



UNITARIAN UNIVERSALIST CONGREGATION OF PHOENIX
ANNUAL REPORT TO THE CONGREGATION
1999 – 2000



President's Annual Report from the Board

At the 1999 Board Retreat last June, we had an enormous task before us. Seven of the twelve members of the Board were new to the Board, including the entire executive committee.

We tried to accomplish two tasks during the retreat:

- List a set of board goals for the year
- Get further training in dealing with conflicts

We chose to work on conflict because our congregation was still recovering from the second major conflict within our congregation over our professional ministry. Each conflict led to some members leaving, some members remaining as members but withdrawing from participation, and many members who believed we had to find a better way to deal with our conflicts.

The 1999-2000 board, like the previous boards in recent years, wanted to continue promoting all aspects of our shared ministry goals, including

- emphasizing education and leadership training
- assisting all chairs in forming committees
- promoting use of our Shared Ministry Covenant
- continuing to promote use of our mission statement
- promoting more involvement of the congregation with children's programs
- communicating our shared ministry goals to our ministerial candidates

We wanted to work in this direction, not only to lower the emotional fervor of how we disagree, but to emphasize that success of our congregation is not simply the responsibility of our paid minister and staff, but the responsibility of all of us.

We also wanted to begin a very specific response project, call the "response box", but in later discussion felt that anonymous messages would not encourage open communication.

A second major goal area was to encourage continuing education on dealing with disagreements and conflicts in our congregational life. With the enormous assistance of Linda Bunyard, we formed a Conflict Management Committee that has been a continuing resource for us. We passed the proposal to form a Committee on Ministry that would eventually take over the duties of the Conflict Management Committee, but would also actively promote shared ministry through education and through evaluations of both the professional minister and the shared ministry of the congregation. This committee has a long-term, even never ending, task and will greatly influence the life of the congregation.

Our third and fourth goals of completing the pulpit/sanctuary remodeling project and giving support to the Search Committee have obviously reached happy conclusions.

Our fifth goal was to give special support of projects to build additional membership and help new members feel a part of our congregation. Under the direction of our Membership trustees, we began work in this area and there is still much to do. It is another of those never-ending tasks.

A sixth goal was to complete the task of becoming a Welcoming Congregation through encouraging a positive vote. We succeeded, primarily due to the work of the Welcoming

Congregation Committee which step by step completed the task of fulfilling UUA requirements.

Our seventh goal was to have a successful launching of a congregational web site. We haven't reached this goal yet but we are nearing the day the site will be up and running.

For our eighth goal we hoped to assist committees in setting goals and building evaluation tools. Again with the major help of Linda Bunyard, we held a Leadership Day in September to assist everyone in learning how to get their tasks done effectively.

Some of the good things that have happened this year were not really planned. I cannot emphasize too much the cooperative spirit of the congregation this year. The board has the difficult task of making decisions based on their best knowledge. Members have been very understanding that the board faces a variety of tasks and decisions and we must set priorities. Most of all, we have to see to it that planned tasks actually do get done before we start off in several different directions. And yes, sometimes we move painfully slowly. The problem of leadership is to lead, but not to find itself so far in front that followers disappear.

Our board this year worked together, listened, debated, agreed and disagreed. The "business" of the congregation, as I tend to call board agenda items, did get done. The congregation was supportive and the board members stayed in contact with the people in their specific areas of responsibility.

Our 1999-2000 board members were: Vice-president and president for 2000-2001, **Betty Saylor**; Treasurer, **Kermit Butler**; Finance Trustee and incoming Treasurer, **Sue Baird**; Children's Programs Trustees, **Tom Parker** and **Susan Brenchley**; Adult Programs Trustees, **Carol Cooper** and **Heather McLellan**; Membership Trustees, **Jane Pauk** and **Julle Smart**; and Buildings and Grounds Trustees, **Bob Leesley** and **Richard Jahrmarkt**.

I want to thank all these board members for giving their time, energy and thoughtful consideration to issues, and also for practicing our shared ministry goal of working together as a cooperative community while never fearing to voice an independent opinion.

In this year as the "last minute" president, I cannot express too many thanks for the work and assistance of our interim minister, Linda Bunyard. Not only did she help keep us on track with our many duties, but contributed worthwhile, usable ideas for accomplishing our goals. Thanks again, Linda.

Submitted by Jesse Hise, President

Fundraising Committee May 2000

This past year we held 3 fund-raisers in addition to our on-going grocery store certificate program. They were "House Parties", "Trunk Sale" and tickets for the live performance of "A Prairie Home Companion." These combined efforts raised nearly \$6,500 for the congregation.

House Parties – this is the second consecutive year we have held this event, which also serves as a community builder at the beginning of the Church year (September – October). Various members and friends volunteer to host a dinner or other event and money raised from their "guests" is donated to the congregation. We raised \$1703.90. Dinner parties were generously donated by Bob and Diane Olson, Jesse and Sharon Hise, Susan Brenchley and Peter Fears, Sue Baird and Mary Lou Evans. A cocktail and hors d'oeuvres party was hosted by David McPhee and Jim Anthony and a tour and brunch was offered by Jack and Jane Grenard. Leslie and John Warner and Nancy Hochwald offered a family bingo party at the church and Sue Baird sold tickets to an Arizona Diamondbacks game for \$4.75 over the price of each.

