without a fence around the pool. The result is that the pool and surrounding deck needs to be completely rebuilt. This substantial cost requires new funding sources.

Please list any people whom you would like to thank for their contributions to your group in 2014-2015. We would like to thank Lynn Ellsworth who volunteered to repair the sagging cabinet shelves and the magnetic closers in the Johnson Room. Lynn also installed locks on the Welcoming Desk's Chrome Books.

Thanks goes to Lillian Barker of Meditation Group for help in painting Annex B this year as well.

Immigration Small Group Justice Ministry

Leader: Sandy Weir

Members: Bill Lace, Kay Grams, Bob Keiser, Mary Dawes, Sandy Weir, Michael Hipps, Sally Boyd, Matt Buttler (We also had several "returning" and several "one-time" visitors).

Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

- Startup/orientation session at UUCP December, 2014/ 13
- Orientation by Puente Arizona staff at Puente February, 2015/ 9
- "5 Years of Resistance against SB 1070" Rally & March, April 23, 2015/ 30 from UUCP plus 11 ministers from the Pacific Southwest District.
- "One PHX ID" Coalition and City Council meetings, 1 to 3 attended various meetings.

Our current membership is 8 people. We have all been accountable to the "accompanying" and "sharing" responsibilities of membership. Beyond our membership we thank

Visitors to our meetings

Katy Boxley, "adjunct member," for writing letters, contributing materials, and transporting shirts and water to the April 23 event.

Lynne and Malcolm MacVean, “adjunct members,” for liaison to the Coming of Age (COA) class Malcolm for sharing the ministry’s spiritual practices, and Lynne, for organizing COA fundraising and shopping for the contributions to Puente.

Jill Story for staff support, especially in the use of two new tools—web signups for a large event and the display panels.

The Immigration Ministry is the first group at UUCP to use the “Small Group Justice Ministry” model. Our goals were:

- to use the model as designed in this startup year, yet to consider adjustments for next year as needed to fit characteristics of our congregation or greater community.
- to establish a partnership, and Puente Arizona accepted our request to partner with them.
- to have “accompanying activities” with Puente beyond the UUCP campus at least monthly.
- to engage the UUCP community beyond the immigration ministry in a larger event.
- to coordinate activities with the UU Justice Arizona Network.
- to meet monthly at UUCP, including a first hour for reflection, with different members responsible for chalice lighting/closing, spiritual practice, and sharing an experience and a second hour for business, reviewing the previous and planning the next accompanying activities.

We accompanied Puente in more ways than can be expressed in this annual report. We kept detailed records that we would share upon request.

We achieved all of our goals.

We believe in this ministry, and we believe that the congregation would benefit from a forum led by our group to explore wider use of the small group justice ministry model. Our charter states that we will be active through the 2015-2016 year, that we might add another partner or spin off an additional group and that we will consider adjustments in our practices based on our first years’ experience.

We will apply for a “Share the Plate”. The “Share the Plate” committee invited us to give input into their planning.

A simple projection would indicate that we will likely grow to 12 accountable members. Given that we had our first full-fledged meeting in January 2015, we will plan the details of our 2015-2016 ministry over the next few months.

UU teachings challenge us “to stretch and become who we might be” (Forrest Church), without forcing failure born of excessive risk. The immigration ministry seeks to live out beloved community within UUCP and in the Phoenix area. We stretch as we accompany Puente, an empowered grassroots immigrant group, in resisting injustice. Learning about patterns of power and learning to follow rather than lead is a big deal! To date we have made new friends at Puente and at UUCP and have been responsive to what Puente has asked us to do. When we meet at UUCP, we work on intercultural awareness and anti-oppression practices, based on recent partnering experiences.

A core group of 5 decided to establish an immigration ministry, intending an eventual “accountable membership” of 8 to 12. The group decided meetings and accompanying activities would be open to visitors. In addition to the required application/charter approval, we elected to adopt a covenant, and we did so. We reached out to the “small group ministries” and were ready to reach out to the Coming of Age class when they reached out to us.

Membership Committee

Chair: Jenny Jones-Moats

Co-chair: Margaret Leahy

Members of Group/Committee

Linda Lawrence (Staff Liason)

Kristina Benner: Pathway to Membership Coordinator- not an “official member”

Janet Persen

Jennifer Smith

Benny Butt

Diane McComb

1. Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

Welcoming Ministry: The Membership Committee oversees the Greeters and Ushers for our Sunday services. Coordinated by 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 assist visitors and prospective members in filling out First Time Visitor sign-ups, Pathway to Membership Sign-ups, and Nametag requests. Our regular Welcoming Ministry volunteers were recognized for their contributions to the congregation on Sunday, March 1st with cake and gifts, and we used this week to recruit new volunteers. In addition, we track attendance at Sunday services

Pathway to Membership Classes: Three sessions, 11-06-2014 and 11-13-2014; 2-01-15 and 2-08-15; and 4-2-15 and 4-9-15 were held last year. Our PTM classes consist of two sessions, and were coordinated by Kristina Brenner this year. Prospective new members meet with members of the Membership Committee, Reverend Susan, Reverend Linda, and other UUCP leaders to learn about UUCP history, responsibilities, and privileges of membership, and how they can actively participate in the Congregation. This year, we offered a Sunday session in January, as some people have difficulty coming to weeknight sessions. The other 2 sessions were held on Thursday nights. All 3 sessions were well attended. This past year, we added 36 new members, which works out to a 10% increase!

