



A Welcoming Congregation

HORIZONS Journal of the
UNITARIAN UNIVERSALIST CONGREGATION OF PHOENIX
4027 East Lincoln Drive, Paradise Valley, AZ, 85253

March 2012

This month at a glance:

- 1—UUEEC Parenting Group
- 2—White Glove First Friday
- 4—New Day Meal
- 4—Poetry Coffee House
- 9—Travelling 2nd Fridays
- 11—Share the Plate
- 11—Young Adult Group
- 11—Social Action Meeting
- 13—Interweave Meeting
- 15—Immigration Task Force Mtg
- 16—Naturalization Ceremony
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- 18—Social Action Luncheon
- 19—Women's Spirituality Circle
- 20—One Size Fits All
- 22—Board of Trustees Meeting
- 23—Diversity Dinner
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Look for more details on each of these events and opportunities throughout Horizons, as well as in Compass and Sunday announcements.

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A Bold Vision—Stepping Up!

March kicks off our Annual Stewardship Campaign, when members re-commit to the mission and vision of UUCP by renewing their membership with a pledge of financial support to the congregation.

This year, we invested in our facilities (the restrooms will be complete soon!). This year, we said yes to the national Unitarian Universalist Association when they asked for our leadership on General Assembly and the Arizona Immigration Ministry. *Now, it is time* to take the next step and invest in the health and vitality of our staff and ministries. We have a Bold Vision. We Can Do It! Your financial gifts are key to this making this vision happen. Are You In?

Our vision begins with fully funding Rev. Linda Lawrence as our $\frac{3}{4}$ -time Assistant Minister. As our membership has grown, the need for ministry has nearly doubled and Linda brings the gifts we need to strengthen our Pastoral ministries, Covenant Groups, Membership and Welcoming ministries. The UUA resources for the Arizona Immigration Ministry allowed us to move Linda to a $\frac{3}{4}$ Assistant Minister. Now it is time for us—all of us—to make this part of our annual budget.

Next, it's time to add staff to our fabulous music program. Our music program is envied by many around the area, but it has grown well beyond what we can ask of Connie in a half-time staff position. This year, we need to fund a part-time assistant music coordinator to support the health and growth of our music program.

Finally, we have imagined a completely new structure for our Religious Education program for all ages. This will allow us to attract excellent staff people who can bring a focused passion to our faith development ministries. It involves the creation of three new staff positions:

- A full-time Director of Children's Ministry who will lead our programs for infants through 6th grade, including our Sunday Children's program, our weekday UUEEC preschool, and our summer Kids Kamp.
- A part-time Youth Ministries Coordinator to oversee our 7/8th grade and youth programs, including OWL, Coming of Age, and YRUU.
- A part-time Adult Faith Development coordinator, David Weaver.

From the Board...

Separately staffing these ministries will better serve the growing interest in all our programs, and better serve the needs of people of all ages across our membership. It will also create a more efficient use of our resources, linking ministries with naturally affinities.

All of this will take a 12% increase over last year's pledge goal. We recognize that not everyone will be able to make this increase. We also know that some will be able to increase their pledges beyond 12%. At UUCP, we do not have any big benefactors. It takes every one of us to make this ministry vibrant and strong.

The Annual Stewardship Campaign kicks off on March 18th and will close on April 8th. We ask all members and friends to return your pledge cards by **April 8th** so we can begin preparing for the July 2012–June 2013 calendar year.

Thank you for your commitment and care for UUCP and all its ministries. What a difference UUCP makes in our lives, in the lives of those who step through our doors, and in our wider community. It is indeed good to be together!

Yours,

Rev. Susan Frederick-Gray and Richard (Duke) Plattner, Stewardship Chair

The Gift that is Yours to Give

I recently heard a story on public radio that I think is worth repeating. Peter Sagal, host of *Wait Wait...Don't Tell Me!*, was guest hosting another show called *The Moth*, in which storytellers compete to tell the best true stories about their lives. While judges were tabulating the scores at the end of the night, Sagal related his favorite true story, which happened to a friend of his—and it proved to be the best story of the night, in my opinion.

A young woman who lived in New York had become obsessed with Mother Teresa, believing her to be the epitome of humanity, the very best type of human there is. Upon learning that Mother Teresa would be visiting New York to address the United Nations, the young woman determined to meet her, finding and waiting outside the hotel where the nuns were staying.

When a car pulled up and a group of nuns got out, the young woman ran up to Mother Teresa and told her, "I am *so* happy to meet you. I think the work you do is so good, and so important... I want to come to Calcutta and work with you."

The nun replied kindly, "You do not do the work I do because you think it is important. You do it because you so love the poor people of Calcutta that you cannot bear to be apart from them." The young woman, humbled, nodded understandingly. Then Mother Teresa asked her, "What do you do?"

"What I do is not important," she replied, "I just work in a theater and help put on plays. What use is that?"

Mother Teresa regarded her and said, "There are many kinds of famine in the world. My country has a famine of the body. *This* country has a famine of the spirit. *Stay here. Feed your people.*"

This story stayed with me long after I heard it. It answered something that has tugged at my spiritual shirt-sleeve, like an insistent child, for years. I see so many people doing amazing things, but when I ask myself *Could I do that?* I'm faced with the reality that I do not possess the same gifts or circumstances that allow others to do the "great work" that humanity needs done.

From the Board...

We recently had a gifted storyteller grace our pulpit at UUCP, the Rev. Patty Willis, Ministerial Intern at UU Church of Tucson. Rev. Patty had some amazing stories to tell about her spiritual path that led through more than 20 years in Japan. Not only did I love her evocative storytelling, but she imparted the same wisdom that Mother Teresa had blessed the young woman with, saying, “There is a way to work towards justice that is uniquely yours.” Now I must squarely face the question: what can I do with my own gifts that will make a difference in my community, however broadly I define it, and improve the lives of others?

In fact, in our religious community at UUCP, it is the job of each of us to bring our gifts through the door with us, that they might be of service to others. Our community is held together by the very nature of giving and receiving—those who are in need come searching for that which is missing in our lives, and others greet them with that very gift in hand. And each of us has the power to influence the larger community outside of UUCP in the same way.

That same day, Lynne Haessler was at the piano. When I walk into the sanctuary on Sunday mornings and see Lynne, my heart rejoices. I can’t help but enjoy service with her rollicking at the keys, and I know I’m far from alone in this. One day I stopped Lynne after service and thanked her for reminding me to use my own gifts to make the world more beautiful. I know I can’t be Lynne, or have her vast talent cultivated from years of hard work, but I can look to my own gifts and figure out how they might do something similar for others.

