

2016-2017

**Unitarian Universalist
Congregation of Phoenix**

**Annual
Report**

Contents

Annual Report	0
2016-2017	0
Mission and Scope	3
Mission	3
Scope	3
Congregational Meeting Minutes	3
Congregational Meeting of June 2016	3
Congregational Meeting of February 2017	5
Board of Trustees Report	5
Lead Minister's Report	8
Staff Reports	10
Business Administrator	10
Director of Children's Ministries	12
Director of Pastoral Care & Justice Ministries.....	12
Music Director.....	14
Membership and Volunteer Coordinator.....	24
Office Assistant.....	27
Committee and Ministry Reports.....	28
Adult Faith Development	28
Archives	29
Capital Campaign Committee	30
Children's Ministry Committee	31
Community Night.....	34
Finance Committee	39
Immigration Small Group Justice Ministry.....	40
Maryland School Task Force	40
Membership Committee	42
Nominating Committee	46
Program Council	47
Publicity Committee.....	47
Refugee Assistance Program.....	48
Right Relations Committee	49
Sanctuary Team.....	50

Sewing and Craft Circle	51
Share the Plate Committee	52
Small Group Ministry.....	53
UMON New Day Center.....	53
Unicare	54
Worship Associates.....	55
Sponsored Group Reports	55
Open Arts and Crafts Studio	55
Outdoor Group	56
Poetry Coffeehouse	57
Saturday Meditation Group.....	57
Traveling Second Fridays.....	58
Walking Poetry Lovers.....	58
Women’s Ritual.....	59
Affiliate Reports.....	60
UU Foundation Report	60
Financial Reports	62

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 2016

JUNE 5, 2016

Agenda

- Call to Order – Sarah Montgomery, Vice President, at 11:45 AM
- Quorum Check: 69 members present (Sarah Montgomery, Caitlin Gaspar, and Karen Quinn)
- Review Covenant of Commitment to our Congregation (Sarah Montgomery)
- Review and approve Rules of Procedure (Sarah Montgomery); Smoot Carl-Mitchell moved approval; Ellie Anderla seconded; approved unanimously.
- Review Agenda (Sarah Montgomery).
- Approval of January 31, 2016, Congregational Meeting Minutes; Gene Harvey moved approval; Ellie Anderla seconded; and minutes approved unanimously
- Board of Trustees Report regarding Vision, Financial Plan, Lead Minister review process.
- Proposed Vision Statement (Sarah Montgomery)
 - Vision Statement (proposed)
 - To be a spiritual community for our time:
 - Theologically diverse
 - Radically Inclusive
 - Justice centered
- Discussion: Linda Kessler stated proposed statement was excellent. Pierre Theriot asked how long it would last and whether there should be a hyphen? Response: the Statement will stay in effect as long as the Congregation wants, and yes, there should be a hyphen.
- Motion from Board of Trustees to Approve proposed Vision Statement: Motion approved.
- Financial Report (Business Manager Heidi Parmenter). Michelle Morgan asked whether members would receive another pledge statement by June 30? No, but those with balance as of 6/30/2016 can pay balance within two weeks of July 1, 2016 to be reflected for current year's pledge. Pierre Theriot asked whether it was too soon to pay 2016-2017 pledge? No, but please indicate which year's pledge payments are for.

- Strategic Implementation Update: Rev. Susan Frederick-Gray
- Proposed 2016-2017 budget: Rev. Susan Frederick-Gray. A member reminded other members that a capital campaign to provide seed funds for staff and future growth has previously been done at UUCP. A member asked whether there were any insights as to the reasons for the increase in new members this year? Susan responded that having a second minister and outreach beginning last year, membership development efforts, increased staffing for Children's Ministry all contributed. Another member asked whether Emrys Staton taking a new position would delay becoming credentialed as a minister. No. Emrys commented that it will increase his experience and be very helpful.
 - Motion from Board of Trustees to Approve the proposed budget: Motion approved.
- Capital Campaign Planning Team (Smoot Carl-Mitchell): Smoot Carl-Mitchell described possible scopes of work for the next Capital Campaign which were considered by the Planning Team. Questions were asked about the plans for the north parking lot and whether permeable paving was being considered. The plans were further described and permeable paving will be considered when we're further along in the process. Another question was asked about whether use of a split system HVAC was being considered. In response, it was explained that a split system was recommended, which is planned to be a high efficiency system. A question was asked about where the new accessible entrance will be, which was described.
- Nominating Committee Report (Julie Smart for Chair Gary Ezzell)
 - Election of Board of Trustees: Ceyshe Napa as new at-large Board member and Jim Allen for another term as treasurer with both terms to run until June 30, 2018.
 - Motion from the Nomination Committee to approve Board nominees: Motion approved.
 - Election of Nomination Committee members: Jenny Jones Moats, Bill Snowden, and Bonnie White with all terms to end June 30, 2018.
 - Motion from the Nomination Committee to approve Nomination Committee nominees: Motion approved.
 - Installation of Leaders

Adjournment of Meeting (Sarah Montgomery). Smoot Carl-Mitchell moved to adjourn, motion seconded by several persons. Motion approved.

UUCP Board of Trustees (board@phoenixuu.org)

- Glen Lockwood – President (president@phoenixuu.org)
- Vince Waldron – Vice-President
- Jim Allen – Treasurer
- Sarah Carlson – Secretary
- Rajeev Arora – Trustee-at-Large
- Karin Quinn – Trustee-at-Large
- Caitlin Tuffin-Gaspar – Trustee-at-Large
- Ceyshe Napa – Trustee-at-Large
- Max Schweiger & Katie Quinn-YRUU Youth Reps

Congregational Meeting of February 2017

February 5, 2017

Call To Order: Glen Lockwood, President, at 10:35 AM

Quorum Check: More than 70 members present (Vincent Waldron and Sarah Carlson, counters)

Introduction of Board Members

Review Covenant of Commitment to our Congregation (Glen Lockwood)

Review and approve Rules of Procedure (Glen Lockwood)

- **Motion:** Smoot Carl-Mitchell moves to approve Rules of Procedure; Ellie Anderla seconded. Motion approved unanimously.

Review Agenda (Glen Lockwood)

- **Motion:** Board moves approval of June 5, 2016 Congregational Meeting Minutes; Pierre Theriot seconded; motion approved unanimously.

Mid-year financial report/overview (Heidi Parmenter)

Capital Campaign Update (Rev. Susan and Capital Campaign Task Force)

- Question regarding whether acoustic panels would be used to improve sound quality? No, but some funds left from mini-capital campaign and other improvements have been made including new sound board, microphones and assisted hearing devices. Question about the HVAC system and parking lot. Exploring a split HVAC system, which will be much more efficient in use of electricity and water. We will not have funds to repave parking lot and will have to patch lower parking lot, but should be able to upgrade upper lot. Question about whether UUF is considering putting money towards any budget shortfall? Yes, that is being considered, but shortfall, if any, will result in adjustments as necessary.
- **Motion:** Board moves to approve the 2017 Capital Campaign Budget. Motion approved.

Rev. Susan's Candidacy for UUA President (Rev. Susan and Vince Waldron, UUCP VP)

UU Foundations Meeting

- Called to order by UUF President Richard "Duke" Plattner

Motion: adjourn midyear congregational meeting. Smoot Carl-Mitchell moved to adjourn, Ellie Anderla seconded and the motion was approved.

Board of Trustees Report

This year's Board of Trustees is probably best characterized as collaborative, collegial, committed, calm and capable. It has been fun to serve together.

The core of our work is setting and monitoring strategic directions, and the work can be ambiguous and sometimes confusing. We try to keep our eyes on the horizon and look for what it means – now and in the future-to be a “spiritual community for our time. We regularly have to call ourselves back to our work and away from the work of the staff (or on a bad night – political pundits or comedians). This Board is comfortable not knowing – and saying so. We will slow a conversation or revisit our assumptions to make sure that – even when we don't all agree – we understand and can support a decision or direction.

For several years, UUCP Boards have been focused on transparency and this group has redoubled our efforts both in our work and in our efforts to be in touch with and available to the Congregation. In a recent self-evaluation of our performance, we noted several additional opportunities to keep the Congregation aware of and engaged with important congregational topics. We agreed to focus on some new communication tools – ways to engage UUCP not only with congregational / community activities and issues, but with the Unitarian Universalist Association (UUA) – nationally and regionally.

With respect to what we *did* or *accomplished* this year – and most importantly, how what we do gets translated by Rev. Susan Frederick-Gray and your outstanding staff to enable *our collective ministries*-here's an excerpt and adaptation of Vince Waldron's May 2017 Horizon's article.

As you look around UUCP, you see concrete translations of the strategic focus that UUCP Boards have developed and nurtured over the last several years. Some recent focus and progress includes UUCP's new Vision-one that calls us always to be a spiritual community for our time – one that is theologically diverse, radically inclusive, and justice-centered. UUCP staff members are implementing this vision every day. You will see it in Katie's efforts to make our children's ministry truly responsive to the varying learning preferences of our kids. You will see it in Emrys' willingness to be arrested in the name of justice for our immigrant neighbors. You will see it in Janine's energetic welcoming ministry – one that is making a larger and more diverse group of visitors decide to become UUCP members. You will see it in the vital and diverse forms of music that Benjie brings to our services each week. And you will see it in the individual efforts of so many of our members to explore their own spiritual commitments, to welcome new members, and to engage in social justice work.

Another part of our job is to be sure that our minister and staff are making concrete progress in leading UUCP toward this big-picture vision. We do this by regularly reviewing the staff's progress against goals that they set as a means to achieving “ends”-what the Board thinks it will look like if we live into and up to our vision. Over the latter part of the program year, the Board has been working on creating new ends to go with our new vision. With the help of leaders from all of our ministries (the leadership council), and with your input, we are creating a picture that will guide the staff for the next five years or so. The goals and measures that the staff develop, translate vision and ends into programs and actions – ministries.

Of course we have a fiduciary duty as well. Responsibility for establishing and operating within the budget has been delegated to the Lead Minister (Rev. Susan) as has the responsibility for establishing and enabling the programs and activities of the Congregation. We regularly review our financial health, but our focus is on whether our ministries are consistent with our Mission and helping us live into our Vision.

All the while, we try to continue scanning the horizon, looking for challenges or opportunities that might cause us to rethink our approach – our ends. As one example, the board has been actively engaged in the process of working with the UUA to identify a dynamic and experienced interim minister who will step in immediately if Rev. Susan wins the UUA election. That process is complete, and now we await the outcome of the election (June 24, 2017). Whether Rev. Susan is elected as the UUA's next President or she returns to us next year, we

are headed in new and exciting directions – all on the foundation of over 70 years of spectacular and inspiring ministries, activism, radical education, community building and more.

In order to establish and maintain good two-way communication between Board and Congregation, we sponsor “board chats” between services on the second Sunday of the month. Board meetings are held every fourth Tuesday in the Johnson room. And UUCP holds important Congregation meetings twice each year – in January and June(ish). Our winter meeting was the best attended informational congregational meeting in some time (over 100 members were present – no problem in establishing a quorum that day!)

The end of year meeting (June 4 this year) is when the board recommends a budget for adoption and we elect new members to the Foundation Board, Nominating Committee and Board of Trustees. Other items requiring a Congregational vote would generally be presented at this meeting as would other important news as well and some celebration/recognition.

And a few other things that we have done:

- Called ALL congregants of record to thank them for their participation and pledges.
- Created an FAQ for what Rev. Susan’s candidacy for President of the UUA means for UUCP.
- Began conversation about what it means to include Youth on the Board.
- Started visiting YRUU once each month.
- Reviewed Rev. Susan’s performance and made salary recommendation.
- Reviewed our own compliance to our policies.
- General Assembly delegate application/appointment – advertised, appointed – and learned about some gaps and opportunities to improve.
- Asked Rev. Susan to engage the staff (and eventually the Congregation) in studying what it would mean to be a sanctuary Congregation.

So – that’s what our year has looked like.

And here’s who we are:

Jim Allen (Treasurer)
 Rajeev Arora (At-Large)
 Sarah Carlson (Secretary)
 Susan Frederick-Gray (Lead Minister – ex-officio)
 Caitlin Gaspar (At-Large)
 Glen Lockwood (President)
 Ceyshe’ Napa (At-Large)
 Karin Quinn (At-Large)
 Katie Quinn (Youth Co-rep)
 Max Schweiger (Youth Co-rep)
 Vince Waldron (Vice-President)

Remember – in order for us to be a “spiritual community for our time,” the Board needs to be looking and listening. We study local and national trends and issues, and, of course, we want and need to maintain strong connections with all of those out there serving and being served in this wonderful Congregation. Board members strive to have a presence at every worship service and major event in the life of the Congregation. You will recognize us by our red name tags – please look for us, and let’s talk together about UUCP – now and in the future!

Lead Minister's Report

Dear Members and Friends of UUCP,

I have decided to write this annual report as a letter to you – a letter of gratitude. As I write this, the election for President of the Unitarian Universalist Association (UUA) is only seven weeks away. Just over fourteen months ago, I was asked by the UUA Presidential Search Committee to run for President. I remember the evening I told the UUCP Board I had been asked and had decided to say “Yes.” Within days Board President, Glen Lockwood, and Board Treasurer, Jim Allen, registered for General Assembly and spent much of the week volunteering in the campaign booth.

Through this entire campaign, I have been deeply moved by the support of this Congregation. It has buoyed my spirit in times of doubt and filled me with humble gratitude for all the ways members have supported this journey. From the chili cook-off fundraiser, to campaign calls, to working a table on Sundays for winter visitors, to endorsements, you all have been a part of the journey the whole way. I know I would not be in this position, bringing both the strategic and prophetic justice experience, without this ministry that we have shared together. And I want to especially acknowledge Sky Williams, Jan Kaplan, Jim Allen, Cherie Stafford, Bunny Hodas, Donna Featherston for building a local UUCP support team that has helped even more members support the campaign.

As this program and fiscal year draws to a close, we don't yet know whether this will be goodbye and I will go on to the UUA Presidency or whether it is hello again. No matter the outcome, I cannot imagine a more supportive community from which to run this campaign. I am, in the words of Art Garfunkel's “Grateful,” so beautifully sung a few years ago by Sam Kirkland and Michael Hipps, “Grateful, grateful, truly blessed and duly grateful.”

The Congregation has seemed to thrive during this year, hardly missing a beat, even as I was away more than usual for the campaign. A big part of this has been due to the amazing staff of UUCP and the strong leadership of the Board and ministry team leaders. Your non-anxious presence and enthusiasm for the campaign has helped us all remember that my bid for the UUA Presidency is a shared journey, a shared accomplishment – something we can all celebrate as a recognition of the incredible ministry and vision of the Congregation. It also is a great reminder that a Congregation's ministry, its mission and vision is not the minister – it comes from the community itself. I suspect the Vision work we did last year has helped nurture the energy and spirit of the Congregation – for we see that vision being made real in all we do.

I want to especially acknowledge the incredible, dedicated staff at UUCP, and while more details of their ministries are included elsewhere in the report, I want to take time to lift up some highlights. We welcomed some new folks and people in new roles to the team this year. Janine Gelsing joined the staff as the Membership and Volunteer Coordinator in October after the resignation of Kristina Benner. Janine brings exceptional skills from her previous professions as a small business owner, a customer service specialist, sales trainer and administrator – all gifts that have strengthened the Welcoming and Membership ministry programs. Sky Williams joined the staff in October as well as a 10-hour-a-week administrative assistant to the Minister but also works part time as a staff person on the Presidential campaign (paid for by the SFG for UUA President Campaign). From small administrative details to crafting entire communications plans, Sky has helped the campaign be strong, consistent, active and reaching out. Finally, Emrys Staton continued on the staff this year but in a new role, shifting from Ministerial Intern to the Director of Justice and Pastoral Ministry. We are grateful to the UUA's Ministerial Fellowship Committee for granting a waiver that allowed us to hire Emrys. In

this time of potential transition and with my travels, having a second full-time staff person dedicated to pastoral, justice and worship ministry has provided depth, consistency and growth for the Congregation.

This year, we've seen a dramatic increase in attendance on Sundays. Much of this occurred beginning in November after the election of Donald Trump as the 45th U.S. President. People flooded into UU Congregations around the country looking for inclusive community dedicated to love and justice. January and April were also the largest Pathway to Membership classes we've had in a few years, and over the last two years, participation in Children's Ministry has grown by 67%! This is incredible – and a result of the phenomenal leadership of Children's Ministry Director, Katie Resendiz, and the increased staff support to Children's Ministry moving from 20 hours a week to 32 hours. We see in the children's program the ways our financial gifts become mission and ministry in the lives of our children, youth and families.

A key part of the mission, vision and strategic ends at UUCP is to create a radically inclusive, multicultural religious community. Our efforts on this path this year were to launch a series of identity groups during the fall. Over three Thursdays in October, we met in common identity groups around religious background, gender, and race. Music Director, Benjie Messer, showcasing the vast skills he brings to the ministry, took the lead on designing the groups and training the facilitators. Over one hundred UUCP members participated in these groups, and we are planning to continue them next year. In other Congregations on an intentional path to multicultural growth, these identity groups have been particularly helpful, and the interest and participation was phenomenal. I am grateful for Benjie's leadership on this in addition to the ways the music ministry, from the choir, to the individual music groups, and talented musicians, create both variety, depth, beauty and excellence to worship.

In the midst of growth, a Presidential run, potential transition, a difficult political climate, we also launched a major \$1.5 million Capital Campaign this year! And I want to thank Business Administrator, Heidi Parmenter, who has taken on continuing education in Stewardship and Development and was the key staff leader for the Stewardship and Capital Campaigns. This campaign is about launching investing in our vision to be *A Spiritual Community for Our Time: Theologically Diverse, Radically Inclusive, Justice-Centered*. The campaign is both an investment in the physical needs of the campus (a new heating and air conditioning system) but also missional in the investment to make our main entrance and parking lot fully accessible and a sinking fund to provide dedicated staffing to justice and adult and pastoral ministries – to nurture the ongoing spiritual depth, growth and impact of our ministry beyond our doors.

One of the greatest strengths of UUCP is the commitment this Congregation has to mission and vision and being focused on making clear and measurable differences in the lives of the community and the larger Valley. This has nurtured the health and growth of the Congregation, our ministries and the vitality and generosity of the Congregation. It has also fostered our deep partnership with Puente Human Rights Movement and the successful wins we saw this year for human rights and civil rights in Phoenix with the defeat of Sheriff Joe Arpaio and the announcement of the closing of Tent City Jail. Personally, the federal lawsuit I joined against the State of Arizona and Sheriff Joe Arpaio resulted in the stopping of workplace raids by local law enforcement. Our win on this case was narrow and the state law was not overturned, but it will have to be enforced much more narrowly, and we are hopeful that the intentional end to workplace raids by the Sheriff's department will continue.

In a year when perhaps we have more closely tuned to the Unitarian Universalist Association national work because of my campaign for Presidency, we have witnessed incredible turmoil at the national office. The precipitating event was a request to review a hiring decision for racial bias and a call for a commitment to increasing the racial diversity of the UUA's senior and management staff. The response of the UUA President, Peter Morales, was dismissive and defensive and made the situation worse. This led to the resignation of Peter

Morales, the Chief Operating Officer, Harlan Limpert, the Director of Congregational Life, Scott Tayler, three of the top seven positions at the UUA. It also fostered a call out for a UU White Supremacy Teach-In, an effort led by UU religious educators of color, Aisha Hauser, Kenny Wiley and Christina Rivera to unpack the ways that larger systems of white privilege and white supremacy live in our own institutions and impact the formation of all of us in the U.S. Dismantling these systems in ourselves so we can resist them in our society and so we can live more fully into the calling of our faith and theology to anti-racist, counter-oppressive, multicultural beloved community is the purpose of the teach-ins and the opportunity this moment is presenting. With the leadership of the interim UUA co-Presidents, Rev. Sofia Bentacourt, Rev. Bill Sinkford and Dr. Leon Spencer, the work of over 660 Congregations participating in the teach-in and a renewed commitment to increase the investment in counter-oppression work in Congregations, it is my hope that this is not a moment but the beginnings of foundational change that deepens the spiritual foundation of our faith, our capacity for partnership and beloved community and a greater clarity about the mission and vision of Unitarian Universalism. From the beginning, this has been what I have articulated as the platform for my campaign for UUA President.

This has been an incredible year of spirit and depth and growth. It has also been a challenging year, with my absences while away on the campaign trail, but also the larger political climate which has resulted in an unleashing of nationalism, racism, xenophobia and the dismantling of environmental protections. We have also mourned the loss of dear loved ones in our community and walk with individuals and families through illness and heartbreak. And we have been ministered to by the vision and commitment of the youth and Coming of Age kids of our Congregation and been blessed with birth and new life and love in the community. Much to celebrate, much to grieve, much to be thankful for as we grow together in spirit and community.

As I conclude my ninth year as your settled minister, my heart is so full of gratitude for the ministry we continue to share together. As I contemplate the election and the thought of having to say goodbye to UUCP, to all of you, my heart knows so much grief. But I remember something I heard a minister say many, many years ago. That grief is a blessing that our tears are a blessing, because they are a reflection of love. I could never express fully in words the love I have for all of you, the gratitude I have for what we have known and shared and done together, the ways we have been in covenant and practiced forgiveness, the joys and sorrows we have experienced together. Thank you for trusting me as your minister, for sharing this ministry with me, for nurturing my growth and welcoming me into your lives and families.

I love you,
Susan Frederick-Gray

Staff Reports

Business Administrator

This year I started an intensive fundraising course offered by the Association of Fundraising Professionals. I have been learning more about the history, academia and best practices of fundraising in the nonprofit world. I hope to finish it next year. Many thanks to the Congregation for supporting this endeavor through professional development funds.

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

- Finance Committee
- Combined Stewardship & Capital Campaign Fundraising Team

- Capital Campaign Committee
- Unitarian Universalist Foundation of Phoenix

This year each of these committees was heavily focused on the Combined Campaign.

Our Congregation is blessed with a beautiful campus on nine acres of land. It is our spiritual home and the home to two weekday schools. On Sundays we have between 150 and 300 people coming together to grow in spirit, and Monday through Fridays we have between 50 to 70 children, teachers, and parents coming together to grow in knowledge and play.

Property Management Report

Maintaining the buildings and the grounds requires help from everyone. When it comes to caring for this home, we are a big family working together to ensure that our home is welcoming and safe for everyone.

As the property manager it is my duty to act as a clearinghouse for building and grounds maintenance issues, maintain all property management records, manage the grounds and maintenance budget, and coordinate repairs and preventative maintenance. My full-time position as Business Administrator and my longevity in the position (11 years!) makes some of this responsibility easier to handle, but like with most staff positions in the Congregation, it is also my responsibility to seek those in our community who can share the ministry.

Here are some ways everyone can help care for our campus. In which of these ways will YOU care for our spiritual home?

- Report maintenance issues to me in the office. You can do this by writing down the maintenance issue on the Maintenance Repair List on one of the clipboards located in Office 2 or the Kitchen, or calling me in the office at 602-840-8400 or emailing me. Whichever communication method is easiest for you to get the repair issue reported to me is fine. Every Monday a volunteer will review maintenance issues reported, investigate the issue, and help me prioritize issues within the scope of the annual budget for building and ground maintenance.
- Join our Campus Care Team. A Campus Care Team member is a person who is willing and able to help with minor repairs and tasks related to campus maintenance. Issues that don't require highly specialized service will be emailed to the Campus Care Team to see whether anyone can volunteer to take care of the issue. If you would like to be included on our Campus Care Team list, please email or call me in the office. All skill levels and experience are welcome. The more team members we have the more care we can provide!
- Participate in the Campus Work Days. Is there a special project you are interested in seeing done and willing to help lead? Let me know, and I will see whether it is something we can include in a workday.

An outdoor shed was purchased and "Habitat for Hardware" day was organized where volunteers worked together to build the shed in our gated waste area. This shed now is home to new landscaping tools that are used at our workdays and available for use by volunteers who want to come on their own to do yardwork.

This year we had three highly attended outdoor Work Days which all focused primarily on the Memorial Garden overgrowth. In addition to our members, friends outside of our Congregation also came together to clear out dead trees and brush in the Garden. One of these workdays I hired the landscaping chipper company to help clear out the extreme overgrowth on the property. Volunteers worked alongside the paid crew which made it possible for even more work to be done.

A “UUCP Campus Care” bulletin board was installed in Office 2 that allows people to grab a ticket for a property maintenance task needing to be done and also add tickets for work that they see that could be done by a volunteer. This was used heavily last summer as we freshened up the campus in preparation for Ingathering.

Dale Fisher and Mike Sheffer completed a much needed water line survey of the campus where they located every shut off valve and water line and recorded it all in a narrative report and visual diagram. This has been tremendously helpful in property management dealing with plumbing repairs.

Dale Fisher has also been working on updating the lighting system in the Sanctuary this year with LED bulbs. This will save us money on our electric bill and drastically limit the number of times we need to replace the light bulbs in the sanctuary!

Larry Duke was hired to install photo-sensor lights up high on the restroom core roof to shine down on the sidewalk leading to the Annex building. This has made the sidewalk more visible at night and safer.

Fundraising Events Report

We had two different fundraising events this year: the Annual Auction and a UU Arts & Crafts Fair. The Auction was held on Saturday, December 4, 2016, at 11:00 AM in the Sanctuary. There was no online component this year, instead we completely focused on community experiences. There were over 35 different experiences, services and items offered this year. The Auction raised \$6,095 at the live auction and \$815 through event signups for a grand total of \$6,910! The Arts & Crafts Fair was held on Sunday, November 13, 2016, from 9:00 AM to 2:00 PM. The event was organized by Jan Kaplan, Katie Boxely-Boyd, Libby Walker, and Ann Bixel with staff support from me. We had approximately 24 vendors who at a minimum donated 20 percent of their sales to UUCP. The UU Arts & Crafts Fair made \$6,000 in gross sales, of which \$2,000 went to the Congregation. Thank you to everyone who donated, hosted, bid and volunteered to make this community-building event a blast.

Respectfully submitted,
Heidi Parmenter

Director of Children’s Ministries

See Children’s Ministry Report

Director of Pastoral Care & Justice Ministries

UUCP continues to show its strength in being a place of love and care internally and out beyond our walls. In the roll of helping with the pastoral and the justice ministries, I’ve been able to see both of these sides of the Congregation’s existence.