PTM Class Reunions: This year, we continued the practice started in 2013, of a third, follow-up meeting approximately 6-8 weeks after each PTM class for all who attended, regardless of whether they joined. Attendance in 13/14 was sporadic. We found that we were able to get consistently better attendance by holding the class reunions between services on Sundays, instead of having them on Saturdays. Participants enjoyed attending and gave valuable feedback on what they liked, and what we could do better.

Coffee Hour Showcase: October 2014 through March 2015: 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. 13 groups participated in the 2014/2015 showcase, including Small Group Ministries, Home & Garden Team, Right Relations, Membership, Traveling Second Fridays, Auction Committee, Unicare, Stewardship Committee, UU Foundation, Share the Plate, Poetry Coffeehouse, Sanctuary Team, and New Day Center.

Starting Point Second Sundays: 2014/2015 was our first full year of Starting Point tours, led by Reverend Linda or a substitute from the Membership Committee or a church leader. These half hour tours conducted between services offer visitors a chance to get acquainted with the UUCP campus and a brief history and background information on our congregation and activities available to members and friends, as well as an

introduction to the UU philosophy. During the single service months, the tours are conducted before the 10:30 service. The Starting Point tours take place the second Sunday of each month and have been very popular with visitors and prospective members. As of the second Sunday in April, 77 adult and 6 children visitors have attended Starting Point tours.

Spring Picnic: 2/28/15 Our third Annual Congregational Picnic/potluck was held at McCormack -- Stillman Railroad Park in Scottsdale. This year, we included organized games and were very happy to receive assistance from staff members Anne Byrne and Benjie Messer. Although we would still like to see higher attendance numbers, it is a fun community building activity for those who attend. Approximately 50 members attended this year, including children.

Community Nights: Reverend Linda organizes and solicits volunteers to sponsor the Community Nights. Members and friends are invited to break bread with a main dish provided by the congregation and volunteers and bring a potluck dish to supplement. Community nights occur weekly during the winter months and monthly from May through Sept. The Membership Committee will sponsor a game night for June of 2015.

STARS Program: This program consists of a brief, 5 minute training for existing members, to encourage them to make a connection with visitors and help them feel welcome. Members who take the training receive a star sticker for their badges. We conducted 2 STARS training sessions this year, with an average of 5 new STARS at each session.

2. What were the group's goals for 2014-2015?

Our Mission Statement: We strive to lead our congregation in welcoming all people to our faith community by creating a culture that exemplifies inclusion, friendliness, and respect. We acknowledge the value of new and existing members in our congregation.

3. What key decisions were made in 2014-2015?

We did not make any drastic changes in our programs this year, as compared to last year. We did do some minor tweaking to our existing programs and activities and eliminated offering an auction item this year. We also replaced the paper sign-up sheets at the welcome desk with 2 chrome books containing sign-up sheets, improving the efficiency of this process.

4. What challenges did the group face in 2014-2015 and how did you overcome them?

In an effort to ensure that our new members, or non-members who were interested enough to take the PTM class were "getting connected," we continued a practice started in 2013, of having a class reunion a few weeks after the PTM class. By having the reunions between services instead of on Saturdays, we were able to achieve much better attendance.

In an effort to draw more of the congregation to the Spring Picnic, we scheduled it on a date so as not to conflict with Spring Break. We also involved staff members in organizing games. The turnout was a bit better than 2014. We have tried, unsuccessfully, to find an affordable alternate location that would be more centrally situated for our members who live west of UUCP.

5. Please list any people whom you would like to thank for their contributions to your group in 2014-2015

All of our members are quite active in our committee activities, and all deserve a special thanks. The Membership Committee conducts multiple events throughout the year, and all members step up and help with these events, as well as volunteering their time as greeters and ushers on a very regular basis. 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. Kristina Benner, although not an official member of the committee this year,

continued to assist the committee as Pathways to Membership co-coordinator. Diane McComb saved us the cost of having an intro video from the UU website professionally downloaded as a looping video, to show to prospective members. I am fortunate to have such a great “crew”.

- Gary Ezzell and Smoot Carl-Mitchell for their contributions to the Pathway to Membership classes. Gary conducted the "Pillars" portion of the class for the 1st class, and Smoot pitched in for both the 2nd and 3rd classes.
- Gary Lawrence, who is always there to help with anything and everything we ask him to help with. Gary is always there to “fill in the cracks” performing ushering and greeting duties most Sundays, frequently for both services, on an “as needed” basis. We will miss him next year!
- Lydia Yanak continues to provide lovely calligraphy nametags for our regular visitors and is very active as a welcoming ministry volunteer as well.
- Charlotte Carl-Mitchell for reserving the Ramada at McCormick-Railroad Park for the Spring Picnic, for the 3rd year.
- The office volunteers, for sending out emails to new visitors and other administrative duties:
 - Geoff : emails and database entry
 - Sally Boyd: phone calls for classes and other events
 - Donna Seward: Letters to new visitors
 - Pauline Peverly: Miscellaneous duties as assigned
- Caroli Peterson, who conducted a Starting Point Tour in the summer of 2014 and will guide a tour this summer. Caroli also provided cookies for the Welcoming Ministry Appreciation Day.
- Glenn and Terry Lockwood, who also conduct Starting Point tours on a substitute basis.
- Staff Members, Anne Byrne and Benjie Messer, for helping organize the games for the Spring Picnic, and sponsoring Community Nights last summer and this coming summer.
- Lead Ushers and Lead Greeters: These dedicated people keep our services running smoothly and provide a welcoming “face” for members and visitors alike. Lead Ushers were Margaret Leahy, Mike Sheffer, Larry Reed, Dale Wiebusch, Eric Muehlstedt, Bob Aitken, Marshall Valentine, Carl Tippins, Jim Sorgatz, Michael Hipps with help from Lead Usher subs Gary Lawrence, Gary Ezzell, and Matt Thesing. Lead Greeters were Lydia Yanak, Mary Dawes, Julie Smart, Kristina Benner, Jennifer Smith, and me.
- Reverend Linda: As the Staff Liason, Linda has been an invaluable asset to the Membership Committee. We wish her well in her new role of “Retired Gramma”.