Trunk Sale – For the second year in a row, Sharon Hise organized a "trunk sale". It was held on Saturday, March 11th. Mary Anne Poggenburg, Ed Kolner, John Warner, Pat Shannon, Al Finkelstein and Judy Nielson helped out. Members and friends would pay \$20 a spot to bring items to sell in the church parking lot. \$870 was raised for the congregation.

"Prairie Home Companion" – At the suggestion of Melissa Schwartz, Sr. Events Coordinator at the ASU Sundome, the congregation purchased 60 tickets to the May 6th live performance of the radio broadcast of Garrison Keillor's "A Prairie Home Companion" at \$25.00 each. Sue Baird resold them for \$40 a piece and raised \$900 for the congregation. Those who went had an entertaining and memorable afternoon.

Grocery Store Certificates – This is an on-going fundraiser that our congregation has been doing since the early '90's. The congregation purchases grocery store "money" at a 3-5% discount and sells them for face value. Marg Stallworthy and Bill Roberts were the primary sellers, faithfully staffing our fundraising table after Sunday services. We raised about \$3,000 this past year.

Submitted by,

Sue Baird
Jr. Finance Trustee

The Life of an Interim Minister

The specific role of an interim minister is that of "interventionist." While listening deeply to what members have to say, we must also challenge leaders and members to new ways of thinking about the way we "do church." The interim minister asks you what you want to accomplish and what you want to be, and then coaches, leads and provides resources for the leadership of a congregation.

The interim is also the preacher, teacher, pastor and prophet just as any settled minister. This work alone would be enough to fill any minister's days with meaningful work.

The interim minister must be an administrator too, just as in a settled position, supervising staff, having a keen understanding of the entire program of the congregation.

One important role for the interim is to reconnect the congregation with the wider UU movement, because often that relationship is not healthy in a setting where there has been congregational conflict. Congregations in the area, district and across the continent are our partners in the Unitarian Universalist movement and when we neglect this partnership, we all lose a great resource of inspiration, energy and resources.

Because of the intensity of the brief relationship with each congregation, the interim minister takes every opportunity to connect with other interims and with the colleagues in the cluster and the district.

And the interim minister is also a human, coming with all the normal human needs for food, shelter, recreation and the love of family and friends.

In August, 1998, we "hit the ground running." This year has been different in focus, the first year having been much like a start-up year for any minister, with all the testing that comes with it.

Interventionist

It was fortunate that I was perceived to be a healer when I first arrived. That initial impression allowed me to reach a lot of members and to be

As an interventionist I asked a lot of questions about why we do things the way we do. But in truth, I did not learn about the entire program. It would take another two years for a minister to really get

The leaders that you have chosen and elected in these past two years have had a vision .

They utilized this interim period well, connecting with the Association -wide program "Fulfilling the Promise," which reminded us of the covenantal nature of individuals in a congregation, of minister and congregation and of congregations with one another.

The Board had asked me to target conflict in my second year.

One of most effective acts that I did was spend the month of August, 1999, preparing for the Leadership training. My goal was to help people understand where they fit within the mission and organization of the congregation.

On the second Saturday of September, we filled the Sanctuary. There were almost forty people in attendance, including Trustees, Committee chairs, Search Committee members, Nominating Committee members, professional staff members and activity group leaders. The office volunteers and staff printed materials for 60 red Leadership binders, which included By-Laws, job descriptions, office information, and the new organizational chart in full color.

People were seated at tables like spokes of a giant wheel taking the shape of the organizational chart with each segments of the wheel of leadership clustering together. The program areas were Membership, Adult, Children and the support wings were Executive, Finance and Buildings & Grounds. We left that day with the kind of

information that helps stop conflict before it begins.

By September I we had the beginnings of a Conflict Management Advisory Committee, an interdisciplinary team made up of members who had leadership experience with the focus group process in 1997-98 as well as psychologists, administrators, experts in organizational development and communications, in addition to members with District and Association experience in conflict management.

For nine months we educated ourselves about the nature of systems, the common types of conflict, understanding our own conflict management styles, and ways to change the culture of this congregation. This committee will continue their work next year, guiding the Committee on Ministry in matters of conflict management, being a resource for your minister and generally educating the congregation about conflict management.

Preacher

After delivering thoughtfully prepared sermons the first year mostly around the topics of the UU Principles, I was urged to really let go and preach during the second year. I began the year saying good-bye, reminding people that life is a journey, that the congregation was in a period of transition, and likening our work this year to the tasks of a dying person: taking control of what remains; getting relationship and financial affairs in order, letting go of grudges, resentment, anger and disappointment; saying thank-you to those toward whom we feel gratitude.

I see a liturgical design in the wheel of our church program year: the ingathering of people and the harvest of program seeds planted in the spring, a time of atonement and forgiveness as in the Jewish tradition before we can move on to the new year; honoring our history; an inclusive period of

Advent (celebrating all light-related holidays of many cultures) that culminates in the birth of hope at Christmas; balancing the Hope of Christmas with the New Life of Easter; and much more.

I used the theme of theologies this year to lift up the many sources from which UUs draw their inspiration and faith.

The sermons in this series appropriately featured Liberation Theology giving us an understanding of the religious needs of oppressed peoples. One of the best teaching sermons was on our different theological worlds, using the work of W. Paul Jones.

I did get in a little "Feminist Theology in Mixed Company," an explanation of so many of the changes we have experienced in our UU congregations in the past two decades.

