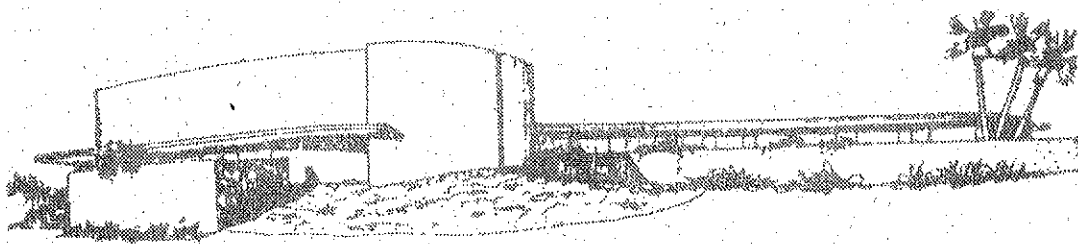
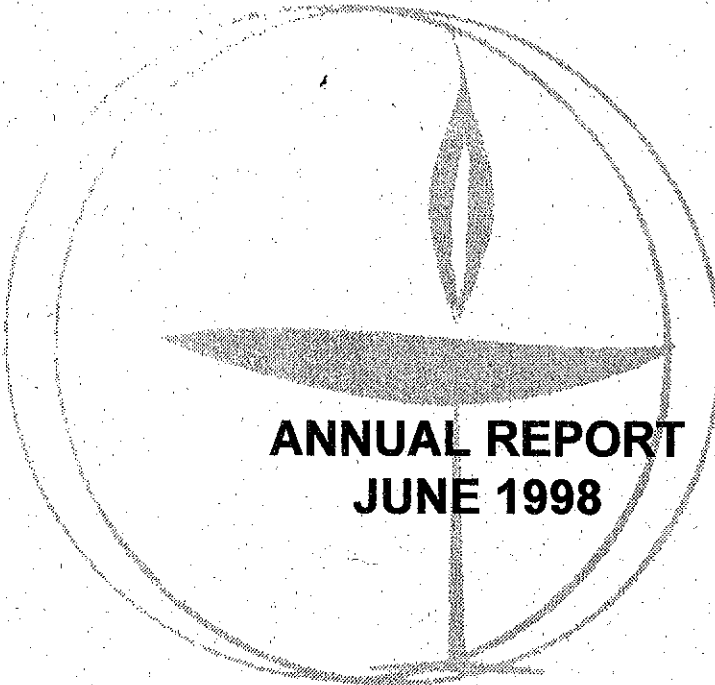


Unitarian Universalist Congregation of Phoenix



Annual Report from the Board of Trustees 1997-1998

It's been a year of growth and change, of testing our faith in and abilities related to democracy, of developing leadership, of dwelling together in sometimes contentious peace, of seeking knowledge in freedom and of sharing our strengths. We come to the end of the year seeking an interim minister, prepared as a congregation to take on new challenges and to continue growing together.

Last June, continuing the work set in progress in April and May, the Board hired a consultant to work with us in addressing the dissatisfactions with ministry which emerged from our spring congregational survey. A committee, which became known as "The Committee," was appointed to work with the consultant to design and conduct a process for the congregation to determine its expectations for ministry and then to consider if we were meeting our expectations.

The focus group/committee process ultimately led to a congregational meeting attended by more than 300 of us on December 14th to determine the future of our professional ministry. The congregation decided to retain our minister on probationary status. A probation team was established and developed a plan for probation. Shortly thereafter, in early April, our minister decided to take a position with the congregation in Lincoln, Nebraska and as this is written a search committee is seeking an interim minister.

Throughout the year our congregation was watched with some interest among UUs around the country; we received compliments on how we conducted our process and there is continuing interest in how what we learned might be passed along. We were breaking new ground all along our way. We deepened our leadership capabilities, we tested and strengthened our abilities to live out our democratic principles effectively, we learned more about meeting facilitation and participation, the Emerson Forum provided an option for some who preferred that to the morning service. We had tense and difficult weeks, even months, among some of us. But we have come this far in much better shape than many congregations which experience this kind of conflict; we are prepared to take full advantage of the skills of an interim minister.

Recognition is due all of us who participated in this process - in the focus groups and in the congregational meeting, in the living out of our democracy. Particular recognition goes to members of The Committee (Michael Hart, Glen Lockwood, Erin Rogers, Bob Revette, Carolyn Gazin, Jim Lynch, Ellen Bauman, Pat Shannon, Jenny Scrivner), of The Probation Team (Jan McCall, Peter Fears, Mary Wilber, Jenny Scrivner, Bill Parker, Irma Murphy, Gene Rowley, Jeremy Mussman, Judy Lambert), and of the Interim Search Team (Jenny Scrivner, Bob Revette, Ruth Amster, Sandra Lynch and Peter Fears). These people put in countless hours on behalf of all of us - challenging themselves and the rest of us to live up to our UU principles, helping all of us learn more about the nature of ministry.

Meantime, the Board and Congregation were also busy "doing church." At last June's annual meeting we changed our name from First UU Church of Phoenix, to Unitarian Universalist Congregation of Phoenix. (It took most of the year to make that totally legal and we still have bylaws to revise but we are getting used to calling ourselves "Congregation.")

The Board held a retreat and did some planning over the summer; the focus group process took place through the fall and the Board decided not to try to hold the annual Build the Dream meetings at the same time. More than 120 people attended the very successful all church dinner that kicked off the canvass; over canvass income, however, was down from the previous year, resulting in budget cuts to the minister's compensation and to our UUA/PSWD shares.