6. What does the group have planned for 2015-2016 and beyond?

We plan to continue our existing activities and programs, as the budget allows. Several of our members either will not be able to return next year, or are unsure if they will be able to continue on the Membership Committee. It will be a challenge to replace so many good people, but, fortunately, there are a lot of great people to choose from in this congregation, and I’m confident we will find willing and competent people to replace them. We will continue to evaluate our existing programs and tweak and/or replace as our congregation evolves.

Nominating Committee

Chair: Kim St. Clair

Members: Ellie Anderla, Charlotte Carl-Mitchell, Gary Ezzell, Dale Fisher, Caroli Peterson

Nominating Committee did not hold any special events/classes or workshops this year, but we did meet with the staff, Board of Trustees, UU Foundation and various groups/committees in order to receive input about desired

leadership competencies and qualities. We also supported the Board in their annual retreat through the coordination of meeting logistics in order to free-up the Board President to focus on retreat content. As chair, I want to thank my amazing fellow Nominating Committee members for their hard work, dedication, and thoughtfulness. Also, Linda Bellantoni, Glen Lockwood, Duke Plattner and Rev. Susan Frederick-Gray were especially helpful in communicating leadership needs and potential candidates.

By the end of the 2014-2015, the Nominating Committee will:

1. Work with other UUCP groups to identify potential leaders. We will accomplish this goal through the following action steps:
 - Create a structure for regular communication with the Board of Trustees and the UU Foundation in order to identify current and future leadership needs.
 - Nominating Committee members will be assigned to specific committees/groups in order to identify potential leaders within the groups.
 - Establish regular communication with Program Council and Membership Committee, especially regarding issues of educating members about Board functions and current and future leadership needs.
 - Reach out to individuals in current Level 1 leadership positions in order to ascertain strengths and interest in Board and UUF positions.

2. Develop a clear understanding of the Board and UUF's roles and responsibilities and establish criteria and qualities for ideal members.
 - Hold a moderated conversation with board members and other key lay and professional leaders.
 - Work in partnership with the Board, UUF, Rev. Susan Frederick-Gray and other lay and professional leaders to establish criteria for board members, including, but not limited to, personal and professional strengths and disposition.
 - Nominating Committee members will develop a rotation of members to attend Board meetings.
 - Support and appreciate Board and UUF members by providing logistical support for retreats and publicly acknowledging their service to the Congregation.

My term on the Nominating Committee expires this year. I hope the Nominating Committee will continue to deepen its work toward not only identifying current leadership needs and selecting outstanding candidates, but will also work towards a deep pool of leaders committed to UUCP's future.

Our biggest challenge was filling five Board vacancies with candidates who could meet the newly established competencies and who brought a balance of leadership styles and temperaments along with a commitment to the fulfillment of the Congregation's mission and vision. We worked together with Rev. Susan and Board leadership to generate a list of 20 potential candidates who we felt possessed these qualities. We met this challenge as a result of each Nominating Committee member's personal contact with potential candidates.

Developing our SMART goals during our retreat in June provided an important blue print for the key decisions made throughout the year. First, we decided to no longer hold Leadership Development Day as it had outgrown its intended purpose of providing information and support to Congregational leaders. Instead, we focused on developing a set of competencies to guide the selection of appropriate leaders now and in the future. The Nominating Committee, Board of Trustees and UU Foundation developed updated job descriptions aligned to these competencies and that also reflected the time commitment and member duties. We also established a questionnaire for each of the three groups, which became the basis for Nominee biographies.

Program Council

Chair: Sarah Carlson

Members: Leaders of ministries, activity groups, and committees

Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

Three meetings were held.

Please list any people whom you would like to thank for their contributions to your group in 2014-2015.

Rev. Susan Fredrick-Gray, Heidi Parmenter, and Jill Story

What were the group's goals for 2014-2015?

The goals of the Program Council are to share information pertinent to committee, ministry, and ministry leaders which can then be shared with their members.

What does the group have planned for 2015-2016 and beyond?

Included is information about overarching goals for UUCP in line with its vision and mission.

Three semi-annual meetings, which will be chaired by Kim St. Clair.

Publicity Committee

Chair: Mat Montgomery

Members: Jill Story, Heidi Parmenter, Smoot Carl-Mitchell, Francis Wiget, Rebecca Murans, Sarah Moore

Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

App Envy...Customize and enjoy your device

iPhone/iPad/Android workshop Thursday, February 19 at 6:45 P.M. at UUCP

Donor: Mat Montgomery and Jill Story of the Publicity Committee

Are you suffering from App Envy? Do you marvel when your friends do amazing things with their phones or tablets? Let Jill Story and Mat Montgomery help you whip your phone or tablet into shape. Winners will tell us what they want to be able to do with their phones or tablets, and we will research apps/solutions to help them make it happen. Workshop will include both iPhone/iPad and Android devices.

Limited to 10 participants, sign up list will be available at the Live Auction.

Flat fee of \$10 per participant.

Please list any people whom you would like to thank for their contributions to your group in 2014-2015.

Thanks: As always, thank you to both Heidi and Jill for continued support in every aspect of the committee! Helpful, positive, and always focused on the next step.

