



Horizons Journal

Unitarian Universalist Congregation of Phoenix
February 2018



The Time Has Arrived—And So We Begin!

Reverend Margret A. O'Neill

I often find myself explaining that the search for a settled minister, the way Unitarian Universalists do it, is an 18-month process, and the listener often just stares at me in astonishment. UUCP is now embarking on the first step in that process, forming the Ministerial Search Committee (MSC). That first step will begin in February and culminate in an election of MSC members at a congregational meeting this April. The rest of the process will then roll out over the next 12 months.

That first step: during February, all active UUCP Members in good standing will be contacted by a Ministerial Search Committee Nominating Call

Team member to ask for your suggestions of people who you think would be suitable Ministerial Search Committee candidates. Those members mentioned most often will be considered for nomination to stand for election to the MSC at a Special Congregational Meeting in April.

We encourage you to respond when you are contacted to participate in this important step in creating the future of the church. Qualities that have been proven over time to make for a good Ministerial Search Committee member are:

- One who has an overall perspective and commitment to the nature, purpose and activities of the congregation. Contrary to what might be expected, we do not recommend that

Continued on page 3



On Giving Up (Caution: *Star Wars* Spoiler!)

Emrys Staton

Director of Pastoral Care & Justice Ministries

I quickly glanced at my computer's thesaurus to see what it had to say about "persevere." The list of words that came up was the basis of many an inspirational poster and quote. It flowed with terms like "persist" and "be tenacious." Then it offered bold statements like "hammer on," "not take no for an answer," and "stick to your guns." Then, at the end, it gave a single antonym: give up.

Just reading that last phrase stung a bit—who would ever want to be labeled as someone who gives up? Quitting, turning away, stepping aside... those concepts are not part of the competitive, keep-going-no-matter-what spirit we are steeped in.

What came to mind next was the key plot twist of *The Last Jedi*. Luke Skywalker, archetype of the white male savior, was discovered hiding on a

remote planet. We learned that he had abandoned his Jedi role and then we watched as the only copies of the sacred Jedi texts were destroyed in an attempt to end of the whole Jedi Order. He gave really good reasons for his decision, too.

Because giving up, quitting, or stepping back is hard to do, Luke knew that others would be unhappy with him, and would plead with him to return. I won't give away the final Skywalker stunt, but it pretty much ensures that his lineage of Jedi knowledge and training vanished away.

I tried to think of any real life figures or leaders who have stepped down on their own volition. The story of Jiddu Krishnamurti comes to mind. A renowned spiritual teacher with thousands of followers worldwide, he dissolved the very order that he was groomed to lead. In his dissolution

Continued on page 9



UUCP's Cabaret Show Perseveres!

Benjie Messer

Music Director

I'm excited to invite you to a very special event on the evening of Saturday, March 3: a UUCP cabaret show entitled "The Spiritual Side of Broadway," full of songs from Broadway shows that touch on aspects of spirituality. It includes serious and light-hearted songs, from both classic and modern Broadway shows.

Part of what excites me about this show is our musical director and accompanist, UUCP member Greg Chrzczon. Our congregation has a long tradition of annual Cabaret shows, but I haven't produced one since 2014, in part because I needed someone like Greg. Greg is a fairly new member of UUCP, with years of experience as an accompanist and musical director in musical theater. He has chosen music that creates a cohesive, meaningful show while also fitting the unique voices and personalities of his cast. He has insisted that the cast memorize their group numbers, and the show feels like a piece of musical theater, not a talent show.

Part of what excites me about this show is the cast and crew. An enthusiastic cast of 25 UUCP members has been rehearsing large group numbers weekly since the beginning of January, and meeting outside of that to rehearse solos, duets and small group numbers. The company includes a great diversity of our membership: youth and adults, new members and longtime members, folks who sing in our choir and folks who don't, quiet voices and loud voices. Stage managers Karin Quinn and Kat Dickson email me after each rehearsal, detailing every step in the rehearsal process. Our sound engineer is member Elena Perez, who works regularly as a professional sound engineer in musical theater. I'm recruiting members to help run the lights, tend bar, take tickets, design a poster, play in the orchestra, and more. Maybe by the time you read this, I'll have recruited you!