You will see from other reports in this document, that our congregational life was full. We continued to provide meals to New Day Center. Social Action continued its monthly luncheons and

MINISTER'S ANNUAL REPORT

May 26, 1998

"It is time for a change in our ministry," I said in my annual meeting sermon last June 1. "My first response to our (spring 1997 evaluation) survey is ... to communicate understanding of your disappointments without personal hurt, to show respectful consideration of your desires, even if I cannot ultimately fulfill them. Beyond that change ... (w)ill we decide that my professional talents can be refocused or reallocated to lead our transformation, (o)r will we decide that my professional talents are now best spent in preparing for and cheering on my successor? ... I want to assure you that I can accept and affirm either outcome if we reach it with respect for our mutual worth and dignity, all of yours and mine included, and if we reach it through full use of the democratic process."

Virtually all my local ministerial efforts over this past year have been focused on making that response, facilitating that decision, and living out that assurance. In the months preceding our December 14 vote to determine the future of our ministry, I invested my worship leadership to deepen our participation in the U.U. heritage of covenanting and re-covenanting, while I responded to the survey by reallocating my resources away from educational and administrative activity and toward personal accessibility. In the early months following our vote (confirming my continuing ministry on a probationary basis), I tried to affirm the diversity of our desires for ministry and involve all our members in using the probation process to determine its shape.

Alongside these local efforts this year, however, I also made the investments necessary to consider other contexts for my professional future, to compare our prospects for mutual growth with those offered with other partners. On April 5, when the Unitarian Church of Lincoln, Nebraska invited me to share their ministry, I accepted: because they offer all the opportunities for service I've prized in Phoenix (in a cultural environment seemingly more receptive to my capabilities); and because the success of our probationary process here seemed intractably threatened by some of our members' inability or unwillingness to undertake it with open minds and hearts. In our final months together, I have made investments to support our ministerial succession, including worship leadership to support our exploration of what it means to "live our covenant."

All in all, I believe we can be proud of our "full use of the democratic process," over this past year, and of our "respect for our mutual worth and dignity, all of yours and mine included." I also believe that your prospects for successful ministry have been strengthened by your increased appreciation for the breadth of your ministerial expectations and for the negotiation processes which must undergird serving those expectations with acceptance. I even believe that the deep and widely felt pain which accompanied this too-long-delayed effort to open up and structure these negotiations will motivate many to undertake future negotiations with the timeliness, flexibility and broad participation required for them to succeed.

On a personal basis, I wish to thank the members of our ministry committee: Jeremy Mussman, Judy Lambert, Susan Goldsmith, Michael Hart, Bill Parker, Glenn Lockwood, for helping me find and fulfill my role in our efforts. I also wish to thank the members of our ministerial internship committee, Muriel Osder, Shirley Karas, Charlie Lynch, Jay Finkelstein for guiding Gail Tapscott's time with us (with special thanks to John, Leslie, Cameron and David Warner for their housing and transportation support).

Henry Nelson Wieman, the mid-century U.U. philosopher, once asked, "Have you ever watched a snake struggle to cast off its old skin, or a lobster its shell? Probably not, because during and after that arduous process, it is extremely vulnerable. Yet it is imperative for further growth and development, and even for continued life." Our struggles this year, conducted in the full public view necessary for human communal transformation, have shown us no less vulnerable; yet they, too, have been imperative for future growth and development and even continued life.

TREASURER'S REPORT

May 24, 1998

Serving as treasurer and finance trustee for the past year has given both Shirley Anderson and me the opportunity to learn a great deal about the way the church works, both in terms of finances and in other ways as well. We found ourselves involved almost on a daily basis with finding information and creating budgets. A copy of the January, 1998 budget is posted in the office, along with the most recent financial figures available at the time of this report. Our thanks to Jan Parsons-Schwartz and Marg Stallworthy for all of their much-needed help.

Jan Kaplan headed up the fall pledge drive, and did an excellent job, along with her committee. We had a shortfall of approximately \$25,000 in pledges, but this was due to circumstances within the church, and not to Jan and Company's efforts. The pledge drive dinner (and John Warner's cooking) was a great success, and we hope to continue the tradition in coming years.

The Finance Council met several times during the past year. Its greatest achievements were in revising the facilities use fees and policies, and in fundraising. The new facilities use schedules have resulted in an increase of several thousand dollars so far this year, and should continue to show improvements in income.

Members of the Finance Council were involved in three fundraisers, all of which exceeded the amounts which had been budgeted for them. Deficit Dining earned \$3,732, and the FunDraiser Booklet has earned approximately \$1,500 so far. The HUUGE UUsed Book/Media Sale figures were not yet available at the time of this report.

Many thanks to all of those people who were involved in the Finance Council and fundraising - Thor and Shirley Anderson, Sue Baird, Marci Beaudoin, Karen Cook, Kim Evans, Sherry Harrison, Linda Maley, Reg Saybrook, Rosemary Strunk, and all of the other great people who helped in some way or donated items.

Grocery store coupon sales are continuing. Irv Bezman has been greatly missed, but we're fortunate to have Bill Roberts heading up this activity now.

We paid 25% of our UUA/PSWD dues, as indicated in the January 1998 budget. We hope to become a full Fair Share congregation for the 1998-99 UUA year, and all money donated specifically to that purpose will be applied to the coming year's dues.

FUTURE PLANS

Betty Scales has agreed to perform the annual audit of the Congregation's books.

In the next year, under Shirley Anderson's and Bob Olsen's leadership, the Finance Council would like to coordinate fundraisers, rather than actually run them. In order to do this, we will need a chairperson to coordinate fundraisers, in addition to a pledge drive chair.

Sharon Hise, Treasurer
Shirley Anderson, Finance Trustee

Annual Report for the Buildings and Grounds Committee

May 22, 1998

There were several successful accomplishments along with several concerns over this past year.

The Congregation approved the purchase of new duplicating equipment to enable the office staff to continue meeting the needs of the church in processing newsletters, orders of service, and other publications in an efficient way.

The church's heating and cooling system required additional attention again this year. It is an aging system and will require continuing maintenance and expense.

A security system was installed in the church office. However, several break-ins during the year resulted in the loss of our new sound system along with several other items.