By January of 2000, after we had survived the turn of the Millennium, I began challenging the congregation to change. I started with reminding you that your next minister will not be the Messiah and that Fulfilling the Promise involves fulfilling the great promise of our inclusive and life-giving faith. In a sermon on Journey Toward Wholeness I said, "Just as racism can be dismantled one piece at a time, so can our issues of difference in this congregation be transformed. We must have the vision of a our diversity as our great strength."

In "The Witness of Justice" I challenged you to witness this faith, "This faith that we rarely call faith, because faith implies a visionless acquiescence to religious teachings." And I challenged you to be prepared to talk about your faith community and your own faith, just as our Coming of Age youth were doing so eloquently.

I think my best sermon this year was at Easter where I challenged you this way. "For all our intellectual strength and accomplishments, we UUs have let others define Christ and Christianity in the last century. Some of you will scoff at those who appear in churches all around our community today. You will wonder what about

Easter draws them back to their religious community. I submit that it is the same thing that drew you here today: the need to hear a word of hope -- a bit of the good news."

Teacher

There are three classes I developed and taught this year which I hope will become standards in our Adult RG&L program.

1. Heretical History, UU history combining the video, "An Heretical History" with the curriculum "Our UU Story."
2. "Fully Living, Fully Prepared," a Saturday workshop collaboration with others on preparing for our own death, the nuts and bolts and the memorial service.
3. "From Jesus to Christ," using the PBS Frontline video series with guided discussions.

Pastor

There never seems to be enough time to make the calls to members, except in response to crisis. We have had several members in and out of the hospital each month. I have visited many of them, but not all. We have provided a caring community through our affinity groups within the congregation.

We do Memorial services well here because we are able to bend to the needs of the people left behind. Since last May I have conducted the services for Shannon Garvin, Jack Holliday, Bill Swineford, Lynne Davis, Fred Meister and Dot Oxman most of whom were members of this congregation for many years; Arthur Abbot, a member of West Valley UU Church; and also for Jana Weldon's father and Deborah Linzer's daughter. In addition I have conducted several private ceremonies in the Memorial Garden this year.

I have included the caring function of the congregation in my proposal for a new Membership Program.

Prophet

I have been able to participate in only a few of the areas in our own Social Action program: UU Day at the Legislature and supporting the Interfaith Cooperative Ministries.

However, I have been working in a new coalition of mainline clergy for justice gays and lesbians in our community. We call ourselves "No Longer Silent/Clergy for Justice." We have published letters to the editor, organized justice events, and educated ourselves on the ways to support congregants as society and often their respective denominations have rejected them. My role as a UU minister has been extremely important and my association with these pioneering ministers has been very satisfying.

Administrator

I have absolutely enjoyed my relationship with the Board and especially the presidents: Jesse Hise, and Bob Olson last year. They supported me in my role as much as I supported them in theirs.

One of my most important roles in this area has been staff supervision, which isn't necessarily easier just because the people you are supervising are professionals in their respective fields. I have been calling for a Personnel Committee for 18 months and have taken the lead in convening the Oversight Committees this year. I am proud to say that the Director of Religious Growth and Learning, the Music Director, and the Administrative Director have all undergone a thorough and fair evaluation process this Spring which has yielded solid goals for each one of them and deeper understanding of their jobs by each member of their Oversight Committees.

Unitarian Universalist

The Metro Phoenix UU Council has continued to meet monthly in my office, providing me with good interaction with clergy and lay people from the other three congregations.

The Association District Representatives this year who have begun to enjoy their roles in linking us to local, district and continental movement and I am please at the interaction we have had.

I have been serving on the PSWD Extension Committee this year which has kept me busy with travel to Southern California for meetings and work in between. This Spring I took over publicity for the Chalice Lighters program and created a display for the district annual meeting in Santa Barbara.

Colleagues

I have been active in the cluster UU professionals group as well as the District UU Minister's Association. The cluster gathers in Tucson or Phoenix three to four times a year and includes DREs and Administrators.

The PSWD-UUMA meets for several days three times a year, where we talk about all the issues of our professional work and often have outside presenters for continuing education. I have also been privileged to lead the minister's choir for the last two annual meetings.

The Final Celebration

It has been a good interim period because the leaders and members of this congregation have worked in partnership with the interim minister to make it so.

Although I had very little to do with the Search, I can celebrated that my job is completed. You have called the minister who can lead this congregation into the 21st century.

REPORT FROM THE DIRECTOR OF LIFESPAN RELIGIOUS GROWTH AND LEARNING

What an incredible year of Religious Growth and Learning this one has been! Every age has experienced success. Our numbers have grown in every class. Current Children's Religious Growth enrollment is 82 and our attendance has been around 60 on Sunday mornings. We have a brand new High School group called Young Religious Unitarian Universalist (YRUU) meeting from 6-8 p.m. on Sundays. This group has had about 10 in attendance to discover among other things, their styles of spirituality and ways to be less judgmental. Dr. Ana Ramos-Pell and Alex Pell are leading this group.

Nursery attendance has grown under the capable coordination of Andrea (Slawson) Rauch, with much support from a strong volunteer team. Mary Dokes has taken on a project of examining our elementary curriculum to ensure its promotion of Unitarian Universalist values and principles.

We had one children's chapel service around the theme of Chinese New Year and will have many more next year. Children's choir with Diana Saylor, performed at two successful musical services, one at winter holiday and one at the Coming of Age service.