Part of what excites me is that any money we make from tickets and concessions will go into the Minister's Discretionary Fund, which is used to help

members and visitors to our congregation in financial need. When members are out of work for an extended time and need financial assistance, or when homeless people show up at our door on Sunday morning asking for grocery cards or water, those expenses come from the Minister's Discretionary Fund. The fund is particularly low this year, and we hope that this show will give it a boost.

And part of what excites me is that in the larger history of UUCP's Cabaret-style shows, which have happened almost every year from 1975 to 2014, this year feels new and fresh. After a production meeting last night, I felt an intoxication, and realized later that it was the feeling of Working In Theater—of lots of people coordinating carefully and working long hours to create something inspired and entertaining. I hope you will join me at this one-time-only UUCP production! □

UUCP Cabaret:

The *Spiritual* Side of **BROADWAY**

Saturday, March 3

Doors open at 6:00 pm, Show at 7:00 pm

\$10-20/adult, free for youth under 18

Buy tickets on the UUCP website, at the door, or from cast members in advance ▪ Snacks and beverages available for purchase ▪ Childcare provided for children unable to watch the show

All money raised goes to benefit the Ministers Discretionary Fund, which is used to help members and visitors in financial need

Continued from "The Time..." page 1

Search Committees be made up of representatives of special interest groups. This tends to create unnecessary conflict and to have people looking for "one issue" candidates. So instead of looking for "representatives," we recommend looking for "senators."

- One who is committed to UU pluralism in every area: theology, life styles, social concern, etc.
- One who is patiently able to work for consensus rather than insisting upon majority rule or minority tyranny.
- One with time to be thoroughly and continually involved. Members of the Committee may well devote a minimum of 20 hours monthly for ten months or so, to say nothing of the added time involved when the pre-candidating interviews get underway. Searching for a minister must be a top priority for members of the Search Committee.
- One without rigid requirements regarding a minister's sex, sexual orientation, gender identity, marital status, race, ethnicity, age, etc.
- One who constantly remembers the wishes of the congregation, who will not permit the Search Committee to become an autonomous, independent (and finally irresponsible) entity.
- One with a history of UU involvement. This does not necessarily mean long-term involvement, but it does mean that people very new to our religious community probably ought not to be asked to serve. It takes time for people really to accept and embrace our diversity.
- One who very evidently has the confidence of the congregation.
- One who can respect the confidentiality of the process, but who, nonetheless, is eager to keep the congregation informed regarding the progress that is being made.
- One of cooperative disposition, not disputatious.

When you are called, you will be asked to suggest UUCP members you think would make good Ministerial Search Committee members. Here are

some questions to ask yourself when making your suggestions:

What are the good qualities needed for someone to serve on a Ministerial Search Committee?

Who in the congregation works well with others?

Who can represent and serve the whole congregation well (including looking out for the needs of children) and not just a piece or "faction" of the congregation?

Who has been and/or is active in the congregation and has demonstrated both responsible participation and responsible leadership?

Who knows the history and culture of the congregation, whether a member of long standing or relatively new?

Who would have no "axe to grind?"

Who is aware of strengths and weaknesses, what the congregation is like at its best and at its worst, as well as on an average day? Who would be able to know and relate all this to potential candidates?

After thinking about all of these questions, whom would you trust to serve on the Search Committee on behalf of the congregation? □

Information Workshop about the **Ministerial Search Process**

Sunday, February 4

in the Sanctuary after each service
with Rev. Sarah Gibb Millspaugh,
our primary contact with the UUA

Our congregation is getting ready to search for a new minister who will join us in Fall of 2019. In this short information session, we'll explore the steps we'll take to choose a great new minister for UU Congregation of Phoenix.



Our Own Magical Desert Species

Katie Resendiz

Director, Children's Ministries

There are clouds in the sky this morning. One of our toddlers looks up and asks "When will it be day time?" A third grader prepared to be outside for Studio: Move, is wearing a raincoat with gloves tucked in his pockets. The high schoolers are huddled together clutching their scarves and hoodies to ward off the cold. It is 62°F.