I’m especially grateful to the leadership of Unicare ministries, Vicki Myers and Diana Ashley, and all the leaders of the social justice ministries, Libby Walker, Cathy Kim, Lori Williamson, Rene Apak, and Bonnie White, plus the new efforts for legislative and environmental work that are now getting off the ground. Please see the write-ups from all these ministries to get a full picture of all that they are doing!

In transitioning from the intern minister position to the director of pastoral and justice ministries, I started focusing more on learning about the Congregation’s many ways that it engages in justice activism. The

November presidential election was an eye-opening moment for many and has significantly shifted the political landscape. In the lead-up to the election, many at UUCP participated in voter registration and voter engagement throughout the community. The Bazta Arpaio campaign, co-led by Puente, invited us to help with door-knocking around the Valley with the goal of voting out Sheriff Arpaio. UUCP mobilized volunteers, members offered home hospitality to out-of-town volunteers, and we made financial contributions to Bazta. It was one of the few “red state” progressive victories in 2016.

Our long-standing immigration task force, which helped maintain a working relationship between the Congregation and Puente AZ, decided to dissolve in the summer of 2016. Many thanks to Sandy Weir and Bill Lace for their leadership in that group for several years. We explored some new ways to re-envision our commitment to supporting immigrant-led organizing, including working more closely with the Center for Neighborhood Leadership. Starting in February a new group began meeting with Ben Laughlin, a representative from Puente and People United for Justice (also with connections to CNL). Ben helped us focus on simple, weekly actions that supported the tactics and strategies that immigrant justice organizers were implementing. Most of the actions were signing post cards and making calls to Arizona legislators during their session. The group is currently formalizing into a justice ministry and making plans for the summer and fall.

UUJAZ

UUCP officially became an affiliate member of UU Justice Arizona Network (UUJAZ). About 50 youth and adults from UUCP participated in the annual Day at the Legislature, with UUCP members meeting with state lawmakers from several districts. We continue to explore ways to engage with UUJAZ to support organizing, education, and other justice building activities for our Congregation and across the state.

New Initiatives:

In the summer, I used the Standing on the Side of Love curriculum, “Fortification,” to lead a discussion group focused on the book, *This is an uprising*. About a dozen members and friends of UUCP participated in the group, learning about contemporary organizing tactics and strategies.

I started a documentary film screening night, which has settled into the 3rd Fridays of the month. The majority of the films have been about historical and current race relations in the US. In many cases, community leaders have come to provide commentary after the films. We’ve screened the films *Slavery by Another Name*, *13th*, *Two Americans*, and *The Black Panthers*. I plan to finish the year by screening *I Am Not Your Negro*.

A special opportunity to host and promote an event featuring traveling folk singer and historian Charlie King was presented to us, and we were able to put together a show in March. Charlie gave a great presentation on the history of the formation of labor unions at copper mines in the west and talked about a strike and deportation from the Bisbee mine in 1917 (100 years ago). Alfredo Guteirrez, local politician and activist, also spoke. Donations from the event were collected for Puente.

UUJAZ and the Pacific Southwest District co-hosted the annual District Assembly in Southern Arizona. While participation from UUCP was low, it was an informative event that helped deepen our knowledge of border and immigration issues. Participants could choose from one of 30 trips or activities, and all were present for a special Sunday worship service at the border wall in Nogales, Arizona.

Other events and activities to engage UUCP members in justice work this year include: Participation in the annual MLK Day march, the Women’s march, Scientist march, People’s Climate march, May Day march, Phoenix city council meeting for sanctuary city, a Direct Action training, Emrys Staton arrested for blocking a deportation van, and participating in the national UU White Supremacy Teach-in.

Other UU Involvement

I continue to enjoy being able to work as an adult chaplain at the Sr. High youth camps held twice a year at Camp DeBenneville Pines. Our UUCP youth are consistently involved in leadership at the camps, including Cayenne Newman, who served as co-dean of the Summer 2016 camp, and Jenna Metcalf, serving as co-dean of Winter 2016.

Music Director

Overview: In a year marked by Rev. Susan's campaign for UUA president and a large boost in membership after the U.S. presidential election, our music program has continued to grow, thrive and adapt. Many thanks to the many, many people named below who have worked with me this year! Their enthusiasm, professionalism and love for our Congregation make UUCP a beautiful place to work and make music.



A birthday celebration during choir rehearsal. from left: Richard Jahrmarkt, Alec Featherston, Charlotte Carl-Mitchell, Richard Plattner, Sam Kirkland, Amanda Rogers, Peter Jackson, Heidi Singer

Children and Youth: One of my goals for this year was to work with Director of Children's Ministries Katie Resendiz to make music more available to UUCP children and youth, and this has been a big success. Katie and I chose hymns to fit our children's classes and our monthly worship themes, and I taught these hymns to the teachers she had recruited. These hymns were sung regularly in our children's and youth classes and included regularly in Sunday services. Katie also invited me to work with the Coming of Age class early in the year at their overnights. Katie has told me that including music in the curriculum has improved our children's and youth programs, and I'm pleased that our music program is now including them.



The Blessed Brass rehearsing before a service. from left: Matt Buttler, Rick Hinrichs, Benjie Messer, Elyse Arring, Emily Helton-Riley

Choir: Our choir provided beautiful music for services and was a good musical home for many singers, both new and longtime members. This year, the choir decided to stay through the end of second service, as our other musical ensembles do. I think this reflects choir members' increased understanding of their importance as worship leaders. One fall highlight was preparing a piece which incorporated chi gong movements performed by the entire choir, and a spring highlight was an all-music service focused on contemporary justice anthems, coordinated with an offertory that benefitted Rosie's House, a local music school for underprivileged youth. The choir chose to take a year off from collaborating with the choir at Valley Unitarian Universalist in Chandler, and VUU Music Director Kellie Walker and I have already begun talking about next year's collaboration. The choir is incredibly supportive of each other and often sends cards or checks in with members who are having a difficult time. At their fall party, they sang a song to me and my new wife that member Jerry Whalin had written specifically for us, and at their spring party, they held a baby shower for pianist Mary Cota. Also many

of our choir members went on our annual Christmas caroling outing in December to sing to UUCP members who are homebound.



Ready to go caroling! from left: Benjie Messer, Sandy Thompson, Ellie Anderla, Chistine Carmona, Sharon Hise, Jerry Whalin, Judy Lambert, Ruth Crowley, Myra Banks, Ann Jackel, Charlotte Carl-Mitchell

This year, the choir has included the following 41 singers: Simon Allardice, Toni Allardice, Carolyn Allenby, Ellie Anderla, Myra Banks, David Boecker-Grieme, Uli Boecker-Grieme, Charlotte Carl-Mitchell, Smoot Carl-Mitchell, Ruth Crowley, Ginny DeMarco, Kat Dickson, Madelyn Doerr, Dale Domzalski, Alec Featherston, Donna Featherston, Debbie Gordon, Laurel Hardin, Emily Helton-Riley, Sharon Hise, Peter Jackson, Connie Jahrmarkt, Richard Jahrmarkt, Sam Kirkland, Jean Lawton, Jack McComb, Dale McCurdy, Joanne Michael, Stephanie Miller, Susan Morris, Paula Panzino, Alisa Philips, Richard Plattner, Karin Quinn, Roy Riegel, Rosemary Roenfanz, Amanda Rogers, Heidi Singer, Bill Snowden, Donna Talbot, Sandy Thomson, Josh Tures, Jerry Whalin and Sky Williams. Of those, many deserve special mention for contributions beyond rehearsals and services. Charlotte Carl-Mitchell is a huge help; she welcomes new people to the choir, keeps track of our

roster, assigns numbers and cubbies, moderates our email list, and takes photos of music events. She also acts as Choir Shepherd for the altos, reaching out to anyone who stops attending; our other shepherds this year have been Bill Snowden, Sharon Hise, Susan Morris and Jack McComb. Simon Allardice has continued to create practice tracks. Dale McCurdy, a recently retired choir director, has given me great insight into our music and has begun helping me update our database of sheet music, a project to be completed this summer.



Choir members and friends enjoying dinner at the spring choir party. clockwise from left: Simon Allardice, Toni Allardice, Brian Quinn, Rosemary Roenfan, Susan Morris, Connie Jahrmarkt, Laurel Hardin, Kat Dickson

Strings: For two years, our bowed string ensemble Open Strings has been a group of 3-4 adult string players. Susan Morris, who leads the group, made an extra effort this year to reach out to children and youth. She arranged music, held extra rehearsals, made lots of phone calls, and even helped to transport youth to rehearsals when necessary. Because of her diligence, the group ballooned at three services to a ten-member orchestra with children and youth side by side with adults. I'm excited for the group to continue in this direction, and I hope our other musical groups can reach out to youth in similar ways. Along with Susan Morris, Open Strings this year included Izzy Biggs, Colin Boecker-Grieme, Liz Galpin, Adrashanti Iyer, Sara Iyer, Anne Lackey, Ashley Perez, Elijah Prescott and Sandy Weir. At our Celebration Sunday service, Open Strings were also joined by

Ethan Peacock and Jerry Whalin on clarinet, Ethan Baxley and Don Weir on percussion, and our brass group to form a 21-person intergenerational orchestra. Together with our choir, piano, and electric bass, it was the largest number of musicians I'd ever included in a single service!



The choir at All-Music Sunday

Winds: I've continued to lead our brass group, Blessed Brass. This year the group included Elyse Aring, Matt Buttler, Emily Helton-Riley, Rick Hinrichs, Richard Plattner and Nancy Schwartz. (Glen Lockwood was too busy in his role as board president this year to pick up his horn, but we hope to get him back next year.) We do not have a woodwind group at UUCP, but we now have five practicing clarinetists in the Congregation, and a clarinet quartet has been discussed.

Ukulele and Friends Song Circle: Carolyn Allenby and Joan Gale coordinated our UU Ukulele and Friends Song Circle, which met on the patio outside the Johnson Room between Sunday services during the double service calendar and will be meeting after the single services this summer. Ukulele and guitar players of all experience levels were welcome to join this casual jam as well as singers and other unplugged instrumentalists. Members enjoyed playing with, listening to, and learning from each other. They regularly made music from "Come Sing a Song With Me," a collection of 25 spiritual and rousing songs from the two UU hymnals, and new songs were added to their repertoire as they were suggested. This year to facilitate participation, they created binders of popular songs that participants had shared over the past couple of years. On Music Sunday, this song circle led the Congregation in a prelude sing-along of UU songs before the formal services, and they would like to offer more sing-alongs in the future. Also this year Michael McBeath, who attends both UUCP and Valley Unitarian Universalist Congregation in Chandler, created a monthly jam at Valley UU based on his experiences in our ukulele circle. Participants this year have included Tony Banegas, Ann Bixel, Sharon Day, Jose Diaz, Madelyn Doerr, Helen Duritsa, Sara Iyer, Dale Beeghly, Russ Braman, Christine Carmona, Jake Danforth, Bob Davis, Donna Featherston, Paul Playford, Michael McBeath, Igor Glenn, Joan Gale, Laurel Hardin, Ross Hart, Rosemary Roenfan, Teresa Simone, Steph Miller, Alisa Philips, Richard Plattner, Karin Quinn, Justin Randall, Roy Riegel, Nancy Schwartz, Heidi Singer, Sarah Smith, Bill Snowden, Vivian Velden and Jerry Whalin.

I have held two song sharing circles after second service, and two Variety Hours on Thursday evenings after the Community Night meal, and these have been another opportunity for musicians (particularly strummers and pickers) to make music together in a casual way outside of service.

On four Sunday mornings this spring, guitarist Russ Braman played sparse, meditative guitar music in the memorial garden and invited people to sit quietly and appreciate the beauty of the outdoors. Russ suggested this program, and it proved very popular; so I will encourage him to restart it in the fall when our temperatures drop and we return to a two-service schedule.



The Dissidents. from left: Matt Buttler, Glenda Henman, Emma Farrell, Bob Davis, Dave Bellama

Our folk-rock band the Dissidents played their final service in October. Glenda Henman and Matt Buttler did a fantastic job of leading this group, which also included Dave Bellama, Bob Davis and Sarah Foerster. Since then, no new worship ensemble of strummers and pickers has formed, but I've had the opportunity to include both Dave Bellama and Matt Buttler in services as well as guitarist Justin Randall and harmonica player Michael McBeath.

ReSisters: Our womens' trio of Bonnie Cunningham, Glenda Henman and Heidi Singer have been singing together for two years now. They enjoy presenting songs with rich harmony, great energy and meaningful lyrics. Previously known as Achord, they changed their name to ReSisters after the election in November. This spring, for our Mother's Day service, they will be leading a women's choir in the performance of "Quiet," which became an anthem of this year's Women's March on Washington, and they'll be leading a full service of music and reflections this summer.

Jazz: Pianist Jack Wisniewski and guitarist Patrick Carroll-Jackson form our jazz group. This year, they have often performed with guests: vocalists, myself on trombone, and members of Jack's combo at Mesa Community College. I'm very grateful to Jack and Patrick for doing this work, and I hope this group continues and grows next year. My impression is that having a "contemporary band" or a once-a-year jazz-themed service is common, but having an ensemble that presents jazz as art music while serving a liturgical purpose is quite rare.



ReSisters. from left: Bonnie Cunningham, Heidi Singer, Glenda Henman

Other service music:

- Last year, an experienced handbell director, Joan Bundy, joined our sister Congregation, Valley Unitarian Universalist in Chandler, and restarted their handbell choir. As UUCP does not have a handbell choir, I was excited to welcome this group to our services, and they visited twice this year. They play beautifully, and I'll be inviting them back next year.

- Reggie Watson performed an original piece written in Ableton Live. I've never featured a live performance of a fully electronic piece before at UUCP; so that was exciting.

- Melinda Merkel Iyer sang at one service, and on another Sunday, she was part of a vocal quartet with Aaron Ford, Roy Riegel and Heather Goldman. Professional Staff: Our staff pianist Mary Cota (née Price) has

continued to be a wonderful asset to our program. Her playing gets better and better and has continued to support our services and our choir beautifully. Mary intends to stay at UUCP indefinitely, and we have discussed the possibility of her attending the UUMN conference in the summer of 2018 to help her continue to grow in her position. Mary is taking April and May off to give birth to her first child and will be returning in June. We were lucky to hire another fantastic collaborative pianist from within our Congregation, Heather Goldman, for those two months. Also, we said goodbye to pianist Lynne Haeseler in June of 2016 when she became the Music Director at Granite Peak Unitarian Universalist Congregation in Prescott.



A song sharing circle. Clockwise from bottom center: Carolyn Allenby, Justin Randall, Matt Buttler, Don Weir, Sandy Weir, Heidi Singers, Ken Tluczek, Roy Riegel, Paul Playford, Jose Diaz, Alisa Philips, Jerry Whalin, Bob Davis (out of frame), Michael McBeath, Richard Plattner, Russ Braman. Center: Penelope Davis

Sound: This year's audio/visual technicians have included Smoot Carl-Mitchell, Elena Perez, Brian Quinn, Reggie Watson and Francis Wiget. They've been a wonderful team, and have provided our services with excellent sound. Sam Plattner moved back to Los Angeles this fall to work as an audio professional, and we wish him well! This year's equipment upgrades have meant that all of our wireless systems are now rack-

mounted and tuned to the right frequency. Smoot Carl-Mitchell bought racks for our equipment and mounted a patch panel behind our pulpit. These changes have made our sound system easier to operate, harder to trip over, free of glitches and less likely to be stolen or damaged. Finally after some adjustments, we're posting audio recordings of our sermons every week. Francis Wiget has diligently uploaded each recording on Sunday immediately after the sermon. Eric Muehlstedt edited and posted these recordings during the fall, and Reggie Watson took over this job in the spring. My only audio/visual goal for next year is to continue investigating devices to help our hearing-impaired members understand group leaders outside of worship (i.e. for use at movie nights, identity nights, etc.)



The Ukelele and Friends Song Circle leading a sing-along. From left: Carolyn Allenby, Jake Danforth, Dale Beeghly, Alisa Philips, Joan Gale, Paul Playford. On stage from left: Emrys Staton, Heidi Singer

Multiculturalism: Another goal for this year was to investigate how to make our music program more multicultural and then to implement that learning. Last May after some reading and interviews on this topic, I gave a presentation to our worship planning team about multiculturalism in music, and the specific goals we chose together were to teach the Congregation hymns in Spanish, hymns that included sign language, and hymn arrangements that "felt contemporary" because they included indefinite loops or transitioned easily between multiple songs. I chose and arranged hymns in each of these categories, but I never taught the worship planning team these new hymns or demanded that we program them, and they are still on my desk a year later, unused. Planning worship with Rev. Susan often away campaigning has felt difficult enough this year without this goal so I'm essentially kicking it forward for next year.

I did hold several meetings with Celso Mireles, Ileana Salinas and Sylvia Sharma, at which time they taught me music in Spanish that was important to them. I think this process has the potential to lead to a more profound inclusion than I could achieve by teaching the Congregation Spanish-language songs of my choosing because it puts our Spanish-speaking members at the center of the planning. These meetings have stopped, but I plan to

restart them next year, involve other members who have Mexican and Indigenous heritage, and enlist these members in leading a service focusing on music of the peoples of the southwest.



Our string orchestra warming up between Christmas Eve services

Worship Planning: With Rev. Susan away regularly, I was responsible for leading our worship planning meetings and coordinating with all of our guest preachers. I think our services stayed inspiring, high-quality, and connected to our worship themes - whew! Rev. Susan has also given me the responsibility of finding lay preachers for our upcoming services in July and August, and those are shaping up to be excellent.

Identity Nights: This fall I coordinated a new program consisting of three Thursday evenings at which participants met based on aspects of their identities and shared their experiences using a process of timed, confidential listening. We held one evening based on religious heritage, one on gender and one on race. I'm grateful to the excellent leaders who led these evenings, attended a training, and helped me edit the scripts for each group: Donna Featherston, Susan Goldsmith, Celso Mireles, Michele Morgan, Ceyshe Napa, Joan O'Connor, Jim Sorgatz, Caitlin Tuffin and Cheryl Walley. I spearheaded the publicity around these Identity Nights and preached a sermon about their revolutionary potential to encourage people to attend. 92 members attended at least one evening, and many came to all three. At review sessions with leaders and members, while there were mention of things that could have been improved, most participants gave overwhelmingly positive feedback with many citing these evenings as times when they deepened their relationships to others in our community in a new way and as events that clearly put our vision into practice. I have been asked to coordinate another series of identity-based groups next fall, and my goal for next year is to find more connections between these identity nights and other programs at UUCP so that the energy from these evenings fuels identity-based work throughout the year in our Congregation.

Concerts: With the addition of Identity Nights in the fall and the moving of our all-music service to earlier in the spring, I was unable to schedule an evening concert celebrating our music program this year. I would like to

reboot this next year, and Heidi Parmenter and I have talked about putting on a concert of this kind in the spring in connection with the annual stewardship drive.

Professional Development: I was just accepted into the UUA's 3-year Music Leadership Certification Program and will begin my studies soon. I look forward to deepening my connection to other UU music directors and continuing to grow in this position.

Respectfully submitted,
Benjie Messer

Membership and Volunteer Coordinator

Leadership: Janine Gelsinger

Usher list as of May 2017: Eric Muehlstedt, Joan O'Connor, JoAnn Williams, Jim Allen, Bunny Hodas, Dale Wiebusch, Linda Vance, Larry Reed, Judith Breuer, Jenny Jones Moat, John Moats, Wanda Lamm, Julianna Delgado, Arlene Kole Salmon, Barb DeWitt, Ruth Braunstein, Paisley Rossetti, Carter Youngman, Jim Sorgatz, Josh Tures, Bill Kesler, Gary Ezzell, Bob Bertrand, Sunshine Watson, Dale Fisher, Dan Coleman, Stephanie Haughten, Mike Sheffer, Ellie Anderla, Lydia Yanek

Greeters as of May 2017: Judith Breuer, Grace Galliano, Vince Waldron, Joan Gale, Cherie Stafford, Madelyn Doerr, Linda Kesler, Glenn Basile, Gregg Hirschfeld, Andreas Jaeger, EV Girod, Yvonne Hoff, Dale Domzalski, Rosemary Roenfantz, Carolyn Allenby, Justin Randall, Joy Marx-Mendoza, Barbara Danielsen, Amy McKlindon, Mary Dawes, Bill Snowden, Jan Kaplan, Vicki Myers, Benny Butt, Barbara Cawthorne

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

We held a Welcoming vs. Othering class in the spring of 2017 on two different dates:

The 14 attendees on March 23 included: Wanda Lamm, Dawne Anderson, Dale Fischer, Joan Gale, Cherie Stafford, Jan Kaplan, Joan O'Connor, Eric Muehlstedt, Vicki Meyers, Julianna Delgado, Larry Reed, Linda Vance, JoAnn Williams, Jim Allen.

The 17 attendees on April 30th included: Jenny Jones, Dale Domzalski, Yvonne Hoff, Ellie Anderla, Gregg Hirschfeld, Glenn Basile, Bunny Hodas, Dale Wiebusch, Mary Dawes, Judith Breuer, Barb DeWitt, Paul Playford, Grace Galliano, Barbara Cawthorne, Amy McKlindon, Carolyn Allenby, Rosemary Roenfantz.

We held a Welcoming Ministry Retreat and Safety Training on March 5. Facilitated by Janine Gelsinger. Breakout Sessions by Katie Resendiz (greeting families with children), and Heidi Parmenter (cash handling). The 13 Attendees included: Joan O'Connor, Eric Muehlstedt, Bunny Hodas, Dale Wiebusch, JoAnn Williams, Jim Allen, Joan Gale, Cherie Stafford, Judith Breuer, Ellie Anderla, Arlene Salmon, Wanda Lamm, Lydia Yanek.

What were the group's goals for 2016-2017?

1. Observe Usher Greeter scheduling process. When I started in this role in October, my goal was to keep the current Usher/Greeter scheduling system (sending out an email with a link to SignUp.com) in place, observe how it functioned, and then solicit feedback from the ushers and greeters on how it was functioning, and/or how it could be improved.
2. Recruit more Ushers and Greeters. I successfully recruited 24 new ushers and/or greeters to the Welcoming Ministry, new members from PTM classes, and a few from the Congregation.
3. Update the Usher Job Description. Discussed usher duties with the team at Welcoming Ministry Retreat and Safety Training. Met individually with Judith Breuer, Jenny Jones, and Bunny Hodas to update the current Usher Job description. Judith took on the job of editing and re-writing it.
4. Update the Safety Plan. Ushers worked on updating the Safety Plan at Safety Training. Some updates and improvements were made (see below). Still in progress, carried over into next year.
5. Update the Member Pathway to create a specific, written process for first-time, still-new visitors, participants, new members, and longtime members to be greeted, welcomed, and moved forward along their particular step on the Visitor-Member Path. (See attached).
6. Educate the Greeters on the above-mentioned Visitor-Member Path (completed during Welcoming vs. Othring Classes spring 2017) to ensure a welcoming greeting experience for all at the door.

What key decisions were made in 2016-2017?

1. Tracking visitors. Each Sunday we record the headcount of how many people attended each service. This spring, I decided that it may be useful to also track visitors. Each Sunday, I put out 50 blank name tags. At the end of service, I count how many remain as an approximate estimate of how many visitors we've had. I created a new column on the attendance sheet labeled "Visitors," and marked the number there.
2. Visitor Form Update. We decided not to ask first-time visitors to fill out the Visitor form. This was based on the feeling that, upon their first visit, guests should feel warmly welcomed, able to enjoy service with no additional obligations. Instead, on the third-fifth visit, visitors will be invited to fill out a calligraphy name form that captures the same information as the Visitor form did previously.
3. Safety Updates. The ushers met at the Safety Training and had a group process to update the Safety Plan. This was facilitated by comparing the current Safety Plan, as it was written to the actual practices of the Ushers. Based on the Ushers institutional knowledge, changes were made to the current Safety Plan, including labeling four seats for Ushers, having two lead ushers instead of one, having multiple ushers on Zillow, and posting escape route maps near all exits. Ushers were also given "Safety Stars" to identify them in an emergency. Additional updates will occur fall 2017.
4. Scheduling process. After observing the current scheduling process in place for 6 months, I met with several influential members of the Usher ministry to discuss the process and get feedback for next year. I heard their concerns and preferences and presented three options. The first: the scheduling process could stay the same. Using SignUp.com, a link is sent out monthly for members to click and self-sign-up. If there aren't enough people, Janine sends emails Friday, Saturday, Sunday morning to fill spots with the last resort shoulder-tapping people at service. The drawbacks include reliance on email and SignUp tech savvy, not knowing the ushers until Sunday morning, lack of connection between ushers, the same ushers serving multiple times per month, reliance on Janine asking/emailing, and a top-down model where Janine is asking for "volunteers" constantly. As a second option, Ushers could be scheduled out for 6 months by Janine. This would eliminate the last-minute search for Ushers, the ushers use of SignUp, and also create Usher "teams" where they serve with the same groups, building connections. It would not eliminate the top-down model, or build ownership. The final option was to have 8 lead ushers, who each selected a service and week to serve monthly (i.e. third Sunday, second service). The lead ushers would then select their teams to serve with them. The lead ushers would

assume the responsibility of filling their service should a teammate be absent. In this way, the lead ushers have more ownership, connections are built by increased communication between team members, ushers each serve once per month, SignUp use by ushers can be eliminated, reliance on Janine is reduced, eliminating top-down model. The ushers chose the third option. This will be implemented beginning in September 2017 at an “Usher Kick-off Party.”

5. Greeter Training. Based on two phone calls early in fall 2016 where two visitors did not feel welcomed and observations that Greeters may be missing folks walk in while they were engaged in friendly conversation with members (and each other), a need for a deeper-dive Welcoming class was determined. I based the curriculum off of a Welcoming vs. Othering handout. I created a game in which participants “acted out” various scenarios, greeting different visitors and comparing responses. Lively group discussion followed around greeter “best-practices.” The second half of the class was devoted to the Visitor-Member Path (see attached). Upon completion of this class, participants received smile pins to identify them to new visitors as a welcoming face.

What challenges did the group face in 2016-2017 and how did you overcome them?