What were the group's goals for 2014-2015?

Beginning the process of building a professional, unified web presence.

What challenges did the group face in 2014-2015 and how did you overcome them?

Agreeing on a software platform can be fraught with difficulties -- finding something everyone is comfortable with, something that accomplishes all the goals we set for ourselves, something we can support and grow with

moving forward. Through open communication and research we have come to a hybrid between The City and WordPress (the platform the majority of the design firms we've talked to have recommended) I'm confident we can reach the goals we've set for ourselves today and in the future. The decision to find a professional design organization to help us in the site rebuild is crucial to making it easier for potential new members to find us and for existing members to connect with each other.

What does the group have planned for 2015-2016 and beyond?

As we are beginning to finalize our scope and narrowing down potential design agencies, I'm looking forward to 2015-2016 as I believe this will be the year that we see the hard work of the committee come to fruition.

Right Relations Committee

Chair: Mary Dawes

Members: Janet McCall Bickley, Michael Hipps, Sally Boyd, Susan Frederick-Gray

Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

Emotional Intelligence, October 2, 2014

Supported *Building Intercultural Competency* Training, November 1, 2014

Couples Enrichment, February 12 - March 19, 2015

Please list any people whom you would like to thank for their contributions to your group in 2014-2015.

Janet McCall Bickley, Michael Hipps, Sally Boyd, Susan Frederick-Gray

What were the group's goals for 2014-2015?

- Add new member(s)
- Offer Emotional Intelligence workshop
- Contribute to diversity/cultural goals of the congregation
- Develop new leaders for Couples Enrichment and offer class again
- Develop one or two new members for Right Relations Ministry (RRM)

What does the group have planned for 2015-2016 and beyond?

- Offer "Faithiest" Workshop in the fall and Empathy Workshop in the spring
- Offer Couples Enrichment in February again, if interest exists
- Market the group's expertise and services to the congregation

What challenges did the group face in 2014-2015 and how did you overcome them?

Changing demands for the group, few requests for consultation; provided information through various sources at the congregation to enhance our visibility.

What key decisions were made in 2014-2015?

- Review of documents guiding RRM to create clarity of purpose
- Explore new programming that would be helpful to the congregation
- Seek one or two additional new members

Sanctuary Team

Chair: Ann Bixel

Members: Sarah Carlson, Bill Snowden, Joan Gale, Glen Lockwood

Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

Members and Friends Art Display	September/October/Nov
Winter Holidays Display	November/December
Diverse Artists Co-operative of Arizona	January/February/March
Tish Gauntt One Woman Show	March/April/May
Children's Art Show	May/June/July August

Number attending:

Hundreds of people who worshiped in and/or visited the Sanctuary

Please list any people whom you would like to thank for their contributions to your group in 2014-2015.

All the artists who shared their wonderful creations during our shows

Our wonderful and inventive set up crew without whom there would be no art displays:

Francis Wiget	Malcolm MacVean	Ed Cernek
Bill Snowden	Jon Penrose	Gary Ezzell
Bryan Jorgenson	Ted Meyers	Robert Back

What were the group's goals for 2014-2015?

To continue to enhance the worship experience of all members and visitors who come to UUCP

To help maintain and preserve the current UUCP Art Collection

To encourage members and friends of UUCP to share their artistic talents

To improve the art storage area

Four or five revolving shows

Increased participation in hanging and showing art work

Creation of storage shelves to protect and store the UUCP Collection pieces when they are not on display

Installation of a hanging system with the cooperation and assistance of the Home and Garden Committee

What challenges did the group face in 2014-2015 and how did you overcome them?

Absence of a hanging system to facilitate the hanging process and reduce wear and tear on the Sanctuary wall

Lack of an appropriate storage area for the UUCP Art Collection when not on display

More than usual scheduling challenges which were resolved with the help of the wonderful office staff

What does the group have planned for 2015-2016 and beyond?

The artwork to be shown

What key decisions were made in 2014-2015?

Having a holiday show stand on its own. (i.e., not a part of another display)

Frequency and duration of shows

Arrangement of artwork

Enlisting assistance in arranging and hanging artwork

Sewing and Craft Circle

Our activity group began in 2010; reorganized in 2011. This year we have been privileged to be included in the Justice Ministry for our work with children, both here and around the world.

Our mission is to provide handmade textiles in the way of clothing, bedding and backpacks for marginalized children. Our group has joined “***Hands across the Border***” a Saint Vincent de Paul organization that started a community center providing food, classes and training to the adults in the impoverished neighborhoods above the resort community of Cuernavaca, México. Steve Jenkins heard about our group from Mary Jo West, “***Friends of the Orphans***,” who took 35 of the Sewing Circle’s dresses to girls in ***Haiti***. Mary Jo had told Steve that our mission of making dresses for these children brought smiles to the faces of children who had lost all hope and all happiness. It has been our honor to send more than 150 dresses, t-shirts and gently used jeans to the children, teens and students of ***the Estado de Morelos Community Center*** in ***Cuernavaca, México***, during this fiscal year alone. We have been told that our creations inspire some children to attend school because their self-esteem has improved with those “beautiful” dresses.

Our group has also sent many dresses to “***Dress a Girl around the World***”; although they require a cash donation of one dollar per item to help defray shipping costs. This cost added to the material and notions donated by our group prevents too many item donations to this organization.

We joined forces with Granite Reef Senior Center Sewers, “***Project to help foster kids***.” With their request for help, we have been constructing backpacks out of animal and child print pillowcases to create “one of a kind” backpacks for ***Child Protective Agencies*** here, in Tucson and Las Vegas. With the dedication of Granite Reef and other organization around the valley, over 10,000 backpacks have replaced the cold, unemotional black plastic garbage bags CPS used to pack children’s possessions when being removed from unsafe living environments. We are very proud to be a small part of this mission.