Coming of Age (6th through 8th grade) was the runaway success of the year. This intergenerational project included mentors, speakers, service hours, a moving graduation service for 12 youth, and a trip to San Diego. Mary Ann Denton is a stellar coordinator of this important congregational project.

Our Whole Lives met as a committee to plan this lifespan self esteem and sexuality program. We bought materials and sent 5 trainers to weekend programs and have been promoting the program to the congregation.

Adult Religious Growth also had record attendance this year. Over 40 people attended Expressions a weekend of the arts. I coordinated this intergenerational weekend that culminated in a Sunday service featuring Eugene Grigsby as a keynote speaker. Jay Alagia's popular Hinduism course led many to new discoveries about themselves and about eastern religion. Jan Parsons effectively led Evensong, an exploration of deep listening and community. The Reverend Linda Bunyard led several religious history courses including a video series "From Jesus to Christ." I want to thank Lynn Nelson for his riveting Sunday service with Native Images.

My committees were also involved in the success of candidating week. We brought fun and education to several events where we had the opportunity to meet with the Reverend John Burciaga.

I have successfully promoted the professionalism of my position as lifespan religious educator. I began the year with two part time positions and the board and congregation supported their combination as Director of Lifespan Religious Growth and Learning. My position also gained benefits and several people are looking into a LREDA grant and other ways to bring my salary up to UUA guidelines. To support this change in my title, the organizational chart will rename the "Children's programs," area "Lifespan Religious Growth and Learning." The Adult Religious Growth and Learning Committee will then be a part of this area in addition to all the other committees and subcommittees that make up Religious Growth and Learning. Also included in this area are the two fine schools, housed in this building and the ever popular Kids Kamp, summer program.

I thank my committees, chairs, Diana and Lois, and teachers. As a certified professional educator working here at UUCP, I have been fortunate enough to create some opportunities for true religious growth and learning and I thank you all for the opportunity to direct this project.

Barbara Geis, Director Lifespan Religious Growth and Learning

Administrative Director Annual Report June 1999 – May 2000

Our Congregation calendar forces us in many ways to reflect over the past year just before starting our Phoenician hibernation of summer. This seems appropriate, to me, on many levels. Although we will be attempting to stay out of the hot daytime sun, the congregation activities don't exactly slow down and it's good to start the year with last year in perspective.

Last summer my attendance at General Assembly in Salt Lake City again allowed me an opportunity to rejuvenate my soul and "recharge my batteries" for preparation of the coming year. I was elected to the Association of Unitarian Universalist Administrators Executive Council as vice-president. The AUUA is an officially recognized Affiliate of the UUA. I have been nominated and hope to be elected as president of the AUUA this June at the AUUA Professional Days held Wednesday and Thursday preceding the UUA General Assembly, Nashville. In June 1999 the AUUA sponsored several workshops at GA and hosted speakers at Professional Day speaking on the following topics: "Developing a Mindful Spiritual Personal Practice", "On Becoming Staff, handling the dual role of member and staff person," & "Effective Human Resource Management for the Parish Administrator." As always, I appreciate YOUR support of my participation as your Administrator in District and Denominational activities which enhance my skills, deepen my understanding of our UU principles and heritage and allow me to grow as a professional in Church Administration.

During the summer months my time was impacted thoroughly by: the UU Kids Kamp and attendance at General Assembly in June, the pulpit renovation in July, preparations for the Fall with our Interim Minister, the Rev. Linda Bunyard, and staff, and the preparations for the school year by the UU Early Education Cooperative and Desert View Learning Center. By August the master calendar for UUCP facilities usage was rapidly filling up with activities and rentals for the fall.

In September the "church" calendar really begins and the activity level of the office steps up to accommodate the congregation's needs. In late September an Administrative Assistant, Anne Epstein, was hired. Unfortunately Anne recently left UUCP for full-time employment with the Scottsdale Public Library system. Having a fully staffed office throughout the late fall and into spring of 2000 was refreshing and hugely helpful. As always, the Office Volunteer Staff made a tremendous contribution to the workings of this congregation. I wish to thank them sincerely for their hard work: Lynne Powers, Bernie Hall, Jane Pauk, Bill Parker, Sharon Hise, Julie Smart & Nancy Hochwald. These individuals have a vital role in a congregation poised to grow and become more dynamic. Speaking of volunteers, throughout the year our team of HORIZONS volunteers allow us to inexpensively deliver a comprehensive 24-page monthly newsletter. They collate, fold, label and prepare for bulk mail the newsletter each month. It wouldn't happen without them. Of course, we always celebrate having finished with a terrific potluck lunch!

In October the office support of the Canvass and Budget process really stepped up. I worked closely with the Pledge Drive chairs, finance committee, Treasurer and finally the Executive Council to assist them in producing a workable budget for the coming year. This process can consume time and spirit, but I was heartened by the sincere attempts of those working behind the scenes to bring together a balanced budget in which they tried to address long standing Buildings and Grounds, Programs, Personnel, and Long Range Planning issues and concerns.

Late fall the seeds of an Administrative Committee were laid through the tenacity of Rev. Bunyard and the generous and insightful expertise of Susan Goldsmith. A committee finally came together and worked over the next few months to develop a charter that reflected both the needs of the Administration team and the congregation's mission. The committee members are Susan Goldsmith (chair), Glen Lockwood (incoming chairperson), Peter Fears, Betty Saylor (Board liaison) and Julie Smart. I have the utmost confidence in this group's ability to fairly address the congregation's needs and advocate for the administrative staff, paid and volunteer.