1. Families with kids. The Greeters were not aware of the process for parents to check kids into Sunday school on the clipboards, where the kids were supposed to go, where they were picked up, etc. In the beginning of the year the Children's Ministry tried to have kids Greeters, but after having trouble finding families to volunteer, we brainstormed other solutions. To me, it made sense for the existing greeters to be the ones to have this info, so we did three things: Janine greeted visitors with children at the welcome desk and oriented them to the process. We wrote a “script” for greeting families with children and distributed to Greeters. At the Welcoming Ministry Retreat, Katie taught a break-out class on greeting families that familiarized the Welcoming Ministry with this process. Those greatly increased the degree at which new families felt welcome, and the confidence in the greeter team to do so.
2. Lobby appeal. At one point, there were many flyers, collections of donation items, citrus fruits, eggs, lost and found items, and other clutter in the lobby and on/around the welcome desk. We decided to clarify the homes for all these items and to assert the Welcoming Desk and Lobby are not a place for anything but greeters and items that must be on the Welcome Desk. This reduces crowding in the lobby, ensures traffic flow, better safety and accessibility, and better “curb-appeal” and aesthetics upon arrival. It also creates organizational efficiency when the Congregation knows to check at the tables in the back of the sanctuary, or in the office, for flyers, info, and dropped off/picked up items.
3. Office Questions on Sundays. Recently on Sundays several members are approaching the Welcome Desk with questions that are un-related to membership or welcoming ministries. For example, questions about pledges, calendar (when and where various events are held), looking for lost items, looking for contact info of other members, and wanting to sign up for SGMs AFDs or Activity Groups. Since the office is closed on Sundays, it makes sense for these questions to come to the Welcoming Desk. These questions are best answered by the office; so the Welcoming Ministry refers them to email or call the office staff (or check the website) during the work week. However, these answers are not always satisfactory to the members. Additionally, when the desk becomes bottlenecked with these questions, we aren't able to greet all visitors, check in with Ushers and Greeter teams, follow up with new members, sign folks up for Calligraphy name tags or PTM, etc. To overcome this, Heidi is considering opening the office for a half hour before and after service once or twice a month. We will follow up next year on this.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

I would like to thank all the Greeters and Ushers who served their ministry in 2016-2017. I'd also like to thank all those who attended the Safety Training and Welcoming Ministry Retreat and Heidi and Katie for teaching break-out classes during that retreat. Thank you also to all those who attended the Welcoming vs. Othering class (see above).

I'd like to thank Kristina Benner and Sky Williams who started this year off on a great path.

What does the group have planned for 2017-2018 and beyond?

1. Create more connection within the Welcoming Ministry (Ushers/Greeters) through more classes, celebrations, kick-off party, and consistent "teams."
2. Build ownership: increase responsibility and autonomy in the Lead Ushers and Usher teams by transforming scheduling from a top-down to team-lead model.
3. Evening out frequency in ALL usher/greeters to 1 time per month, preventing "burn-out" in the Lead Ushers and Greeters, and increasing infrequent ushers/greeters current service commitment.
4. Continue to recruit new ushers and greeters from the PTM classes.
5. Execute the Visitor-Member Path through the Greeters more consistently, ensuring a welcoming lobby environment.
6. Free-up Membership time from Janine, currently spent on scheduling Ushers and Greeters, to focus on Member Engagement.
7. Further revise the Safety Plan.
8. Hold another Safety Drill in 2017.
9. Offer another AFD class in 2018 around Welcoming/Inclusion/Membership Psychology.
10. Incorporate Coffee Hour into the Welcoming Ministry (improve hospitality, inclusion and ambiance).

Office Assistant

As Office Assistant, I oversee the publicity committee, most publications, the database, room usage, and supervise the office volunteers.

I started my position here at UUCP as the Office Assistant in August of 2015.

It has been discussed whether the practice of mailing out paper Horizons Journal each month to members and friends will continue. Postage cost and environmental concerns are a part of this conversation as well as the fact that Horizons is available online at our website each month. We have many members and friends that do not use computers and quite enjoy getting the paper Horizons each month; so the Congregation will continue to mail this out. Anyone that does not desire to receive the Horizons by mail can call the office and remove their household from the monthly mailing. Elyse Arring continues to edit the Horizons each month, and we are grateful that she continues to do this. We are also very grateful for the numerous volunteers that come to UUCP once a month to help fold, sticker and label the Horizons to prepare for mailing them.

Thanks to our Facebook volunteer, Francis Wiget, we have once again exceeded our reach expectations for Facebook this year. As of publication, our Congregation's Facebook page has 1,644 "likes." Posts on the page are regularly getting seen by over 300 people. We have started "boosting" Facebook" posts and events for greater visibility. If the office staff feels there is a very important message or event to get out to our Facebook users, we are able to spend a small amount of money to make a specific post more visible on the timeline of people who like our page. For example we boosted a post that encouraged people to take our annual

Congregational survey. That specific post was clicked on 13 times and shared 4 times. These are extraordinary results for a regular text post with a link in it. We will continue to monitor this practice to see whether it is worth the funds spent.

We have several office volunteers that help keep the place running during the week. Don Weir does the welcoming duties for all the new visitors as well as the weekly deposit. Pat Reed joined us again this year to help out in the office where we need it. She is always eager to help out, even if that means cleaning and sorting the supply drawers that might not have been cleaned for many years. Francis Wiget is still our amazing social media master and is in charge of all the Facebook posts. Pauline Peverly has been coming to UUCP for years and is such a huge help in the office. Julie Smart is our master at putting together the Sunday announcements and the order of service for us on Fridays.

I am also grateful for Bonnie White who proofreads the Order of Service and Sunday announcements every single week for us and was generous enough to proofread this entire Annual Report again this year.

I would also like to thank Rebecca Rae Murans who creates all the amazing welcome screen images that we see on Sunday morning in the lobby. Rebecca also redesigned the latest cover for our Orders of Service.

Kindred McEvoy designed the cover of the current Connections program catalog, for which I am super grateful, and she has agreed to design the cover for the upcoming edition that will be published in September 2017.

The big news last annual report was we were about to launch a new phoenixuu.org website. We were very successful in migrating everything from the old site to the new one due to all the hard work by Smoot Carl-Mitchell. He spent many hours making sure that everything was set to move over seamlessly. On the new website we are able to change items on the front page in an expedient manner as well as add pages much faster than before.

In addition to being the Office Assistant here at UUCP, I am also the Camping Ministries Director for the Pacific Southwest District and camp de Benneville Pines. I help plan and execute 8 different camps throughout the year at the member-owned camp in southern California. This other job means that I am away at the camp for 4 weeks in the summer, 1 week in winter and 3 other weekends throughout the year. I am very grateful to everyone here at UUCP, especially Rev. Susan and Heidi, for allowing me to attend camp during these times.

Respectfully Submitted by Geoff Anderla, Office Assistant

Committee and Ministry Reports

Adult Faith Development

There were several adult faith development classes offered at UUCP this year.

The Coming of Age for adults class was facilitated by Kim St. Clair and Gary Ezzell and met on the first Thursday of the month. This class used the youth coming of age curriculum that explores UU history and principles to engage in deep conversations with each other and people of different faiths. The class concluded with an amazing Adult Coming of Age service on May, 7, 2017. 12 people completed this class.

Towards the Other America – An Anti-Racist Study Group was facilitated by Emrys Staton and Heidi Singer and met for several Saturday mornings. This class used Chris Crass' book, "Toward the Other American: Anti-

Racism Resources for White People taking action for Black Lives Matter.” Participants had the opportunity to deepen their understanding of white supremacy, the movement for Black Lives Matter, intersections of oppression and how we can be grounded in anti-racist work through our UU faith. 10 people attended the class.

The Embodied Journey was an AFD class taught by Aaron Ford on Saturday mornings. In this class people explored methods to embody their daily lives more fully. 11 people attended this class.

Circle of Trees was facilitated by our own Business Administrator, Heidi Parmenter, on Wednesday evenings in the memorial garden. This multigenerational program nurtures deep connections with trees, nature and all of life’s creatures. Using trees as an entry point to understand and connect with life on earth, it invites participants to understand how trees are literally “providers of life,” identify trees, explore nature using spiritual methods to foster deep connections and reinforce our 7th principle of interdependence. 10 people attended the Circle of Trees course.

Couples Enrichment Workshop was facilitated by Bonnie White and Ed Cernek. This workshop was for couples who want to work on their relationship. Topics included healthy communication, respecting differences, resolving conflicts, healing past hurts, relating to your larger community. Couples also explore how the 7 principles of UUism can create a more compassionate and deepening connection to each other. 9 couples registered and 4 completed this amazing workshop.

Emotional Intelligence: Taking Turns with Mary Dawes and Natalie Fabert. The 2 facilitators gave an update on a basic guide for life, including research and skills training that focuses on the deeper meaning of the simple rule. 19 people attended this class that was held on a Thursday night in March.

Living Boldly in Difficult Times was a Saturday class in March that was given by Joan Gale and Anne Lackey. Participants discussed what it meant to live boldly while managing feelings and not lashing out or shutting down to opposing views. They created a list of practices and strategies related to UU principles that leads to natural learning and understanding.

Archives

Archivist: Charlotte Carl-Mitchell

Members of Group/Committee: Charlotte Carl-Mitchell and Dale Fisher assists with photo projects.

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending:

The updated history premiered at Celebration Sunday on April 16, 2017. Compiling the work had taken several years. The display also included binders showing biographies of our ministers, an illustrated list of past board presidents and the biographies of our founding family. There was also an illustrated timeline that people could sign showing when they first started attending UUCP.

What were the group's goals for 2016-2017?

The goal is the same, to continue to collect, organize and safely house documents showing our congregational life and history.

What key decisions were made in 2016-2017?

I made the decision to finish the congregational history in time for our 70th anniversary in March 2017.

What challenges did the group face in 2016-2017 and how did you overcome them?

The Archive doesn't have a place to work so it's hard to do more than collect and store material relating to the Congregation.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

Dale Fisher continues to work with me on photo projects like the Ministers Montage. He's creating an updated one that can show new ministers in the future.

What does the group have planned for 2017-2018 and beyond?

I hope to continue saving and honoring our congregational life and history.

Capital Campaign Committee**Purpose:**

The committee is responsible for researching and recommending a capital campaign plan, to include capital improvements and ministry investments with corresponding budgets that support the mission, vision, and strategic ends of the Unitarian Universalist Congregation of Phoenix. The entire project will involve three phases - Planning - Fundraising - Construction. There will likely be three separate committees, one for each of these phases but with overlap so that some from the Planning phase continue onto the Fundraising phase, etc. The committee began its work in Fall 2015. Now in Spring 2017 we are at the end of the preliminary planning process and near the end of fundraising.

Please refer to the 2016 UUCP Capital Committee Annual Report to view the prior year's work. Since that report was completed, the Congregation hired a consultant who recommended that UUCP has capacity to likely raise \$1.5 million dollars in a capital campaign in addition to the annual Stewardship drive.

Committee member Bunny Hodas introduced the committee to architect Marlene Imirzian, an award-winning architect with a particular skill at creating beautiful, sustainable, and functional spaces. (See <http://imirzian-architects.com/>) Marlene and her staff conducted extensive site visits and meetings with staff and Congregation members and has presented UUCP with a series of plans and elevations along with cost estimates for construction. She has graciously contributed a significant amount of time devoted by her company over and above the paid work.

After extensive exploration of alternatives, the committee settled on three priority items which can likely be accomplished within the \$1.5 million target plus a stretch goal likely to cost about \$200,000 more. In no particular order the items are:

- A \$250,000 seed fund to enable UUCP to continue paying for a second minister for three more years in anticipation of the operating budget growing to be able to fully fund this position. The position is currently occupied by Emrys Staton, Pastoral and Social Justice Minister. Emrys hopes to continue in this position and the Congregation is pleased to have him.
- New HVAC system for the Sanctuary and Religious Education wing (which includes the kitchen and the Johnson Room. The new system will use substantially less water and electricity, and will include separate thermostats in each room and will be able to be immediately switched between heat and cooling, unlike the present system which requires a technician's visit which takes days to schedule.

- Fully accessible walkways to our front door and to the west sanctuary door. This will include repaving the upper (northwest) parking lot, adding an entrance from 40th Place, creating a drop-off area, an accessible gate with a direct smooth path to the west door, a smooth grade-level path to the front door, new stairs to the front door, and a gentle, two-step ramp from the bottom of the stairs to provide front door access. The repaving plan will conform to the requirements of the Master Plan approved by the Town of Paradise Valley about eight years ago before the last capital campaign.

We estimate the above items will cost \$1.25 million dollars and \$250,000 will be required for other incidentals, including additional design and construction management fees, financing expense, legal, etc.

The stretch goal item is a redesigned patio. The redesign will eliminate existing drainage problems, add multiple trees to provide a shade canopy and a park-like feel, and separate the children's play area by a low, see-through fence. The cost for construction and incidentals for this area is estimated at \$204,000.

Fundraising for the capital campaign is ongoing as of this writing on April 21, 2017. As of April 16, the reported pledge total was \$1,333,448.

Children's Ministry Committee

Name of Group/Committee: Children's Ministry Committee

Name of Leader of Group/Committee: Carrie Lifshitz and Katie Resendiz

Contact Email for Leader of Group/Committee: Carrielynn14@gmail.com, KatieResendiz@phoenixuu.org

Members of Group/Committee: Katie Resendiz, Carrie Lifshitz, Laurie Arora, Cherilyn Walley, Francis Wiget, Lynn MacVean, Jonathan Lifshitz, Sarah Foerster, Jen Hempel, Janine Gelsinger, Jeff Newman, Gary Ezzell, Sam Kirkland, Tiffany Mendez, Daniel Mendez, Savannah Sanders, Rose Pascoe, Caitlin MacClaren, Caitlin Tuffin-Gaspar, Jacque Davis, Molly Cashion, Benji Messer, Bob Davis, Kinnie McEvoy, Kat Dickson

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

RE teacher orientation: August 24, 2016 (9 People)

High School and COA Convocation: August 28, 2016 (82 people)

RE orientation: September 11, 2016 (62 people)

In gathering Water Service Multigen: September 11, 2016

COA overnight: September 17, 2016 (26 people)

Dia de los Muertos Community craft at Community Night (shoebox altars): October 27, 2016 (21 people)

Dia de los Muertos Multi Gen Service: October 30, 2016

COA Self Realization Temple Visit: November 6, 2016 (35 people)

AZ MUUGS: November 11, 2016 (4 people)

Pet Service: November 17, 2016

Thanksgiving Multigen Service (Stone Soup): November 20, 2016

Movie Night COA refreshments: December 2, 2016 (5 people)

COA Saint Stevens Byzantine Cathedral Visit: December 11, 2016 (27 people)

RE Teacher Retreat: December 17, 2016 (12 people)

Children's Chapel Solstice Service: December 17, 2016 (39 people)

Christmas Eve Service: December 24, 2016

Special Curriculum Planning Retreat: January 4, 2017 (4 people)
 Special Curriculum: Mickey Mouse Media Literacy: January 2017
 COA Overnight: January 6, 2017 (26 people)
 Women's March Poster Making Event: January 20, 2017 (62 people)
 COA Bowling Community Bonding Event: January 27, 2017 (27 people)
 COA Read to Me at UMOM: January 31, 2017 (14 people)
 COA Revolutionary Education Tye Dying Shirts: February 4, 2017
 COA Buddhist Temple Visit: February 11, 2017 (28 people)
 RE Service (Passamaquoddy): February 12, 2017
 Movie Night COA refreshments: February 17, 2017
 YRUU Overnight: February 19, 2017 (25 people)
 YRUU Day at the Legislature: February 20, 2017 (9 people)
 COA Capture the Flag Community Bonding Event: February 24, 2017 (13 people)
 COA Islamic Temple Visit: February 26, 2017 (24 people)
 COA Congregational Celebration of International Women's Day: March 5, 2017 (6 people)
 COA Community Night Help (Mango Lassis): March 9, 2017 (5 people)
 Concessions for Charlie King Concert: March 10, 2017 (5 people)
 Combined Campaign Party: March 11, 2017 (13 people)
 COA Movie night: March 17, 2017 (2 people)
 COA Teacher Retreat: March 19, 2017 (4 people)
 OWL Training: March 23, 2017 (9 people)
 COA Tie Dye: March 23, 2017 (9 people)
 COA Stuffed Animal and Bake Sale: March 26, 2017 (47 people)
 YRUU Advisor Retreat: March 26, 2017 (6 people)
 District Assembly: March 30-April 2 (3 people)
 COA Flamingo Flocking: March-May 2017
 COA Jewish Synagogue Visit: April 14, 2017 (27 people)
 COA Easter Egg Hunt: April 16, 2017 (14 people)
 Community Night Helpers (breakfast food night): April 20, 2017 (6 people)
 Children's Chapel Earth Day: April 23, 2017
 YRUU Flower Communion: April 30, 2017
 COA Bake Sale: April 30, 2017
 AZ MUUGS: May 5, 2017
 COA Service: May 21, 2017
 COA Graduation Celebration Trip: June 2-4, 2017

Weekly Classes

Weekly Sunday School

7th and 8th Grade Coming of Age

YRUU

Chalice Kids

Class Series

Kids Kamp - Projected 126 campers, 6 junior counselors, 6 counselors, 12 staff

1st and 2nd Grade OWL - Projected enrollment 10 students, 2 teachers and 1 assistant

Childcare for Adult Faith Development; Evening Activities, and Community Events - approximately 20 events, average attendance 5 children, paid childcare providers

What were the group's goals for 2016-2017?

The 2016 - 2017 the Committee planned to:

- Move to a studio approach to classes, allowing students to experience faith development and exploration based on personal learning and activity preferences.
- Expand second service and middle school curriculum options.
- Continue development of YRUU Programming.
- Coming of Age programming offered for 7th and 8th graders as well as a parallel adult programming
- Expansion of OWL programming
- Re-launch UU Pals Program

What key decisions were made in 2016-2017?

In accordance with our goals, we revolutionized our RE teaching to incorporate a studio approach to education. Instead of attending class according to the students' ages, the students are now empowered to choose the activity they identify with on a particular day. This gives the students ownership of their decision and allows them to follow their mood to maximize their RE experience each week.

In order to best accommodate our transitioning 6th graders, we decided to expand the 6th grade program to allow students to maximize their religious education. 6th graders can now choose to help in the toddler room, do independent study, serve as assistants in studios, and are encouraged to participate beyond the classroom. A conscious effort to improve the morale of the YRUU program was made by giving the YRUU students more ownership of their program. The YRUU room was re-named Soulstice (as voted on by the class) and an official convocation to dedicate the room was done.

Due to the significant needs of the Coming of Age program, we re-structured the COA parent committee to better accommodate the fundraising, the other house of worship visits, the community, interviews, and committee needs of the group. This allowed for a more cohesive COA group both with the students and with the parents. The parents have been more involved this year and bonded with each other and with the students. This resulted in a very community-oriented COA program.

This year we worked closely with music director, Benjie Messer, to integrate more music into the RE program. This was well received and exposed the children to many of the more frequent songs performed and sung during services.

We provided training specific to working with multiple learning styles. In this RE program, we have radically different families which leads to a greater variety of backgrounds and students. Giving teachers multiple strategies to work with these different learning styles leads to more successful classroom experiences.

What challenges did the group face in 2016-2017 and how did you overcome them?

Building a sense of community among the radically different families involved in the Coming of Age program. We addressed this by giving more autonomy to the parent group and building measures of both responsibility and accountability. Additionally, we focused on creating a community the traversed beyond the students to include their families, their neighborhoods and greater communities.

We were also challenged by the increase in number of children between the ages of 0 and 2. We hope to remedy this in the coming months with the addition of another child care provider.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

Rev. Susan Frederick-Grey
 Emrys Staton
 Our Children's Ministry Families
 Our Students
 Our Dedicated teachers
 Tiffany and Daniel Mendez
 Phil and Marlys Weaver-Stoesz and Nikki Rosengren
 Bunny Hodas and Arlene Salmon for their kind donations to the program
 Lois and Dale Fisher for their constant support and advice
 Janine Gelsinger
 Christine Marshall
 Melinda Merkel-Iyer, Melissa Schwartz and the COA parent committee
 Belinda Clark
 And the UUCP Community for enthusiastically supporting Children's Ministry

What does the group have planned for 2017-2018 and beyond?

In the 2017-18 year, we plan to further expand the RE program and continue to improve the quality of education our students participate in. To this end, we plan to:

- Enhance the 6th Grade curriculum based on scouting.
- Continue to modify the studio program for greater success
- Add a childcare provider for the young students
- Implement children's experiences at social justice events
- Implement plan for OWL in the greater community
- Provide targeted training for teachers working in multi-age learning environments and teachers working with middle and high school students

Community Night

Name of Leader of Group/Committee: Janine Gelsinger, Membership & Volunteer Coordinator; Teri & Donna Talbot, Chef Coordinators

Members of Group/Committee:

No official committee.

Membership and Volunteer Coordinator - started with Kristina Benner, then Sky Williams, then Janine Gelsinger.

Chef Coordinators - Teri & Donna Talbot

Chefs: Teri and Donna Talbot, Justin Gelsinger, Emrys Staton, Amanda Rogers, Linda Vance, Daisy Danforth, Ruth Crowley, Julie Talbot, Charlene Broom and Jean Hallaway, Marjorie Redleaf and Granger Macy, Janine Gelsinger, Mario Etsity.

Sous Chefs: Cherie Stafford, Jacque Davis, Daisy Danforth, Judith Breuer, Janine Gelsinger, Don and Wanda Lamm, Linda Vance, Ruth Crowley, Carol Manetta, Laurel Hardin, Carrie Lifshitz, Pat Reed, Sarah Foerster.

Coming of Age Chefs: Ashley, Dylan, Tori, Sarah, Nancy, Ethan.

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

9/29/16

85 Attendees

Sloppy Joes, Vegetarian Sloppy Joes, Veggie tray. Chefs Teri and Donna Talbot, Sous Chef, Sarah Foerster.

10/6/16

72 Attendees

Pork green chili, Vegetarian Chipotle sweet potato chili, Vegan black bean chili, tortillas, chipotle sour cream, cheese, cilantro, onion. Tamales (pork/beef/chicken). Guacamole. Chef Justin Gelsinger, Sous Chef Amanda Rogers.

10/13/16

62 Attendees

Japanese style Ramen. Three kinds of broth (2 vegetarian and 1 chicken), noodles, tofu, chicken, toppings. Edamame. Chef Amanda Rogers, Sous Chef Janine Gelsinger.

10/20/16

56 Attendees

Veggie and chicken fajitas, chips and salsa, salad. Chef Emrys Staton, Sous Chef Cherie Stafford

10/27/16

37 Attendees

Veggie enchiladas, salad, guacamole and chips. Chef Linda Vance, Sous Chefs: Jacque Davis, Amanda Rogers.

11/3/16

58 Attendees

Chicken Parmesan with red sauce and tomatoes, polenta, roasted veggies, salad. Chef Daisy Danforth. Sous Chefs: Sarah Foerster, Cherie Stafford.

11/10/16

65 Attendees

Beef and noodle soup, veggie soup, bread, layered salad. Chef Ruth Crowley, Sous Chef Linda Vance

11/17/16

55 Attendees

Lasagna, bread, salad. Chefs: Teri and Donna Talbot

2/2/17

55 Attendees

Hungarian cabbage rolls (a family recipe), or vegan cabbage soup, with baked beans and sweet cornbread from

chefs Charlene Broom and Jean Halloway, Sous Chef Janine Gelsinger.

2/9/17

39 Attendees at UUCP/100+ at jail

Beef bourguignon, herbs de provence scented mashed potatoes, grilled eggplant and zucchini, baguette, salad with blue cheese and pecans from Chef Justin Gelsinger, Sous Chefs Don and Wanda Lamm.

2/16/17

52 Attendees

Winter Soup Night: featuring lentil and squash soups, with winter salad and rustic bread. Chef Daisy Danforth, Sous Chefs: Janine Gelsinger, Emrys Staton, Judith Breuer.

2/23/17

80 Attendees

Zuppa Toscana (one vegetarian), from chef Julie Talbot, with caprese salad and Italian bread with dipping oil from Sous Chef Janine Gelsinger and foccacia from Cherie Stafford

3/2/17

53 Attendees

Bow tie pasta with a creamy tomato sauce: a vegetarian version, and one with sausage. Italian bread, and a salad from Chef Amanda Rogers and Sous Chef Jacque Davis.

3/9/17

62 Attendees

Chicken mulligatawny (a British dish with roots in Indian cuisine, similar to a chicken curry), Vegetarian potato cauliflower curry, basmati rice, palek paneer (a spinach and cheese dish), naan, fresh fruit, and a mango lassi (smoothie) bar from Chefs Emrys Staton, Janine Gelsinger, and the COA youth and Sous Chef Cherie Stafford.

3/16/17

78 Attendees

Vegetarian cornbread bake with mild green chilies, corn, onion, sour cream, and cheese, grilled vegetables, herbed wild rice, gluten free bread, and salad from Chef Linda Vance and Sous Chef Carol Manetta.

3/23/17

68 Attendees

Baked rigatoni pasta with sausage (or a vegetarian version), with roasted veggies, dinner rolls, and salad. Chef Ruth Crowley, Sous Chefs: Linda Vance, Carrie Lifshitz, Cherie Stafford.

3/30/17

73 Attendees

Chili (turkey or veggie), cilantro lime rice, salsa and chips, and a southwest salad. Chefs: Marjorie Redleaf, and Granger Macy, Sous Chefs: Janine Gelsinger and Jacque Davis.

4/6/17

72 Attendees

We are firing up the grill on the patio to make hotdogs cooked to order. Accompanied by southwest style mac and cheese, with homemade bread and salad with a fresh lemon vinaigrette, from Chef Judith Breuer. Sous Chefs: Donna and Teri Talbot.

4/13/17

58 Attendees

Beef Stroganoff, or vegetarian zucchini noodles with a spring greens and veggies salad with cheese and nuts.
Chefs: Teri and Donna Talbot and Sous Chefs: Laurel Hardin and Cherie Stafford.

4/20/17

59 Attendees

Come enjoy a hearty breakfast for dinner including waffles, pancakes, scrambled eggs, and home fries. Vegan and gluten free options available! Kids (and those feeling young at heart) are encouraged to wear your pajamas.
Chefs: Emrys and Justin Gelsinger, Sous Chefs: Janine Gelsinger, Ruth Crowley, and Pat Reed. Waffle Bar from the COA Youth.