Compared to the Bomb Cyclone survivors of New England, our kiddos seem silly, thin-skinned, and a little bit over-dramatic. We are so quick to compare one person's suffering to another's. And we desert dwellers are quick to defend the little ones temperature tolerance, citing statistic after statistic of our summer heat. But, I challenge us to see these kids, overdressed and fearful of precipitation, as

they know which cactus are ok to touch, how to get a goathread out of a shoe, and why you should never, ever, ever pick up a rock from the underside. They learn survival-level stuff pretty early in life, with backyards presenting foes worthy of any episode of *Man vs. Wild*. Do you know the difference between a tortoise and a turtle? Growing up back east, I didn't. In fact, I don't think I really cared what the differences were until I was well into adulthood. But, the kids in our preschool Children's Worship class, 3-4-5 zUUm, list off distinguishing characteristics as easily as they sing the ABCs. They are quick to fill me in:

"Tortoises don't eat meat."

"They have long back legs."

"They don't go in water, they just drink it."

"Children's Worship" reminds us that our youngest community members come to UUCP for the same reasons we all do. They are here to explore and deepen their spiritual experiences in the world.

amazingly attuned to their desert.

Children in Phoenix grow up watching the sky. I wonder if in other regions, six-year-olds know the difference between a single passing cloud, a storm that's headed somewhere else, imminent rain, and a haboob. I wonder if they keep track of how many days since the last downpour. Children in Phoenix grow up watching the plants "the rain made that cactus so fat!" They are growing up feeling out the temperature, their skin becoming a more perfect thermometer. The difference between 62°F and 68°F enough to call for a change in wardrobe. Just like the difference between 105°F and 112°F is the difference between a fine day and one worth whining about.

Desert kids are different. They don't know a lot about grass stains or swimming in ponds, but

"Tortoises live in the desert, like us."

Like so many things in the Southwest, desert babies are magical. There is a reason the rest of country is fascinated with our cowboys, our coyotes, and our outlaws and sheriffs (and outlaw sheriffs). As a community of adults, we are raising tortoise kids. They can survive, their progress will not go at the rate we expect, and no matter how much we try to shape them, the strength of their own personalities, humor, and souls persists. When they leave the desert, for college, for jobs, for adventure, they will look like just like everyone else, but they are not turtles. May we continue to nourish and celebrate them as they bundle in their warmest clothes and check the sky for rain. □

Community Nights Resume Thursday, February 22

This year, we continue our Community Night tradition every Thursday evening. Join us at 6:00 pm in the Johnson Room for food and friendship. Each week features the talents of the fabulous cooks in our congregation: two main dishes (one vegetarian), as well as sides, salad and bread. A donation of \$5 per adult, \$2 per child under 10, or \$10 per family, covers the cost of the meal. If you'd like to join, but have dietary restrictions or preferences, you are welcome to bring your own meal. If you enjoy contributing, but are unable to commit in advance, bringing a dessert or fruit to share is always welcome.

Following Community night, Thursday evenings feature many activities: small groups, adult faith development, Pathway to Membership, and more. Check out the UUCP website to sign up. Chalice Kids childcare is available between 6:30-8:30.

If you have any questions about Community Night, or you'd like to contribute as a Sous Chef (sides, salad, or bread) please contact CommunityNight@PhoenixUU.org.



Craft Sale Fundraising

Thanks to our artists and “patrons of the arts” who supported our craft sale in December! Seven artists over four hours donated \$1,443 to the Capital Campaign!

You might have noticed that it was a bit smaller than the year before. That's because we had no one to step up and organize. All of our Fellowship activities are dependent on someone just saying, “Let's do it! It will be fun!” If you are interested in volunteering to organize a craft show next year, please let Heidi Parmenter know.



A Look Inside Congregational Growth & Planning

Rajeev Arora

Member, Board of Trustees

I have been a member of the Board of Trustees for the last three years. This month's theme of Perseverance certainly rings true for my experience on the Board. Over that period, we developed and approved a new congregational Vision. Then, we cultivated and approved a set of new "Ends Statements." In the meantime, we learned that Rev. Susan was asked to run for the President of UUA—of course, with sadness for the potential loss of Susan from the congregation, we fully endorsed and supported her candidacy, and rejoiced when she was elected as the first woman to head up our faith's association. That, of course, led to Rev. Margret's interim ministry. And in between all that, we changed the Board president, vice president, secretary and several members.

Persevering through such massive amounts of change is a necessary ingredient in the success of any organization. And the only way to persevere is to know our "true north" and have established means which continue to guide us through the changes. Thankfully, our new Vision and the processes defined under Policy Governance provide this and over the last several months, Rev. Margret and the Board have been busy translating it all into steps to bring our Vision to fruition.