Two "Grubby Saturdays" were held in the Fall and Spring that, between them, drew somewhere close to thirty individuals to work on projects throughout the church and church grounds.

Kids Camp donated six rectangular tables plus a cart to hold the tables. They also donated two new vacuum cleaners. In addition, all of the carpets in the church were cleaned and paid for by Kids Camp director, Jack Puta. Desert View Learning Center donated a new microwave oven for the kitchen.

A special mention of thanks to Thor Anderson and Jan Parsons-Schwartz needs to be made. Thor is usually in the church one day a week, as a volunteer, repairing damaged doors or replacing burned out light bulbs, not to mention his skills as a carpenter, engineer and problem solver. His expertise and willingness to tackle these most unglamorous tasks are most appreciated. Jan handles all of the day to day hiccups that occur with our aging physical plant along with all of her other Office Administrator responsibilities.

Finally, long range plans continue for renovating the church library, the meditation garden, the patio, and providing safer access for vehicles to and from Lincoln Drive

Marshal Smart, Bob Revette
Buildings and Grounds Trustees

The People Council

It is the responsibility of the People Council to work with and coordinate the efforts of the Membership, Unicare, and Nominating committees. These committees devise and carry out programs to a) attract and welcome new members and friends; b) assist and support members and friends in times of personal need and c) encourage members and friends to participate in the shared ministry of the congregation. The People's council is made up of the chairpersons of these committees: Julie Smart, Unicare; Terry Lockwood, Membership; Susan Hunt, Nominating; two board of trustees responsible for the People area, and the minister, ex-officio. The council has met on alternate months to receive reports on past and current activities, to assist with problems and to make future plans. All three committees have had their challenges over the last year; the Membership Committee, in particular, would benefit from the energies of any and all interested persons.

Individual committee reports can be found in their respective sections of this report.

On the first Sunday of each month, a newcomer information session is held, during which folks are invited to share what brings them to us, and hopefully to learn a little bit about what we have to offer that will meet their needs. During this last year, in addition to a staff member and one of the People trustees, Alison Magee has been attending these sessions and making a concerted effort toward helping people make connections within the congregation.

The People Council also conducted a brief survey of persons who had left the congregation. Responses were varied, indicating some had left the area, others had not felt welcomed, others did not find a meaningful religious fit. With the small sample, it is difficult to draw any major conclusions. It is the aim of the council to strengthen the positive reception visitors receive when attending.

Lastly, the people council published a new all congregation directory. Marg Stallworthy, Linda Mitchell and Jan Parsons-Schwartz were key to gathering the directory information and getting it printed. Billye and Kermit Butler determined the accuracy and completeness of the information. Julie and Marshall Smart, Jack Cummings and the Butlers assembled the directory. The Emerson Forum underwrote its costs. The directory is the product of many hours of work, resulting in a quality booklet. Their efforts are recognized and appreciated.

Respectfully submitted,

Glen Lockwood and Bill Parker

ANNUAL REPORT FOR UU NOMINATING COMMITTEE - 1997-98

May 24, 1998

Senior Committee Members: Susan Hunt, Chair; Sally Boyd; Richard Jahrmarkt
Junior Committee Members: Sue Baird, Irv Bezman, Tom Brookshire

The Nominating Committee began its work in September 1997 with three goals for the fall months: 1) to suggest two nominees for the UU Foundation, 2) to establish an ad hoc committee to review the congregation's committee and governing structure (a task assigned to us through a motion passed at the 1997 June all-congregation meeting) and 3) to develop methods for including the congregation in the board nominee and committee selection process. We accomplished our goals between September and November, naming Marg Stahlworthy and Joan Roberts to the Foundation and Thor Anderson, Carol Hixson, Alan Bestall, Tina Calos and Ellie Murphy to the "By-Laws Review" committee (as it became known). All nominees were selected from interest questionnaires that were distributed to the congregation after a call went out in **Horizons**, the Sunday order of service, and Sunday Service announcements (see attached forms). Another motion and vote at the February 1998 all-congregation meeting tabled the work of the ad hoc committee until August 1998. Marg and Joan were voted onto the Foundation.

Our goal for the January to May 1998 term was to select six nominees for the 1998-99 UU Board of Trustees and four nominees to replace senior members of our own committee (three 2-year members & one 1-year member to replace Irv Bezman). We continued to "advertise" the selection process, requesting congregation members to nominate themselves or others by completing interest forms. The slate of Board nominees was ready in April: Jan McCall, VP; Ella Jefferis, People Trustee; Bob Olson, Finance; Rod Engelen, Buildings & Grounds; Tom Parker, Activities & Affiliates; and Carol Cooper, Program. Irv Bezman resigned the Nom Com in March due to failing health and we were unable to replace him. We believed it more important to select a Board slate. Rod Engelen declined his nomination in May due to his wife's failing health. Bob Leesley accepted the nomination and will replace Rod on the slate that will be presented to the congregation for a vote at our June 1998 meeting. As of today (May 24), John Warner has accepted a position on the 1998-99 Nominating Committee, but we are still looking for three more nominees.

When it was announced in April that Fritz was resigning, the Board of Trustees asked the Nom Com to assemble a five-person search committee to select an interim minister. From interest forms submitted by congregation members we selected Peter Fears, Sandra Lynch, Ruth Amster, Bob Revette, and ~~Warner~~ ^{SCARPPAYS} for the committee.

All prospective Board of Trustee nominees submitted biographies that will appear in the June **Horizons** and will be distributed at the June all-congregation meeting. The bios of Nominating Committee nominees will be available for the June meeting.

DENOMINATIONAL AFFAIRS COMMITTEE

The Congregation will be well-represented at the 1998 General Assembly in Rochester. Twelve members have indicated that they are going. Our member Diane Olson is again the Chair of the Planning Committee. Helen Helwig is again contributing bowls for the Empty Bowls project.