We donated ten outfits for the ***Neighborhood Mission***, providing supplies to immigrant foster children. We will continue to assist this group if asked. The children are from three to twelve years.

When we first began the Saturday Sewing Circle, we created pillowcase dresses and some quilts, which we sent to ***Hogar Materno in Honduras***. Our group has grown to include many who knit or crochet as well as quilters this year. So returning to our original roots, we are currently working to create many more baby blankets for Hogar Materno and hope to send a dozen or more with Toni the next time he makes his trip to Honduras. We hope many other crafts and textile artists join our group. We could use all the help we can get. The needs are many and we are few.

It has been a productive year with many visitors and friends helping our mission along. Special thanks go out to Ruth Braunstein, Sharon Hise, Lois Fisher and visiting snow birds who have added to our vision. With hopes to expand our hands across the world and across faiths, we continue to build on our skills, our mission and our love of all children.

UUCP Sewing and Craft Circle/ written by Paula Adkins, chairperson

Share the Plate Committee

Leaders: Jan Kaplan, Bill Mee, Lillian Habeich

Please list any people whom you would like to thank for their contributions to your group in 2014-2015.
Sandy Weir, Rev. Linda, Melinda Merkel Iyer, Bill Lace, Yvonne Hoff, Benjie Messer, Karen Kurtz, Charlotte Carl-Mitchell, Libby Walker, Helen Walker -- for their nominations of organizations.

What were the group's goals for 2014-2015?

1. Develop written guidelines and procedures for the committee
2. Work consistently to stay 6-8 months ahead of our schedule.

What does the group have planned for 2015-2016 and beyond?

1. Identify 2-3 organizations that we can fund as part of our Justice Ministry on a more ongoing basis. (Visit them / develop relationship).
2. Stay 6-8 months ahead of curve on nominees. Continue to expose our congregation and the community to new and different organizations as a way to demonstrate UU social action and commitment.

What challenges did the group face in 2014-2015 and how did you overcome them?

None really -- when we had philosophical questions, Rev. Susan was able to help us navigate.

What key decisions were made in 2014-2015?

1. We vetted 12 organizations, reviewed organizational websites and GuideStar. Decided to focus on more local organizations.
2. For a couple of organizations that had been long-standing on our list, we asked for a better accounting of the organization and use of our funds.

Small Group Ministry

Coordinator: Ellie Anderla

Members: Susan Frederick-Gray, Anne Lackey, Caitlin Tuffin, Caroli Peterson, Carrie Lifschitz, Denise Selvey, Dodie Lewin, Ellie Anderla, Ellie Murphy, Gary Lawrence, Janet Bickley, Jim Sorgatz, Jonny Lifschitz, Kathryn Kosmider, Linda Lawrence, Lydia Yanak, Michel Gareau, Peggy Paden, Ruth Braunstein, Vince Waldron

What were the group's goals for 2014-2015?

The key goals were to expand the number of facilitators and groups and continue monthly themes. These goals were met.

What does the group have planned for 2015-2016 and beyond?

Plans are to continue with the monthly themes and to add facilitators and groups as needed.

What challenges did the group face in 2014-2015 and how did you overcome them?

A challenge has been to keep consistent attendance in groups. It has been addressed by reminding members of the covenant that asks for attendance at all meetings.

What key decisions were made in 2014-2015?

Groups were added to meet the interests of specific group's people.

One continuing group became the Senior Women's Group. Added were a Men's group, Groups for Parents of Young Children, GBLTQI, and Christian-leaning UUs.

Stewardship Committee

Chair: Smoot Carl-Mitchell

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

Sponsored Activities:

Ambassador Training Saturday, Feb 22nd, 9 AM – 11 AM and Thursday, February 26, 6:45 P.M. – 8:45 P.M. Thank you to Tammy Wheeler Rhodes and Kim St. Clair for giving their personal testimonies during the training as examples for other Ambassadors in crafting their own.

Celebration Sunday, April 19, brunch had between 100-150 attendees. Thank you to those who helped with the brunch after the service: Belinda Clark, Sage Fisher, Lois Fisher, Lynn Ellsworth, Ryan Ashley, Manuel Gomez and Heidi Parmenter.

Special Thanks:

Thank you to the Stewardship Ambassadors for their participation:

Robert Back

Jim Allen

Mary Dawes

Sam Kirkland

Curt & Barbara Yeager

Ruth Braunstein

Mike Sheffer

Carrie Matteson

Betty Saylor

Glen & Terry Lockwood

Gary Ezzell

Susan Morris & Richard Plattner

Charlotte & Smoot Carl-Mitchell

Carolyn Allenby

Diana Ashley

Carey Crabbs

Rev. Susan Frederick-Gray

Kay Grams & Robert Keiser

Jan Kaplan

George & Shirley Karas

Kim St. Clair

Don Weir

Tammy Wheeler

Accomplishments, Challenges, and Opportunities:

This year the Stewardship Team reached out to 11 other UU congregations across the US that were of similar membership size and reported pledge income above our own.

Diana:

Tennessee Valley UU Church, Knoxville, TN

UU Church of Berkeley, Kensington, CA

Jim:

UU Church West, Brookfield, WI
First UU Church, Rochester, MN

Brian:

First Unitarian Church, Salt Lake City, UT
First UU Church of San Antonio, San Antonio, TX

Carey:

First Unitarian Society of Denver, Denver, CO
Jefferson
San Louis Obispo

Smoot:

UU Fellowship of Raleigh, Raleigh, NC
UU Society: East, Manchester, CT

We asked them the following questions:

Does your congregation have a Stewardship Committee/Team/Ministry group that manages stewardship activities? If so, how many people are on this team? What staff support do you have?