4/27/17

80 Attendees

Guest Chef Mario and End of Year Celebration for Chefs! Community Night End-of-Year Celebration and Chef Appreciation Night! What is a Navajo Taco? Come experience the tradition with Chef/Artist/Community Organizer Mario! Dine on traditional frybread with vegan chili beans. Top with optional mixed cheeses, greens (spinach/arugula), diced tomatoes, sliced onions, picante style salsa or vegan creme salsa. We will also celebrate our chefs for the year this evening; so don't miss it!

Narrative: What were the group's goals for 2016-2017?

Teri Talbot, Chef Coordinator:

1. Increase attendance. We saw a huge increase in the number of regular attendees from 40-50 to 70-80. This was our single largest increase since Community Night Dinners were started.
2. Stay within budget
3. Recruit new chefs (We recruited 15 new chefs this year and have at least 4 more ready for next year!).

Janine Gelsinger, Community Night Host:

1. Welcoming - elevate Community Night from an "inexpensive quick meal" to a valued community experience.
 - a. Each meal includes a main dish, a vegetarian main dish, a side, salad, and bread to increase quality and quantity of meals available.
 - b. New tablecloths, menu board, table decor added to welcoming feeling.
 - c. Improved descriptions of meals in Horizons, Compass, OOS, pulpit announcements increase attendance by tempting congregants with enticing language.
 - d. If sous chefs do not sign up, Janine makes a salad or side that ups the ante on quality, challenging chefs to be creative (Janine made cilantro lime rice, vegan cabbage soup, caprese salad, spinach and shredded carrot salad, mango lassis, and lots of salad dressings).
 - e. Congregation provides ingredients for fresh salad dressing, real butter, good salt and pepper, etc.
 - f. Music in the kitchen and a relaxed/rested Janine ensure a celebratory atmosphere.
 - g. Meals are photographed for website and social media.
2. Inclusive - ensure community night is accessible to all who wish to participate.
 - a. Chalk labels denote vegetarian, vegan, gluten free and help with identifying allergens.

- b. Survey created for next fall that measures number of community night guests that are vegetarian/vegan/GF/dairy-free, etc.
 - c. Creamer options are available for dairy-free members.
 - d. Bread, nut butters and jam increase inclusivity for kids.
 - e. Gate is unlocked on back patio and side door for access.
3. Diverse - meals reflect the diversity in our Congregation in age and cultural background.
- a. Members can participate at “chef” or “sous chef” levels or just show up with a dessert to accommodate differences in schedules/time.
 - b. Meals are sometimes “safe” options (mac and cheese) for choosy eaters, as well as more adventurous options (ramen bar).
 - c. New members are included and encouraged to participate as chefs.
 - d. Chefs are diverse in gender.
 - e. At least one meal each season reflects diverse cultural traditions (Japanese ramen, Mexican fajitas, Indian food, French beef Bourgenon, fry bread, etc.)
 - f. Chefs are encouraged to share family traditions behind their meals (Charlene and Jean offered Hungarian cabbage rolls).
 - g. COA helps with at least one meal per year (mango lassi bar).
 - h. YRUU are offered/asked to help prepare one meal per year (making pizza in the summer? pancake bar?).
4. Grateful - create a culture of gratitude around chefs sharing food.
- a. Identify chefs and meals in pulpit announcements each week.
 - b. Announce chefs and meals in Johnson Room before community night begins.
 - c. Thank you cards available for guests to write to thank the chefs.
 - d. Cookbook celebrates the chef's recipes.
 - e. End of year Thank You party celebrates chefs.
 - f. Chef hat pin gifts denote chefs around the Congregation.

What key decisions were made in 2016-2017?

Teri Talbot, Chef Coordinator:

1. The largest decision that was made this year was to increase our budget per meal from \$50.00 to \$100.00 per meal.
2. It was also decided that job descriptions for both the staff member and chefs be created. Our group met in August, and we outlined specific expectations for cooking and delivering meals to the Church.
3. We also began a document with health and safety rules for preparation and set up of the meals.

What challenges did the group face in 2016-2017 and how did you overcome them?

Teri Talbot, Chef Coordinator:

1. The biggest challenge this year was the huge increase in the number of meals served. We overcame this challenge by preparing more food and having additional side dishes.

2. We also had the challenge of trying to keep both adults and children out of the kitchen while the chefs were setting up food on the island. This has become an issue that has the potential to be dangerous as the chefs are dealing with hot food and the kitchen size is limited. We began to shut the kitchen door and placed a sign on the kitchen door to discourage people from coming into the kitchen while chefs were busy setting up for the meal. We have had some challenges with portion sizes and children taking one plate of "kid food," setting it inside then running outside to play. We will revisit a solution to this challenge in the fall.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

We would like to thank Teri and Donna Talbot, our Chef Coordinators, Janine Gelsing, Community Night Host, Emrys Staton, for his endless help navigating the kitchen, Belinda Clark our amazing Sexton, all of the fantastic chefs and sous chefs, the COA chefs and everyone who attended Community Night.

What does the group have planned for 2017-2018 and beyond?

Teri Talbot, Chef Coordinator:

1. We are going to set up and execute a new program of sous chefs that will be responsible for side dishes of bread, salad, and vegetables to be offered at each and all Community Night Dinner Services.
2. We want to again open up the group to more chefs from the community at large.
3. We would like to refine and increase responsibilities for coordinators and add a responsible person to collect and count money, have our volunteer coordinator become more of a welcoming hostess to old and new members. Coordinators would spend more time in the kitchen with the chef of the evening to help set up and assist chef needs and put away extra food stuffs.
4. We would like to see a more efficient system for serving food and have chefs serve portions on their cook nights.
5. We are hoping to have a night at least once a month to broaden our cultural understanding with different cuisines. (i.e, Mexican cuisine night, Indian food night, etc.)
6. We would like to offer a kids plate of cheese sandwiches and peanut butter and jelly (Nutella and non-peanut butter items) to better control unused meals not being consumed by the children.
7. We would also like to create a system to serve children with their parents or at the end of the line.
8. As the regular amount of attendees increases, we are going to need to increase our budget for food supplies.
9. We will be putting out a call to the community to donate large serving spoons and other serving equipment.

Finance Committee

Name of Leader of Group/Committee: Larry Reed

Members of Group/Committee:

Larry Reed, Chair

Jim Allen, Treasurer

Diana Ashley

Eric Muehlsteadt

Ted Myers

Heidi Parmenter, Business Administrator
Gloria Swaine, Bookkeeper

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

None

What were the group's goals for 2016-2017?

This year we did not establish any specific goals. We focused on reviewing the monthly statements.

What key decisions were made in 2016-2017?

The committee decided to keep the new Capital Campaign income and expenses within the same Capital class that we have been using. It was also decided how to record the \$45,000 line of credit from the UUFP on the statements.

What challenges did the group face in 2016-2017 and how did you overcome them?

Larry, our fearless leader, had heart surgery this year and the committee held down the fort while he was out recovering. Larry's extensive financial knowledge as a retired banker is so valuable to the committee in professionalizing our practices and procedures.

What does the group have planned for 2017-2018 and beyond?

Developing an Accounting Manual.

Developing a long-range capital plan integrated with the organization's strategic plan.

Immigration Small Group Justice Ministry

Maryland School Task Force

Name of Leader of Group/Committee: Cathy Kim

Members of Group/Committee: Susan Morris, Lynn Raabe, Sue Baird, Victoria Snively, Grace Galliano, Marina Hoffman

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

The Task Force did not meet on a regular basis. Planning for activities at Maryland took place primarily through email and phone calls.

What were the group's goals for 2016-2017?

2016-2017 was the first year of UUCP's participation in the Maryland School Partnership, along with Church of the Beatitudes and Beatitudes Campus. The Partnership goals have been to provide community support to the school staff in nurturing students and interacting with families. This is a Title I school serving a challenging population in a lower socio-economic neighborhood. During the year Maryland staff identified a variety of needs which we then communicated to our members, in hopes that they would respond to the opportunity to volunteer as tutors, mentors, help with special events, assist in the garden program, participate in teacher appreciation activities, meet with refugees and their families, and donate supplies that have been requested.

What key decisions were made in 2016-2017?

1. The Task Force recruited tutors who have worked in classrooms helping individual students and small groups with reading and math throughout the school year, both English language learners and regular ed students. Teachers so appreciate the assistance, and tutors find great satisfaction in the academic growth and relationships built with students.
2. Because recruiting, training, and retaining a good staff is one their main goals, and a difficult one, the administration expressed a particular desire to build a solid staff community. The Beatitudes Campus provided a Back-to School luncheon, several times during the year Campus residents (many UUCP members) wrote notes of encouragement, over the year \$25 gift cards were collected and delivered to the 96 staff members on Valentine's Day, and an end of the year luncheon was served – all to let the staff know that we as community members know how hard they work and that we so appreciate them. The staff has been very grateful for the care and generosity of the partnership.
3. Generous partner Congregation members donated school supplies in the summer for the beginning of school (the school budget is limited; teachers cannot afford to buy these supplies with their own money), food items for food insecure families during school holidays, games and sports equipment for family events planned by teams of teachers, hygiene items for refugee families, incentives to encourage students making extra effort in remedial classes, supplies for quarterly student recognition ice cream parties. Teachers and social workers remark about the gratitude of families for the help.
4. About 200 first and fourth graders, with volunteers from the partnership and community, participated twice a month in classroom and hands-on learning about gardening, plant and animal life cycles and growth. The enthusiasm of students as they observe and work in the garden, become comfortable with pill bugs and worms, rub and sniff herb leaves, talk about what they experience, and eat what they grow is something to behold.
5. We encouraged Congregation members to contribute Arizona tax credit donations to Maryland School.

What challenges did the group face in 2016-2017 and how did you overcome them?

Understanding how to interact and communicate in a school situation (who to talk to about what), to form a partnership of value, to be helpful but not intrusive, to operate on their schedule as well as ours, to recognize small steps of progress and appreciation, and not be overwhelmed by the challenges and missteps – a definite learning curve. But caring, patience, flexibility, determination – they win in the end, as do the smiles coming from children!

Operating a school in a struggling neighborhood requires extra resources. The policy makers in our state seem

unable to commit to finding the funding needed to adequately support public schools throughout the state. Maryland is again losing teachers, many to out of state schools where salaries provide an adequate living. Our beginning investigation into the politics of public education funding and support needs more study and action. This is a good focus for our Congregation's social justice mission, and perhaps we can make more inroads in the upcoming year. If the education of our upcoming generation is of interest to you, your help would be of great benefit.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

To Libby Walker for your encouragement and help to initiate this Task Force, to Emrys Staton for your advice and counsel, and to Geoff Anderla for your help with promotion.

To each and every member, friend, family at UUCP who made a contribution to Maryland School – tutoring, volunteering at an event or in the garden, bringing supplies, incentives, gift cards, cash donations – a huge thank you! This is all about making life better for those in our community who are struggling. Maryland School is definitely a better community because of your help.

Gratitude to Desert View Learning Center families for your participation in the holiday collection of games and sports equipment for family event nights.

Special thanks to all the Task Force members for your faith in this project and your commitment.

What does the group have planned for 2017-2018 and beyond?

So many needs – how to find out about them and figure out how we might help? We have made progress, but we hope to do better next year, improve the tutoring program, expand our partnership to businesses, and especially have more of you realize that you have gifts, and that a small effort on your part, put together with all the others, can make a huge difference to this school. Please think about how you might help.

Social activist Dorothy Day said, “We are communities in time and in a place...Our lives are touched by those who lived centuries ago, and we hope that our lives will mean something to people who won't be alive until centuries from now. It's a great “chain of being,” someone once told me, and I think our job is to do the best we can to hold up our small segment of the chain....to keep that chain connected, unbroken.” What we are doing at Maryland School is to strengthen the links represented by each student and teacher, making our community chain stronger for today and long into the future.

Membership Committee

Name of Group/Committee:

Membership Committee

Contact Email for Leader of Group/Committee:

JanineGelsinger@PhoenixUU.org

Name of Leader of Group/Committee:

Janine Gelsinger, Membership and Volunteer Coordinator

Members of Group/Committee:

The official Membership Committee was dissolved in October 2016. At that time, the committee chair, Jennifer Smith, stepped down because of exciting life changes (going back to school!) Judith Breuer (the only other member of the Membership Committee at the time) and I had a discussion about the future needs of Membership. She expressed that the committee meetings had been difficult time-wise to attend, but that former committee members were still willing to help with Pathway to Membership, the Spring Picnic, etc. At that time, we suggested that perhaps, for now, we transition from a committee structure, to a Membership Ministry group of volunteers. After speaking with other ministries that had previously and/or currently included committees and to Rev. Susan, the Membership Committee was dissolved.

However in the absence of the official committee and therefore the requirement to commit to attending regular committee meetings, we have had many members step into the role of helping to facilitate the PTM class! In this way, I believe that participation in Membership has really GROWN this year, from 2 to over 30 people. This happened through direct asks, specifically inviting members who have joined in the last 1-2 years to come back and be a part of helping new members through PTM.

The members who have made PTM part of their ministry this year include:
PTM Greeters/Check-in: Vicki Meyers, Arlene Kole Salmon, Jennifer Smith

PTM Pillars of Membership Testimony:

Gary Ezzel, Vicki Meyers, Glen Lockwood, Vince Waldron, Daisy Danforth, Jacque Davis, Bob Davis, Carrie Lifshitz

PTM Board Members Vision Statement presentation: Glen Lockwood, Vince Waldron

PTM Small Group and Activity Member Leaders:

Benny Butt, Eric Muehlsted, Joan O'Connor, Dick Richardson, Pat Richardson, Cherie Stafford, Sarah Foerster, Barb DeWitt, (plus all the folks mentioned above: Jacque Davis, Bob Davis, Daisy Danforth, Carrie Lifshitz, Glen Lockwood, Vince Waldron, Vicki Meyers, Arlene Kole Salmon, Jennifer Smith, Gary Ezzel)

PTM Photographer: Kinnie McEvoy

PTM Office help (prepared folders, name tags, etc.): Julie Smart, Pat Reed.

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

Pathway to Membership:

Thursdays, November 3 and 10, 2016, from 6:45 PM - 8:15 PM

9 (8 joined) prospective members attended, 3 staff, 7 Member Leaders

Saturday, January 14, 2017, 9:00 AM - 12:00 PM,

25 (19 joined) prospective members attended, 2 staff, 7 Member Leaders

Thursdays, April 6 and 13, 2017, 6:45 PM - 8:15 PM

20 prospective members attended (14 joined) 3 staff, 8 Member Leaders.

PTM Reunions:

Sunday December 4, 10:30 AM - 11:00 AM, 5 people attended

Sunday, March 5, 10:30 AM - 11:00 AM, 5 people attended

Sunday, May 21, estimated 20 people will attend

Starting Point Tour:

(all tours given by Janine Gelsinger unless otherwise noted)

October 9 (led by Glen Lockwood and Janine shadowed) 15 people

November 13 - 11 people

December 11 - 12 people

January 8 - 20 people

February 12 - 22 people

March 12 - 9 people

April 9 - 6 people

May 14 - TBD

June 11 (will be lay-led) - TBD

Spring Picnic:

Saturday, February 25, 11:00 AM - 1:00 PM, about 60 people attended

What were the group's goals for 2016-2017?

Pathway to Membership:

- 1) Establish Goals
- 2) Collect Data - I created a survey for all PTM participants to measure against goals.
- 3) Execute PTMs three times this year
- 4) Observe PTMs and surveys for potential changes/improvements.

Starting Point Tour:

- 1) inform newer visitors (those filling out nametags) of the Starting Point tour.
- 2) keep Starting Point announcements in Compass, OOS, and pulpit announcements the week before and day of to promote to new visitors.
- 3) use Starting Point tour to create connections and move visitors forward on the Visitor-Member Path.

Spring Picnic: Since this was my first time organizing the UUCP Spring Picnic, my main goals were to

- 1) keep it simple and fun!
- 2) learn from the experience what improvements I can make for next year.

What key decisions were made in 2016-2017?

Pathway to Membership:

- 1) Member-led PTM reunions: We shifted the PTM reunions from happening between services at UUCP to a new member's home instead. In this way we hope to extend the time that new members can connect in a relaxed, less structured atmosphere. It also gives a new member the chance to step up as a host, and begin serving the Congregation.
- 2) Pillars of Membership: The Pillars of Membership presentation shifted this year. Instead of one long time member presenting, we asked 3-4 members who have recently joined to present the Pillars, and what they mean to them personally. Hearing the testimony of a diverse group of recently joined (in the last year or two) members helps PTM participants see themselves as members, and find ways to fulfill their own Pillars.

3) Saturday PTM: We tried out a single, three-hour PTM on a Saturday morning this year, to try to accommodate diverse schedules.

4) Adding a 4th PTM: to try to keep classes smaller and more frequent, we will add a PTM in August of next year.

Starting Point Tour: This year, I reviewed the Starting Point Tour notes. While I kept the parts about the architecture, history, navigation and landmarks, I steered the Starting Point Tour towards connecting visitors deeper into the Congregation. For example, on the tour we discuss how to get signed up for Compass to know what is coming up. We cover how to meet others by joining a small group, AFD classes, community night and coffee hour. It also covers how to register kids for RE and even how to get involved in serving some entry-level ministries. Finally, it concludes with an intro to Pathway to Membership as a future step after getting connected. In this way the tour is serving the newly revised Visitor to Member Path.

Spring Picnic: I decided this year not to add any organized games/activities, or music/dance at the picnic. Although they were fun last year at the 2016 picnic, without volunteers to run them, we thought we'd try the picnic in a less-structured, more relaxed format. I think that the open space to run and play, as well as the attractions at the Railroad Park (train, carousel, playground) provide plenty of entertainment. Members who brought footballs, volleyballs, board games, and musical instruments came through to add fun, without the organized structure of past picnics.

What challenges did the group face in 2016-2017 and how did you overcome them?

Membership: one of my tasks was to measure engagement of existing members. However our current database does not have areas to "check" that include SGMs, AFD, or serving in various ministries. Currently, I'm checking for engagement by printing a list and then running through names in my head to try to remember where those members are engaged. If I don't know those members, then I ask other staff members. This is quite inefficient. I will hope for a database adjustment in 2017/2018.

A similar challenge exists without the photo directory. It would be so helpful to connect faces with names. Hopefully we receive them soon and that problem is solved.

Starting Point Tour: no challenges!

Spring Picnic: I put out an ask for volunteers for the Spring Picnic and had only two people volunteer. However when it came to the day-of, there were plenty of hands to help. This year I did the (minimal) shopping for supplies myself. It only took an hour and was not a big deal, but next year it's possible I can pass that job along to a Picnic Committee.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

Pathway to Membership: Vicki Meyers, Arlene Kole Salmon, Jennifer Smith, Gary Ezzel, Glen Lockwood, Vince Waldron, Daisy Danforth, Jacque Davis, Bob Davis, Carrie Lifshitz, Benny Butt, Eric Muehlsted, Joan O'Connor, Dick Richardson, Pat Richardson, Cherie Stafford, Sarah Foerster, Barb DeWitt, Kinnie McEvoy, Julie Smart, Pat Richardson for their amazing support of PTM. Rev. Susan Fredrick-Gray, Emrys Staton for their participation in PTM facilitation, and Geoff Anderla for his tireless preparation of PTM materials!

Starting Point Tour: Thank you to Glen Lockwood for leading the October Tour and allowing me to shadow!

Spring Picnic: Thank you Charlotte Carl-Mitchell for securing the ramada at the Railroad Park. Thank you Laurel Hardin for coming early to set-up and Vicki Meyers for helping with clean up. Thank you Justin Gelsinger for grilling up hotdogs on the grill for the whole picnic! Thanks to Emrys Staton for starting the volleyball game, Jonny Lifshitz for starting a touch football game, Sarah Forester for bringing board games, and Justin Randall and Stephanie Miller for starting a song circle. Thank you to everyone in attendance for bringing the wonderful food and making it fun!

What does the group have planned for 2017-2018 and beyond?

Pathway to Membership:

Goals as follows (see attached sheet at link)

Starting Point Tour: Continue the tours as they've been successful this year.

Spring Picnic:

Next year I would like to

- 1) book a Ramada closer to the playground. There were many children in attendance, but our current location isn't close to either of the playgrounds. Because of this, parents had to leave the picnic in order to take their kids to play or to ride the carousel or train. I will set a calendar notification for the July date when booking becomes available and will book a closer Ramada then.
- 2) Gauge interest in a Picnic Planning Committee to take on some of the planning roles.

Nominating Committee

Name of Group/Committee: Nominating Committee

Committee Chair: Jim Sorgatz

Committee Members: Jim Sorgatz, Julie Smart, Lydia Yanak, Bonnie White, Bill Snowden, Jenny Jones Moats

In this year, the Nominating Committee was charged with providing nominations for:

3 Board of Trustees members

1 UUCP Foundation Board member

3 Nominating Committee members

The Committee's Charter, Timeline, and Job Descriptions were accepted 'as-is' from previous year's documents. The Questionnaire Letters (to gather bio information from the Nominees) were revised by the Committee.

We held a Coffee Hour Showcase December 11, 2016, to provide information about the positions to be filled, and to create interest in serving our Community in those positions. The Nominating Committee members also held meetings with members of the Board of Trustees, the UUF, and UUCP Staff to obtain their suggestions and insights. As required by the UUCP bylaws, we publicized in February the positions that were to be filled. We

were successful in recruiting a well-qualified and enthusiastic nominee for each open position and have since publicized the names, photos, and biographical sketches to the Congregation.

Program Council

Chair: Kim St. Clair

Members: Leaders of ministries, activity groups, and committees

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

Three meetings were held: September 24, 2016; January 28, 2016; March 30, 2017. Approximately 20 people attended each meeting.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017:

I would like to thank Rev. Susan Frederick-Gray, Heidi Parmenter, and Geoff Anderla for their steadfast staff support in organizing the Program Council meetings. Also, many thanks to Rajeev Arora for representing the Board of Trustee at the January and March meetings. His presence, along with Ceyshe' Napa and Sarah Carlson, lent support to Program Council members as they brainstormed BHAG's ("Big, Hairy, Audacious Goals") for consideration in the revision of the UUCP's Ends Statements.

What were the group's goals for 2016-2017?

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 2017-2018 and beyond?

Continue to provide opportunities for sharing information among congregational leaders and for supporting the 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

Name of Leader of Group/Committee: No chairperson at this time as the position needs to be filled.

Members of Group/Committee: Kindred McEvoy, Francis Wiget, Lynne MacVean, Sarah Moore, Geoff Anderla

What were the group's goals for 2016-2017?

The main goal was to launch the new PhoenixUU.org website.

What key decisions were made in 2016-2017?

We decided to start paying to get our Facebook posts seen by more of our Facebook fans.

What challenges did the group face in 2016-2017 and how did you overcome them?

Once the new website was launched, we had trouble following up with each other and meeting on a regular basis. We did not find a new chairperson after Mat Montgomery stepped down once the new website was up and running.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

We would like to thank Heidi Parmenter who played a key role in supporting us in all our endeavors. We would also like to thank Mat Montgomery for his amazing leadership throughout the years as chairperson of the committee. Also we thank everyone that contributed their skills to help make the website launch very successful.

What does the group have planned for 2017-2018 and beyond?

Our first order of business is to find a new chairperson for the committee and meet on a more regular basis.

Refugee Assistance Program

The **Refugee Assistance Program RAP**, in partnership with the Phoenix office of the **International Rescue Committee IRC**, is currently working with 11 Eritrean refugees, a family of 9 Syrian refugees, and 1 Ugandan. We contribute to the UUCP Eritrean Emergency Fund at the IRC to help with rent and other emergencies.

In December, RAP collected gifts for an Eritrean single mother and her 11-year-old son and two single men. In April, RAP collected goods and services for a Syrian family of 9.

Working in teams, RAP members volunteer with refugees who have not been able to become self-sufficient in the short time the IRC and State of Arizona provide benefits.

For example, **Ellie Anderla** takes an 11-year-old Eritrean boy to the library each week, deals with his school, and has arranged for him to be a student counselor at Kids Kamp. **Victoria Snivley and her family** take the boy on outings and have him over to play with their son. **Julie Smart** tutors his mother in English, takes her shopping for food and clothing and to dental appointments. **Libby Walker** takes her to doctor appointments and helped her set up sessions of physical therapy and treatment at a pain clinic. Libby also interfaces with the Eritrean community, attends meetings at the IRC to identify Eritrean refugees in need and to support combined efforts in helping them. She also works with a single Eritrean man with physical and mental disabilities and another single man with psychological problems stemming from his 14 years in the Eritrean military and a difficult escape. We all contribute financially as we are able and reach out to members of UUCP for extra expenses.

Bobbi McGinn has recently volunteered to work with a single Eritrean mother of 5 who does not speak English and must find a job to support her family. Bobbi is looking for volunteers to help this family.

Recently **Linda Vance** met a Syrian family of 9 and is in the process of building a team to help the family which is in need of help learning English, paying for needed dental work, and supplemental income.

Josh Aaron and Jim Sorgatz responded to a call from a UU in California to help a gay Ugandan man in Phoenix. Shunned by local Ugandans, this refugee had no community. When he had a chance to move to California, Josh and Jim raised money for the move and Robert Back worked with the apartment complex on breaking the lease.

RAP also works closely with the **Welcome to America Project WTAP** which collects donated furniture and sets up apartments for refugees. UUCP members are encouraged to donate to WTAP which has a truck and will pick up items.

About 10 years ago UUCP members and students from the Amnesty International group at ASU West created a public art project from a **metal shipping container**. Like the container cars used as prisons in Eritrean, our

container was a moving example of the plight of Eritreans and one of the reasons 5000 of them flee the country each month. Expensive to store and haul around to showings, the container was recently sold for \$1000 to a cement company for storage. The money was donated to UUCP to benefit Eritrean refugees.