Rod Englen continued in his role of heading the Chalice Lighters' program to raise money for District churches. Our Congregation was one of the leaders in giving in the district.

The Congregation will host (or co-host) the Annual 1999 Pacific Southwest District meeting scheduled to be held in Arizona.

The position of Chair of the Denominational Affairs Committee is vacant at this time.

Muriel Osder and Jim Lynch

SUNDAY SERVICES COMMITTEE

Annual Report, June, 1998

The Sunday Services Committee is responsible for presenting approximately 16 services during the year.

Our services have included outside speakers, congregational speakers, and other types of congregational presentations.

Some of our outside speakers were Dimitri Drobatschewsky, Music Critic; Jack Smythe, New Day Center; Barbara Kerr, from ASU speaking on creativity; Carole Eagleheart, Take Up the Song; Dick Phillips, artist; and many others.

Congregational members who spoke included Cynthia Tooley on "Children, Fidel, and the Cuban Revolution"; Juanita Copeland Guidry on "Racism Today"; Doug Van der Veen on "Do Our Investments Match our Beliefs?"; and others.

Congregational members also presented other services: Tina Calos, Jan Tatman, and Charlie Lynch discussed "Should We Limit Health Care for the Aged?"; a panel of members who attended the General Assembly in Phoenix shared what they felt was most valuable about their experience; and Jesse and Sharon Hise read poetry by well known U-U poets. Pat Fisher and other members provided special music for this special celebration of words and music. Other members of the committee contributed to the selection of the poems, particularly Tish Gauntt and Gil Venable.

Church groups have also planned services, including Interweave and the Women's Spirituality Circle.

As you can see, the committee encourages the participation of members in our services. We attempt to select topics we feel are of interest to our particular church community. We welcome suggestions, comments and additional members!

The first half of the church year the committee was led by co-chairs Fred Rozum and Tina Calos, the second half by new co-chairs Jesse Hise and Tish Gauntt.

Many people have participated as service leaders and/or members of the committee including Susan Goldsmith, Gil Venable, Heather McLellan, Jim Lynch, Dawn Spinale, Diane Olson, Melissa Parsons-Schwartz and Fritz Hudson.

We thank all those named above and all others who have participated in these lay led services.

Tish Gauntt and Jesse Hise, Co-chairs

Annual Report of Unicare Committee

May 18, 1998

The Unicare Committee members serve as an arm of the church that facilitates our members and friends in caring for one another in time of need.

The activities of the Unicare committee have been several this year, including , memorial services, poinsettia sale and set up, and the sending of cards throughout the year.

Members of the committee assisted with memorial services for Errol Bartine, Bert Oxman, and T.J. Glover.

A poinsettia sale in December resulted in the festive decoration of the sanctuary and a small profit to be used for Unicare activities.

Members of the Unicare committee who have served so kindly this year are: Sally Boyd, Bill Parker, Nancy Hochwald, Bernie Hall, George and Shirley Karas, Gail Walker, Shirley and Thor Anderson, Jesse and Sharon Hise, Cynthia McCrory, Joan and Bill Roberts and Jan Parsons-Schwartz. Many members of the congregation have been called on during times of need to bring food or lend support in a number of ways. Without a caring congregation, the work of Unicare would be impossible.

Julie Smart
Unicare Chair

**REPORT ON HORIZONS
FOR ANNUAL REPORT
JUNE 1998**

*By Paula Hubbs Cohen
Newsletter Editor (Resigned effective May 1998)*

To The Members and Friends of the UU Congregation of Phoenix:

The HORIZONS seemed to take on a new life this year, and expanded to include news from the "larger UU world," including information from the UUA and PSWD. This was due, in large part, to the ease of information retrieval off the Internet. As editor, I was enrolled in the UUA Editors and Administrators e-mail list, and regularly received electronic correspondence from this group. I highly advise the new editor to also enroll; it is a free and wonderful source of information.

With the "changing of the guard," so to speak, perhaps it is time to reevaluate the communications needs of the congregation. HORIZONS twice a month?? Electronic news to all congregants with e-mail?? Scanned information, such as pictures, forms, etc?? New format, utilizing desktop publishing software?? There are many issues that should be looked at to see how beneficial they are to the congregation as a whole. Of course, the cost of each new idea would have to be evaluated as well. For example, if the newsletter was mailed twice a month, that would mean that a collating crew would have to work twice a month and the cost of postage might be increased substantially. The Administrative Director/Newsletter Editor would also have to put in significantly more time in proofing, editing, formatting, proofreading, printing, folding, etc.

With all that said, this report would be a good time to thank the many people who have made HORIZONS possible during my tenure as Editor. Fritz Hudson and Ginny Gross were instrumental in helping me to forge ahead with the newsletter, always encouraging me to get as much information as possible out to the congregation in a professional and timely manner. Administrative Director Jan Parsons-Schwartz has been very helpful in changing the structure of the job to fit my personal needs over the last few months. Board

Director, Adult Religious Growth

During this past year, my focus has been on building relationships: with the staff and office volunteers, the Adult RGL Committee and the congregation as a whole. It has become clear to me that I am part of a staff who struggles to live Unitarian Universalist principles in their work and in their lives. Our support and concern for one another helped us get through a very difficult time in this congregation's history, and hopefully, helped us remain fully available to serve our fellow congregation members. Unfortunately, just as these relationships were becoming truly trusting and rewarding, some of them have already ended or are in the process of ending. This ebb and flow has influenced my first year in this job and is still teaching me about letting go and letting change happen. My partnership with Gloria Keenan in this job-sharing experiment was a special source of encouragement and growth for me and continues to be so as her leadership in the congregation takes a different form. As of now, I am still performing a small part of the Children's RGL Director's duties and will continue to do so through the summer or until we find a new director. Working with the Children's Religious Growth and Learning Committee has been a special benefit of this experience. What I have learned about the children's program has helped me understand our shared ministry in a new way.