What is justice, after all, but working to make our world look like the place we want it to be, embodying the change we want to see, making the world, in fact, more beautiful? As we prepared to leave the sanctuary that morning, singing and lighter in our hearts than when we arrived, Rev. Patty left us with these closing words: “Give us light for the road ahead and wisdom to perceive the gift that is ours to give.”

May it be so.

In love and service,

Elyse Arring
Secretary, Board of Trustees

Please join us for upcoming meetings of the Board of Trustees:
March 22nd and April 26th at 6:00 PM in the Johnson Room.
All are welcome.

These Unitarian Universalists, whose ashes were interred in the Memorial Garden this month in past years, are still remembered...

Lenore Caroline Bendheim
Christine Albrecht Campbell
Helen Dycus Lane
Marti Teresa McDermott
Orval Floyd McVey
Nicole Fiala Murphy
Catherine Bird Olsen
Lloyd Dewitt Oxley
Jacquard H Rothschild
Phyllis Mills Rothschild



Greetings from Your Music Director!

Why do musicians do what they do? Why do singers sing in a choir? It's true that a few musicians make a lot of money singing on a stage. But the vast majority of professional musicians barely eke out a living making music, work in a non-music job and do music on the side, or marry a spouse who makes enough to send the kids to college. Most musicians seem to live lives of irresponsibility because the paycheck just does not reflect either their years of education or their vast experience.

So why do musicians make music? Most never get paid a thing. The answer is simple: because it feels good. Making music by singing is the one thing everyone with a voice can do. Dr. Ysaye Barnwell, UU musician, teacher, and co-founder of Sweet Honey In The Rock, says that if you are present and you participate, your voice deserves to be heard.

So much is happening this spring in our music program. We have many opportunities for you to participate and be heard. Read the Compass (weekly emailed newsletter for announcements) for the details, but here are some ideas to get you thinking.

1. April 22 will be our annual Music Sunday. Every worship element during the service will be expressed in music. If you've been in the closet about your musical gifts, this could be a good time to come out!
2. The same weekend, April 21-22, is the Pride Festival. I'm putting together an All-Arizona UU Choir. We will be singing three songs we learned at the All-Arizona Choral Festival. We will be practicing these songs again during weekly Wednesday night rehearsals. If you cannot commit to a regular choir practice all year, you could still be a part of this choir performance.
3. And on May 12 will be our music program's annual fundraiser, Cabaret, an evening of music and laughter, what a great combination.

Connie Jahrmarkt, CML
musicdirector@phoenixuu.org.

White Glove First Fridays

Remember white gloves? Time to get yours out as we introduce "White Glove First Fridays." On WGFF we hope to recruit folks who have some time to spiff up UUCP.

Our custodian does a yeoman's job with the basic tasks. Beyond that, there is a need for dusting, polishing, sweeping, spackling, touch-up painting—you name it! We will provide the supplies, and we need you to help make this campus shine.

With a spirit of camaraderie and fun, together we can prove that many hands make light work. Our first WGFF will be on March 2nd at 10:00 AM. Call Jill Story at extension 201 or email her at officeassistant@phoenixuu.org to sign up.



Justice GA for Us Locals

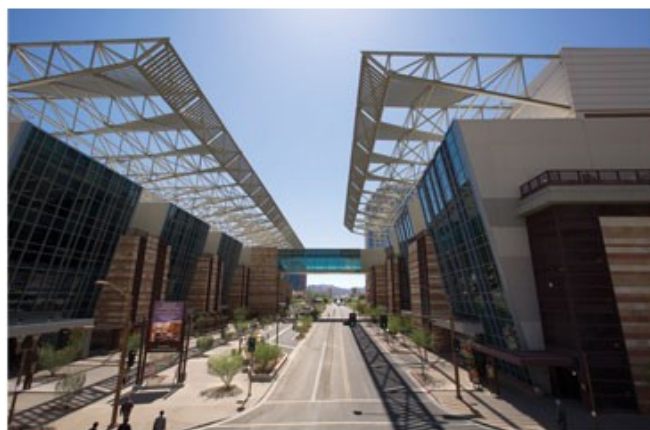
You are invited to the 51st General Assembly of the Unitarian Universalist Association of Congregations: Justice GA, Wednesday, June 20 through Sunday, June 24. Those of us in the Phoenix area may experience Justice GA in many different ways, just downhill in the heart of town.

Descriptions of the amazing programs, witness and service events, and worship services are at the Justice GA programming page of the UUA website: <http://uua.org/ga/programming>. Take a look at the plentiful information found there.

Justice GA registration (<http://uua.org/ga/registration>) became available on March 1. If you are not yet registered, note that on that page there is a savings for early registration through April 30. Study the options on that page—full participation Wednesday afternoon through Sunday is the best choice for many, but one-day and other options are available, too.

Most of the events will be at the Phoenix Convention Center North Building, 100 N. 3rd Street in Phoenix.

Here are some travel and parking options: Parking meters are in operation Monday through Friday from 8:00 AM to 5:00 PM, so you could grab free on-street parking for the Wednesday evening Opening Celebration and on Sunday all day. Thursday through Saturday you could park free at the Camelback & Central Park-and-Ride, where you could purchase a three-day transit pass for \$10.50, good for unlimited bus and light rail use. Get on board the light rail, and step off at 3rd Street and Washington, around the corner from the Convention Center.



You may experience the Sunday morning GA worship service either at the Convention Center or at UUCP. The Convention Center service will be in Plenary Hall at 9:00 AM. At UUCP the same service will be shown on a large screen via streaming video (to be determined whether at 9:00 AM or at our usual 10:30 summer service time).

The programs that are free and open to the public are the Service of the Living Tradition on Friday at 5:00 PM, the Sunday morning worship service (see above) and the Justice GA Expo in the Exhibit Hall on Sunday from 10:30 AM to 2:00 PM. At the Justice GA Expo there will be many booths and a food court, and on Sunday there will also be many tables where you may speak with representatives of community partner groups, and in some cases, buy crafts and other items.

Come to Justice GA, Wanderer, Worshipper, Lover of Leaving. And come, fellow Phoenixians!

Con abrazos fuertes,
Sandy Weir

Weaknesses...or Strengths?

Recently I took my first professional development class through ASU's Nonprofit Management Institute called "High Impact Leadership." It is one of eight that I must take in order to earn my Professional Certificate in Nonprofit Management. I had no idea what to expect or even what exactly I would gain out of the 16-hour class but I was eager to find out. It has been eight years since I graduated with my B.S. in Management and I have been itching for some additional formal education to help me improve my work here at UUCP. I would like to share with you how positively this class has impacted me.