Does your congregation have auto pledge renewals for members? If so, how do you manage the auto renews?

How do you primarily do your stewardship ask? Mailing? Face to face? Email?

How much of the stewardship ask is targeted to different audiences?

How much fundraising do you do beyond stewardship pledges to support your operating budget?

Do you ask people to pledge yearly? Or monthly?

How is your stewardship trend going (i.e. median pledge) in the past 5 years?

What do you think impacted or caused this trend?

From the congregations we heard back from we received several examples of pledge forms and marketing materials and new ideas such as an ongoing Match Program. Considering how well we have done with that now, the three times we have fundraised using a match incentive, this is definitely something the team will be exploring more of for the future.

Heidi Parmenter, Susan Frederick-Gray and Smoot Carl-Mitchell attended a fundraising and stewardship workshop at the Mountain Vista Unitarian Universalist Congregation in Tucson. Rick Felton, a church fundraising consultant, put on an excellent presentation. Out of his talk, the Stewardship Committee decided to create a Stewardship Ambassador Program whose goal is to both ask for pledges from members and well as engage in meaningful conversations with members to further build connections between our members. Twenty-nine members stepped up to be Ambassadors and after two training sessions the group contacted 75 member households. Ambassadors each signed up to staff the Stewardship Table each Sunday during coffee hour during the campaign. Sunday attendees were asked to stop by the table to chat with the Ambassadors and turn their pledge forms in. The Ambassador program proved to be highly successful. Pledges from contacted members increased on average by 13% over the same pledges the previous year.

This year we made other minor changes to the campaign timeline that we think made a positive difference in the overall campaign. We extended the campaign to six weeks (March 8 through April 19). We did have the campaign brochure out on Sunday, March 8 but did not include it in *Compass* or *Announcements* until March 16. Pledge forms and personalized letters were mailed the week of March 23. We wanted the community to sit with the Stewardship goals and have enough time to meet with Ambassadors before we started making a strong

ask to turn the pledge forms in. Throughout the campaign we continued to email members individually who hadn't pledged yet. Typically, this kind of outreach was not done until after the end of the campaign. We had a high rate of response from our membership by the end of the campaign with only 22 member households not responding to the campaign to renew their previous year's pledge. In previous years we have seen double to triple the number of member households that needed further follow up at the end of the Stewardship Campaign.

On May 4 we still had over \$9,000 left to raise to reach our \$460,000 goal to be able to hire an assistant minister and increase religious education staffing hours for next year. That day we received an anonymous offer of a \$5,000 matching gift. We met the match within four days with 11 one-time gifts, 6 increases on previously submitted pledges, and 7 new pledges, all in response to the matching offer.

At the end of May 2014 we had raised \$415,006 with 236 pledges. This May, we have raised \$453,540 with 247 pledges. This is a 9.2 % increase in total pledges from last year! With the positive response to the matching gift we have raised a grand total of \$463,190 as of May 13.

Thank you everyone for your generosity – we did it!

Unicare

Chair: Maureen Jeffries

Members: Barbara Berg – Memorials; Cara Denby/Linda Lawrence -- Friendship Partners

Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

Unicare Luncheon - Thursday, January 29, 2015. Approximately 15 people attended.

Please list any people whom you would like to thank for their contributions to your group in 2014-2015.

We have so many to thank in our group. We currently have 97 people on our Unicare list that have participated in sending out cards, making calls, visiting, or sending emails. We also have 27 current Friendship Partners that visit UUCP members by visiting monthly or calling/sending cards out monthly. There was a large number of memorial services this fall that many UUCP members assisted Barbara Berg with.

What were the group's goals for 2014-2015?

The goals were to expand the Unicare members. Especially the email list as it is an easy way for people to receive information about congregation members in need to either call, send a card, an email, etc.

What does the group have planned for 2015-2016 and beyond?

At this point, I think we are always looking to expand the email list and get more UUCP members involved in Unicare. We have briefly looked at third-party software that would allow us to do a sign up system to bring meals to or drive a UUCP that might be in need. We haven't found a good way to execute this at this time, but it is something we would like to consider in the future.

What challenges did the group face in 2014-2015 and how did you overcome them?

Cara Denby was the Friendship Partners Coordinator in the fall, but our Assistant Minister took over when other commitments prevented Cara from continuing. As of May, Donna Featherston will be the Friendship Partners Coordinator.

What key decisions were made in 2014-2015?

We took out the link on the Unicare emails where one could see a graph of which UUCP member received the most cards, emails, calls, etc. Unfortunately, it led to some hurt feelings amongst some as they may not have received as many calls or emails as another person. That information is now only available to the Unicare committee members.

Unicare -- Memorial Services

Since July 1, 2014, there have been about 6 Memorial Services. Volunteers have assisted with the services 32 times. There have always been enough volunteers.

Since the number of memorial services per year has increased during the last few years, it has become obvious that there are too many services for one person to coordinate and hence a new organizational plan was created. In the new plan, there will be several members who each take responsibility for overseeing Memorial Services.

The following is the new plan.