My first year in this position has also been the first year the Adult Religious Growth Committee has worked with a director of their very own. New staff support for adult programming opened up new possibilities in our relationship with each other and the congregation at large. As our dreams grew, so did our committee. Though our relationship is still evolving, it has unquestionably been a generative one. During the focus group we conducted last Spring, we heard that our fellow congregants were interested in a variety of different topics and formats for learning. Consequently, we have offered many opportunities for fellowship and growth this past year - from old favorites to new UUA curricula to informal experiences such as the Poetry in the Garden series. We are continuing to follow up on some of the topics we heard, like "deep ecology" and conflict resolution. We have gathered some new class leaders and hope to entice more to share in the excitement of the "free and responsible search for truth and meaning" as our fourth principle describes it. We have even recovered somewhat from the loss of Elizabeth Fries' leadership of the book table, thanks to new committee members Phyllis Fenske and Matt Malin. We continue to look for new ways to nourish ourselves and each other, intellectually and spiritually. At the simplest level, we are trying to build community one member at a time.

Personally, I feel that the highlights of my first year reflect the new relationships forming between me and this congregation. My participation in our Sunday Celebrations and my experience leading courses stand out in my experience. The Day of the Dead service I organized was an especially memorable experience for me, as it obviously was for the many who participated by sharing very personal mementos and memories. I was overwhelmed and moved by the response this service generated; clearly it touched a deep and fundamental need to honor our loved ones and share our stories. I also enjoyed learning about UU history with a small but faithful group during *Our UU Story*. This class has generated two others on topics suggested by the participants: the Joseph Campbell video series and *The History of God Study Circle*. These two new formats for learning have shown excellent attendance and sparked interest in other related topics. The two Spiritual Autobiography workshops I held deepened my interest in personal narrative as a powerful tool for personal growth and community-building. I look forward to teaching the whole course this summer or in the fall.

As my first year ends, more drastic change is on the horizon. Again I find myself letting go of creative partnerships with reluctance but deep felt appreciation for the trust that has been placed in me.

CHILDREN'S RG&L COMMITTEE (1997-1998)

Members: David Bickford, Gloria Keenan, Linda Maley, Kathleen Raiffe, Moira Revette, Diana Saylor*, Dawne Spinale, and Sandy Weir*.

* Co Chairpersons

Children's RG&L Committee's year can best be described as active and ever changing. This core of hard working volunteers have worked behind the scenes for many events throughout this year. During September through November we held two teacher training sessions for our teachers in the RG&L program, the UNICEF pumpkin decorating contest, a short lived music program for our children during Sunday RG&L time (while Karen Kennedy was music director), and the Walk for Hunger (CFPS walk). In December we held our holiday pageant, the Festival of Lights, which was a joy for all of us to see. The children and youth also made ornaments for the Christmas tree in the sanctuary and decorated our memorial garden with edible goodies for the wildlife that make that their home. In January / February our children and participating adults had a great experience of Secret Pals along with the celebration of Hana Matsuri with the drinking of the special green tea. In April we had our traditional Easter Egg Hunt and a presentation on Earth Day done by our youth group. In May and June we will be having our traditional "end of the year" activities: Beltane, Water Day, and Ice Cream Social.

Since February (when the Director of Children's RG&L resigned) this devoted group of people have filled the "shoes" of the Director of Children's RG&L program. Each one of them have taken a part of the director's responsibilities to ensure the Children's RG&L program continues to serve our children in a consistent manner. Special thanks to Dawne Spinale for being the glue between our team and the church staff.

We are currently putting together a summer program for children and youth that we hope will be exciting and stimulating.

ADULT RG&L ANNUAL REPORT

This has been a productive year for the adult RG&L committee. We've been able to offer classes covering a variety of topics of interest to the congregation.

Dawne Spinale has led classes on *Our UU Story, Writing Your Spiritual Autobiography, Our Seven Principles, Being a UU Parent* (co-led with Gloria Keenan), and facilitated the study circle on *A History of God*.

Ron Rolling presided over a video viewing of *The Power of Myth* by Joseph Campbell. The popularity of this series has the RG&L committee hoping to acquire Bill Moyer's *Genesis* videos.

Carol Cooper and Kathy Kruse led the ever-popular course on women's spiritual history, *Takes for the Queen of Heaven*. It was well attended and received much positive feedback from those who participated. We hope to follow up with *Rise Up and Call Her Name* at a later date.

Charlie Lynch hosted a book group that read through *A History of Everything* and Dave McDonald is currently leading a book group that is reading *Moral Politics*.

Tai Chi, led by Joan Gale, has been keeping people nimble on an average of twice a month, while *Poetry in the Garden* has been exercising our poetic muses. Jesse Hise will be helping us to further develop our poetic talents through a poetry workshop.

Matt Malin facilitated the quote-sharing group, *Reader's Roundtable*. He and Phyllis Fenke have been ably coordinating our book table. They have devised a much-needed system for keeping track of inventory.

We have a number of new class offerings in the pipeline. Thanks to all of you who have participated in adult RG&L classes this year!

Lois Leader
Chair, Adult RG&L Committee

THE MEMORIAL GARDEN COMMITTEE

Members of the Memorial Garden Committee are Ruth Amster and Bob Leesley, co-chairs; and Jack Cummings, Michael Hart, Carol Peluso, Bob Revette and Cynthia Wheeler.

The Committee keeps records of the interment or scattering of ashes in the Garden and is responsible for the maintenance of the area designated as the Memorial Garden. This past year we have continued adding low-water use plants and those attractive to wildlife. Although almost every plant is attractive to bunnies, we have managed to reduce the damage caused by rodents by using wire cages.

We are in the process of installing beautiful new light fixtures for the path between the parking lot and the statues. We have trimmed, pruned and weeded. The fountain has been repaired and work is continuing on solving the maintenance for the reflecting pool.

The butterfly and hummingbird garden is thriving and will continue to be developed. We are completing the application to the National Wildlife Federation for certification as a wild life habitat.