UUCP has been involved with Eritreans since 2001 when **Aster Yohannes** joined the Congregation. She came to Phoenix to finish her college education, interrupted in 1980 when she became a freedom fighter in Eritrea's 30-year war for independence from Ethiopia. While she was here, her husband Petros Solomon was arrested in Eritrea for demanding democratic reform. UUCP member and immigration attorney **Judy Flanagan** got asylum for Aster and convinced John McCain to provide visas for her 4 children; however, the Eritrean dictator refused to allow the children to join their mother. In 2003 Aster risked her life to return to her children and was arrested as she stepped off the plane in Asmara, Eritrea. Both she and her husband remain in prison without charge or trial. Eventually all the children escaped as well as Aster's mother. Simon Petros, the eldest, was the last to escape. Now 28, he lives in Boston with his grandmother and siblings. He visited UUCP on April 16.

Grateful thanks to all the members and friends of UUCP who have given their time and their money to help Eritreans for the last 16 years. We welcome anyone who wishes to join RAP for a mutually rewarding experience as we expand our efforts to include Syrians.

Right Relations Committee

Name of Leader of Group/Committee: Sam Kirkland – Chair and Jan Kaplan - Co-Chair

Members of Group/Committee: Susan Frederick Gray, Emrys Staton, Sally Boyd, Jacque Davis, (Michele Morgan - recruited)

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

Couples Enrichment Workshop - Ed Cernek & Bonnie White - facilitators

Emotional Intelligence - Mary Dawes & Natalie Fabert - facilitators

Living Boldly in Difficult Times - Joan Gale & Anne Lackey - facilitators

What were the group's goals for 2016-2017?

Transition into new leadership.

Present the workshops that had been planned and scheduled from the previous calendar and make sure that the promotion and satisfaction with these workshops was followed through on.

What key decisions were made in 2016-2017?

Recruit more members and make sure that we monitored the Congregation and made sure that the purpose and the structure of the RRM Committee was publicized.

What challenges did the group face in 2016-2017 and how did you overcome them?

Michael Hipps (RRM Committee chair) resigned abruptly and Sam Kirkland who'd volunteered as Co-Chair (Chair-in-waiting) took over the duties and responsibilities of Chair about a year ahead of schedule.

Sam assumed those roles and the RRM Committee increased members.

Additionally, Jan Kaplan stepped up to be Co-Chair so that the order of succession will continue on schedule.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

Couples Enrichment Workshop - Ed Cernek & Bonnie White - facilitators
 Emotional Intelligence - Mary Dawes & Natalie Fabert - facilitators
 Living Boldly in Difficult Times - Joan Gale & Anne Lackey - facilitators

What does the group have planned for 2017-2018 and beyond?

The Couples Enrichment workshop is already planned and Bonnie and Ed have volunteered to facilitate in 2018.

We would also like to have a combination Brainstorming/Thank You Luncheon for all of the facilitators from 2017 and invite all that have facilitated programs and workshop to attend and be honored.

Sanctuary Team

Name of Group/Committee: Sanctuary Art Team

Contact Email for Leader of Group/Committee: abixel1@aol.com

Name of Leader of Group/Committee: Ann Bixel

Members of Group/Committee:

People who helped plan and display artwork:

Sarah Carlson

Bill Snowden

Sam Kirkland

Ed Cernek

Robert Back

Charlotte and Smoot Carl-Mitchell

Laurel Hardin

Diane Mote

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

We produced the following 5 Art displays September 2016 – August 2017:

September - November: Lucienne Rusconi Memorial show

November - December: Seasonal decor by Sanctuary Art Team

January - February: Diversified Artist Collective-AZ

March – April - May: UUCP Members and Friends Artists

May - August: Children's Art display

Numbers attending:

Art displays are enjoyed by hundreds of church members, visitors and others who enter the Sanctuary for services and events.

What were the group's goals for 2016-2017?

To encourage and support the expression and creativity of artwork as an enriching part of the life and goals of the UUCP community.

What key decisions were made in 2016-2017?

Increase the number of committee members and helpers.
Continue to seek a more effective hanging system for artwork.

What challenges did the group face in 2016-2017 and how did you overcome them?

We always invite more people to participate in our sanctuary art team.
Create a special group for the winter holiday program which would express our inclusiveness of all religions and celebrations.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

A special thanks to all our artists for sharing their talents.
Smoot and Charlotte Carl-Mitchell for the Lucienne Rusconi show.
Diversified Artist Collective - AZ for paintings and for photographs depicting important timely events supporting our position that Black Lives Matter.
Members and friends for flexibility of dates and a dynamic variety of themes and styles.
Diane Mote for chairing the Children's Artwork Display.

What does the group have planned for 2017-2018 and beyond?

To continue to display artwork that enriches the Sanctuary and the lives and goals of the UUCP community.
To form a special sub-committee to create themes that express our inclusiveness of religions and celebrations of all people during the winter holiday season.

Sewing and Craft Circle

Name of Group/Committee: UUCP Sewing and Craft Circle

Contact Email for Leader of Group/Committee: birddogadkins@msn.com

Name of Leader of Group/Committee: Paula Adkins

Members of Group/Committee: Paula Adkins, Lori Rubin-Williamson, Janet Biondo, Peg Guifard Watters, Mary Lou Merz, Jennifer Quinn,

What were the group's goals for 2016-2017?

The Sewing Circle's goal were to expand the outreach to more areas of need, including our local area senior centers mission to make pillowcase backpacks for child protective agencies as well as quilted and knitted items for the babies of the Eritrean Refugees in the valley. Our work with the UUCP R.E. program helped Katie Resendiz with the small bags she requested for the students.
We continue to provide clothing for the mission in Cuernavaca, Mexico and Saint Vincent de Paul's community center work there. Our dresses have been sent off to the Dominican Republic with the Mission Emanuel through Dress a Girl Around the World organization. We were happy to know that our outreach moves farther than we imagined.

What key decisions were made in 2016-2017?

We are currently trying out working together on a single mission at each meeting instead of breaking out into our own individual creations. We haven't decided if this is the direction we will continue but it is a new direction anyway.

What challenges did the group face in 2016-2017 and how did you overcome them?

As always, our greatest challenge is attendance, as all groups face over time. The passion and enthusiasm has waned over time. We are working on different suggestions of new members to re-ignite that passion again.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

Ruth Bernstein has been a contributor to our group. Her hand-sewn dresses are more than art and have brightened the faces of all the girls who were given her masterpieces. She is one of our work-from-home members.

Steve Jenkins with Saint Vincent de Paul's outreach program has continued to transport our creations to the center in Cuernavaca, Mexico. Our relationship with this mission is on-going. Steve has invited any of our members who wish to travel to Mexico with him to see what our group provides to the children.

For our fallen members;

We would like to acknowledge the efforts of our founding member Lissa Heider who lost her battle with a terminal disease on October 2016. Lissa was with the group from its earliest conception, through turmoil and re-structure, and continued to brighten our mood just seeing her smile.

Lois Fisher has also been a contributor to our group with moral support as well as suggestions. We will miss her smiling face as the world lost her lovely face this April, 2017.

What does the group have planned for 2017-2018 and beyond?

The UUCP Sewing and Craft Circle plans to continue the outreach of providing textile creations to children in need, both locally and around the world. We are planning on a continued effort to increase attendance as well as come up with new ideas for the betterment of children. We have recently extended our mission to include children and families being deported by way of providing backpacks and reading material. Lori discovered the need when her son reported that they can only cross with what they can carry which isn't much.

Share the Plate Committee

Name of Leader of Group/Committee: Bonnie White

Members of Group/Committee: Bonnie White, Cherie Stafford, Pauline Peverly

What were the group's goals for 2016-2017?

Share the Plate is a fantastic outreach opportunity for the Congregation to be involved in the work of the larger community. Our committee strives to find worthy organizations in various fields of endeavor that might strike a chord in the hearts of our Congregation that would inspire someone to perhaps reach out and become active in one or more causes that they learned about from Share the Plate

What key decisions were made in 2016-2017?

To help with the outreach, we have encouraged our Share the Plate recipients to provide a half-sheet insert for our Sunday Announcements that has volunteer opportunities, contact numbers, and any other useful information that might encourage someone in our Congregation to take further action. We attempt to choose a diverse slate of recipients, knowing that what may touch one member's heart may not reach another's.

We are actively encouraging our membership to either fill out an online application for a charity of their choosing or to contact one of the committee members to help them nominate an organization.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

Jan Kaplan, past chairman of Share the Plate, did a fantastic job of setting up the operating guidelines and procedures for this committee. Everything was spelled out in detail as to what needed to be done and when to have the Share the Plate recipient ready for their assigned Sunday. Thank you, Jan, for your tireless work in chairing this wonderful outreach.

I would also like to thank the members of our Congregation for their generosity on Share the Plate Sundays.

What does the group have planned for 2017-2018 and beyond?

We see that there is an opportunity to grow relationships within the greater community and want to help grow that possibility. Looking over past recipients and bringing them back into the consciousness of the Congregation will hopefully regenerate interest in their work. We also want to look for new groups that fit our criteria of doing work that matches our UU values.

Small Group Ministry

UMON New Day Center

Name of Leader of Group/Committee: Rene Apack

Members of Group/Committee: Cherie Stafford, Aleyne Lerner, Anne Lackey, Betsy Bradley, Curt and Barbara Yeager, Daniel Helma, Darrell White, Julia Sarreal, Julianna Delgado, Kelley McCarthy, Melinda McClement, Rosemary Wilson, Sharon McLaughlin, Proud Longhorn, William Mee

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

We help serve meals once a month every month. Life is good.

What were the group's goals for 2016-2017?

Keep on helping to serve meals at UMON New Day Center first Sunday every month

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

Cherie Stafford, Aleyne Lerner, Anne Lackey, Betsy Bradley, Curt and Barbara Yeager. Daniel Helma, Darrell White, Julia Sarreal, Julianna Delgado, Kelley McCarthy, Melinda McClement, Rosemary Wilson, Sharon McLaughlin, Proud Longhorn, William Mee

Unicare

Name of Leader of Group/Committee: Vicki Myers

Members of Group/Committee:

Diana Ashley, Friendship Partners Coordinator.

Ellie Anderla, Memorial Services Coordinator.

All of the Unicare Program Volunteers: including the Unicare e-Group, Friendship Partners and Memorial Services volunteers.

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

Unicare Volunteer Recognition Luncheon - The April 12, 2016 luncheon was attended by approximately 25 people, including the UUCP minister and staff.

Unicare Friendship Partners held a number of meet-and-greet sessions early in fiscal year 2016-2017.

Unicare Memorial Services Volunteers supported a number of memorial services at UUCP.

What were the group's goals for 2016-2017?

1. To re-start the submission of Caring Actions form for the Unicare e-Group to record the types and volume of activities the group provides.
2. Start a meal scheduling, sign-up and coordinating program
3. Heighten awareness of what Unicare services are offered and how to volunteer.
4. Increase number of Unicare and Friendship Partner volunteers
5. Update Friendship Partner pairing list and better coordinate visit reporting
6. Continue to provide support for Memorial Services, upon request.

What key decisions were made in 2016-2017?

1. To use mealtrain.com for scheduling and coordinating meals to members/friends who may need this level of support.
2. When appropriate, provide a timely notice of joys and sorrows by emailing the e-Group soon after Sunday announcements rather than waiting for the next month Horizons.
3. To expand Unicare support and coordinate activities with Emrys Staton, Director Pastoral Services and Social Justice Ministries.

What challenges did the group face in 2016-2017 and how did you overcome them?

As the Congregation grows, our need for Unicare and Pastoral services support grows. The biggest challenge is providing each of our members or friends of UUCP the timeliness and level of support that best meets their needs by a team of volunteers who are trained, prepared and able to provide the support.

We continue to grow the Unicare team. We implemented free, on-line programs to help with coordination. With

the addition of Emrys Staton as Director of Justice and Pastoral Ministry, we have additional support for development of the Unicare program.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

The many Unicare volunteers (ALL the e-Group, Friendship Partners and Memorial Services volunteers) who so generously gave of their time, talents and compassion in the support of our Congregation. They shared in the joys and celebrations, as well as provided meals and transport, ran errands and were gracious friends to those in our community who needed healing and support.

What does the group have planned for 2017-2018 and beyond?

1. Implement additional software programs (like the mealtrain.com website) to coordinate transportation, or other services that may be needed to help members/friends transition a hardship or healing process.
2. Provide training to Unicare volunteers to better prepare those interested in supporting member requests. Specifically, development of a lay pastoral services program to supplement the Unicare Program support.
3. Incorporate Youth into the Unicare programs where appropriate.
4. Grow the Unicare e-Group
5. A breakfast Unicare Volunteer recognition event for May 20,2017

Worship Associates

Lead: Heidi Singer

Our worship associate team provided leadership for more than 30 Sunday services this year. Led by Heidi Singer, the worship associates include Ellie Anderla, Melissa Schwartz, Kim St. Clair, Donna Featherston and Francis Wiget. This year we welcomed Eric Muehlstedt to the roster. The team meets on a Saturday morning every other month with UUCP staff to brainstorm and provide ideas for sermons based on the monthly themes. Worship associates are also invited to help with weekly worship planning, Sunday setup, and making suggestions for summer speakers. The team is planning to provide leadership through the potential transition to an interim minister.

Sponsored Group Reports

Open Arts and Crafts Studio

Name of Leader of Group/Committee: Jay Alagia

Members of Group/Committee: Cynthia Girard, Val Wylie, Mark and Lowell Stamberg, Judith Novak, Nina Shan

What were the group's goals for 2016-2017?

We wanted more members to join us.

What challenges did the group face in 2016-2017 and how did you overcome them?

Promoted membership by offering teaching.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

We thank the UUCP administration for helping us when we needed help. Also Manuel and Belinda for setting up tables.

What does the group have planned for 2017-2018 and beyond?

We hope to expand our teaching.

Outdoor Group

Name of Leader of Group/Committee: Bonnie White

Members of Group/Committee: Bonnie White, Sue Baird, Harriet Bliss, Ed Cernek, Lynda Dean, Jeanne Devine, Gary Ezzell, Stephanie Houghton, Todd Haughton, Pauline Peverly, Mary Plattenberg, Julie Smart, Marshall Smart ,Cherie Stafford

What were the group's goals for 2016-2017?

The active hikers in the Outdoor Group have been declining over the years due to aging and health concerns. This year we have been focused on getting the activities of the group publicized in the Sunday announcements, Compass, and Horizons to help the Congregation be aware that we are an opportunity for some outdoor fun and activity. We have increased our number with 15 new people showing interest and 6 of those new people actually participating in hikes.

What key decisions were made in 2016-2017?

We are starting to offer more aggressive and challenging hikes for those who are capable, hoping to attract new enthusiastic hikers while also offering an alternative easier hike for our members who are not up to the longer more difficult hikes. It has been posited that intermediate ability hikes would also be welcome.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

I sincerely thank Sue Baird for keeping the group going even though she truly did not want the job of leadership until she could find someone to step into the leadership role. Sue did a fantastic job of getting the notifications out to membership about upcoming hikes, organizing the planning meetings, and generally doing all that is necessary to keep the Outdoor Group on the move!

What does the group have planned for 2017-2018 and beyond?

With the addition of new members to our group, we are hoping to have new hike leaders offer hikes in new locations. Our goal is to have more challenging hikes in interesting locations to encourage more people to come hike with us.

Poetry Coffeehouse

Name of Leader of Group/Committee: Tish Gauntt

Members of Group/Committee: Joan Thomas, Claire Dyer, Charles Housch, Wayne Mitchell

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

Oversee Poikilos

What were the group's goals for 2016-2017?

To help each other with our appreciation of other people's poetry including well known poets and to help each other with our own poetry.

What key decisions were made in 2016-2017?

Meeting in summer? Making that choice on May 7, 2017.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

We would like thank Geoff Anderla for being supportive and helping us get our message out about our group and Pokilos.

What does the group have planned for 2017-2018 and beyond?

Now that Tish can't do Pokilos, more time to grow Poetry group. Attract more writers and would like to change the time of the group meeting to when the choir is not singing. Want to encourage younger people to come, like teens and young adults.

Saturday Meditation Group

Name of Leader of Group/Committee: Jay Alagia

Members of Group/Committee: Bill Snowden, Mark Stambaugh, Cynthia Girard, Dale Fisher, Mike Peterson, Mike Sheffer, Robert Baltes, Sue Kennedy, Mary Dokes, Judith Eisenberg

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

1. Meditation in Japanese Garden
2. Meditation and potluck in memorial garden
3. Drumming circle and meditation
4. Singing of hymns and meditation
5. Birthday celebrations

What were the group's goals for 2016-2017?

Better meditation and inner peace.

What key decisions were made in 2016-2017?

Limit the group size to 12 members.

What does the group have planned for 2017-2018 and beyond?

Continue in the manner of the recent past.

Traveling Second Fridays

Name of Leader of Group/Committee: Barbara Cawthorne

Members of Group/Committee: There are usually 35-50 attending the Traveling 2nd Friday presentation.

Please list all special events/classes/workshops that your group held between July 2016 and June 2017.

We meet the 2nd Friday of every month January through May.

What were the group's goals for 2016-2017?

The goals are to provide an enjoyable and informative program, lasting for around an hour, of a trip the presenter has experienced.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

This year's presenters were Margo Wilson, Nancy McCharen and Dave Bellama, Walt and Ruth Pinkus, Barbara Cawthorne, Carolyn Allenby

What does the group have planned for 2017-2018 and beyond?

We have the same format, but we will have different presenters.

Walking Poetry Lovers

Name of Leader of Group/Committee: Jay Alagia

Members of Group/Committee: Judy Marince, Mike Peterson, Mike Sheffer, Robert Baltes, Cynthia Girard, Bill Snowden, Sergio, Jerry O'Neal, Marina Weller

What were the group's goals for 2016-2017?

Keep enjoying walking, fellowship and poetry

What key decisions were made in 2016-2017?

We advertised the event as a way to enjoy retirement.

Please list any people whom you would like to thank for their contributions to your group in 2016-2017.

We would like to thank all the members who walked with us this year.

What does the group have planned for 2017-2018 and beyond?

Keep on walking and enjoying poetry.

Women's Ritual

Name of Leader of Group/Committee: Pat Reed

Members of Group/Committee: Pat Reed

Donna Talbot

Brenda Nelson

Sierra Rose

Ashley Perez

Joan Gale

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

The Summer and Winter solstice were on our regular meeting nights but attendance was better for those. Think we had about 20 for Winter solstice.

What were the group's goals for 2016-2017?

Hold monthly ritual for women.

What key decisions were made in 2016-2017?

1. Minor women can attend but only if accompanied by a mentoring adult.
2. Meeting in the sanctuary when available with Johnson room as second choice.

What challenges did the group face in 2016-2017 and how did you overcome them?

A 9-year-old came without an adult. I spoke with her mother who was very understanding and has been arranging for a mentoring adult.

What does the group have planned for 2017-2018 and beyond?

Getting more women involved in running the ritual.

Affiliate Reports

UU Foundation Report

Name of Group/Committee:

Unitarian Universalist Foundation of Phoenix

Contact Email for Leader of Group/Committee

uufp@phoenixuu.org

Name of Leader of Group/Committee:

Smoot Carl-Mitchell

Members of Group/Committee:

Smoot Carl-Mitchell, President

Diana Ashley, Treasurer

Jan Kaplan, Secretary

Jan Wise

Robert Back

Don Weir

Please list all special events/classes/workshops that your group held between July 2016 and June 2017, including date and number attending.

Chalice Keeper Reception on Sunday, January 8, 2017 at Smoot and Charlotte Carl-Mitchell's home.

Approximately 25 people were in attendance. Many thanks to UUCP Archivist, Charlotte Carl-Mitchell for creating a fascinating interactive display of our Congregation's history.

On Saturday, May 6, 2017 the UUFP is holding an Ethical Wills workshop.

What were the group's goals for 2016-2017? What key decisions were made in 2016-2017?

Raymond L. Flaskered died in January, 1986, leaving no Trust but a collection of Wills, leaving UUCP a share of 3.64 acres of land along 1-10 near Eloy, Arizona. The Board has been unable to divest of the property because of the complexity of Flaskered's will and previous lack of cooperation from the heirs. Robert Back has been working fastidiously on finally getting closure to this "gift." This year the Board agreed to hire a real estate attorney, J. Scott Burns, Esq, per Robert's recommendation to help us. Robert and the real estate attorney continue to make progress on this matter.

The Board adopted a Perpetual Fund Resolution to clarify the intentions of the Board to maintain a minimum principal amount of \$700,000.

The Board also voted and agreed to make a \$200,000 capital gift in honor of Margaret Herrick to support the 2017-2020 Capital Campaign.

Thanks to Sarah Moore's graphic design expertise we were able to update our UUFP Board brochure with the new Board photo and financial information with no problem.

The UUFP Board would like to thank our Chalice Keepers listed below. If you would like to be listed as a Chalice Keeper please let the office or someone on the Board know that you have included UUFP/UUCP in your estate plans.

Patrick Allsman
 Ellie Anderla
 Geoff Anderla
 Diana Ashley
 Janice Brunson
 Smoot & Charlotte Carl-Mitchell
 Lynn A. Ellsworth
 Gary Ezzell
 Dale Fisher
 Tish Gauntt
 Susan & Richard Goldsmith
 Lynne Haeseler
 Gene Harvey
 Richard & Connie Jahrmarkt
 Jan Kaplan & Helen Walker
 George & Shirley Karas
 Glen Lockwood
 Dot Manser
 Bill Mee
 Jon (Randy) Miller
 Ellie & Bob Murphy
 Shirley Odegaard
 William Parker & Betty Saylor
 Heidi Parmenter
 Pauline Peverly
 Richard Plattner & Susan Morris
 Laida Restrepo
 Gene Rowley & Audrey Mawson
 Arlene Salmon
 Donna Seward
 Marshall & Julie Smart
 Kim St. Clair
 Margaret Stallworthy
 Arnold Thaw
 Libby Walker
 Elaine Warner
 Sandy & Don Weir
 Kathryn (Kay) Welch
 Harriet Williams
 Janet Wise

We keep those Chalice Keepers who have passed in our loving memories:

Lois Fisher
 Douglas Odegaard
 Margaret Herrick

Lyman Manser
Lucienne Rusconi

Financial Reports

11:59 AM
02/04/17
Cash Basis

Unitarian Universalist Foundation of Phoenix
Statement of Financial Position
As of December 31, 2016

	<u>Dec 31, 16</u>
ASSETS	
Current Assets	
Checking/Savings	
MOO Investment Account	851,266.72
MOO Money Market/Checking	175,116.39
Total Checking/Savings	<u>1,026,383.11</u>
Accounts Receivable	
UUCP Line of Credit	45,000.00
Total Accounts Receivable	<u>45,000.00</u>
Total Current Assets	<u>1,071,383.11</u>
TOTAL ASSETS	<u>1,071,383.11</u>
LIABILITIES & EQUITY	
Equity	
Flower Fund	229.17
General Legacy Fund	1,074,308.41
Memorial Garden Fund	33,253.67
Net Income	-36,408.14
Total Equity	<u>1,071,383.11</u>
TOTAL LIABILITIES & EQUITY	<u>1,071,383.11</u>

11:58 AM
02/04/17
Cash Basis

Unitarian Universalist Foundation of Phoenix
Statement of Income and Expense
January through December 2016

	<u>Jan - Dec 16</u>
Ordinary Income/Expense	
Income	
Charitable Offerings	1,595.00
Interest	500.00
Investment Gain/Loss	39,291.22
Total Income	<u>41,386.22</u>
Gross Profit	41,386.22
Expense	
Administrative Support	18,037.69
Office Supplies	77.52
Outside Services	68.75
Postage and Delivery	104.00
Printing and Reproduction	3.50
Professional Fees	3,552.00
Special Events and Evangelism	631.00
Taxes	285.56
UUCP Disbursement	55,390.00
Total Expense	<u>78,150.02</u>
Net Ordinary Income	-36,763.80
Other Income/Expense	
Other Income	
Interest Earned	355.66
Total Other Income	<u>355.66</u>
Net Other Income	<u>355.66</u>
Net Income	<u><u>-36,408.14</u></u>

8:42 PM
09/11/16
Cash Basis

Unitarian Universalist Congregation of Phoenix
Final Balance Sheet
As of June 30, 2016

	Jun 30, 16
ASSETS	
Current Assets	
Checking/Savings	
1030 - Mutual of Omaha - Ckng 3697	94,882.84
Total Checking/Savings	94,882.84
Other Current Assets	
1250 - Due from Others	14,923.95
1499 - Undeposited Funds	1,645.00
1580 - Savings-Short Term Investments	38,671.37
Total Other Current Assets	55,240.23
Total Current Assets	150,123.07
Fixed Assets	
1300 - Building Improvements	911,991.81
Total Fixed Assets	911,991.81
TOTAL ASSETS	1,062,114.88
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2010 - Accounts payable	1,880.44
Total Accounts Payable	1,880.44
Credit Cards	
2051 - B of A Visa #1034	7,353.67
Total Credit Cards	7,353.67
Other Current Liabilities	
2100 - Payroll Liabilities	-1,090.25
2250 - Due to Others	5,294.41
2310 - Prepaid Pledge Contributions	59,488.50
2571 - Suspense	1,961.81
Total Other Current Liabilities	65,654.47
Total Current Liabilities	74,888.58
Long Term Liabilities	
2400 - Mortgage	681,478.56
Total Long Term Liabilities	681,478.56
Total Liabilities	756,367.14
Equity	
3010 - Unrestrict (retained earnings)	186,215.72
3100 - Temp. Restrict Net Asset - Use	100,812.25
Net Income	18,719.77
Total Equity	305,747.74
TOTAL LIABILITIES & EQUITY	1,062,114.88

8:43 PM
09/11/16
Cash Basis

Unitarian Universalist Congregation of Phoenix
Final Profit & Loss by Class
July 2015 through June 2016