We encountered tremendous obstacles in late December/ early January when the financial records computer crashed and then again in early spring when the computer containing the correspondence, spreadsheet reports, and communications files crashed. As I write this not all of these problems have been fully corrected but we are in the process of correcting the immediate problems and addressing the long-range plans for information management and software/hardware support. Margaret Stallworthy, financial records consultant, finally had to step away from an active role in that capacity due to the demands of her business. Her departure in January was immediately felt as I tried to grapple with the computer problems and subsequent financial records impact. Our chart of accounts changed dramatically in FY 2000 with the implementation of the new organizational chart ratified in December 1999. As summer approaches I see light at the end of the computer tunnel. I anticipate being on a timely schedule soon. Especially after an Administrative Assistant is hired.

Again, we find ourselves a congregation in transition. I'd like to take this opportunity to say how much I appreciated Rev. Bunyard's ability to build bridges of relationship with many of our formerly disenfranchised members and friends. The Search Committee has worked long and hard (I know I saw them here at all kinds of odd hours!) and led us to a successful and exciting new chapter in this congregation's history. Connie Gregory, Music Director and Barbara Geis, Director Lifespan Religious Growth & Learning consistently demonstrated expertise in their respective areas AND a genuine concern for the well being of this congregation and compassion for our members. It is a pleasure working with them.

I am still celebrating my involvement as both an Administration contact for and mentor in our Coming of Age Program. This semester long program culminated in a moving Graduation Sunday Service and a great COA trip to San Diego. Our community will truly benefit from the youth of this program over the coming years. They are awesome!

I helped lead and participated in several Vespers services and the ARGL Evensong program. These encounters allowed me to connect more deeply and fully with members of this congregation. That is an inspiring experience!

I wrote this for the December Vespers benediction:

Winter is a deepening time,
A time, when more than ever,
We draw strength from our community,
our family.
A time when we find ourselves nearer
endings, than beginnings in the cyclic
nature of birth, life and death,
And draw close those we love, and
surround ourselves with the familiar.

I would add the following:

Summer, our energy diffuses far and wide, we
stretch ourselves out, to cool, to relax, to
bask in the sunlight...
the cycle of life seems unending, though we
are aware it is not always so, before us
lies the unknown, adventure
change and growth beckon.

Take care this summer. I appreciate the opportunities this congregation offers me for professional and personal growth. I especially appreciate and value deepening in community with you all.

Jan Parsons, Administrative Director

Unitarian Universalist Congregation of Phoenix -- Director of Music

Music continues to be an important aspect of our life as a congregation. This past year the Interim Minister, Linda Bunyard and I have worked together to make the music in Sunday services and integral part of each service. The Sunday Services committee, under the leadership of Ruth Amster, and I have also worked closely so that the music for services reflects the spirit of the message of the service speaker.

The music committee enabled me to attend the Southwest district's fall choir retreat at DeBenneville Pines. I attended the retreat with choir member Pat Shannon. There I was able to meet other UU choir directors/musicians, explore more thoroughly the UU hymnal, and learn more about directing music in a UU congregation.

The Congregation Choir has led singing and performed anthems for three out of four Sunday services each month. The music committee and choir were instrumental in planning and performing the music and poetry service in March of 2000. In addition to Sunday Services the Choir has also provided music for the Canvas Kick-off dinner, special Christmas Eve service and Cabaret.

We have appreciated the musical contributions of many members and friends who play instrumental music for Sunday services and special services. We have had several guest musicians, both vocalists and instrumentalists; and people who have led us in dance.

A new program begun this year is the Pick-up choir. This impromptu group provided music for three services, including Christmas Eve. The coming year we will also include a Family Pick-up choir. This choir will be scheduled several times during the year and include all generations. A Pick-up choir meets one hour before the service, rehearses and sings that same day. This type of choir gives the opportunity to many to sing in a choir who cannot commit to a weekly rehearsal schedule.

Under the leadership of Diane Saylor and Barbara Geis, and with the help of many parents, mentors and friends, the children and youth have provided music for two special services this year: in December and again in May. We look forward to continuing and expanding this essential part of the music program.

As Director of Music I led a workshop on singing in March as part of the Experience the Arts weekend, planned by Barbara Geis, RGL Director. As part of this workshop I directed a choir of participants who then performed at the Sunday service the following morning. This workshop choir included mostly people who do not sing in the congregation choir.

It has been a full year. Many people have shared with me that music is very important to them in Sunday services. I told committee chairpersons and members last September that I respect the work you do in the world as Unitarian Universalists. I see my work here as one serving your needs and providing the inspiration so that you may continue your work, which is necessary to make this world a better place. I look forward to serving the congregation in the coming year and to making more music.

Respectfully submitted,
Connie Gregory, Music Director

UNITARIAN UNIVERSALIST FOUNDATION OF PHOENIX

To encourage and manage gifts for the benefit of the Unitarian Universalist Congregation of Phoenix the UU Foundation of Phoenix was chartered in 1974. It is a nonprofit, tax exempt corporation. The Corporation by laws state that Foundation members are identical with the membership of the UU Congregation of Phoenix. In January elections to the UUF Board of Directors are held. The President of the Congregation Board serves as an ex officio member with full voting rights. Terms of the board of directors are staggered with 2 directors being elected each year.