The process for this may be a mystery to some, so I wanted to take you through that.

Step 1 - Vision: Vision sets out the reality we want to help create over the next 5-10 years.

Step 2 - Ends: Ends are specific statements that help crystallize that Vision into concrete elements. The Board helps create these for the minister and staff to be able to work on achieving the vision. For example, one of the Ends for the last few years was "Members see UUCP as the foundation for their personal and spiritual development and practice."

Step 3 - Interpretation of Ends: The Lead Minister and Staff then create a set of statements to ensure they understand each of the Ends. They translated the above into "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."

Step 4 - Annual Strategic Plan: Once they feel they understand the Ends, then the Minister and Staff create specific metrics and steps to achieve those metrics. These are done before the beginning of each year and form that year's Strategic Implementation Plan. To continue the example, here's some of the targets that the above End translated into:

- Participation numbers in ministries beyond Sunday morning is 120% of members;
- Percentage of members who attend UUCP once a week 65%;
- Annual increase in positive indicators of impact the ministry is having on people's personal and spiritual lives as individuals and families.

Step 5 - Progress Reports: Every year, the minister and staff provide a mid-year and a year-end report to the Board about how we are progressing towards our yearly targets, and we collaboratively decide whether any targets or metrics should be changed as we achieve them or decide other metrics better represent.

I hope that helps clarify some things—but if not, please come talk to us at any of the upcoming scheduled Board Chats or just look for us on Sunday mornings (we're the ones with the red name tags). □





Calling Enthusiastic & Dedicated Individuals!

UUCP Nominating Committee

Our Nominating Committee is beginning to plan for the upcoming elections in late spring for the UUCP Board of Trustees, Foundation Board, and Nominating Committee. Could this be the opportunity you are looking for to get more involved in achieving the mission of our congregation? Here are a few facts to get you thinking:

- The UUCP Board works closely with the Minister and is responsible for the strategic management and oversight of the congregation. The term of office is two years.
- The UU Foundation of Phoenix Board oversees the congregation's endowment and promotes legacy giving. The term of office is three years.
- The Nominating Committee recruits candidates for the Boards and itself. The term of office is two years.

All three groups serve important roles in maintaining our congregation's vitality and advancing its mission of building religious community, growing in spirit, sharing journeys, and advancing justice.

Primary qualifications include commitment to UUCP and its mission, creativity and energy, and the ability to communicate well with congregation members. We need people of all walks of life and perspectives.

Serving is rewarding and a way to deepen your connection to the community.

Over the coming weeks and months look for more details about our progress. In the meantime please contact any Nominating Committee member or use the general email address to obtain more information, including detailed job descriptions for each of these positions: Jenny Jones Moats (chair), Daisy Danforth, Lynne Raabe, Bill Snowden, Josh Tures, and Bonnie White, or reach out via nominating@phoenixuu.org. □



2018 UU Day at the Legislature

Monday, February 19 • AZ State Capitol

Join UUs from across Arizona at the state legislature! Meet your representatives, share your story, and build relationships that will empower your advocacy into the future. Connect with other Arizona UUs and have an opportunity to express your views for an active year of legislative engagement.

Full schedule and RSVP at phoenixuu.org/uujaz.





Share the Plate Update & Nominations

Bonnie White

Chair, Share the Plate Committee

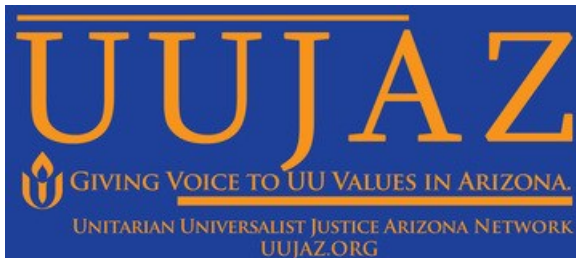
The beginning of a new year is full of positive intentions to make changes that will improve something in our lives or the lives of others. I find it very interesting that “Intention” was our theme for January—makes sense! And then comes February, and our theme is “Perseverance,” and that makes even more sense! It is one thing to have good intentions, but if one doesn’t persevere, those intentions may not come to fruition.