We couldn't have done it without our hardworking, hands-on committee members and our Grubby Saturday Regulars that show up for our semi-annual work days. Our heart-felt thanks to all of you.

Ruth Amster and Bob Leesley, Co-Chairs

MUSIC COMMITTEE

The Committee's first order of business was to accept the volunteer services of Richard Jahrmarkt as Secretary, Scott Dieckmann as Treasurer and Karen Cook as Chair. Money was given to our director, Karen Kennedy, for holiday music during our first meeting, with other business tabled until our October meeting.

When we learned about our budget, the Committee requested an increase in funds in line with the number of new members we had gained (from 20 to 28), but we received the same allotment we had the previous year. This was disappointing, so we decided to plan a fund-raising event for the spring. Unfortunately, the Committee was faced with a major challenge half-way through the year when our director, Karen Kennedy, resigned to accept a more lucrative position at another congregation. We were delighted when our accompanist, Connie Gregory, temporarily accepted the responsibility of directing the adult choir, but plans for fund raising were then interrupted by the defection of many choir members because of the formation of the Emerson Forum.

The Committee had to decide what to do about locating a new director. Once again, Connie helped by accepting the position of interim choir director through August of 1998. Although we were unable to hire an accompanist, congregation members Pat Fisher and Ed Grobe have graciously helped us out on many occasions.

The choir was very pleased to accept a donation of \$500 from an anonymous choir member. This enabled us to repay the Congregation for an overage incurred last year. Although we've not had Cabaret for the past two years, the Choir has adequate funds for purchasing music and equipment for awhile. It is our hope that we will be able to add to those funds during the next year through fund raising events.

Although our number hovers around 15, the choir has successfully contributed much to the life of the Congregation. Eight of us performed at the Deficit Dining Fundraiser, and several others contributed to the May Musicales and entertained twice at the GA meetings. Instead of paying guest performers as often as we have in the past (we've only spent about \$250 this year), small groups and ensembles of choir members have performed on non-choir Sundays. Even with reduced numbers, we still receive positive feedback about our performances, attributable to Connie's excellent direction and loving spirit, and to the loyalty, dedication, and musicianship of our remaining members.

Connie is contemplating a move out of the Valley, and will let us know her plans very soon. To be on the safe side, notices have been sent to various college music departments, with the intent of locating a replacement, should that become necessary. Regardless of what happens with our director, choir members look forward to the new year with hope and determination to make good music as they have always done, with the Music Committee assisting any way it can.

Respectfully submitted,
Karen S. Cook, Chair

SOCIAL ACTION OVERVIEW 1997-1998

The Social Action Committee has participated in the following activities:

Monthly luncheons the third Sunday.

Speakers: Dr. Daniel Georges-Abejie: Amnesty International
Dr. Robin Silver, Photographer: Arizona wildlife
Lillie Dye, Director, Booker T. Washington Headstart
Barbara Sherman: Electric Deregulation
Diane Post, Attorney: South Africa Truth and Reconciliation
Commission
David Winkler: Arizona Media Action

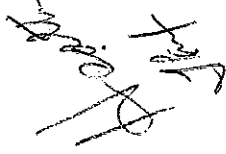
UU Day at the Legislature with 100 participants from around the state; Habitat for Humanity UU Build Day with 30 pair of hands; fundraiser dinner for Booker T. Washington Headstart; fundraiser potluck for Pastors for Peace Caravan to Chiapas, Mexico; New Day Center monthly dinners for 130-150 homeless families.

Holiday Projects: Nicaragua Scholarships for 3 students at \$240 each; collection of new and gently used children's books for Booker T. Washington Headstart; Habitat for Humanity collection (which allowed us our Build Day).

In addition, Pat McCully, Circulo de Amigas founder, was here to speak and show slides about her ongoing work in Jinotega, Nicaragua. Collection of plastic grocery carry-out bags continues which are crocheted into lovely tote bags by the girls in Jinotega.

Thank you, Jane & George Pauk, Margo & Larry Newhouse, Cyndi Tooley, Sandra & Jim Lynch, Heather McLellan, Carol Mueller, Mary Ellen Mussman, Sue Kennedy, Desert View Learning Center for all for your hard work during this most rewarding year. And to the many members and friends who supported our projects, a very special THANKS.

Our goal for next ^{year} is to encourage even greater participation by members of this beautifully diverse congregation.



New Day Center

The primary involvement of the UU Congregation this year to the New Day Center has been to provide and serve a monthly meal to approximately 150 adults and children. Also, there have been several small art projects held at the center to give families an increased opportunity for recreation and "family fun." This also gives UU's a chance to interact with families at the center on a more personal level.

In addition, both the congregation and the UUEC participated in holiday contributions to the center. Finally, a fund drive was held to give congregation members an opportunity to support the "Innkeeper Program," which provides money for rooms.

There has been a core group of individuals who have truly dedicated themselves to this effort and contributed greatly to keeping this project alive. First on the list is Margo Newhouse (and Larry, too, of course). They really deserve all of our thanks for their hard work, organization, and caring.

I almost hesitate to continue with a list of people to whom I owe my gratitude. Forgive me in advance for names I may leave out. Others whom I wish to thank include Mary Barnett, Marcie Beaudoin, Julie and Rachel Spector, Jay Curlless, Christine & Katherine Williams, Kathy Kruse, Cyndi Tooley, Patrick and Denise McConnell, Fred Rozum, Thor & Shirley Anderson, Nancy Hochwald, Susan Goldsmith, the Gibsons, Jane Pauk, Diana Saylor, Carol Cooper, Bill Parker, Susan Goldsmith and the Social Action Committee.

A special thanks to Heather McClellan who has agreed to take time out of her hectic schedule to keep the art projects going! These folks (and more) have made a real difference to the families at the New Day Center.