Members of the UUF Board of Directors for the year 2000 are:

Joan Roberts, Margaret Stallworthy, John Warner, Margaret Herrick, George Karas, Archie Walker, Jesse Hise (Jan-June) and Betty Sayler (June to Jan 2000)

The trust fund monies are administered by Northern Trust Bank of Arizona. The investments are in equity securities, fixed income securities cash and short term investments. There are two funds, the Memorial Garden and the General Fund.

For the year ending December 31, 1999, the investment summary at cost:

Cash (checking)	\$ 8,714.78
Trust	469,090.43*
Notes rec.	70,000.00
Land	1.00**
Total	\$547,806.21

* Year end market value of trust account was \$517,643.98

** Land consists of several parcels of unknown value

The 1999 net income to the fund was \$66,091.30

Each year a portion of the income returns to the principal. The congregation may use foundation income for specific projects. The congregation may borrow money from the foundation for capital projects. Currently there is an outstanding loan to the congregation for the repair of the air conditioning.

Gifts may be made for any reason to the UU Foundation.

Joan Roberts
UU Foundation President

**Association/ District Representatives Annual Report
Shirley Karas & Gene Cherry**

Shirley Karas and Gene Cherry worked together on the ADR activities this year. Linda Bunyard had a bulletin board installed in the hallway so that information relating to the denomination and the district could be posted. We publicized the Chalice Lighter program in Horizons and with a Sunday announcement and used Horizons for other events coming up. Gene attended the district leadership workshop and the PSWD annual meeting and will attend GA. Members willing to be delegates at GA were recommended to the board and approved, giving priority to those folks who had not attended or had not been delegates before.

The Metro Council composed of the four valley congregation representatives and ministers met monthly to consider issues of concern to all the valley churches. This council sponsored the UU Day at the Legislature, a Thanksgiving service at the new church building in Surprise, shared information about happenings in the four congregations and tried to foster a sense of community among these congregations. A brochure has been developed and updated. This group has felt a sense of accomplishment in the last two years and has appreciated the support of the three ministers in the valley.

COMMITTEE ON MINISTRY
Annual Report 2000

Members: Ruth Amster, Chair; Ellie Anderla, Recorder; Brenda Hoskins, Steve Magee, Diane Olson, Robert Revette.

The Committee on Ministry (COM) is barely into its first year of existence. For various reasons, we did not begin meeting until November. Diane Olson found she was unable to attend meetings because of her decision to run for UUA moderator, so she reluctantly resigned. Thus, we have been short one member for several months.

We see our task as implementing our congregational Mission Statement. We are developing a definition of Shared Ministry and a COM committee charter and Mission Statement, using the Shared Ministry Proposal adopted by the congregation as our "bible." Based on the organizational chart developed by Linda Bunyard, each member was assigned an area with which to work when we begin leadership education and training.

We have adopted a plan for the next congregational year:

- ♥ Educate the congregation about shared ministry.
- ♥ Evaluate the congregation.
- ♥ Evaluate the mission statement of the congregation.

We were pleased when John Burciaga told the committee that we have taken Shared Ministry further than any other congregation he knows of. For once we in Arizona are on the cutting edge.

Plans are being finalized for Linda's farewell party on June 11, 2000, with COM in charge. We wish to thank Linda for her advice and support in this new beginning. Join us on June 11, 2000, after the service to celebrate Linda's time with us and to wish her God Speed.

Ruth Amster, Chair

UU Congregation of Phoenix
Administration Committee
Annual Report June 2000

The Administration Committee was formed during the fall of 1999 and held its first meeting in December. The purpose of the Committee is to assist in shaping the administrative function of the congregation in ways that support our mission. The Committee will support and advise the Administrative Director but is NOT the oversight committee for the Director. The Committee acts as advocate for the administrative function in the congregation.

We have been creating this committee over several months and have just adopted our charter (see over). Susan Goldsmith has chaired the committee this year; next year's chair is Glen Lockwood. Other members are Peter Fears, Betty Saylor (as vice president of the board) and Julie Smart.

In addition to inventing ourselves as a committee we have worked on the following:

- * supported increasing the compensation packages for the Administrative Director
- * developed a Horizons policy recommendation for the Board
- * assisted in developing a Letter of Agreement for employment of the Administrative Director
- * started to develop a compensation proposal which will live up to our UU expectations of justice in employment; our goal is to have a proposal ready by the time budget building begins in the fall of 2000
- * asked for a month's worth of "time sheets" for the Administrator, the Assistant and the office volunteers (for which we thank each of them!); started to look at time sheets to think about how the administrative function might better serve the congregation
- * begun discussions about specifying how the administrative function and director fit into, enhance and promote the mission.

The first contact many people have with our congregation is with someone who is working in an administrative capacity. The staff and the volunteer do a great job welcoming people through our doors, explaining us to the world, and conveying our principles and mission. Their work enables the rest of us to do our work; the way they do their work is a model for all of us. The office volunteers do an amazing amount of work for all of us - thank them when you see them - better yet, join in this essential work.

UNITARIAN UNIVERSALIST CONGREGATION OF PHOENIX
ADMINISTRATION COMMITTEE CHARTER

ADOPTED MAY 2000

PURPOSE

The Administration Committee will assist in shaping the administrative function of the congregation in ways that support the mission. The Committee will advocate for and support the administrative function. The Committee will support and advise the Administrative Director as appropriate. The Committee is NOT the oversight committee for the Administrative Director so has no evaluation or hiring function.