Share the Plate gave to four organizations in 2017 that qualify for the Arizona Charitable Tax Credit: Rosie’s House, Sojourner Center, Duet and Peer Solutions. The Arizona Charitable Tax Credit may offer us a way to persevere in our support of

these great organizations and the work they do to promote our UU values in the larger community. If you are looking for an organization that will benefit you on your taxes, consider these four as your easy answer.

Do you have an organization that you would like to have our congregation share the plate with? There are two ways to put your organization before the committee for consideration: fill out the application on the UUCP website (click on “Justice,” Share the Plate” and the link at the bottom of the page), or call Bonnie White at 562-889-9404.

Together let us persevere in 2018 to help our partners in our larger community make Arizona a better place for everyone to be. □



UUJAZ Update

between Services

Sunday, February 25

Get some coffee and snacks, then meet Rev. Lisa McDaniel-Hutchings in the sanctuary for an update on our state action network, Unitarian Universalist Justice Arizona (UUJAZ). Come hear what the UUJAZ network is doing about racial justice, economic justice, education, immigration, and water in Arizona. You can take action too!

Memorial Garden

*friends whose ashes were interred
in our Memorial Garden
this month in past years
are still remembered*

Lorry A. Blanksma
Thomas R. Fritts
Warren Hastings
Margaret Ann Herrick
Glenn Jay Jackel
Audrey Ames Kaslo
Franklin Anthony Klumpe
Majorie Spear Klumpe
Robert E. Morris
Stephen S. Osder
Muriel Osder
Dorothy Pollack
Patricia Maureen Shannon
Everett Eller Warner
Margaret G. Harding



Unicare News

Please lift up in your thoughts those in our community who share their transitions, sorrows, celebrations and wishes—that they may find strength in your love and friendship. For more information, or to get involved, contact Vicki Myers, Unicare Coordinator, at unicare@phoenixuu.org.

Remembrances:

Nancy Bell, mother of Amy Miskell, passed away at home in January. She was lovingly surrounded and cared for by Amy, Steve and her family following an unexpected fall and tragic head injury. Amy and Steve are grateful for the support, prayers and kindness they received from their UU community.

Mike and Eileen Paddock remember Mike's mother, Marian Paddock, who passed away in January. Marian Paddock Sarff was 87 and will be missed. They appreciate your prayers and thoughts.

Diane Salazar shared the sorrow of her father's passing on December 7th. We wish you peace.

In January, Carolyn Allenby shared the sudden loss of her sister's son, Doug. While she grieves his loss, she fondly remembers his generous sharing of love and humor.

Healing Wishes & Transitions:

We wish a full recovery to Barbara DeWitt, who was hospitalized with pneumonia in mid-January. We send you strength and Get Well wishes, Barbara!

Interested in providing an occasional meal, sending a card, or providing other support to someone in our congregation in need (at a time of sorrow or joy)? Contact Vicki at unicare@phoenixuu.org for more information. We welcome those with caring hearts and able hands who wish to put them to good use with our team of compassionate volunteers. □

Continued from "On Giving..." page 1

speech to the Order of the Star in 1929, he said "...I do not want followers, and I mean this. The moment you follow someone you cease to follow Truth." I first heard about Krishnamurti about 15 years ago, and because of this unorthodox story, I've kept a mental bookmark on him as a reference for stepping down.

I've also been considering how the concept of perseverance (and its opposite) show up in my life. Currently, I'm contemplating my own future in ministry, and wondering where my heart is really leading me, and where my skills would be most useful. I'm not entirely sure that my calling is to be a formal UU minister.

This is hard to admit publicly, because so many people have supported my journey and want to see me succeed (as defined by getting ordained). Stepping back means letting people down—another social taboo. Which then leads me to think about the times I have been let down by my expectations of others, the times when I wouldn't accept another's quitting or giving up.

This is deep stuff that gets complicated.

Overall, I worry that this culture is too attached to perseverance. We give ourselves too few options to give up, and very few role models of healthy quitting. I'm sure many more are out there, but they don't get best selling books written or frequent stories told about them.