First off, it helped me to identify my top five leadership strengths using Gallup's *StrengthsFinder* assessment tool. Based upon Gallup's four domains of leadership (Executing, Influencing, Relationship Building, Strategic Thinking) my two strongest leadership domains are "Executing" and "Relationship Building." Two of my five strengths fell under the "Executing" domain, two fell under the "Relationship Building" and another strength fell under "Influencing."

Here is something surprising in my assessment. One of the reasons I am eager for this kind of professional development is so that I can better articulate how I make decisions and how I think. I frequently get frustrated about not being able to express myself as eloquently as some of my talented coworkers. Well, get this—one of my strengths according to this assessment tool is my ability to relate. And how do I relate so well? By plain-speaking! According to my *StrengthsFinder* report I instinctually "use words to build bridges of understanding between myself and others. Often I strip the mystery away from technical terminology and complicated theories." Though this was nice to learn and will help me not to beat myself up so much about my plain-speaking, I still intend to improve my vocabulary.

I could share with you some other juicy insider information about my leadership strengths but (using another one of my "Relationship Building" strengths here now) instead I want to encourage *you* to think about your own personal leadership strengths and those of your UUCP peers. The second most valuable thing I took out of this class was not only recognizing my strengths but also how to recognize others' leadership strengths to work together for a common goal. As members of this community we work together to promote our mission: *Welcoming all in building religious community, called to share journeys, grow in spirit, advance justice.*

To take the easy 35-minute assessment yourself, purchase the book "Strengths Based Leadership: Great Leaders, Teams, and Why People Follow" by Tom Rath and Barry Conchie. In the back of the book is a sealed access code with the website address.

Yours in community,
Heidi Parmenter, Business Administrator

Attention Committees, Activity Groups, Parents, Chocolate Chip Cookie Lovers, and You: Reaffirming Our Childcare Procedures

In defining our responsibility to the children we serve, the 1995 UUA Congregational Handbook expressed:

Adults working with children and youth in the context of our Unitarian Universalist faith have a crucial and privileged role, one that can carry a great deal of power and influence. Whether acting as a youth advisor, chaperone, child care worker, teacher, choir director, minister, or in any other role, adults have a special opportunity to interact with young people in ways that are affirming and inspiring to young people and adults...

Our childcare program for special events and meetings has always been about inviting and accommodating our members *and* keeping our children safe. Ideally, offering onsite childcare allows families with little (and not so little) ones to join committees or covenant groups, attend Cabaret, or stay after service for social action lunches, for starters. This might sound as easy as asking one of our high schoolers, or retired members, or stay-at-home parents, to show up at UUCP and sit for our kids. But if we want to comply with the UUA's safe congregations policy (and we do!) it is not that easy. If we want to ensure that our children are cared for by folks who have specific knowledge about working with children (and we do!) then we have to train anyone who chooses to work with our children. If we want childcare to be about more than just babysitting (and we do!), then we have to continue to share resources and offer ongoing opportunities for childcare workers to interact with our kids.

So what does all this mean for UUCP? It means that we are taking the time to tighten up our policy. Truth is, we have gotten a bit lax, sometimes allowing one childcare worker to sit our children, sometimes letting kids play unaccompanied during meetings, and sometimes simply not arranging for a childcare worker in advance. We are proud to say that we have had no serious problems in our childcare program (save for band-aids and undercooked mud pies), and want to do everything we can to make sure that we continue on in that same incident-free environment. So whether you have school-aged children that will ever need care at UUCP or not, we ask you to be aware of the children and youth in our congregation, and of ways we can all help ensure their safety on our campus all the time—not just on Sunday mornings. Children are the future of our congregation and our world—let us be responsible as we share this space together.

After reviewing the childcare policies of many congregations (both UU and other denominations), and talking with parents, non-parents, teachers and seasoned members of UUCP, and discussions of our current policy in staff meetings, we are reaffirming with intentionality our commitment to uphold the highest of standards in keeping our children safe. This means that, effective immediately, committees, activity groups, covenant groups or others who wish to offer childcare for meetings or special events shall adhere to the revised Guidelines and Procedures for Childcare. A copy is printed below and in your *Guidebook for Working with the Office*. Highlights include a requirement that there always be at least two childcare workers at all times and a new \$3 per child per hour fee.

Revised Guidelines and Procedures for Childcare

(For any event or meeting except for Sunday morning Religious Education classes)

Definition of Childcare Worker

A Childcare Worker is a person 14 years of age or older who has passed a background check, has been trained by the DRE, and is listed on the congregation's current list of approved Childcare Workers (the current list is available in your *Guidebook for Working with the Office*).

From the Staff...

A youth aged 14 or older or adult member of the congregation who does not meet the above criteria for a Childcare Worker but who has significant experience caring for infants/young children on our campus may, at the discretion of the minister or DRE be hired as a Childcare Worker or volunteer.

General Policies for Childcare

Offering childcare on UUCP's campus is a benefit for members with children. The fee for each child per hour is \$3.00, payable on the date of the meeting or event to UUCP in cash or by check. Groups or committees are asked to consider the cost of offering childcare when preparing budget requests and planning fundraising events. Committees are welcome to collect and "bank" funds for childcare in advance—please let the office know if you plan to do this.

There must always be at least two Childcare Workers (unrelated by blood or coupling) providing childcare, even if there is only one child present. If there is only one paid caregiver present, a parent will be asked to stay with the children until another caregiver arrives.

If there are more than five babies under 12 months old, or more than 15 children total, a third childcare worker must be hired. If the ratio of children to caregivers unexpectedly approaches these limits, ask a parent to stay with the group until another caregiver can be arranged.

How to Coordinate Childcare

Committees, covenant groups, activity groups and other UUCP-sponsored groups who wish to offer childcare for meetings or special events shall arrange for childcare by following these steps:

Designate an onsite supervisor who will be the main and emergency contact for the Childcare Worker at the scheduled event. This person should either be a staff member, committee chair or designated volunteer. The onsite supervisor shall also be responsible for:

- securing room space for childcare in advance of the event by contacting the office to reserve the room(s) you will need. Rooms 9 (nursery) and 15 (toddler room and access to outdoor play area) are preferred if available. If you will need to use an alternate room, please be sure to notify your Childcare Worker of this change;
- ensuring that rooms used for childcare are clean, and the doors locked, before leaving the building;
- signing the Childcare Worker's timesheet at the end of each shift; and
- collecting the \$3 per child per hour fee from parents, preparing deposit submission form and placing deposit into night deposit slot in Office 2.

The onsite supervisor shall contact any of the Childcare Workers on the list of approved Childcare Workers via telephone or email to request childcare for any onsite event at least one week prior to the event.