Though the above list seems long, it truly takes many people to make "light work" out of shopping, cooking, baking, financing, entertaining and serving at the shelter each month. I sincerely hope that more congregation members and friends will mark their calendars for the 1st Sunday of each month and find at least one small way to contribute to the New Day Center. In this way, we can continue to serve others, as well as grow as families and as UU's.

Mary Ellen Mussman

The Outdoor Group

Annual Report

1998

Formed in 1992, the Outdoor Group provides members and friends of the congregation to enjoy the wonderful beauty of our state, primarily by organizing day-hikes throughout Arizona. Our activities are planned twice a month, mostly on the second and fourth Saturdays. We also have two planning potlucks each year to elect leaders and schedule upcoming hikes.

This year we had sponsored 25 hikes, four potlucks and one pool party. Ten to twelve people usually attend our hikes, but groups of twenty or more are not uncommon. Destinations included Cave Creek, the Superstition Mtns., Tucson, Flagstaff, Payson, the Mazataal Mtns., Sedona, Pine, Payson and Strawberry, as well as local hikes at Dreamy Draw Park and South Mountain.

Two of our hikes truly incorporated our UU commitment to service. One of these was our annual trash pickup along the Butcher Jones Trail at Saguaro Lake and the other was our first annual Hanna Parker Memorial Hike. This event raised over \$400 dollars for the American Cancer Society. We also ask that each participant donate one dollar to the church at each hike, which we contribute to the General Fund.

Our hike leaders included George and Shirley Karas, Sue Baird, Gene Rowley and Audrey Mawson, Melinda Tylee, Ron Rohlfing, J.M. and John Carpenter, Myra Banks, Elaine Knights, Rosalie Dunaif, Jan Kaplan and Helen Walker, Marshall and Julie Smart, and Pauline Peverly. Our coordinators were George Karas and Ron Rohlfing. For next year, our coordinators will be Ron Rohlfing and Sue Baird.

This fall will see our first ever-International Outing, when about ten of our group will hike in Austria.

We are looking forward to another Great Year of Outdoor Fun!

Submitted by:

Ron Rohlfing & George Karas
Group Coordinators

Circle Dinner Group

The Circle Dinner Group provides an activity that brings members and friends together in small group settings to share ideas and enjoy fellowship. This year, its third year, we have had about 50 participants.

Activities for this year were:

- September: A season kickoff full group pot luck hosted by **Pauline Peverly**
October: Two Circle Dinners hosted by **Mary and Pete Frorer and Shirley and Thor Anderson**
December: A Hearty Hors D'oeuvre full group holiday party hosted by the **Andersons**
January: Two Circle Dinners hosted by **Mary and John Wilbur and Victoria and Bill Lipman**
February: Four Circle Dinners hosted by **Ginny Brew, Susan Hunt/Michael Hart/Judy and Chuck Nielson and Gail Walker/Ed Kolner**
March: Three Circle Dinners held at the all-church Deficit Dining fundraiser with **Pauline Peverly, Marcia Farrell and Shirley Anderson** acting as table hosts.
April: Four Circle Dinners hosted by **Lee Spencer/Marc Waller, Michele Lombino/Michael Buil, Shirley and George Karas and Shirley and Thor Anderson**
May: Our last event for the 97-98 season, a full group Salad Supper hosted by **Marcia Farrell and Philip Shoemaker**

Throughout these activities it has been wonderful to see many friendships formed. It is our hope that next year we can see more of the congregation participating. For 1998-99, **Pauline Peverly** and **Barbara Grubb** will lead this group.

Shirley Anderson and Pauline Peverly, Co-chairs

Depression Support Group

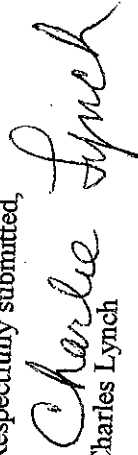
The depression support group was formed the past year. It's purpose is to provide a safe place for depressives to express their feelings. Our guidelines include respecting confidentially, speaking personally and handling each other with care. We do have a suicide hotline.

Our group became a member of Arizona Mental Health Association and I have served on the steering committee formulating guidelines for facilitators.

The attendance has been fair to poor but the group has been invaluable for those attending. It has been suggested the poor attendance may be because people in need hesitate to speak with other members of the congregation.

MHA has suggested we open the group to non UUs. Because of this there have been a few referrals. The existence of the group may be in jeopardy but will continue as long as needed.

Respectfully submitted,


Charles Lynch

Sierra Ancha Wilderness Unitarian Universalist Religious Association

1998 President's Annual Report

Purpose of SAWUURA: To provide a place for religious reflection and retreat, in a peaceful wilderness setting

- In general the conditions at SAWUURA continued to improve. Sprucing up was performed by a very hard working group of individuals. SAWUURA'S appreciation goes out to Paula Kulina, Donna Lee, Mike Noonan and Jennifer, David Manker, Gretchen and Ray Manker, Audrey Mawson, Randy McGraw-Helms, Gene Rowley, Sam Wright and Ernie Garcia for their help and hard work. Some of the projects included digging three new out-house pits to relocate one of the old out-houses and accommodate two new J-Jon type out-houses. This makes a total of four out-houses on the property. The abandoned travel trailer was removed from the property. Generalized cleaning included removing debris from around the stone cabin, well area, winterized cabin and along the road. Brush was cut back from the road, and the window was repaired on the winterized cabin. The tent sites were cleared of fallen branches and a couple of new sites were established. A garden cart was added to our list of useful back saving items at SAWUURA.
- The 1997 Memorial Day Weekend Conference on Nature, Religion and the Arts was attended by 48 individuals. Again a big thanks goes out to Glen and Terry Lockwood, David Manker and the ever dependable Suzanne Marie for making the event possible. The weekend consisted of music, nature studies, art workshops and religious programs.
- The Women's Weekend in the fall of 1997 was attended by 10 people.
- By-laws changed were drafted and will be voted on at our Annual Meeting on 5-28-98. A special thank you goes out to Paula Kulina, David Manker, Gretchen and Ray Manker, and Ernie Garcia for serving on our By-laws committee.
- SAWUURA members served as ushers for the congregation on Feb.1, 1998, thanks to Jay Curless for setting up the event.
- SAWUURA was represented by Gretchen and Ray Manker at the annual CU2C2 meeting .