	<u>AZIM</u>	<u>Capital Fund</u>	<u>Congregation</u>	<u>EEC</u>	<u>Kids Kamp</u>	<u>TOTAL</u>
Ordinary Income/Expense						
Income						
4010 - Annual Pledges	0.00	0.00	427,295.17	0.00	0.00	427,295.17
4012 - Mid Year Pledges	0.00	0.00	5,847.00	0.00	0.00	5,847.00
4013 - One Time Gifts	0.00	0.00	10,693.97	0.00	0.00	10,693.97
4015 - UU Foundation Support	0.00	0.00	53,716.00	0.00	0.00	53,716.00
4020 - Special Service Contribut...	0.00	0.00	14,216.61	0.00	0.00	14,216.61
4060 - Fundraising	0.00	0.00	14,672.50	34,025.21	0.00	48,697.71
4090 - Other Contributions	0.00	520.00	35,962.39	0.00	0.00	36,472.39
4225 - Minister's Discretionary F...	0.00	0.00	2,834.00	0.00	0.00	2,834.00
4230 - Debt Service Contribution	0.00	45,000.00	0.00	0.00	0.00	45,000.00
4300 - Ministry & Stewardship	0.00	0.00	14,068.00	0.00	0.00	14,068.00
5 - Earned revenues	0.00	0.00	650.71	0.00	0.00	650.71
5020 - Use of Facilities	0.00	0.00	42,595.00	0.00	0.00	42,595.00
5040 - EEC	0.00	0.00	0.00	161,224.46	0.00	161,224.46
5110 - Kids Kamp	0.00	0.00	0.00	0.00	64,405.50	64,405.50
6910 - Restricted Funds Transfers	7,285.66	26,755.69	-1,169.43	673.10	0.00	33,545.02
Total Income	7,285.66	72,275.69	621,371.92	195,922.77	64,405.50	961,261.54
Gross Profit	7,285.66	72,275.69	621,371.92	195,922.77	64,405.50	961,261.54
Expense						
1660 - Construction	0.00	37.23	0.00	0.00	0.00	37.23
7100 - Minister's Package	0.00	0.00	119,466.95	0.00	0.00	119,466.95
7200 - Staff Salaries & Related	0.00	0.00	302,337.45	111,754.71	44,949.70	459,041.86
7500 - Other personnel expenses	0.00	3,600.00	34,447.04	7,014.75	976.50	45,038.29
7900 - Financing Expense	0.00	71,133.60	0.00	0.00	0.00	71,133.60
8100 - Non-personnel expenses	0.00	0.00	24,847.17	4,590.25	2,160.86	31,598.28
8200 - Furn, Fixt & Equipmt	0.00	0.00	608.75	0.00	0.00	608.75
8250 - Fundraising Expenses	0.00	0.00	710.69	931.82	827.54	2,470.05
8300 - Travel & meetings expenses	0.00	0.00	0.00	0.00	1,162.43	1,162.43
8500 - Misc expenses	0.00	0.00	34,965.06	2,000.00	0.00	36,965.06
8600 - Occupancy expenses	0.00	0.00	96,889.20	0.00	0.00	96,889.20
8700 - Building and Grounds	0.00	33,041.13	53,859.29	0.00	0.00	86,900.42
8800 - Ministry and Stewardship	1,285.66	0.00	34,837.41	117.51	0.00	36,240.58
8900 - Church Sponsored Groups	0.00	0.00	2,375.00	0.00	0.00	2,375.00
Total Expense	1,285.66	107,811.96	705,344.01	126,409.04	50,077.03	990,927.70
Net Ordinary Income	6,000.00	-35,536.27	-83,972.09	69,513.73	14,328.47	-29,666.16
Other Income/Expense						
Other Income						
5043 - EEC Scholarships	0.00	0.00	0.00	7,097.80	0.00	7,097.80
6800 - Mortgage Principle	0.00	35,536.27	0.00	0.00	0.00	35,536.27
9710 - Kid's Kamp Net Income	0.00	0.00	14,328.47	0.00	-14,328.47	0.00
9910 - Prior Period Voided Checks	0.00	0.00	4,576.99	0.00	0.00	4,576.99
Total Other Income	0.00	35,536.27	18,905.46	7,097.80	-14,328.47	47,211.06
Other Expense						

8:42 PM
09/11/16
Cash Basis


Unitarian Universalist Congregation of Phoenix
Final Balance Sheet
As of June 30, 2016

	Jun 30, 16
ASSETS	
Current Assets	
Checking/Savings	
1030 - Mutual of Omaha - Ckng 3697	94,882.84
Total Checking/Savings	94,882.84
Other Current Assets	
1250 - Due from Others	14,923.86
1499 - Undeposited Funds	1,645.00
1580 - Savings-Short Term Investments	38,671.37
Total Other Current Assets	55,240.23
Total Current Assets	150,123.07
Fixed Assets	
1300 - Building Improvements	911,991.81
Total Fixed Assets	911,991.81
TOTAL ASSETS	1,062,114.88
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2010 - Accounts payable	1,880.44
Total Accounts Payable	1,880.44
Credit Cards	
2051 - B of A Visa #1034	7,353.67
Total Credit Cards	7,353.67
Other Current Liabilities	
2100 - Payroll Liabilities	-1,090.25
2250 - Due to Others	5,294.41
2310 - Prepaid Pledge Contributions	59,488.50
2571 - Suspense	1,961.81
Total Other Current Liabilities	65,654.47
Total Current Liabilities	74,888.58
Long Term Liabilities	
2400 - Mortgage	681,478.56
Total Long Term Liabilities	681,478.56
Total Liabilities	756,367.14
Equity	
3010 - Unrestrict (retained earnings)	186,215.72
3100 - Temp. Restrict Net Asset - Use	100,812.25
Net Income	18,719.77
Total Equity	305,747.74
TOTAL LIABILITIES & EQUITY	1,062,114.88

11:10 PM
05/18/17
Cash Basis

Unitarian Universalist Congregation of Phoenix
Final Profit & Loss by Class
July 2016 through April 2017

	AZIM	Capital Fund	Congregation	Kids Kamp	TOTAL
Ordinary Income/Expense					
Income					
4010 - Annual Pledges	0.00	172,067.84	432,643.01	0.00	604,700.85
4012 - Mid Year Pledges	0.00	0.00	36,238.53	0.00	36,238.53
4013 - One Time Gifts	0.00	0.00	14,340.00	0.00	14,340.00
4015 - UU Foundation Support	0.00	0.00	53,715.00	0.00	53,715.00
4020 - Special Service Contributions	1,541.00	0.00	12,110.82	0.00	13,651.82
4050 - Fundraising					
4051 - Auction	0.00	0.00	6,165.00	0.00	6,165.00
4053 - Other Fundraising	0.00	0.00	7,431.50	0.00	7,431.50
Total 4050 - Fundraising	0.00	0.00	13,596.50	0.00	13,596.50
4090 - Other Contributions	0.00	1,496.02	40,305.27	0.00	41,801.29
4092 - UU Grant	1,500.00	0.00	0.00	0.00	1,500.00
4225 - Minister's Discretionary Fund	0.00	0.00	2,191.44	0.00	2,191.44
4230 - Debt Service Contribution	0.00	41,669.00	0.00	0.00	41,669.00
4300 - Ministry & Stewardship					
4315 - Music & Choir	0.00	0.00	50.00	0.00	50.00
4320 - Adult Religious Ministry	0.00	0.00	1,040.00	0.00	1,040.00
4325 - Children's Religious Ministry	0.00	0.00	1,320.00	0.00	1,320.00
4330 - 7th & 8th Grade Programs	0.00	0.00	975.00	0.00	975.00
4370 - Memorial Garden	0.00	0.00	1,000.00	0.00	1,000.00
4395 - Community Nights	0.00	0.00	2,924.82	0.00	2,924.82
Total 4300 - Ministry & Stewardship	0.00	0.00	7,309.82	0.00	7,309.82
5 - Earned revenues					
5010 - Commissions	0.00	0.00	314.73	0.00	314.73
5310 - Interest-savings/short-term Inv	0.00	0.00	-17.52	0.00	-17.52
Total 5 - Earned revenues	0.00	0.00	297.21	0.00	297.21
5020 - Use of Facilities					
5021 - General Use of Facilities	0.00	0.00	945.00	0.00	945.00
5022 - DVLC Facilities Use	0.00	0.00	37,248.80	0.00	37,248.80
5025 - EEC Facility Use	0.00	0.00	21,668.96	0.00	21,668.96
5020 - Use of Facilities - Other	0.00	0.00	215.00	0.00	215.00
Total 5020 - Use of Facilities	0.00	0.00	60,077.76	0.00	60,077.76
5100 - Kids Kamp					
5110 - Registration Deposit	0.00	0.00	0.00	9,700.00	9,700.00
5120 - Tuition Only	0.00	0.00	0.00	8,120.00	8,120.00
5130 - Tuition & Aftercare	0.00	0.00	0.00	2,715.00	2,715.00
5140 - Discounts	0.00	0.00	0.00	-1,050.00	-1,050.00
Total 5100 - Kids Kamp	0.00	0.00	0.00	19,485.00	19,485.00
6910 - Restricted Funds Transfers					
6911 - Capital Fund	0.00	-169,513.49	0.00	0.00	-169,513.49
6913 - Mini Capital Fund	0.00	2,884.65	0.00	0.00	2,884.65
6925 - AZIM	3,769.35	0.00	0.00	0.00	3,769.35
Total 6910 - Restricted Funds Transfers	3,769.35	-166,628.84	0.00	0.00	-162,859.49
Total Income	6,810.35	48,594.02	672,825.36	19,485.00	747,714.73
Gross Profit	6,810.35	48,594.02	672,825.36	19,485.00	747,714.73
Expense					
1660 - Construction					
1666 - Professional Fees	0.00	9,246.00	0.00	0.00	9,246.00
Total 1660 - Construction	0.00	9,246.00	0.00	0.00	9,246.00
7000 - Grants & scholarships					
7050 - Scholarships - Kids Kamp	0.00	0.00	0.00	1,025.00	1,025.00



UUCP STRATEGIC IMPLEMENTATION PLAN: 2016-2017 PROGRESS REPORT

Submitted by Rev. Susan Frederick-Gray

June 30, 2017

Executive Summary

This report contains summary data and measures on the progress against the 2016-2017 Implementation Plan. It is presented in three sections, one section for each of UUCP Board's Strategic Ends. Within each End is the interpretation from the initial Strategic Plan, a summary of the initial 5-Year Strategic Outcomes. Next, each implementation goal for the year is listed with data summarizing the progress on that goal. At the end of each section, the 5-year strategic target measures are compared to where we are after this year. This is the fourth year of reporting against these Strategic Ends.

Within End: This continues to be our most focused End with the clearest measures, which is helpful in achieving our targets and annual implementation goals. We achieved 100% of the goals we set out to achieve, and we are largely approaching our targets except in membership retention. Our 5-year new member retention goal is 45%. We were close last year at 41%, but the 2011-2012 year has consistently had lower retention and that is the 5-year mark this year; so we only retained 9% of new members from that year. We saw significant increases in participation on Sunday, in Children's Ministry and also in other offerings. 38% more people participated in the survey this year. However, most of our indicators from survey measuring the positive impact the ministry has in people's lives and their families were down. Most declines were small, but it is something to watch. Religious Education was the area with the sharpest decline after a significant jump in positive reporting last year. Small group participation declined, but all other areas increased and the Identity Groups drew a lot of participation. Overall, we saw more people participate in survey, a slight decline in positive metrics but an overall significant increase in participation. And finally, as we begin to count how many people we serve, not just members, I want to highlight that this year we served over 796 people of all ages with our ministry! Wow!

Among End: This is our most extensive End covering Stewardship to Property Management, Children's Ministry to Multiculturalism and sharing our ministry with the outside world. It is the End that always has the most annual goals. We achieved 73% of the 10 goals in this area. More importantly, we are on track with all of our targets. The Capital Campaign planning and fundraising were big successes this year as well as the strong increase (34%) in Children's Ministry participation. We continue to see strong increases in financial giving with both our median and average pledges growing this year and a strong Combined Stewardship and Capital campaign. Interestingly, with our questions about multicultural competency, we saw an increase in the skills people felt they were learning at UUCP but a decrease in actual interactions across diversity and difference. There is still strong room for improvement in this area. We hope to continue the work with identity groups next year and implementing Benjie Messer's research and planning for adding multicultural elements to worship music.

Beyond End: This year, we achieved 51% of the goals we set and are still progressing along our 5-year targets. The hope is that, with dedicated justice ministry staff in place, we can do more to clarify, strengthen and achieve our goals and targets with this End. We did achieve our most important goal in this End in that, even with Susan Frederick-Gray running for UUA President and now moving to Boston, we have put the resources and staffing in place to continue our important partnerships and support for the immigrant rights work in Arizona (especially the Bazta Arpaio campaign and combatting deportations). This is a great win for strategic planning and being mission-focused!

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

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

Mission Area: Grow in spirit, share journeys

Five-Year Strategic Outcomes

When people grow personally and spiritually through their participation in UUCP, the outcome will be a healthier community where people genuinely care and support one another, where people are encouraged to healthier habits and relationships and where we foster interpersonal dynamics based on listening and understanding, which support healthy responses to difference and conflict. Small Groups (e.g., choir, Small Group Ministry (SGM), meditation classes) are the primary way people develop relationships in the community and the key place where people receive care and ministry from the community.

Key to achieving these outcomes is offering small groups, worship, and programming that give UUCP community members of all ages the resources of connection, care, and listening, as well as practices and resources to grow personally and spiritually. These outcomes can be measured by the level of participation in the small groups of the congregation (including groups like meditation classes, choir, small group ministry, and Adult Faith Development (AFD) classes). High participation and strong membership retention would reflect that we are offering programs and opportunities that are meeting people's personal and spiritual needs. As we move through the five years of this strategic plan, by measuring participation, we can focus our resources more precisely on the programs that best meet those needs.

5-YEAR TARGETS

- Participation numbers in ministries beyond Sunday morning is 120% of members (includes choir, AFD course, SGM, etc.)
- Membership Retention after 5 years will be 45% (2015 – revised from 60%)
- Determine baseline of overall annual membership retention (Added 2015)
- Annual increase in positive indicators of impact the ministry is having on people's personal and spiritual lives as individuals and families (Added 2015)
- 65% of members attend UUCP once a week, on average (2015 – revised from 75%)

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

Overall 100% achievement.

1.1 Expand staff time devoted to Adult Faith Development (figure out what works best for AFD by reviewing last year's success and change this year).

Completed: 100 %

Through the Capital Campaign plan and a Line of Credit from the UU Foundation, we hired Emrys Staton as our full time Director of Justice and Pastoral Ministries (his portfolio includes Pastoral Care, Justice Ministries, Small Groups and Adult Faith Development).

1.2 Three times a year, have staff review new members, noting where they are on the membership pathway – and then follow up. Engage the Council in similar review of new members.

Completed: 100 %

Membership and Volunteer Coordinator, Janine Gelsinger, is responsible for this and has planned to make this an annual practice.

1.3 Figure out how to count how many non-members we serve.

Completed: 100%

This year, we made our first attempt to being counting, not just members – but how many people our ministry serves. We still have not figured out a way to count how many people we serve beyond the walls of our congregation (a much more difficult number to count). However, this year we reported these numbers to the UUA for how many people we serve: 413 adult members, 85 children and youth enrolled in Religious Education and 298 adult friends and active participants. This alone is over 796 people (including young people) that we serve through our ministry! Wow!

1.4 Create staff for pastoral and program ministries.

Completed: 100%

See 1.1.

1.5 Determine baseline and history of annual membership retention -> pledges and waivers

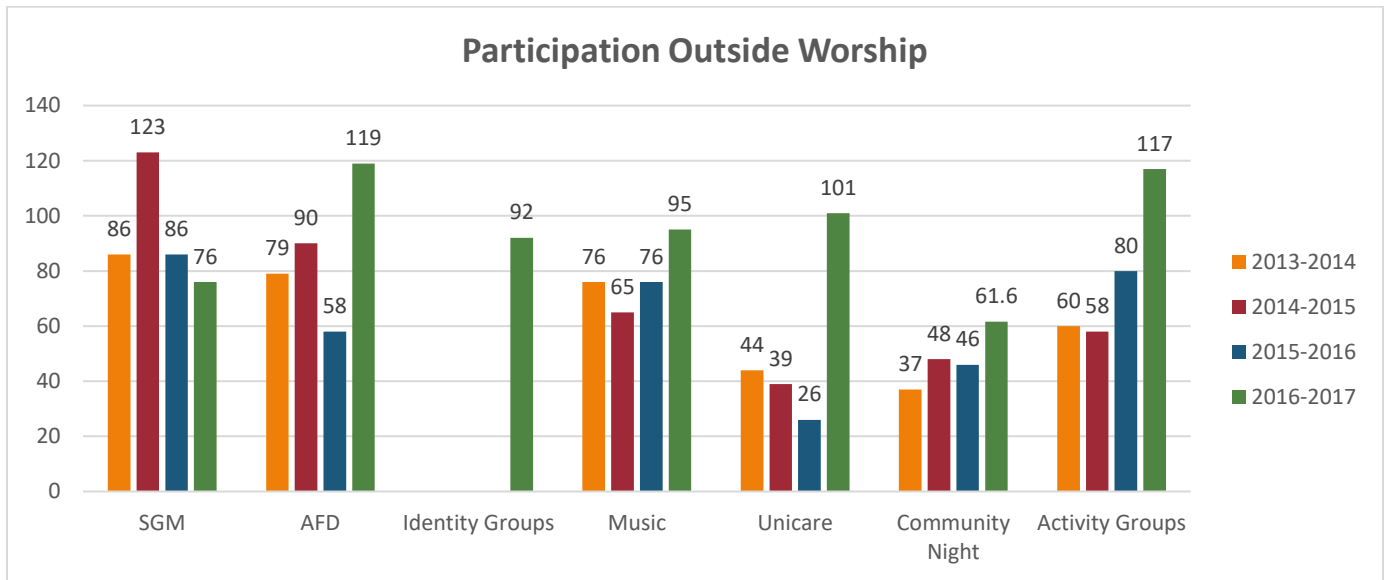
Completed: 100%

See graph below. Baseline is 86% over a 5-year period

Small Group Ministries, Adult Faith Development, Music and Unicure are tracked via rosters and require ongoing commitment. We are able to track how many members are participating in these programs.

Activity Groups and Community Night participation is tracked by number of attendees per event/meeting and can have different people each time. It is not possible to track how many unique members are participating in these programs.

The total number of participants in programs outside of worship and Sunday Children’s Ministry classes in 2016 – 2017 was 661. This figure does include non-members and double counting.

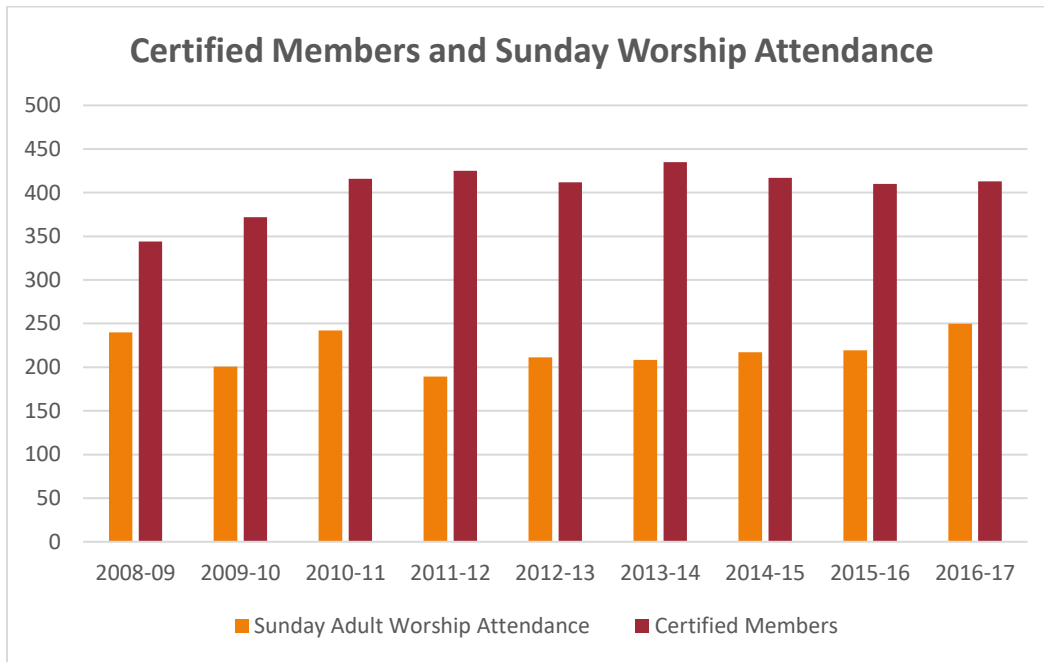


- ▶ Total # of Members: 410
- ▶ Total # of Participants: 661
- ▶ This is a 78% increase in number of participants over last year! – Wow!
- ▶ Percentage: Over 165% (However, there is at this time no way to track each participant individually. Additionally, this may track better to our over 600 members, friends and participant number rather than just comparing it to membership number.)

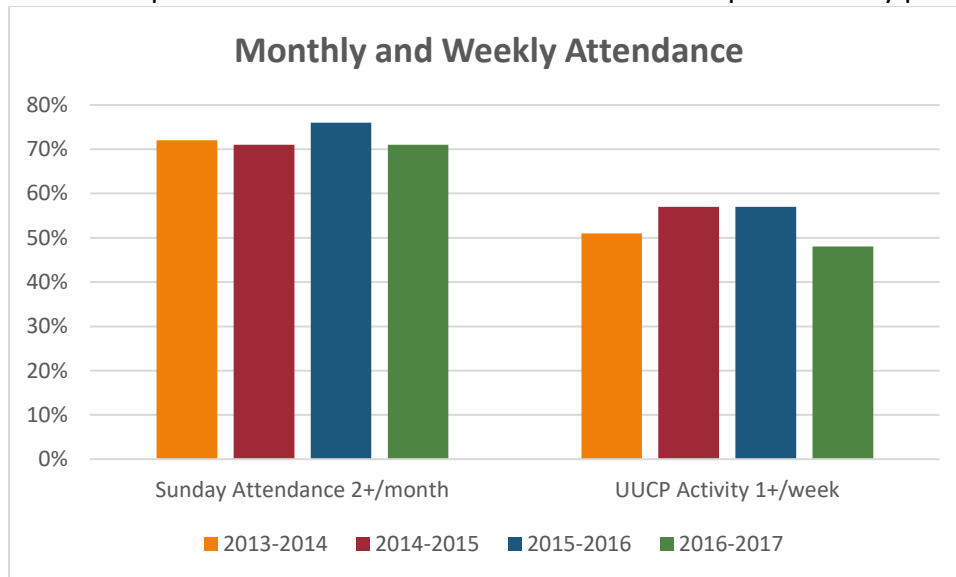
Of 216 survey respondents, we had 216 “hits” for participation in the ministries listed above.

In 2017, we had 216 survey respondents. In 2016, we had 156 survey respondents. This reflects a 38% increase in number of respondents.

"Certified Members" are the UUA-certified membership numbers tabulated in January of the congregation year that is listed. Attendance numbers are defined as the average Sunday worship attendance during the period between and including Ingathering and the last Sunday in May.

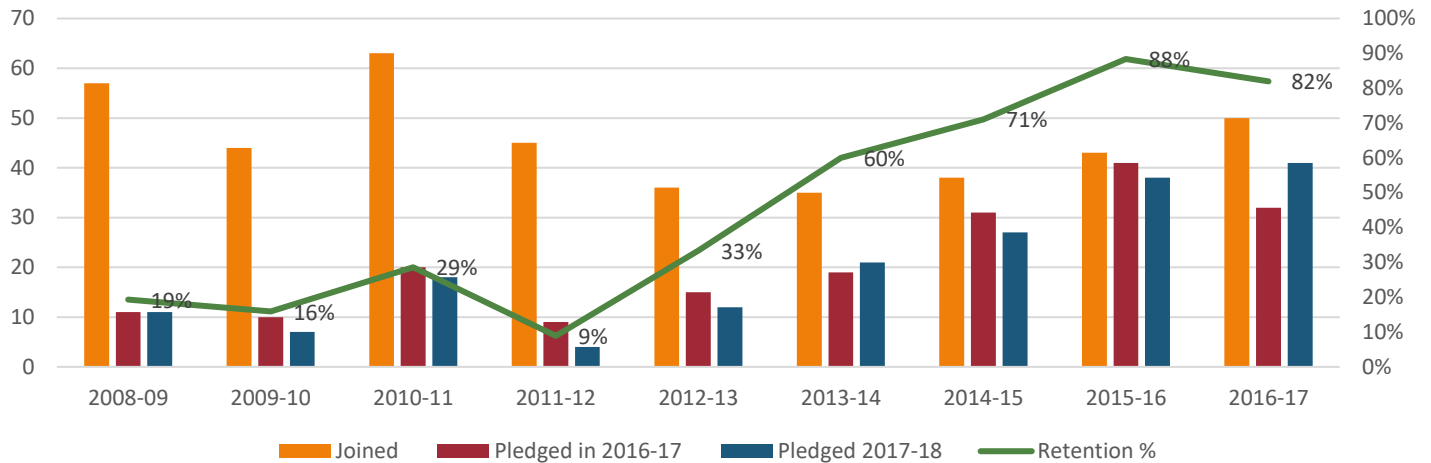


- Sunday Attendance as a Percentage of Members: 61% (5% increase over last year). Additionally, highest worship attendance in decades. 2008-2009 had surpassed many previous years.



- Self Reporting from 2017 Survey: 71% of respondents attend at least twice a month (5% decrease from last year); 48% of respondents are at UUCP at least once a week (9% decrease from last year).