When contacting the potential Childcare Worker, the onsite supervisor shall have the following information available, whenever possible:

- date, time and duration of work shift;
- names, ages and any accessibility issues of the children for which childcare is being contracted; and
- details regarding meals and/or snacks (if applicable).

Committees are encouraged to remind parent-members of the \$3 per child per hour fee when publicizing their event or meeting.

From the Staff...

Payment procedures

Childcare Workers will document the date and hours worked on timesheet. It is imperative the onsite supervisor sign the Childcare Worker's timesheet at the end of each shift.

Approved Childcare Workers will be paid \$10 per hour. Committees or activity groups engaging Childcare Workers will be charged for the expense.

Safe Congregation Guidelines

Drawing from the policies of numerous Unitarian Universalist congregations (namely the Thomas Jefferson Memorial Church, and the First Unitarian Church of Lynchburg) the Children's Ministry Committee suggests the following set of expectations for all of our church programming which involves children and youth:

- Volunteers and staff shall not engage in behavior with children or youth that constitutes any sort of verbal, emotional or physical abuse; this includes behavior or language that is personally threatening or demeaning.
- Volunteers and staff shall not indulge in sexually harassing behavior.
- Volunteers and staff shall not engage in sexual, seductive or erotic behavior with children or youth.
- Volunteers and staff shall not allow the use of drugs, alcohol or any sort of illegal activities among children or youth.
- Corporal punishment may not be used under any circumstances.
- No adult who has been convicted of child abuse (either sexual abuse, physical abuse, neglect, or emotional abuse) shall work with children or youth in any church-sponsored activity.

Feel free to email me with any questions. And if are not on our weekly children's email list and you want to be, email me about that too!

In peace,
Jaynn Truran
redirector@phoenixuu.org

To subscribe or receive Horizons via email, please submit your contact info at the visitors' desk or email administrator@phoenixuu.org.

Director of Children's Ministry Search

The Congregation is starting a national search for a full-time Director of Children's Ministries. Our Children's Ministries include: the UU Early Education Co-operative preschool, Sunday School, and Kids Kamp. This is a new position that will replace the part-time Preschool Director, part-time Director of Religious Education, and starting in June 2013 the co-directorship of Kids Kamp. Rev. Susan's vision is to streamline the administration for all of our Children's Ministry programs, including the Preschool, to share the strengths of each program and provide the best experience to all of the families they serve.

The process leading to this staffing change included consultation with current staff members in all of the affected programs, the Children's Ministry Committee, and other lay leaders. It has garnered unanimous support throughout. Many see this as a new era of celebrating, honoring, and building our commitment to serving families in both our Unitarian Universalist faith and broader community.

Some benefits to this staffing change include a full-time, fully benefited Director with a competitive salary specializing in managing early education programming. This will be a high level supervisory position and requires a Master's Degree in an education-related field with experience managing early education programming. Rev. Susan is looking for a leader with strong relationship building skills and a passion for children and families. The full job description and instructions for applying can be found on our website at www.phoenixuu.org under "Jobs @ UUCP." You are encouraged to refer this exciting job opportunity to qualified applicants.

Rev. Susan and Heidi will be asking key leaders in our Children's Ministries programs to be a part of the hiring committee to help provide feedback and insight on candidates. In the coming months we will announce who will be on this hiring committee.

UUCP Youth Selected for GA 2012 Leadership

Earlier this church year, Asha Arora was selected to serve on the Youth Caucus staff for General Assembly in both 2012 and 2013. Asha was selected by a team of her peers to serve as Youth Caucus Dean. Asha was selected from a pool of highly qualified, dedicated and talented youth leaders from across the country to help organize the entire Caucus. Along with a co-dean, Asha has been determining the direction of the program, selecting staff and providing feedback to other GA planners. Her role will continue as she manages a staff of nine other youth and five adults who are charged with running Youth Caucus programs, providing worship and reflection opportunities, and inspiring youth attendees to take active roles in their own communities.

Celeste Allen has been selected to serve as the Youth Caucus Justice Liaison for GA 2012. Celeste was selected from a pool of highly qualified, dedicated and talented youth leaders from across the country. In this role she will serve as the liaison between the Youth Caucus and those responsible for planning service projects and witness events. Celeste joins a staff of nine other youth and five adults who are charged with running Youth Caucus programs, providing worship and reflection opportunities, and inspiring youth attendees to take active roles in their own communities.

Adult Faith Development

Friends, I want to draw your attention to a challenge before us:

Our most recent course offerings (Principled Commitment; The Transcendentalists; Immigration as a Moral Issue) reached capacity. In fact, many of our offerings this year could take no more participants. Most congregations would love to have this problem! This does, however, mean that we have our work cut out for us. How can we effectively meet the rising demand in our congregation for courses that stir the imagination and shape our living?

We need your ideas. What would you like to explore in the coming year? In the last few years we have offered courses on such diverse subjects as:

- Sacred Depths of Nature
- Finding Your Religion: When the Faith You Grew Up With Has Lost Its Meaning
- From Age-ing to Sage-ing: A Profound New Vision for Growing Older
- Parenting Beyond Belief: On Raising Ethical Kids Without Religion
- Understanding the Bible: An Introduction for Skeptics, Seekers & Religious Liberals
- Lifecraft: The Art of Meaning in the Everyday
- A Bridge Called Respect: Women and Men Joining as Allies
- Articulating Your UU Faith
- Poetry Patterns
- Forgiveness
- The Wisdom and Faith of Huston Smith
- Lifelines: Holding On (and Letting Go)
- A Walk with Four Spiritual Guides: Krishna, Buddha, Jesus & Ramakrishna
- And many more.

We need your expertise. We don't generally import professors and experts to teach these courses. *You* are the professors and experts. Our congregation is a rich well of knowledge, life wisdom and experience.

What fine teacher do you know among us from whom we can learn?

What course would you enjoy leading?

Would you consider co-leading a course? With whom?

We need your leadership. We have a great Adult Faith Development committee, but to face the challenge before us we need greater depth and diversity of life experience and wisdom.

Are you a young parent who could help us envision courses apropos to you?

Are you passionate about nature and can provide guidance on possible offerings?

Perhaps you're atheist and can bring life to that portion of our curriculum.

Maybe your strength is in helping us develop intentional spiritual practices.

Please take a moment to think about your role in expanding our Adult Faith Development offerings. To respond to any of these questions, please contact David Weaver, staff support to the committee, at dweaver@phoenixuu.org or Terry Simmons, chair of the committee, at terrynsimmons@gmail.com. We look forward to hearing from you!

The New Restrooms Have Floors and Walls!

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

- New restrooms
- Sewer connection
- Electrical upgrades

Construction work continued in February. The first picture below, taken from south of the main building looking northwest, shows the walls of the new addition reaching the top. The walls extend above the roof of the restroom to block vision of the new heating and air conditioning unit.