For now, I'm thankful to Luke Skywalker and Jiddu Krishnamurti for being examples for me. I wish there were more. But like UUs so often find ourselves, we are trying to do things differently than the mainstream. After all, as Krishnamurti said, "Truth is a pathless land." □



"Fervent and heartfelt" ~The New York Times

Emma's Revolution

Sat Feb 10th Concert 7:30pm

& "Music: The Voice of Justice" Workshop 2-4pm

Valley Unitarian Universalist, 6400 W Del Rio St, Chandler

Concert \$18 advance/\$22 door, Workshop \$15 (includes lunch), Concert/Workshop Combo \$30

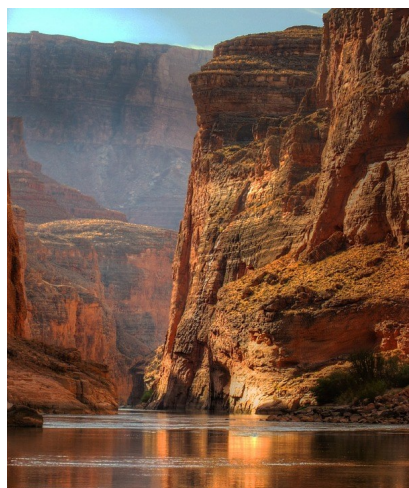
Tickets at Valley UU and emmasrevolution.com

"Music: The Voice of Justice" Workshop

How has music informed & propelled social justice movements of the past? What's happening in today's Resistance? How can we use music to fuel progressive movements for #BlackLivesMatter, #MeToo, #TimesUp, voting rights, the environment, etc.? Learn, discuss & sing together with award-winning, activist musicians, Pat Humphries & Sandy O, composers of "Peace, Salaam, Shalom" & more movement songs

Website: emmasrevolution.com FaceBook: facebook.com/emmasrevolution/ Twitter: [@emmasrevolution](https://twitter.com/emmasrevolution)
twitter.com/emmasrevolution Email: emmasrevolution@me.com

Photo: Irene Young



Rafting through the Grand Canyon

Friday, February 9

7:00-8:00 pm, UUCP Sanctuary

Join Todd & Stephany Haughton sharing their "Rafting through the Grand Canyon" trip—they consider it one of the greatest adventures a person can have. Known for its whitewater rapids, the river also affords calm moments to enjoy the canyon's spectacular scenery and evidence of past civilizations. They will share the experiences of their two-week trip on a 225-mile float

trip. They will show you what it's like to paddle through a whitewater rapid and survive.

Questions about Traveling 2nd Fridays? Call Barbara at 480-994-1452.

February Worship Theme: **Perseverance / Tortoise**

*Services bring our community together at 9:30 AM and 11:15 AM**

February 4: Searching for the Future

Service Leader: Rev. Margret A. O'Neill

The focus of this transitional time is preparing for the future. That includes understanding the rich heritage here, preparing for new ministerial leadership, electing the team to conduct the search on behalf of the congregation, and supporting the search. Every voice, every perspective, is vital to a successful search process.

February 11: Super U, Super UU

Service Leader: Katie Resendiz

Join the children of our community and the children's ministry team to explore how Superheroes fit into our principles and values. Does Batman always defer to inherent worth and dignity? Are villains just pursuing their independent search for truth and meaning? We'll tackle some really big questions, as the kids of UUCP always do, but this time we'll be wearing capes!

February 18: Perseverance & the Health of Our Souls

Service Leader: Emrys Staton

What are the impacts of being in a "never give up" society? A look at the ways we internalize the expectation and glorification of perseverance.

February 25: Resilience

Service Leader: Rev. Lisa McDaniel-Hutchings

Unitarian Universalists provided leadership in reaching moral victories such as abolition, women's suffrage, equal marriage; however, since the election, policy changes affecting race relations, climate change, income inequality, immigration, and more assault us continually. How can we sustain ourselves as we resist divisiveness and hate? How can we remain resilient?

**American Sign Language interpreter available at second (11:15) service
on the 1st and 3rd Sundays of the month*



Unitarian Universalist Congregation
of Phoenix
4027 E. Lincoln Drive
Paradise Valley, AZ 85253

NON PROFIT
ORGANIZATION
US POSTAGE
PAID
SCOTTSDALE, AZ
PERMIT NO. 13



UNITARIAN UNIVERSALIST CONGREGATION OF PHOENIX

THEOLOGICALLY DIVERSE
RADICALLY INCLUSIVE
JUSTICE CENTERED