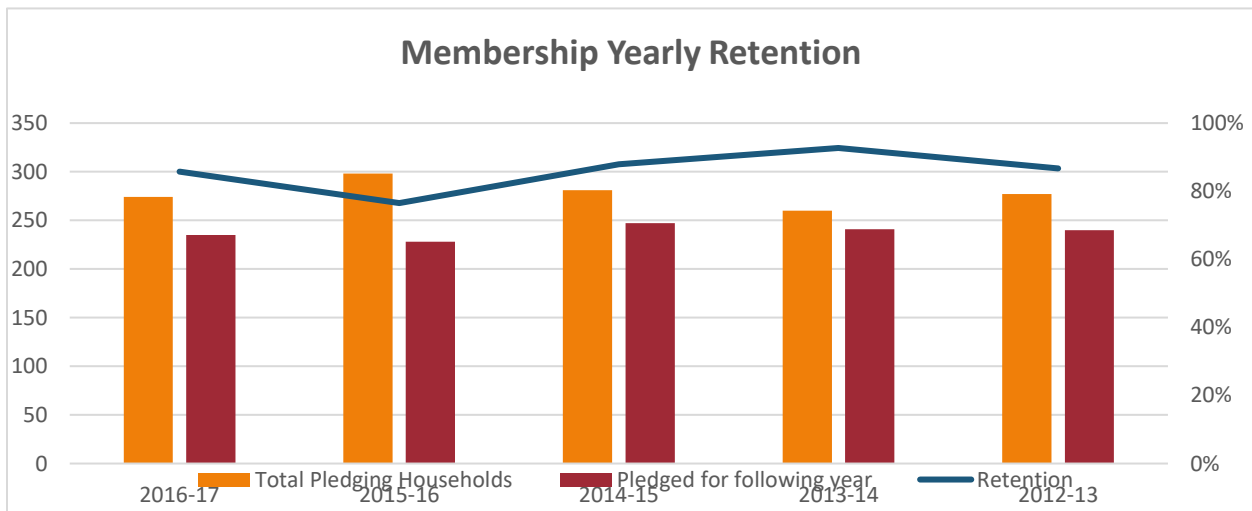
New Member Retention



▶ (2017)	19%	16%	29%	9%	33%	60%	71%	88%	82%
▶ (2016)			41%	24%	64%	66%	95%	58%	
▶ (2015)		34%	49%	42%	64%	74%	61%		
▶ (2014)		36%	49%	53%	72%	51%			

- ▶ 5-Year New Member Retention for 2017 is 9%. This is the number of members who joined in 2011-2012 who pledged in 2016-2017. This is a very low number, but 2011-2012 has consistently tracked lower than other years. Within 2 years, we lost almost 50% of the class of new members, much lower than other years.

Membership Yearly Retention

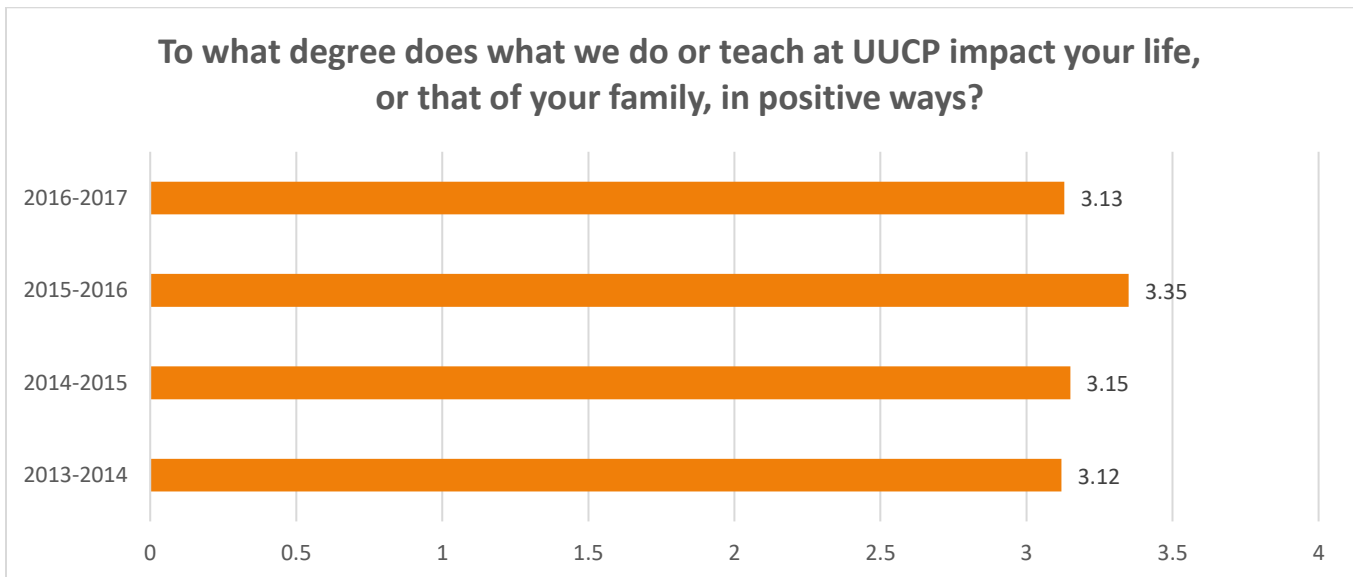
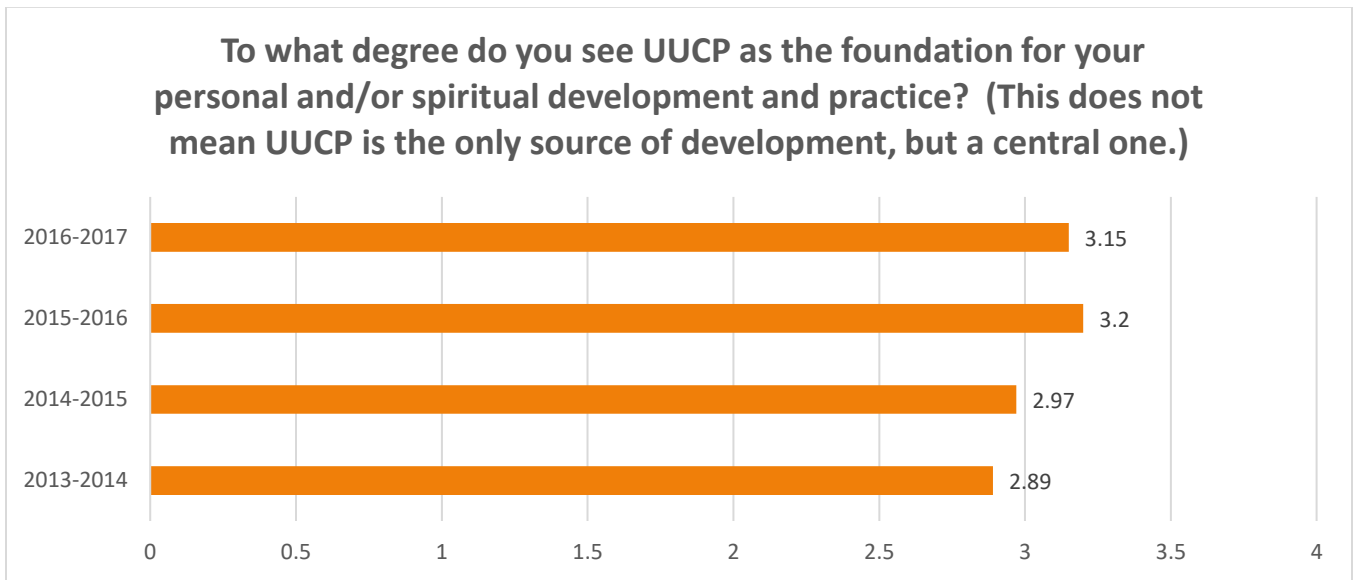


- ▶ Average Annual Membership Retention over 5-year period is 86%

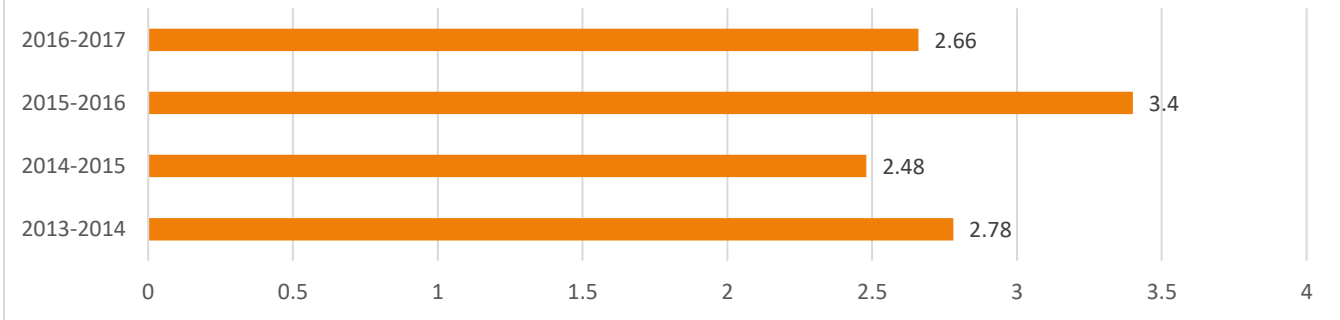
UUCP STRATEGIC IMPLEMENTATION PLAN: 2016-2017 PROGRESS REPORT

The graphs below use data collected from the Annual Survey, administered for the last three years. The May 2017 survey had 216, compared to 156 respondents in 2016, 166 respondents in 2015, and 218 survey respondents in 2014.

Answer Options Very much so - 4 3 2 1 Not at all - 0 N/A

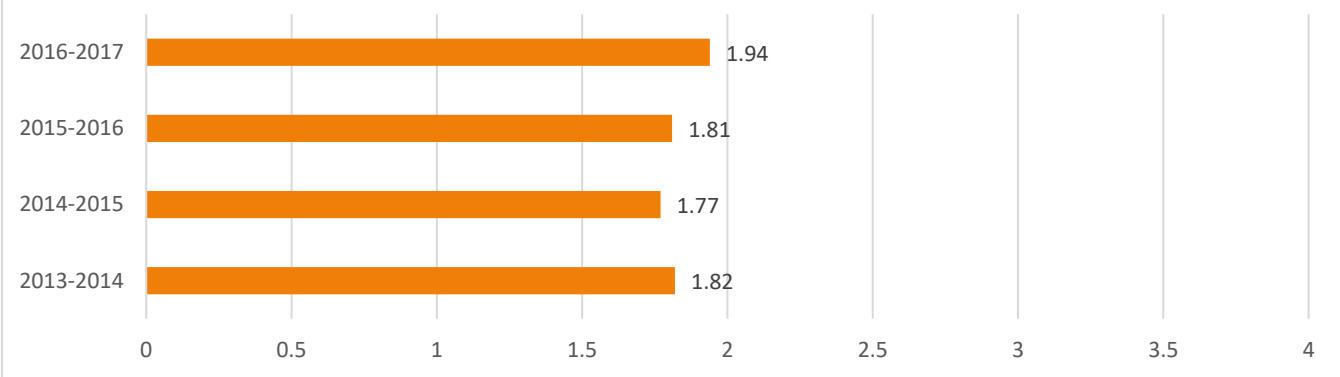


To what degree does your child's (children's) involvement in UUCP's religious education and children's ministry program make a positive impact on their character and development?

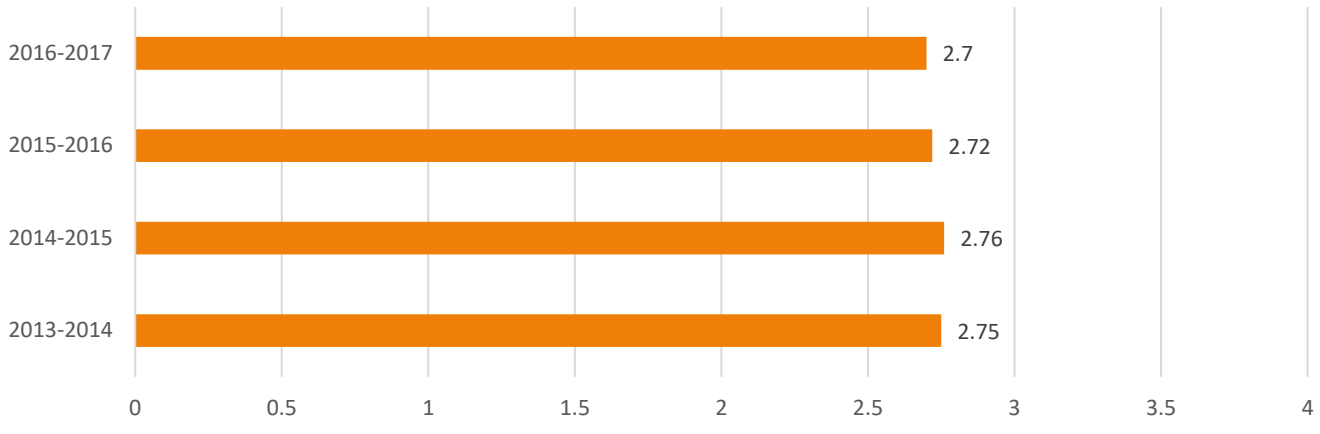


This drop is concerning, but it tracks more typically to other years. Definitely room for improvement in this area.

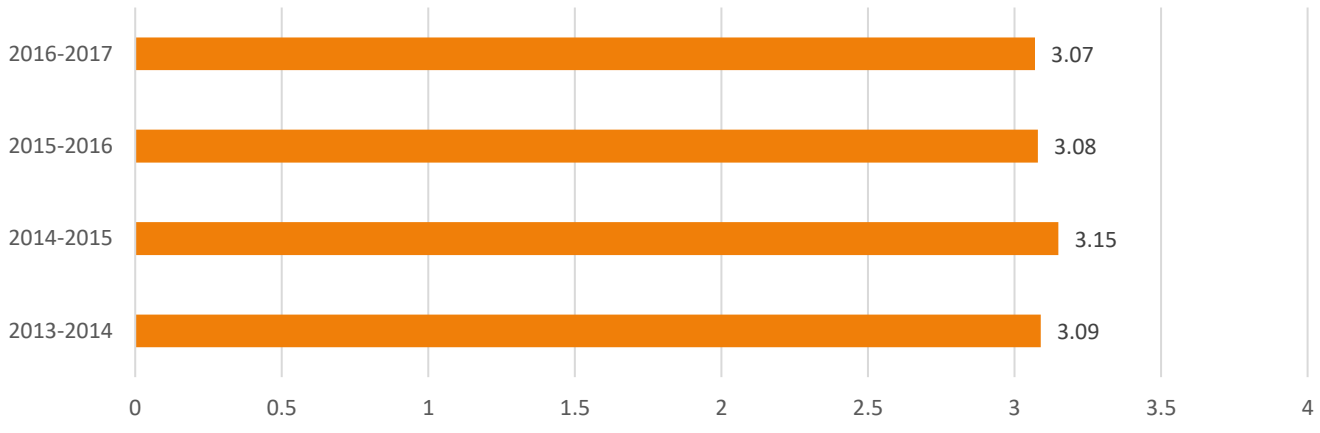
To what extent has UUCP been a part of encouraging you and/or your family to create a regular ritual or mindfulness practice?



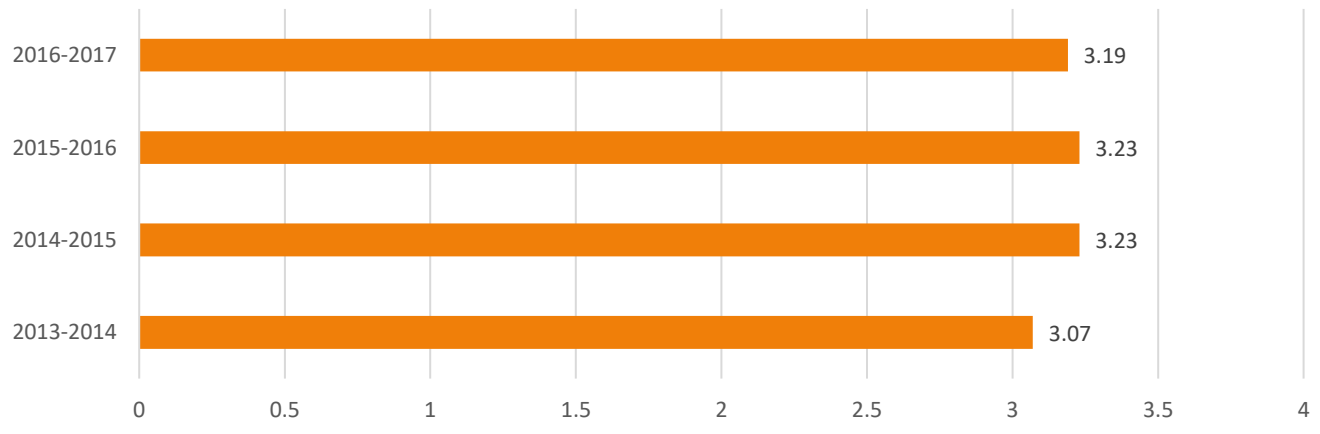
To what extent do you find you are able to maintain a sense of calm in times of stress?

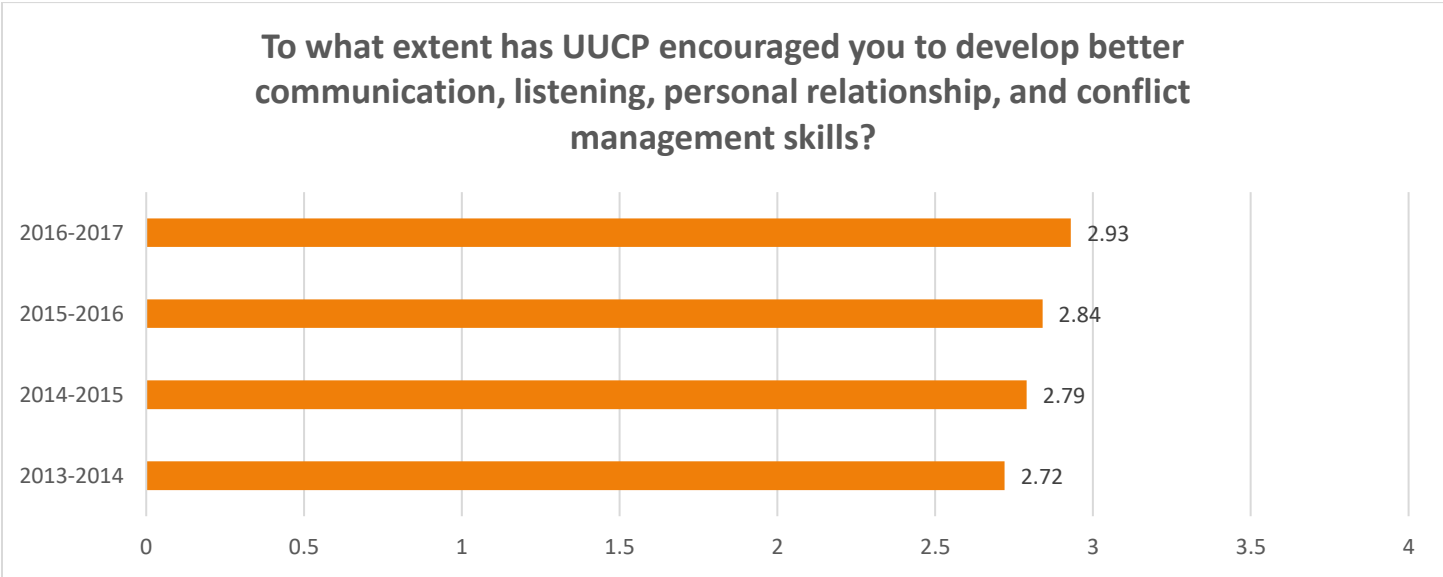


To what extent do you experience joy and hope as a part of your daily life?



To what extent does UUCP encourage you to be more attentive to what is most meaningful and valuable in your life?





Comparison to 5-year targets

In January 2012, for each of the Ends, we identified specific 5-year targets. In 2015 we made some adjustments to targets based on previous years data or wanting to track additional data. Below is a comparison of the 5-year targets (adjusted in 2015) to our results for this year.

*We do not have a method for counting unique participants in our offerings beyond Sunday morning. We had 661 people participate in ministries beyond Sunday service or Sunday school classes. Of the 216 survey respondents, we had 216 hits for ministries other than just attending service or Children’s Ministry classes. We may wish to change our target to aim for percentage increases in participation in various offerings.

	5 Year Target	2016-2017 Measures
Percentage of members engaged beyond Sunday morning	120% (adjusted from 60% in 2015 to reflect a more accurate baseline)	* 165%
Percentage of new members still members after 5 years (New Member Retention)	45%	9% (There seems to be an anomaly – with our percentage after 6 years at 29%). However, we still have improvements to make in membership retention
Determine baseline of overall annual membership retention	--	86% over a 5-year period
Annual increase in positive indicators of impact the ministry is having on people’s personal and spiritual lives as individuals and families (Added 2015)		We actually saw a very small decrease in positive indicators in most categories this year. However, there was not substantial change except in people’s assessment of the positive impact of Children’s Ministry. Increases occurred in the encouragement to spiritual practice and better communication skills.
Percentage of members attend UUCP once a week	65%	61% Sunday attendance, (5% increase over last year) 48% self-reporting from survey

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

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

Mission Area: Welcoming all in building religious community, called to grow in spirit and share journeys

Five-Year Strategic Outcomes

UUCP is a healthy, vibrant community with a campus that is well maintained, accessible and inviting, showing the care we invest in our spiritual home. It is a bustling campus throughout the week with lively and engaged worship and a community life that inspires people and encourages them in their own growth and health. UUCP is a truly multigenerational, multicultural community, reflecting a rare and precious model of community that encourages wider perspectives, dynamic relationships and communication across generations and cultures. Our community is a visible expression of our core values—the worth and dignity of all people, the desire to learn and grow together. Through it we will be equipped to “welcome all.” UUCP is filled with committed Unitarian Universalists demonstrating a great spirit of leadership and investment, both time and financial, among members. In addition, we do not expect or wait for people to stumble across us, but rather we reach out to others and practice an invitational approach, making Unitarian Universalism commonly known in the wider community.

Key to achieving this outcome is training for members and leaders, evaluating current programming for children and youth, and evaluating intentional multigenerational programming. We will measure how well we are achieving these ends through monitoring of attendance and participation levels in the programs for all age groups and specifically multigenerational programming. Another measure is the extent to which our leadership and membership are growing in their identification as multicultural. We will also measure our progress toward increasing the accessibility, maintenance, and care of our campus. We will measure increased commitment through participation, size of leadership pool, and giving levels. We will also measure the degree to which we are visible and invited to participate in the larger community and the extent to which members are growing more comfortable sharing our values and inviting others to UUCP.

5-YEAR TARGETS

- We have accessible, visible, well lit access to our campus and buildings
- Our campus is well maintained, cared for, and is growing to meet needs of the program and staffing
- 20% of paid staff identify as having a cultural identity other than white and straight (Revised 2015)
- 80% of paid staff have anti-racism, anti-oppression training and/or work experience (Added 2015)
- Overall individual financial income to UUCP increases by 7% a year (Added 2015)
- Double the participation numbers of children and youth in Children’s Ministry (Added 2015)
- Increase intercultural awareness, competency and skills among members of UUCP (Added 2015)
- Track members’ action in inviting people to UUCP events and service (Added 2015)

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

Overall 73% achievement.

2.1 Stewardship: Continue to build stronger relationships with members and stewardship; send one-year membership anniversary cards.

Completed: 100%

2.2 Conduct a major Capital Campaign.

Completed: 100%

We conducted a feasibility study, architectural design concept phase, and the fundraising for this campaign all within one year (while I ran for UUA President)! It was a huge undertaking, and we raised almost \$1.4 million toward our \$1.5 million goal with a plan in place to reach the full goal in the fall.

2.3 Have an “Identity” theme month next year.

Completed: 100%

We took three consecutive Thursday nights in October for Identity Groups. Each night explored a different aspect of identity (Religious Heritage; Gender; Race) and then broke up into same-identity specific groups for conversation and reflection about the formation of those identities and how we experience them within our lives and in the congregation. This was an incredibly popular offering. Benjie Messer was the primary organizer for these groups.

2.4 Add questions to survey regarding multicultural experience and uuvangelism.

Completed: 100%

2.5 Evaluate database needs for stewardship, membership, finance (goal carried over from last year).

Completed: 20%

We have been researching a new ACS product called “Realm.” Realm is a database product that would replace our current database. According to ACS, we would save about \$200 a month by moving to Realm. Heidi is working with ACS to see if it would fit all of our financial needs with giving and pledges. Once research is done, the plan is to move over to it.

2.6 Explicit training for teachers on multiple learning abilities.

Completed 100%

Teachers received training on multiple learning styles at a September and a December Retreat. Team receives supplemental material biweekly via email and as needed at Children’s Ministry Committee Meetings.

2.7 Grow YRUU advisor group to 8-12 members, provide training, implement plan that is now in development.

Completed: 60%

As of October 1, YRUU had 8 advisors. A YRUU advisor team of 8 was trained; however, over the year some of those advisors were only able to provide support for major events and not for the regular weekly YRUU youth group. The program was not able to have two facilitators throughout the year. Improvement is needed for next year.

2.8 Ensure multigenerational music experiences; Katie and Benjie meet three times a year to plan.

Completed: 100%

This effort has been extremely successful, with full implementation accomplished by November. Kindergarten through 6th grade have taken on a monthly song, which is often sung that month by the congregation as well. Coming of Age has been working on a theme song for their class and will add a second song in the spring. YRUU has worked to use music in every meeting. Children's Ministry Committee, Teaching Teams, Benjie, and Katie continue to work together to expand this work.

2.9 Investigate what multi-cultural means in the music program – implement learnings.

Completed: 50%

Benjie investigated definitions and expressions of multiculturalism in music and created a presentation for worship staff. The worship staff set three goals for this year: 1) UUCP to become confident singers of three hymns in Spanish. 2) UUCP to learn a hymn in sign language, and 3) Experiment with arranging and combining known hymns to be able to repeat them indefinitely or shift from one to the other. Much of the planning and research of these goals is done, but implementing will be a priority for next year. Importantly, Benjie called together a group of native-Spanish speakers to guide to guide the choosing and learning of songs and to be a music support group to one another.

2.10 Develop program based on Beth Zemsky training (goal carried over from last year).

Completed: 0%

I had planned to do this with the Right Relations Ministry team, but we had unexpected turnover on the team and spent the fall recruiting. We now have a full team, but Susan was not able to get this done with everything else this year. In fact, the Right Relations ministry did not meet very regularly this year.

Comparison to 5-year targets

Below is a comparison of the 5-year targets to our results for this year.

- ▶ We have accessible, visible, well lit access to our campus and buildings

The Capital Campaign planning and fundraising will provide resources to make the front door finally accessible with ramps and a walkway. There will be improvements to accessible parking as well.