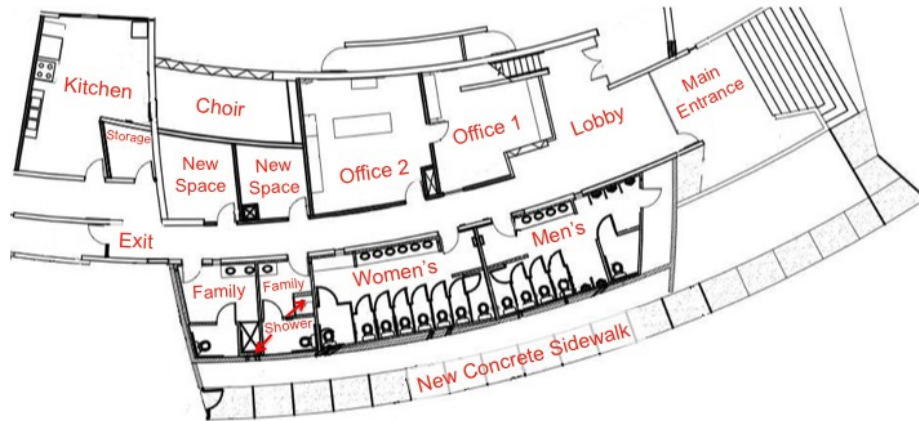


The next picture, taken from the lobby, looks down the main hallway showing the new doorways being built for the restrooms. There are four new doorways for the Men's, Women's, and two Family restrooms.



Ministry and Committee Reports...

The layout of the new restrooms:



The view from the new doorway into the Men's Room, where the floor has been poured and preparations to add the ceiling have begun.



Please watch the Compass weekly newsletter for announcements of construction activity and any facility closures. More important, please look at any information signs when you are on the UUCP campus. Although all efforts are being taken to reduce impact on programs, a certain amount of inconvenience (and dust) cannot be avoided.

Details of the project may be found on the UUCP website at the "UUCP Renovation" tab. Please feel free to contact the Renovation Project Team at renovation@phoenixuu.org or the office if you have any questions.

Don Weir
Chair, 2010-12 Renovation Project

March Diversity Dinner

Friday, March 23, 6:00-8:00 PM

The Membership Committee invites you to bring a traditional family food to our next Diversity Dinner. What dish simply must be on the table when you gather for special family occasions? What beloved recipes have been handed down through the generations of your family? What new food traditions have you started? Do your favorite family foods reflect your heritage or provoke any memories? Are there stories to tell about your family's food traditions?

This potluck in the Johnson Room is for people of all ages. Parents and grandparents are welcome to attend with their youngsters, but no childcare will be provided. We suggest bringing a dish according to this breakout: Last names A-F Dessert; G-L Drinks; M-R Main dish; S-Z Side Dish or Chips. However, if the traditional family dish you wish to share does not fall into the category assigned to your last name, please feel free to bring your special dish anyway! We ask that you also bring your own reusable plates, cups and utensils in an effort to reduce waste and minimize clean-up time. Hope to see you there!

One Size Fits All and Other Fairytales: A Body Love Playshop for Women Only

Tuesday, March 20th, 7:00-9:00 PM

Let's celebrate Women's History Month by acknowledging that ideas of beauty have changed over time and vary by culture. No matter where we are on our body image journeys, we can all use a little encouragement to love the skin we're in. This fun, interactive playshop on body love, facilitated by the Rev. Linda Lawrence, is for fierce, fabulous, beautiful women of all shapes, sizes, colors, and ages (12 years and up). Learn the magic of sending love and acceptance to the parts of yourself that you have the most difficult time embracing. Remember how to celebrate the bits you already love. This playshop will include poetry and personal stories, encouragement to love ourselves as we are, a little journaling, mandatory belly laughs, and some free chocolate!

There is no fee for the One Size Fits All Playshop, but you must register by Sunday, March 18th if you wish to attend. Class size will be limited to 20 participants. To register, email assistantminister@phoenixuu.org or leave a message for Rev. Lawrence at 602-840-8400, Ext. 204.

Share the Plate: Encourage Future Justice through Youth Attendance at General Assembly

The nationwide annual General Assembly of UU congregations ("GA") is special to Arizona UUs this year, since it will happen in Phoenix, June 20-24th. This year's GA has a first-time-ever focus on justice. Our Share the Plate this month encourages youth and young adults to attend GA by contributing to the scholarship fund for attendance for young people. Historically, they have been under-represented at GA, but they are our future! Let us support their participation. This fund is administered by our regional association of congregations, the Pacific Southwest District (www.pswduua.org).

Our Share the Plate application has been revised. Please visit www.phoenixuu.org to see the new form. Consider the guidelines, and nominate the organizations that would be good for us to support through our monthly "Share the Plate." Questions can be sent to sharetheplate@phoenixuu.org.

This is a competitive process, so please be sure to complete the form thoroughly. Thank you for your support!

Phoenix Pride 2012

Interweave, our LGBTQI committee at UUCP, needs participants for the Pride parade on Saturday, April 21, 10:30 AM to noon. We also need volunteers to staff our booth Saturday and Sunday, April 21 and 22, from 9:00 AM to 6:00 PM. There are three shifts and each is three hours in length. Please sign up at the social action table in the rear of the sanctuary or contact us at interweave@phoenixuu.org for more information.

Social Action Luncheon

The March Social Action Luncheon will be held on Sunday the 18th at 12:30 PM in the Johnson Room. We are pleased to welcome Tim Schmaltz, CEO of PAFCO (Protecting Arizona's Families Coalition), one of the leading advocates for children, families and vulnerable adults. Tim is a well-known fixture in the halls of the Capitol in seeking to protect human services in Arizona from the drastic cuts they have faced. PAFCO was formed in 2001 and has grown to be a statewide coalition of more than 100 groups. All are welcome; a small, voluntary donation for food is appreciated.

Unitarian Universalist Service Committee

GUEST AT YOUR TABLE

More than \$900 was returned in the little GYAT boxes filled with dollars, coins and checks—nearly double last year's total. The proceeds will be used for many humanitarian projects in 22 countries around the world. Congratulations to everyone who participated in this success!

Here's an example of UUSC at work: Dalia Ziada is the director of a program, Fahem Haqi, to educate voters in Cairo, a project supported by UUSC. It is a public awareness campaign to inform Egyptians about their political and civil rights in a healthy atmosphere.