STRUCTURE

The Committee will consist of five to seven members including the Vice-President of the Board of Trustees. Members will be recruited and chosen by the committee itself based on administrative issues and on experience of the members. In general the committee should include members experienced in board work, in office volunteer work, and in leadership development, in planning and in other administrative functions.

The chair of the Committee will serve on the oversight committee for the Administrative Director.

Terms on the Committee will be two years, renewable. The Committee will choose a chairperson annually. The Committee will determine how best to maintain minutes. The Committee is part of the Executive Council.

FUNCTIONS

The Committee will generally meet monthly with the Administrative Director. Meetings may be canceled if the Director and the Chairperson agree that there is no pressing business that needs to be discussed.

The Committee will advocate for appropriate budget and volunteer support for the administrative function.

The Committee will serve as a sounding board for, consult with and advise the Administrative Director as appropriate.

The Committee will serve the Congregation as a group of people who understand the administrative needs of the Congregation. The Committee will educate the Congregation as to the administrative function.

Adult Religious Growth and Learning Committee Report 1999-2000

This has been a stellar year for the Adult RGL Committee. We have been able to offer a variety of programs on diverse subject matter that have been well attended.

The Poetry Coffeehouse has continued to meet on Sunday mornings at 9 a.m. Another regular feature has been topics in Hinduism led by Jay Alagia on Tuesday evenings. Evensong, also held on Tuesday nights, was an enriching experience for those who attended. It was led by Jan Parsons. Charlie Lynch guided a study on the book "A Year to Live", which dealt with personal awareness of our own mortality. Rev. Linda Bunyard hosted the videotape series "From Jesus to Christ". She also continued to lead classes in Unitarian Universalist history and theology.

One of the most successful offerings this year was our first Fine Arts Festival. This was an all-day workshop led by artists that gave attendees a taste of a variety of artistic disciplines. A few of the presenters were: Connie Gregory, who taught the vocal arts and movement with Florence Foltz. Georgia Geis coached a drama class. Deborah Linzer enabled budding writers to tell their life story. Dick Phillips guided a group in portrait painting. Zen calligraphy, with Mike Rizzo, and poetry writing, with Molly McCloy, were also taught. The keynote speaker was the Rev. Ray Manker, who told the story behind the statues of our Memorial Garden and what they have meant to our congregation through the years.

The ARGL Booktable continues to do good business. Check us out the next time you are in our vicinity at the back of the sanctuary on Sunday mornings.

The Committee would like to say a special thanks to Barbara Geis, Director of Lifespan Religious Growth and Learning. She has been an invaluable source of guidance and resources. Barbara has put in many hours of work on our Adult RGL program and definitely deserves recognition for a job well done.

Lois Leader, Chair
Adult RGL Program

ART & AESTHETICS COMMITTEE ANNUAL REPORT
5/24/2000

The Art & Aesthetics Committee, Tish Gaunt & Jack Cummings Co-Chairs , Program Trustee for the Art Committee Carol Cooper, assisted by friends and members enhanced spiritual experience of our Congregation by arranging for and hanging exhibits throughout the year, thereby enriching the religious and spiritual experience of the members and friends of our Congregation who attended services and activities in the sanctuary.

ART & AESTHETICS COMMITTEE MEMBERS & FRIENDS

Jay Alagia	(602) 952 0162	jalagia@aol.com
Carol Cooper	(602) 242-0149	
Jack Cummings	(602) 840-6219	PHXUU_JC@HOTMAIL.COM,
Ken Croissant	(602) 266 0533	
Florence Foltz	(480) 947-1009	
Tish Gauntt	(602) 992-1563	operapink@aol.com
Gene Grigsby	(602) 253 0668	jgrigsby@imap3.asu.edu
Rosie Hermann	(602) 956-7834	
Wilfred Higgins	(602) 265 9927	Hig264845@aol.com
Max Kaslo	(602) 246 0180	HALFHIMER@aol.com
Cynthia McCrory	(480) 429 8939	crmccrory@aol.com
Heather Mclellan	(602) 956-2768	hmclellan@aol.com
Regina Nelms	(480) 874 1154	
Laura Rapkin	(623) 566 8521	
Edward Ufier	(480) 994 8421	
Elaine Warner	(602) 943-7206	eande@primenet.com
The Weir Family	(480) 483 6749	maphappy@aol.com
Zakiya	(602) 840 3714	EFIAZ@aol.com

A review of last years shows

OCTOBER	Tish Guant, Water colors
NOVEMBER	All Member Show Mixed Media
DECEMBER	Congregation Banners

JANUARY
Arizona

ABC/AZ ARTISTS of the BLACK COMMUNITY of

The Visual arts extension of COBA

(Consortium Of Black organizations and others for the Arts

)

FEBRUARY Kerri Wing , ArtRuckus, Mixed Media www.artruckus.com

MARCH Julie Pollard & Anita Steele Watercolors

APRIL Dick Phillips, and His Students Watercolors

MAY Jackie Schultz and Her Students Watercolors

**JUNE , JULY, AUGUST ,SEPTEMBER Work "in Progress" from our own
Congregational Collection**

**Publicity announcements for the shows were displayed in the Tribune
Newspaper's 'Around the Valley" column every Saturday in the "Living
Section". Free publicity for the Congregation's " Sanctuary Gallery"**

**Participation as resource consultant with the "Chancel redevelopment" ,
Entrance Lobby Enhancement.**

**We updated The "artist agreement" to reflect Congregation name
change.**

**Established a home for the Congregation's Grigsby Triptch "Holy Family",
East of the colored window on the North call of the Chancel.**

The Art And Aesthetics Committee

BUILDING AND GROUNDS COMMITTEE REPORT
JUNE 4, 2000

The Building and Grounds Committee Report had a full year with the remodeling of the front of the sanctuary, building a new pulpit, resurfacing the parking lot, leading two "Grubby Saturdays, completing the air conditioning, and carpeting the annex classrooms.