Ernest G. Garcia, President,
SAWUURA 5-28-98

Unitarian Universalist Early Education Cooperative Annual Report

The UU Early Education Cooperative is the congregation's cooperative preschool, one of its most effective outreach activities. The teachers and parents live and model UU values for participating children. At a time when public respect and support for children seems at a reactionary low, our preschool provides a model of what child-centered education and respect for people, especially small ones, should be.

We experienced a year of growth and change. We again had full enrollment and a very committed family community. Special thanks should go to our volunteer board who spent countless hours working for the preschool's welfare. In particular, we wish to thank outgoing president Kevin O'Brien and congregation liaison Robbie Kern and welcome incoming president Doug van der Veen and liaison Jan Kaplan. Part of growth is change and we bid warm thanks and best wishes to our departing staff, Sheila Rogan, Johanna Clark and Manuela Needhammer who will be moving on to new teaching positions. In March, Rosemary De La Rosa resigned for health reasons and was replaced by Dorothy Blaire. At the time this report is being written we are interviewing a number of candidates for the available positions.

The preschool welcomed and fully participated in the "conversation committee" instituted by the trustees to review the relationship between the congregation and the preschool and to work out the details of how our operation as an activity of the congregation will actually be implemented. This is a continuing conversation involving both the trustees and the preschool members whose final resolution we hope to report next year.

Other highlights of our year include:

- 1) Participating in a number of Congregation activities, such as the food drive for Interfaith Ministries, the UNICEF drive at Halloween, the Book Buy at Changing Hands, the used book and video drive and buying grocery certificates through the congregation for a Desert View family to use while in Tucson for medical treatment.
- 2) Having a very successful fund raising drive. The preschool depends on tuitions, fees and fund raising to meet all of its expenses. We really appreciate the enthusiastic support of the rest of the Congregation for helping to make our fall rummage sale and spring silent/live auction such successes. We look forward to continued cooperation in fund raising efforts.
- 3) Helping organize the annual conference of the Arizona Council of Parent Participation Schools and bringing in Tom Hunter, nationally recognized musician, to both our preschool and Desert View for a wonderful, musical morning.
- 4) Holding three work days to clean, repair and maintain the rooms the preschool uses.
- 5) Sharing one half the profit from selling tickets to Circus Flora in December with the Social Action Committee.
- 6) Providing newsletters and information sheets on child rearing topics each month in the information rack as well as to parents.

At this time, it looks like we will end our budget year (July 1 to June 30) on, if not under, budget. Respectfully submitted,

Joni Bosh
UUUEEC Director

INTERWEAVE

Interweave is a membership organization affiliated with the Unitarian Universalist Association (UUA), dedicated to the spiritual, political, and social well-being of those confronting oppression as lesbians, gay men, bisexuals, transgender persons and their heterosexual allies.

The summer of 1997 was filled with activities such as barbecues, pool parties and a number of group outings to the Mercury inaugural season (a member team of the newly formed Women's National Basketball Association - WNBA). Members of Interweave volunteered as greeters for the November 2nd Sunday service.

We continued to meet through April on the 3rd Tuesday of the month for a potluck and social gathering (with small business meetings occasionally thrown in) at members' homes. At our January 20th meeting members of Interweave who were interested in helping to further this congregation toward becoming a Welcoming Congregation (a platform adopted by the UUA in 1989 which cites in part the necessity of recognizing the first principle of the Unitarian Universalist faith – that we "covenant to defend and promote the inherent worth and dignity of all persons" – by making our congregations truly welcoming places for people of all sexual orientations and gender identifications) formulated a tentative schedule of activities and objectives to move us closer to that goal. Open discussion forums, education via the HORIZONS, and a survey of the congregational attitudes and feelings about gay, lesbian, bisexual, and transgendered persons were planned and carried out throughout the rest of the year.

The spring of 1998 found us somewhat disorganized. The group facilitator, Jan Parsons-Schwartz, needed to step down due to personal time/energy constraints. As of this report a new facilitator has not yet been chosen. However, the group will continue to meet in smaller social gatherings, and in support of the Welcoming Congregation Committee which is in the process of forming. We are planning an Interweave Sunday service for July 12th, 1998.

As always, members of Interweave (and this includes a tremendously broad range of folks) continue to oppose oppression, promote the dignity and worth of all individuals and encourage inclusively as best they can on many levels. Many of us have discovered that to do this we must be observant of our own biases and continue to educate and strive for growth in our personal lives as well as offer education and opportunities for transformation to our larger community.

I encourage you all to affiliate with Interweave if you find yourself aligned with these purposes and goals.

Respectfully submitted,
Jan Parsons-Schwartz



Pagan Place: A Playground for Adults

As of the writing of this report, Pagan Place no longer exists. During its existence, however, Pagan Place was frequently successful. Our group met at least five times to discuss Paganism and to conduct Pagan ceremonies. Our group suffered from an uneven and inconsistent attendance, with only 5-7 core members throughout its existence. Our group guidelines were loose and inconsistent, with leadership rotating among members during various weeks. On most occasions, however, our members worked harmoniously and were generally satisfied with meeting plans and activities. Our group disintegrated via attrition over a four week period in March this year, and will probably not renew its existence as originally envisioned. However, several club members plan to meet within the next two weeks to discuss development of a C.U.U.P.S. chapter (Covenant of Unitarian Universalist Pagans). We will keep you informed of any developments.

As for the former Pagan Place, Dawne Anderson Spinali and Ginna Hoff played key and instrumental roles in group organization and inspiration.

Sincerely,
Curtis L. Davidson