FAIR TRADE UPDATE

Hundreds of thousands of children have been exploited while working in hazardous conditions on cocoa farms. Hershey had not honored its commitment made 10 years ago to put an end to forced child labor in the industry. When more than 1,000 UUSC supporters joined 50,000 consumers nationwide last fall, Hershey announced on January 30 that it will purchase Rainforest Alliance Certified cocoa for its Bliss Chocolate products, starting later this year. This is the first commitment that Hershey has made to use an independent, third-party certification system to ensure that its cocoa is grown sustainably, including the monitoring of forced and child labor. Power to the people!

When you purchase Fair Trade coffee and chocolate you help to strengthen human rights and individual dignity. It not only tastes good, it *does* good. We have a good supply at the Social Action table.

UUSC:

- championing civil rights in the Middle East
- protecting workers' rights at home and abroad
- building sustainability with survivors of the Haiti earthquake
- defending human rights to water

Become a UUSC member. See Heather McLellan, UUSC representative, at the Social Action table.

Traveling 2nd Fridays

Curious about Traveling 2nd Fridays? Come learn about other cultures and far-off lands as UUCP members and guests share about their adventures in Shanghai, Ethiopia, India and other foreign locales. Join us the second Friday of each month, 7:00-8:00 PM in the UUCP sanctuary.

MARCH 9: *THE HEART OF INDIA* WITH DAVE & BARBARA CAWTHORNE

Prepare to take a journey through India starting at the Golden Triangle and ending at Varanasi, a religious city on the Ganges. You will start in Delhi seeing markets, mosques and Hindu temples. Beware! The streets are congested with the occasional camel, elephant and sacred cow holding up traffic. Then to Jaipur, the pink city, and Ranthambore National Park where you'll

see exotic animals such as Langur monkeys and a rare tiger. Once you have had your fill of wildlife you will get to visit the famed Taj Mahal in Agra and the erotic temples of Khajuraho with their provocative art work that has been preserved through the ages. Finally, you'll make it to the city of Varanasi, seeing funeral pyres and taking a boat down the Ganges.

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

2nd and 4th Saturdays Addictions Discussion Group

Did you hear about the woman who was addicted to line dancing? She had to join a two-step program (ta-dum, cymbal crashing). Seriously though, the most successful program in the world has been the traditional twelve-step program, but it is not the only path to sobriety. As part of the Addictions Discussion Group (and the associated Addictions Ministry), we share our experiences with other methods and programs. Smart Recovery? Rational Recovery? Sponsor? No Sponsor? Higher Power? Cognitive Therapy? Come find out what we're all about every 2nd and 4th Saturday in Annex B at 4:30 PM. Six months sobriety preferred. Contact 602-361-9067 or just show up.

Got Citrus?

There is still time to donate your citrus or volunteer to glean on St. Patrick's Day!

As a reminder, this year a new Justice Ministry—UUCP's own Citrus Glean Team will partner with St. Mary's Food Bank (SMFB) and our Quaker Friends on St. Patrick Day, Saturday, March 17, from 9:00 AM to Noon for our own citrus gleaning volunteer event. If you would like to volunteer to pick on that day (SMFB supplies all the equipment), and/or have surplus citrus in your yard, and would like to have your trees gleaned as a donation to St. Mary's, we invite you to join us in this doubly green activity! What better way is there to build religious community, share a journey, grow in spirit, and advance justice! Please contact Lillian Habeich by March 10 at citrusglean@phoenixuu.org or 480-241-5496 for further information and to sign up.

J. Earle Canfield Speaks with Passion

West Valley UU, March 18

UUCP, March 25

Sacred Cows Make Great Hamburger is a teaching on caste, the social hierarchy of South Asia, including India and Nepal. The horrors of sanctioned slavery inherent in the caste system is found everywhere in our own past! Most civilizations throughout history have had versions of a caste system from the Egyptian Pharaohs, the Athenians, to the Holy Roman Empire, even in China and Japan.

How can this be? If so, how did we in the West evolve out of it? Are we descending back into it? These haunting questions became apparent to me as ANSWER began educating low-caste children in order to help Nepal evolve to a more democratic social system. As more of our children graduate and acquire middle-class careers, it has become apparent that they are becoming a force to facilitate social change.

Earle Canfield, a retired physician's assistant, and his partner Mary Jane Schmidt, a retired special education teacher, first visited Nepal 18 years ago to volunteer in a children's hospital. When they put a little street girl into a private school for higher caste children—she shot to the top to become a nurse. Using this model of placing low-caste children in “high-caste schools,” they founded ANSWER (American-Nepali Students' and Women's Educational Relief) 10 years ago. Today ANSWER has 600 children in 125 schools and colleges all over Nepal. Nearly all of these children are going to college and getting mid-level careers and staying in Nepal to help their own. The amazing thing is that most of these children are supported by individual UU members in churches all over the US for 80 cents a day!

Special Wine and Cheese Gathering to Meet Earle and Mary Jane—All UUs and Friends Welcome!

Did you know UUs from across the nation are changing children's lives through education in Nepal? UUs, friends and sponsors are invited to a special reception for Earl Canfield and Mary Jane Schmidt, co-founders of the non-profit ANSWER in Nepal.

Join together in community with Bonnie and Dave Cunningham, friends and ANSWER sponsors for wine and Nepali appetizers. Hear about adventures in Nepal, see an ongoing slide show and get to know Earle and Mary Jane, two people whose passion has changed lives and brought hope to hundreds of children in Nepal.

Thursday, March 22, 5:00-7:00 PM

Sunday, March 25, 2:00-4:00 PM

Please use Google Maps for driving instructions. (Major crossroads: Tatum and Lincoln.)

Bonnie and Dave Cunningham

4305 E Rose Lane, Paradise Valley, AZ 85253

480-231-6234

Unicare Thanks and Introductions

UUCP is indebted to the long and gracious leadership provided by Julie Smart. She definitely has made and is still making UUCP a caring community. Julie served as our Unicare Coordinator for many years and provided support to our most recent Unicare Coordinator, Jean Rosenberg, whom we also thank and wish well in her relocation to California. Julie is currently mentoring two people who have assumed leadership positions in Unicare: Barbara Berg and Ruth Braunstein. Please see their photos and introductions below, but first: *a big thank you to Julie Smart* for her many years of service and for her continuing service to UUCP!



Barbara moved to Phoenix after retiring from 30 years of teaching adults English as a Second Language in Sacramento, CA. She came to Arizona to be closer to family and nearer the Foundation for Higher Learning meditation group of which she has been a longtime member. Barbara joined UUCP in the autumn of 2009. She sings in the choir and assists in our outreach to Eritrean immigrants in many ways, including teaching ESL. Barbara is currently studying *A Course in Miracles* and attempting to apply those lessons to her daily living. As our new Unicare Memorial Service Coordinator, Barbara brings a warm and gentle spirit, a caring heart, and a desire to be of service to those going through difficult times in their lives.