OVERALL ORGANIZATION OF MEMORIAL SERVICES

KEY PLAYERS

- The minister who leads the service.
- The designated family member. The family chooses one of themselves who will be the only one who interacts with the minister after the initial meeting of the family with the minister.
- The memorial service coordinator, who in most cases will not deal directly with individual services but will be the overall coordinator of all the memorial services that have been scheduled.
- The service director, who will be in contact with the designated family member, will see that all the practical matters for the service and reception are handled, and will coordinate the volunteers. See **RESPONSIBILITIES OF THE SERVICE DIRECTOR** for the duties of the service director.

ORDER OF EVENTS

1. The family member/s meet with the minister who will be leading the service. They plan the service together, agree on a date and time for the service and on who the family contact person will be. The minister tells the family contact person that a service director will be contacting him/her to help plan the practical matters that need to be done.
2. The minister contacts the memorial service coordinator and gives him/her the following information: name of the deceased person, name and contact info (phone number and/or email address) of the family contact person, date and time of the service. The service director should feel free to ask the minister if there is any other information that might be helpful to know in working with the family.
3. The memorial service coordinator chooses a service director and gives him/her the above information.
4. The service director contacts the designated family member. See **MEMORIAL SERVICE CHECKLIST** for all the things the service director works on with the family.

After this new organizational plan was created, a training session for members interested in becoming directors was held. Four of those at the training session have decided they would like to become directors. They are Donna Featherston, Ellie Anderla, Shirley Karas, and Janet Williams. They will each shadow me at upcoming Memorial Services and I will be with each one at the first service she directs. As of now, no one has volunteered to be the coordinator of the new Memorial Services program.

Respectfully Submitted by Barbara Berg

Vision Task Force

The Vision Task Force began meeting in January 2015. Members of the task force were appointed by the Board and charged to lead a visioning conversation with the congregation, with the outcome of writing a new vision statement to articulate the future we wish to be as a congregation. One way of looking at this task is to say that “A Vision helps an organization soar, a mission keeps is grounded.” Our task is to articulate in language that is succinct, compelling and inspiring, who we seek to be as UUCP. No easy task!!

The Board created this process as part of their on-going strategic planning process. We are three years into our current strategic plan. Every 5 years or so, the Board is tasked with reviewing the long-range strategic goals, or Ends, for the congregation. These Ends are supposed to be Big Hairy Audacious Goals (BHAG’s) that if achieved will help the congregation realize its mission and vision. It is expected that this Visioning process will lay a foundation for the next set of Strategic Ends that the Board will likely set in the next 2-3 years or so.

The Vision Task Force met as a group monthly, with an occasional extra meeting between monthly meetings. We held seven conversations with the congregation in January and February to lead attendees and leaders through exercises to help picture a future for UUCP. We especially encouraged people to be bold in their imagining. Four of the seven meetings were open to anyone in the congregation, three were with specified groups including the youth, the Board of Trustees and the UUCP Council. From these meetings the Vision Task Force culled through what we heard, tried to get specific in areas, identifying key themes and working on an actual Vision Statement. We are currently in the process of seeking input on the prototype visions we have created. We had a meeting with the board and will be holding four open meetings with the congregation to hear more input as we further refine and craft the Vision statement. Our goal is to have a Vision Statement ready for adoption by the congregation at the Annual Meeting on June 7. If we are not able to come to a clear vision by that time, we will look at options for finalizing our work for congregational approval.

The members of the Vision Task Force are:

Sam Kirkland, convener
 Jenna Bellantoni
 Susan Goldsmith
 Janet Jenkins
 Matt Thesing
 Marshall Valentine
 Rev. Susan Frederick-Gray

Worship Associates

Coordinator: Heidi Singer

Members this year were Gary Ezzell, Emma Farrell, Donna Featherston, Susan Goldsmith, Michael Hipps, Karin Quinn, Melissa Schwartz, and Heidi Singer. Jon Poblador was also on the team until, happily for him and sadly for us, a new employment opportunity took him out of the country.

This year Worship Associates focused on developing a more complete understanding of the worship process and ways that we as worship leaders can facilitate a meaningful experience each Sunday morning. Our regularly scheduled meetings included discussions inspired by sections of the book, Worship That Works by Wayne B. Arnason and Kathleen Rolenz. Our first meeting of the year was held at Emma Farrell's house in September. There Benjie Messer and Heidi Singer, both having attended a session by the worship consultant, Marcia McFee, at the UU Musician's Network conference last summer, made a presentation of some of her concepts for improving the flow of the service and enlivening worship.

Worship Associates recently added to their regular quarterly meeting agenda a time devoted to sharing our thoughts about upcoming worship themes, reflecting on how each theme has impacted our own lives as well as possible readings or stories to be shared in worship service or worship theme packets.

As the year draws to a close, three of our Worship Associates (Gary Ezell, Susan Goldsmith and Karen Quinn) will have completed their terms of service and will rotate off the team. They have each volunteered to be a resource and a mentor to new worship associates, and we thank them for their service and commitment. Five others continue forward into a second 2-year term (Emma, Donna, Michael, Melissa and Heidi). New Worship Associates joining the team are Ellie Anderla, Kim St. Clair and Francis Wiget. We are excited to welcome them as we all train together on proper use of the new sound equipment recently installed in the sanctuary.

Sponsored Group Reports

Circle Dinners

Leader: Mary Wilber

Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

The attendance was approximately 185 at

17 small dinners in members' homes

1 Holiday Party

1 End of Season Party

Please list any people whom you would like to thank for their contributions to your group in 2014-2015.

Ginny and George Barnes for hosting about 30 of us at the May end-of-season party.

What were the group's goals for 2014-2015?

To get members together with other members they may not have known well before in small social settings.

What challenges did the group face in 2014-2015 and how did you overcome them?

Finding hosts and guests willing to travel any distance.