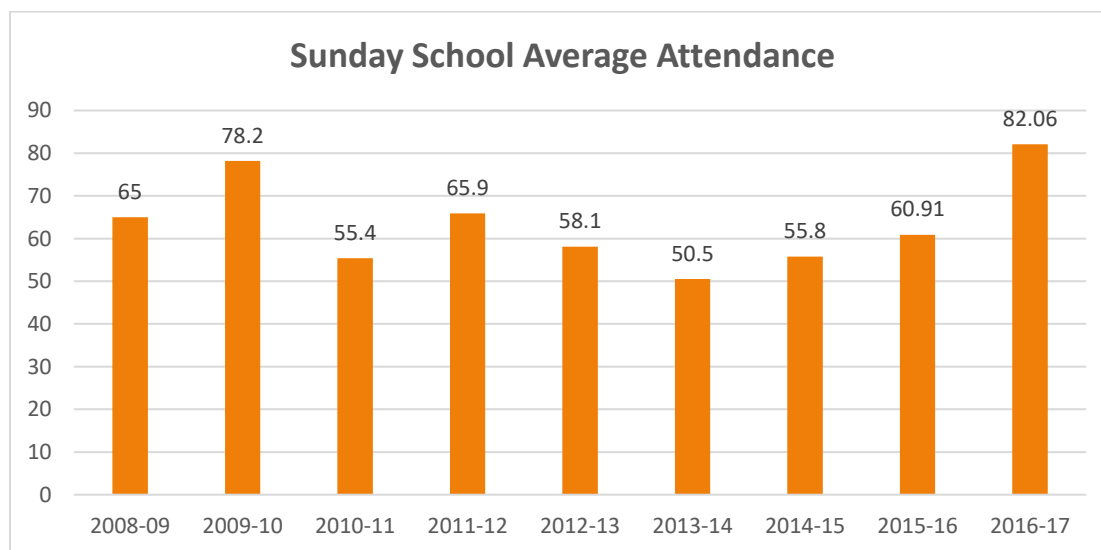
- ▶ Our campus is well maintained, cared for and growing to meet needs of the program and staffing

Capital Campaign will launch the biggest continuation in this area with new heating and cooling system, improved parking and landscaping and hopefully a much more inviting and shaded patio to improve all-ages use. This year we also had a major roof repair of the sanctuary roof, we did roof drainage and fascia repair around the campus and Heidi Parmenter, Curtiss Manker-Seale and Emrys Staton worked on a great grounds clean up that has improved the access, visibility and tended look of the Memorial Garden. The maintenance reserve fund established in 2014 was a great asset for the roof and fascia repair.

- ▶ Double the participation numbers of children and youth in Children’s Ministry in 5 years (Added 2015)

2015-2016: average attendance 61 children and youth (47% of capacity). This was a 9% increase over last year.

2016-2017: average attendance of 82 children and youth (63% of capacity). This was a 34% increase from last year. We are progressing well toward our target.



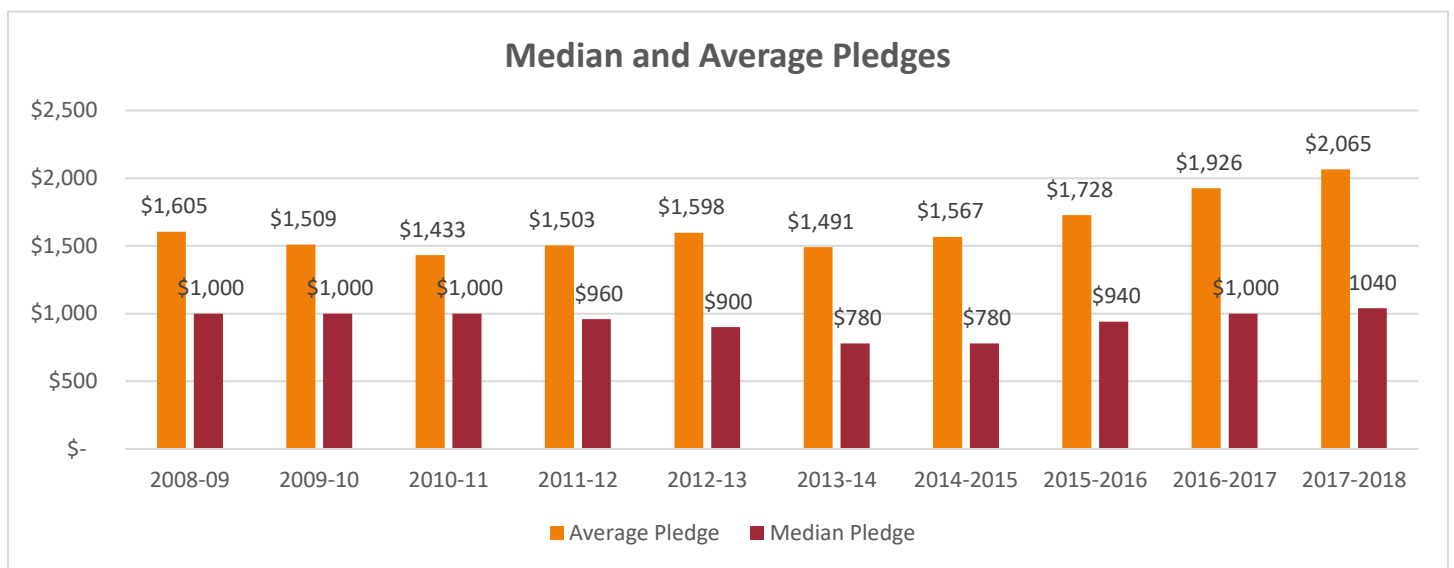
- ▶ 20% of paid staff identify as having a cultural identity other than white and straight.

2017: 33% ministry and administrative staff (not including custodial, sexton or Kids Kamp staff), identify as having an identity other than white and straight. With full staff including custodial and childcare (but not Kids Kamp), 29% identify with an identity other than white and straight.

- ▶ 80% of paid staff have anti-racism, anti-oppression training and/or work experience (Added 2015).

75% of our staff have had anti-racism, anti-oppression training or work experience

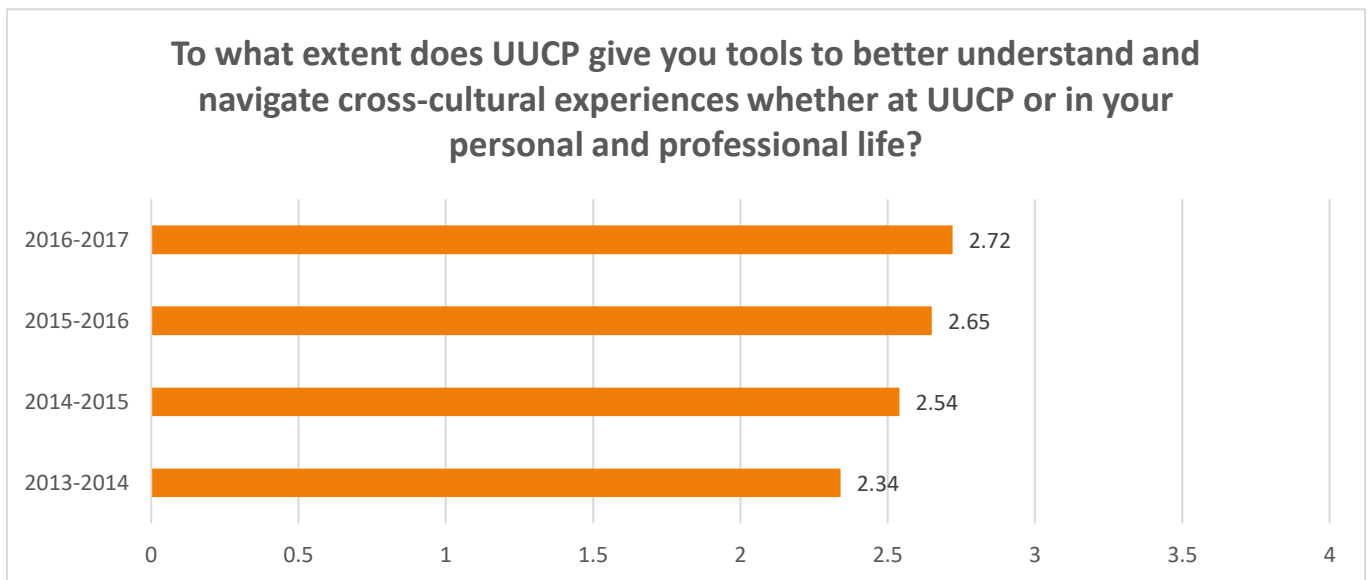
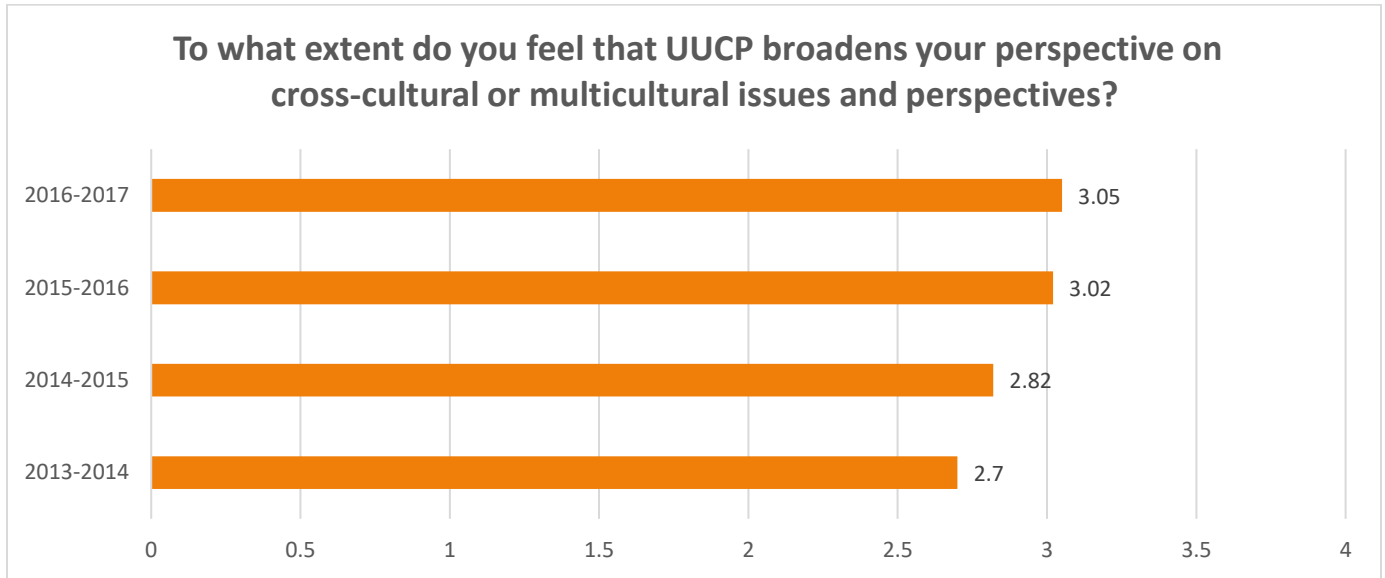
- ▶ Overall individual financial income to UUCP increases by 7% a year (Added 2015).

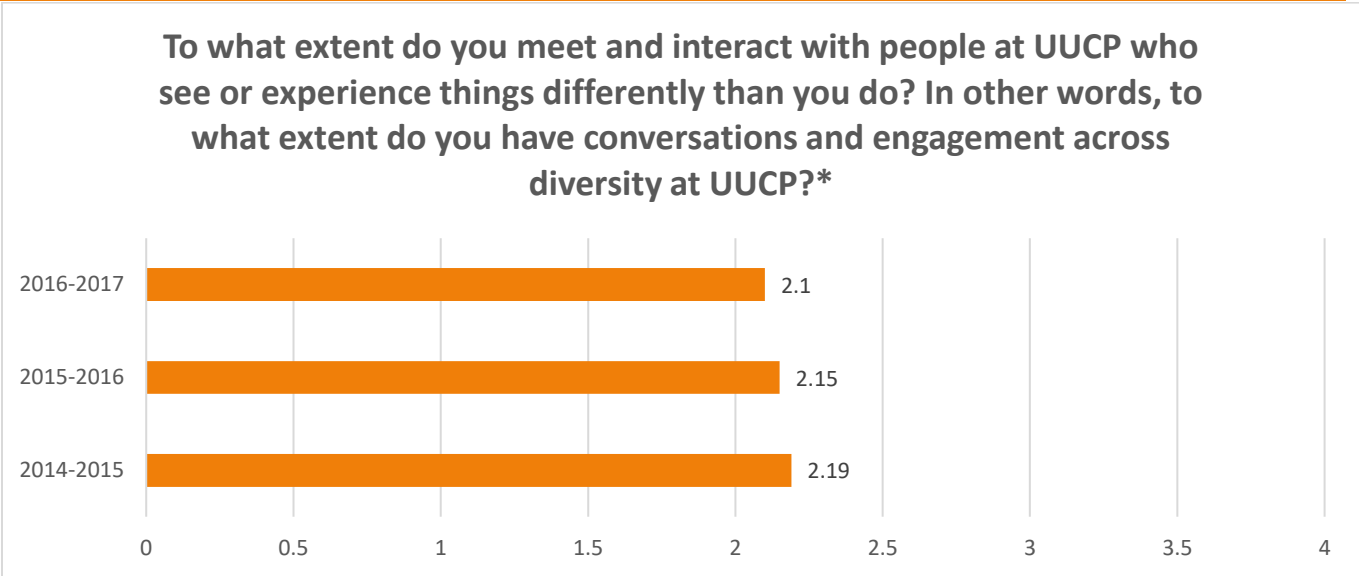


Average pledge increased by 7% this year, over 19.5% over 2 years. Median pledge increased by 11% {Further clarity is needed to best measure this target}.

- ▶ Increase intercultural awareness, competency and skills among members of UUCP (Added 2015).

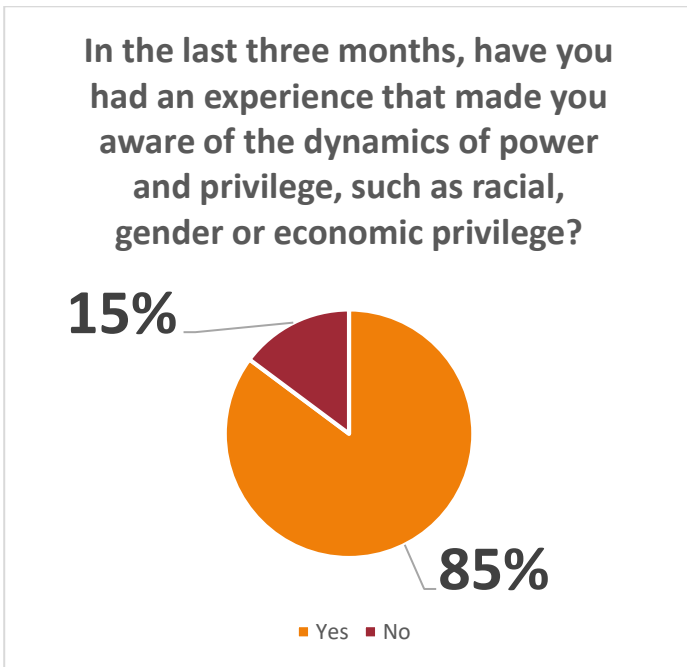
Survey data below shows small changes in these numbers year over year. What is most striking is the small increase in people’s perception that UUCP provides the tools for better cross-cultural engagement yet a small decrease in people’s actual experiences interacting across difference at the congregation.



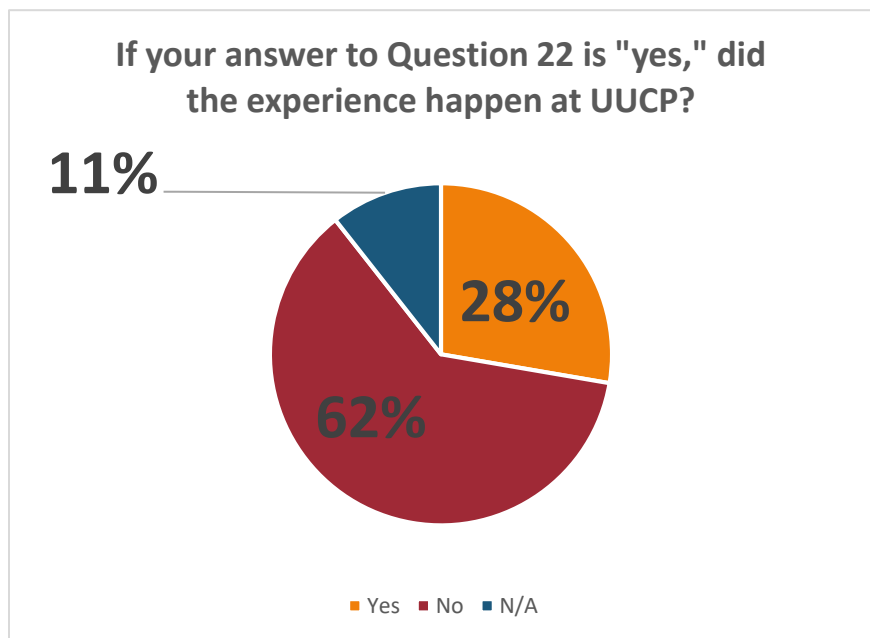


*Question has only been asked for the last three years.

These questions seek to measure people’s intercultural awareness and were added two years ago.



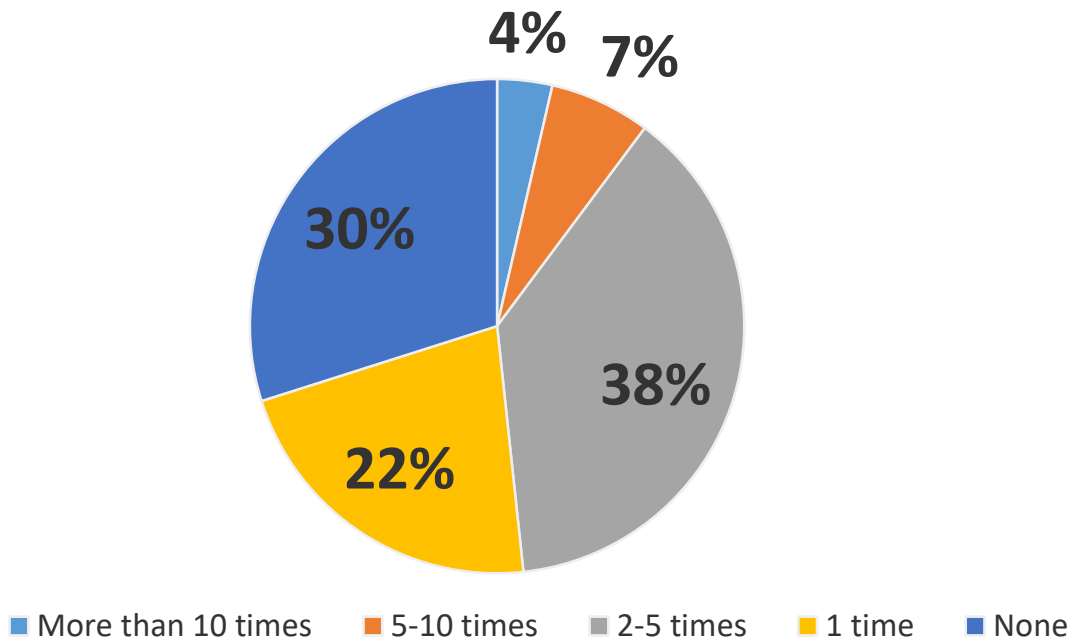
This graph shows a 5% increase over last year in the number of people who had an experience that made them aware of power and privilege.



Last year, 26.6% of people who answered yes said the experience happened at UUCP. This year, it was 27.7%; a 1% increase over last year.

- ▶ Track members' action in inviting people to UUCP events and services (Added 2015).

How often, in the last twelve months, have you invited someone to a program or worship service at UUCP, or to a justice event with other UUCP members? Response Percent



We saw just small changes in this survey data from last year. Those who invited people more than 10 times, only once, and those who didn't invite anyone did not change percentage wise from last year.

We had a 2% decrease in those that invited people 5-10 times and a 2% increase in those that invited people 2-5 times this year.

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

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

Mission Area: Grow in spirit, advance justice

Five-Year Strategic Outcomes

As a flagship congregation, we have ministries that are so dynamic, professional and strong—operating at such a level of impact and meaning—that others look to our programming as a resource for their own. We have strong leadership and ministries, and by sharing these with the larger UU association of congregations, we are of service and strength to the larger association. We have increased our financial giving to the association and other charitable organizations.

We are a beacon of moral conscience, and we provide an organized, sustained religious voice in the public square that advocates for our core values—particularly of equity, compassion and dignity. We have a positive, visible impact which results in a community and a state that more highly values equality, defends against discrimination based on identity, and honors the responsibility we have to the environment.

A key measure of this end is the extent to which others are inquiring or reaching out to UUCP to learn from our ministries. Part of our work will be to identify strengths and focus resources on best practices. For the first time this year, we were able to have dedicated staff for our justice ministries as we added the position of Director of Justice and Pastoral ministries. We hope to see this investment support a stronger development of our justice ministries and connections to wider community.

5-YEAR TARGETS

- We are a teaching congregation, funding a Ministerial intern program
- Youth and adults from UUCP serve on district, regional, and/or national committees and boards of our Association
- UUCP recognizes among its members, and develops and encourages in its members, community service and leadership beyond UUCP (including in public office, public service, and nonprofit leadership)
 - We create systems or become part of programs that allow us to share our best practices with other congregations (including programs at GA or DA)
 - We have systems and staff in place for strong outreach to communities and organizations beyond UUCP (including other UU congregations) and partnerships for collective work on key issues
 - We see successful wins in dismantling anti-immigrant laws, policing and tactics in Arizona
 - We see measurable improvements in acceptance of equality for GLBT people in AZ

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

51% achievement, however, our most important goal of creating justice ministry staffing was achieved.

3.1 Plan children’s experiences at social justice events.

Completed: 50%

As of January, this effort is in the research phase. The entire effort is projected to be completed by June 2017.

3.2 Participate in the UUA Social Media Program to get ideas, resources, skills and tools to better use social media.

Completed: 0 %

UUCP was not chosen to be a beta tester for their social media program. We are watching for when they release the program to the general UU population.

3.3 Craft a plan – policies for better use of social media and actions to better push our message out to the community, for example through Twitter, Facebook, etc.

Completed: 40%

This year for the first time we used Facebook paid ads to help advertise both justice and adult faith development opportunities at UUCP. We also began publishing Horizons, Compass, the Small Group packet on FB. We attributed the strong attendance in AFD and to some of our added programs to these boosted FB posts. We don’t yet have clear policies for better use of social media, but we are experimenting. Some of this goal was delayed because we were not a beta tester in the UUA social media program.

3.4 Track how often we share best practices with other UUs.

Completed 0%

The staff has not found a quick and easy system to track how often we offer support, counsel or resources to other congregations or UU leaders. We can try to measure this for this year, but I don’t know that we will find or institute a system for the long term.

3.5 Develop a plan for conducting OWL in the community.

Completed 20%

This project is behind due to shifts in collaborator availabilities related to the political election. Groups we were hoping to partner with had to turn their attention to combatting and preparing for national policies of President Trump’s administration. Katie Resendiz is now creating a package, that we could make available but would not necessarily be teaching or offering, that allows OWL to be more accessible and available in the community. This plan to make the curriculum more accessible and available is 70% completed.

3.6 Post sermons on Sound Cloud more frequently and quickly.

Completed 100%

3.7 Create dedicated staff time for justice ministries.

Completed 100%

Through the Capital Campaign plan and a Line of Credit from the UU Foundation, we hired Emrys Staton as our full time Director of Justice and Pastoral Ministries (his portfolio includes Pastoral Care, Justice Ministries, Small Groups and Adult Faith Development).

3.8 Charge a group/leaders with offering a workshop at DA or GA.

Completed 100%

Emrys Staton led a field trip program as part of the Justice District Assembly for the PSWD.

Comparison to 5-year targets

Below is a comparison of the 5-year targets to our results for this year.

- ▶ We are a teaching congregation, funding a Ministerial Intern

We only met this target for one year, 2015-2016. However, it did help us move toward a second full time ministry position. It would be wonderful for the congregation to return to a teaching congregation in the future.

- ▶ UUCP youth and adults serve on district, regional and/or national committees and boards of our Association.

We had 4 UUCP members serving in UU volunteer or staff leadership beyond UUCP as well as a number of 4 additional youth and one adult making stronger connections to national UUA programming, which we hope will foster their future leadership.

Smoot Carl-Mitchell serves as Treasurer of the Pacific Southwest District Board

Geoff Anderla is the Camping Ministries Director for Camp DeBenneville Pines.

Jenna Metcalf is part of the PSWD District leadership

Rev. Susan Frederick-Gray campaigned nationally and was just elected UUA President

Katie Quinn, Phoebe Dubish and Jacob Barnum are all beginning to connect to the district and national youth opportunities, including connecting with youth GLBT organizing in the UUA
 William Lester participated in BLUU (Black Lives of UU) Convening
 David Lester participated in the BLUU Convening and will participate in the Youth of Color Thrive summer program.

- ▶ UUCP recognizes among its members and develops and encourages in its members, community service and leadership beyond UUCP (including in public office, public service and non profit leadership).

We do not currently have a way to measure and track this.

- ▶ We have systems and staff in place for strong outreach to communities and organizations beyond UUCP and partnerships for collective work on key issues

We now have staff in place to really take off with this measure. We have a justice ministry team connected to Puente, a team connected to the International Rescue Committee and an emerging Green Team that will be connected to the Arizona Faith Network.

- ▶ We see successful wins in dismantling anti-immigrant laws, policing and tactics in Arizona.

Many of our members and leaders individually participated in the BAZTA Arpaio campaign that led to the successful defeat of the unconstitutional and dehumanizing policing practices of (now former) Maricopa County Sheriff Joe Arpaio. We also celebrated with Puente Arizona when the new Sheriff, Paul Penzone, announced the closing of Tent City Jail.

UUCP had a strong contingent at the Phoenix city council meeting supporting Sanctuary city designation for Phoenix (this was unsuccessful).

Emrys Staton and UUCP members participated in the action that tried to prevent the first deportation under Donald Trump's administration of Lupita Garcia – an action that drew national press attention to the fact that Donald Trump is deporting mothers from their children, separating families and not focused on deporting dangerous criminals. Emrys was arrested and the congregation rallied to support the 7 people arrested trying to physically stop the deportation.

- ▶ We see measurable improvements in acceptance of equality for GLBT people in AZ.

We did not see measurable improvements, but we didn't see any anti-GLBT legislation in AZ this year.