Ruth lived in New York City for most of her life where she was a member of the First Unitarian Society in Brooklyn. She moved to Scottsdale in 1994 when her husband retired, and began attending both UUCP and Temple Solel. She became a UUCP member in September 2011. Ruth has worked as a church and medical secretary. She has coordinated continuing education classes in nursing and in art and design. She has designed fabrics for the women's apparel market and started a textile design business. Ruth currently records textbooks for Learning Ally (formerly Recording for the Blind and Dyslexic), volunteers at the Phoenix Art Museum, and co-facilitates one of UUCP's covenant groups. She previously volunteered at Hospice of the Valley and for the City of Scottsdale's Senior Peer Counseling Program, giving her wonderful experience for her new role as our Unicare Friendship Pairs Coordinator.



Barbara and Ruth look forward to becoming better acquainted with many of you. Please be patient with them as they take on these important roles, assist them in their endeavors, and say, "Yes!" as often as you can when they ask for your help in making UUCP a more caring community.

Namaste,
Linda

Rev. Linda Lawrence, Assistant Minister

Unicare Joys and Sorrows

We are delighted to hear that Dena Sidmore, after months of red tape and waiting, is soon to receive her credential as a Licensed Associate Counselor and can begin looking for jobs in her field. Congratulations, Deena!

We are also pleased to hear that Tish Gauntt's dear dog, Dexter, who had liver cancer last spring, passed his six-month ultrasound check-up in January and seems to be cancer-free for now. Hallelujah!

We are happy to report that Amy McCluer's parents are finally back home after various health concerns, as is her aunt. Maybe she and Steven can set a new wedding date now!

On a sadder note, Jerry Butler was hospitalized after some falls and is now at The Terraces Health Care Center, 7550 N 16th St, Phoenix, AZ 85020. He would love to get cards from his UUCP friends.

Our hopes for a better 2012 are extended to Emily Helton-Riley, whose year started with a series of accidents, family tensions, and friends' deaths. Sympathy and hugs go out to you, Emily.

Some of you probably know that Margaret Stallworthy had extensive smoke damage to her home when a fire broke out next door. Between investigations, insurance company dealings, etc., it has been a long haul for Margaret with no definite end in sight. She is currently staying with her dog and cat at the Extended Stay next to her office, but she is without cooking facilities and would really appreciate receiving some home-cooked meals that she could heat up in the microwave. If you are able to make something for Margaret, please contact her to make arrangements for getting the meal to her. Her contact information is in our directory.

Please remember the celebration of Bernie Hall's life on Saturday, March 3, 2:00-4:00 PM in the Recreation Center at Friendship Village, 2625 E Southern Ave in Tempe. You are also invited to celebrate Pat Shannon's life at a memorial service on Saturday, March 31, at 2:00 PM in our sanctuary with a reception following the service. Let us continue to offer our love and support to the families and friends of these dear ones.

In community,
Linda

Welcome, New Members!

We were pleased to have 16 participants in the February Pathway to Membership program. Eight people have signed the Membership Book to date, and several others plan to become UUCP members in the near future. Our newest members are: Alicia Angle, Gladys Angle, Manuel Cano, Judy Flanagan, Laura Malpert, Rod Malpert, Janet Norstrand, and Davier Rodriguez. We welcome you into covenant with the UUCP community and look forward to getting to know you better!

Please look for some of the new member photos and biographical sketches in the March and April issues of Horizons. You will also be better able to match names with faces by taking a look at the new member poster that's on the bulletin board in the hallway next to Office 2. Please be sure to say hello to our newest members and help them feel at home in our community. You won't be sorry. Their enthusiasm is contagious!

New Members...



Alicia Angle is a senior at Chaparral High School and a member of our YRUU group. She has attended UUCP since 2007. After graduation, Alicia hopes to attend college (location TBD) before or after doing volunteer work in South America.

Gladys Angle is a playwright and screenwriter born in San Lorenzo, Paraguay. She moved to Scottsdale from Minneapolis when she was nine and spent the greater part of her youth attending public school, a fact she remains proud of. Gladys went to college at Occidental and graduated in 2011 with a B.A. in Theater and English. She is passionate about her writing, social justice, and education.



Judy Flanagan grew up in Napa, California on a vineyard with four siblings. She has survived 25 summers in Phoenix. She is an immigration attorney but has also worked as a prosecutor and a legal aid attorney. She loves contra dancing, hiking, reading, and making compost.

Rod Malpert and Laura Lambol Malpert were raised in Nebraska but met in Phoenix and married in 2010. They have since had a daughter, Audrey. Rod is an immigration lawyer and Laura is a local TV news reporter. Rod has been a political science professor and Laura has been a Radio City Rockette and dance instructor. Laura enjoys yoga, movies, and hiking. Rod is a chess master and backgammon buff and enjoys future studies.



Janet Norstrand writes, “By now it is a long life – but I always start with my mother who raised four of us as a single mom in Blackfoot, Idaho. As luck and love would have it, we were all successful. Two stayed in Idaho and two moved to Boston. I lived in Boston for 35 years. Since leaving, I have lived in many places. I am a photographer, cook, gardener, traveler, and a Unitarian since my early days in Boston. I am now in Scottsdale where my daughter lives – a wish fulfilled for us both - and my son and I visit often. He has two wonderful children, one now 18 (who is almost a daughter to me) and a beautiful one-year-old boy.”

Come camping!

Eb Eberlein of KXCI Radio, The UU Church of Northwest Tucson, and Eb's Camp Cookin' invites music lovers to a music weekend at the SAWUURA Camp near Pleasant Valley, AZ, on Easter weekend (April 5-8).

The Sierra Anches Wilderness Unitarian Universalist Religious Association (SAWUURA) is a 109-acre camp nestled on 7 Mile Creek in the heart of the Sierra Anches Mountains of the Tonto National Forest. About a four-hour drive from Tucson or Phoenix, this remote and beautiful valley is lush with pine, juniper, oak, walnut, manzanita, and wildlife of all kinds. The stream is usually flowing at the start of April and this winter's precipitation to date seems to promise that again this year. There is no charge for this weekend. Eb will provide two meals for everyone attending; one breakfast and one dinner. The remainder of the meals will be pot-luck. A cool part of camp is that there is no electricity, a well supplies drinking water and two solar showers.

As the location is remote with about an hour of dirt road driving please contact Eb at 520-622-6966 or AZTrails@comcast.net to confirm directions and details. If the weather is inclement we'll have a get-together at our home in Tucson on Saturday the 7th.