What key decisions were made in 2014-2015?

Suggested car-pooling and co-hosting.

Open Arts and Crafts Studio

Leader: Jay Alagia

Members: Janice Davis, Gayle Reynolds, Mike Sheffer

Accomplishments:

Added new members, added teaching of watercolor and sketching.

What key decisions were made in 2014-2015?

Intend to increase group membership to a maximum of six.

Outdoor Group

Leadership: Shared by 5 people

Members we've seen frequently this year (not counting all 140-plus names on the email list):

Pauline Peverly, Gary Ezzell, Sue Baird, Marshall and Julie Smart, Harriet Bliss, George and Shirley Karas, Lillian Habeich, Katherine Kruse, Laura and Ron Rohlfing, Sarah Carlson, Sharon Arnold, Joyce Short, Jan Wise, Cherie Stafford, Ed Cernek, Bonnie White, and others.

Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

We met twice during the year for a planning meeting and potluck during which we determined locations and leaders for the coming six months of activities. We also had a special morning hike followed by a potluck lunch on New Year's Day, an event during which we reconnected with members who do not hike regularly, who have been out of state, or who are new to the group. We also enjoyed connecting with all our regular folks. During the year, we had 11 hikes with an average of 6 to 8 people attending.

Please list any people whom you would like to thank for their contributions to your group in 2014-2015.

- *Ron Rohlfing for handling our email communication for many years
- *Sue Baird for taking the email helm upon Ron's retirement
- *Pauline Peverly, Bonnie White, and Ed Cernek for hosting potlucks and meetings
- *George and Shirley Karas for hosting the New Year's Day social meal
- *Every single person who led a hike - Thank you!

What were the group's goals for 2014-2015?

We were hoping to retain long-time members as well as to recruit new members. Our overall goal is healthy outdoor activity in places of historical, geographical, and scenic interest in a spirit of camaraderie and respect.

What does the group have planned for 2015-2016 and beyond?

We hope our group can grow in membership and continue to plan and experience wonderful outings throughout the state.

What challenges did the group face in 2014-2015 and how did you overcome them?

The number of participants in hikes was somewhat diminished during the past year. We realized that many long-time members are experiencing aging and lessened abilities to hike strenuously. One of our strategies was to increase efforts to include an easy hike combined with a more challenging hike each time. Another strategy

was to encourage regular members to make a conscious effort to invite new members and visitors at UUCP to participate in our hikes. We also always welcome non hikers to meetings and potlucks including those who have hiked with us in the past.

What key decisions were made in 2014-2015?

One key decision was to cut back on the number of hikes planned for the summer months since summers seem to be longer and hotter and since many members have less interest in the summer due to travel and other activities.

Poetry Coffeehouse

Chair: Tish Gauntt/Ann Bixel

Members: Wayne Mitchell, Clare Dyer, Joan Thomas, Diane Mote, Carol Hoesch

Please list all special events/classes/workshops that your group held between July 2014 and June 2015, including date and number attending.

We published Poikilos our yearly journal of poetry written by congregation members and friends. It is currently available at the table in the back of the Sanctuary on Sunday.

Please list any people whom you would like to thank for their contributions to your group in 2014-2015.

Diane Mote, Carol Hoesch, Wayne Mitchell, Joan Thomas, Clare Dyer

What were the group's goals for 2014-2015?

Enhance the spiritual well-being of UUCP members and friends through sharing poetry.
Encourage new artists to share their work in a positive environment.

What does the group have planned for 2015-2016 and beyond?

Continue to share our love and appreciation of poetry and its place in worship and inspiration at UUCP

What challenges did the group face in 2014-2015 and how did you overcome them?

We continue to welcome new members to our group through announcements, Committee meet and greet events during the coffee hour between services and by publishing our journal of writing, Poikilos.

What key decisions were made in 2014-2015?

To continue to provide a welcoming place for writers and poets to share their visions and works.

Saturday Meditation Group

Leader: Jay Alagia

Members: Dale Fisher, Mike Peterson, Mike Sheffer, Penni, Lillian Barker, Gayle Reynolds, Sune Kennedy, Cara Fontana, Bob Baltes

Sponsored Activities:

- 1) Meditation in Japanese Friendship Garden in October, 2014, with eight attending
- 2) Drumming on in March 2015 with nine attending
- 3) Christmas Celebration

- 4) Outdoor Meditation in mild weather

What key decisions were made in 2014-2015?

The group plans to continue.

Traveling Second Fridays

Contact & Leader: Barbara Cawthorne

Members: Carolyn Allenby, Karen Cook, Bill Mee

Events: Each 2nd Friday from January through June, a one-hour travel program is presented to the congregation. There have been between 18 - 45 attending monthly.

Goals: To provide entertainment and enrichment from the travel programs

Challenges: Since the church provided a portable sound system, providing sound on a regular basis is no longer a problem.

Thanks: I wish to thank, Igor Glenn, Nathan Greene, Joan Gale and Bill Snowden, Harriet Williams, and Nancy McCharen and Dave Bellama for their presentations in 2015. Also, I wish to thank Bill Mee for always being there to provide sound for our presenters.

Future Plans: We will continue to have a 2016 Traveling 2nd Friday program from January through June. We are looking forward for the opportunity to promote our program so more of the congregation is aware of us.

Walking Poetry Lovers

Leader: Jay Alagia

Members: Bob Baltes, Mike Peterson, Judy Curtis, John Zemblidge, Jay Alagia, Lillian Barker, Crista, Mike Sheffer

Accomplishments this Year:

Increased Membership

What key decisions were made in 2014-2015?

This group plans to continue.

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 7 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