UU–United Nations Office Intergenerational Spring Seminar

Every April, youth and adults from around the United States and Canada gather in New York City for our exciting and educational Intergenerational Spring Seminar.

You should attend the Spring Seminar to...

- Gain a deep understanding on topics of global concern
- Listen to insightful speakers from around the world
- Learn, make friends, have fun, and even sleep!
- Take on important leadership roles in planning and execution

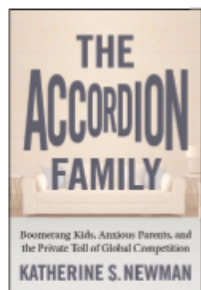
This year's seminar *Beyond Borders: Breaking Barriers of Race and Immigration* will take place from April 12th-14th with sessions at the UN Headquarters, the UN Church Center, and the Salvation Army. Youth will arrive on the evening of April 11th and be hosted at the All Souls NYC. For more details on the 2012 Intergenerational Spring Seminar, visit <http://www.uu-uno.org/events/spring-seminar/>.

Justice Is the Human Right to Water

March 25th is UUSC (Unitarian Universalist Service Committee) Justice Sunday for 2012. This year's Justice Sunday theme, "Justice Is the Human Right to Water," focuses on how UUSC upholds the inherent worth and dignity of every person through our Environmental Justice Program, specifically through protecting the human right to water. All people have a right to safe, sufficient, affordable, accessible water for daily human needs. In the United States and internationally, UUSC and our partners are working to defend this right. Learn more at www.uusc.org/justicesunday/2012.



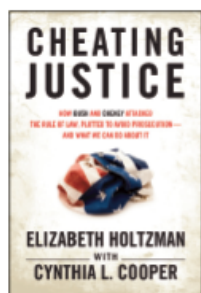
New Beacon Titles



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"Katherine Newman identifies a previously unexamined casualty of the new global economy—the prolonged dependence of adult children on their families. The resulting 'accordion family' . . . is emerging all over the developed world . . . The responses to this trend . . . will shape generations to come."

—**Robert B. Reich**,
author of *Aftershock*



CHEATING JUSTICE
How Bush and Cheney Attacked the Rule of Law, Plotted to Avoid Persecution, and What We Can Do About It
\$26.95 Hardcover and E-book

"History demands a reckoning so that future administrations don't also routinely act above the law. When that happens, *Cheating Justice* will be among the bill of particulars."

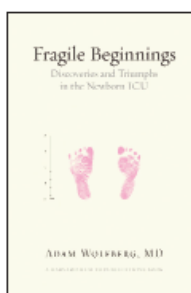
—**Mark Green**,
co-author of *The Book on Bush*



STRAIGHT
The Surprisingly Short History of Heterosexuality
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"Challenging our culture's deeply entrenched, stubborn assumption of heterosexuality, *Straight* helps us to think newly and critically. Starting from her own experience, Hanne Blank creatively analyzes the unexamined idea that heterosexuality is given, unchanging, ahistorical."

—**Jonathan Ned Katz**, author of
The Invention of Heterosexuality

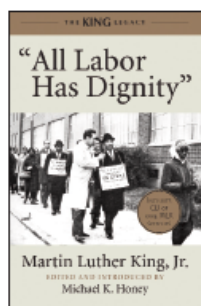


FRAGILE BEGINNINGS
Discoveries and Triumphs in the Newborn ICU
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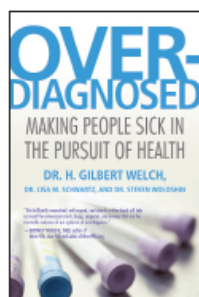
"Writing with a physician's acuity and a father's compassion, Adam Wolfberg presents a clear-eyed view of the challenges facing premature infants and their families . . . His honesty will be welcomed by anyone who has navigated this treacherous course."

—**Elizabeth Mehren**, author of
Born Too Soon

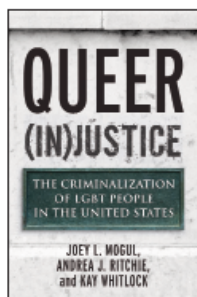
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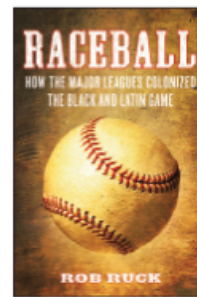
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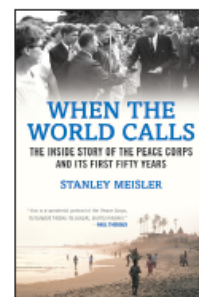
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Celebrations of Life

9:30 and 11:15 AM

MARCH 4: POETRY AND THE EARTH

Service Leader: Rev. Walt Wieder, Unitarian Universalist Church of Surprise

I went to two different non-UU seminaries: Crozer, liberal American Baptist, and SMU, mainline Methodist. My more 'traditional' colleagues would say "scripture" and would think 'Bible.' I would think 'Lyric poetry.'

MARCH 11: WE ARE REAL

Service Leaders: Celeste Allen & Steven Ballesteros

Sometimes we feel captured, like we can't speak for our true minds or selves. However, when we speak as one being to another and release our walls and pretenses we create moments of beauty and transcendence. These moments are what we yearn for at youth camps and what we can find at GA and in our work on immigration.

Celeste Allen is Youth Caucus Justice Liaison for GA 2012 and Steven Ballesteros is a Worship Associate, Religious Educator, and Religious Ambiance Coordinator at Mountain Vista UU in northwest Tucson and Youth Representative to the Mountain Vista Board.

Share the Plate Sunday: to benefit PSWD Justice Fund

MARCH 18: A PEOPLE SO BOLD—MULTIGENERATIONAL FLOWER COMMUNION SERVICE

Service Leader: Rev. Susan Frederick-Gray

Unitarian Universalism calls us to be bold. So much in our lives calls us to shrink, to hold back our questions, to remain silent in the face of wrong. The Flower Communion Service is a unique UU service that memorializes the boldness and the heart of our faith. And it is a service that celebrates life for all ages. Everyone is invited to bring a flower to this service. Together we will make an arrangement with the flowers, and everyone goes home with a flower different than the one they brought.

MARCH 25: SACRED COWS MAKE GREAT HAMBURGERS

Service Leader: Earle Canfield, Executive Director of ANSWER

The Caste System in South Asia (India and Nepal) was once the social order in many feudal countries, including those of the West. When and how did we manage to overcome it in the West, and how is one program truly helping Nepal in this transformation? Learn more about ANSWER on their website, www.answernepal.org, and consider signing up to receive their monthly email newsletter which is produced and distributed by UUCP's David and Bonnie Cunningham.

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Vice President: David Johnson
Treasurer: Smoot Carl-Mitchell*

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Our Mission

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



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