Remodeling the front of the sanctuary was perhaps the largest effort of its kind in the history of the congregation. Over eighty people gave of their time and money. The front now has ramps leading to the pulpit area. The pulpit is on wheels, making it and the adjacent area more flexible. The choir is now seated on three levels, eliminating the need for risers. Also, the area was large enough to stage the choir's Cabaret show. The changes are integrated into the gentle curves of the architecture of the original building. Finally, the new sanctuary front is a fitting tribute to Audrey Engelen, in whose memory the project was initiated.

Also, the parking lot was resurfaced and repainted. Large cracks were filled and the islands and surrounding areas were trimmed and cleaned up by two separate enthusiastic Grubby Saturday crews. The last clean-up day was held shortly before the arrival of our new minister, Rev. John Burciaga.

The school footed the bill for the new carpeting in the annex classrooms.

Bob Leesley, Senior Trustee
Richard Jahrmarkt, Junior Trustee

Children's Religious Growth & Learning Committee
Submitted by Diana Saylor, Chair

Committee Members: Marci Beaudoin, Jay Curless (resigned 11/99), Linda Maley, Denise McConnell (resigned 3/00), Stephen Plunkett (resigned 5/00)

This year has been an exciting time of growth and change (except for the committee, which shrank). In the fall, Barbara was still new to the rhythms of that part of the church calendar, having started in January 1999, but had a good sense of her role, and has worked well with the committee all along.

There were some areas and projects that Barbara coordinated that we were not involved in, most notably the new Coming-of Age program, which was led and coordinated by a different group of volunteers headed by Mary Ann Denton. We are very proud of that accomplishment, and thrilled that the younger kids will have this to look forward to, to give them a meaningful UU experience as adolescents.

As our committee membership shrank, the events that we organized for children and families fell on the shoulders of fewer people. Pumpkin Sunday, the Christmas Potluck and Tree-trimming Party, Secret Pals, the Easter Egg Hunt, and the upcoming Teacher Appreciation Breakfast, Water Day and the Ice Cream Social - all happened or will happen, but we are motivated to rebuild our committee to spread the work out.

Having a children's/family Greeter from our committee each Sunday morning was another goal we set for ourselves, and nearly met. We hope, through this at-the-door contact, to assist new families with questions, and be a point-person to help them feel comfortable returning and becoming involved in our congregation. A few projects, like the Children's Art Show, fell by the wayside for lack of time and energy on the part of this committee of working parents.

In our discussion of the bigger picture of Unitarian Universalism and our congregation, we agree that our children need to be recognized as our future, that they need to be integrated into our congregational life on an ongoing basis. We feel that in the children's program there is much shared ministry, with many adult teachers showing them the diversity of the world, through who they are, and through our carefully chosen curricula. A curriculum sub-committee is being formed to assist Barbara in researching and choosing new curricula, especially those that focus on UU values and principles for younger children. We have promoted intergenerational activities to facilitate as much adult/child interchange as possible. They (We) have a lot to offer each other! We are looking to develop, with Barbara's guidance, children's worship services, to allow the children to fully participate in and experience meaningful rituals. During the Summer Program we invite people from our congregation and the community to share an hour with the children in an activity that they can enjoy together, thus expanding our children's horizons. We are also in the infancy of a music program for the children, and made a brave start with this year's two children's concerts, without a children's music director. We recruited choir members and other musical and susceptible adults to act as coaches and accompanists. We hope to get some dedicated professional help with this soon, to encourage our children to creative expression through music.

We also hope to continue to involve the children in giving and community service, and to expand their opportunities for learning about and being involved in social issues.

The children are thriving. We, the committee and Barbara, think and talk and create visions - we have lots of other ideas for programs, special projects, and more subcommittees for stronger support of our programs. Meanwhile, the children are busy challenging and delighting their parents, teachers and any other adult that stops to say "hi." We look forward to working with the Rev. John Burciaga and continuing to create the very best program.

MUSIC COMMITTEE 1999-2000

During the past year our hard-working committee has accomplished a great deal. Members include Jay Finkelstein - Chair, Jerry Whalin - Secretary, Sally Boyd - Treasurer, Sharon Hise, Pat Shannon, and Joyce Short. Ruth Thistlethwaite - Librarian and Connie Gregory - Music Director are ex-officio members.

The main event for which the choir provided entertainment last fall was the October Canvass Dinner. For that Connie wrote a skit in which choir members participated. Also the Choir sang at most of the Sunday services as well as the Christmas Eve service.

In March of this year the Music Committee planned a service including poets, singers, and instrumentalists. Many of the poems and vocal numbers originated within our own Congregation. Ed Grobe even wrote and, with the help of Jean Lawton, presented the children's portion of the service. Our committee is looking forward to planning a Sunday service next year since this one was so well-received.

As the final special event of the year, Interweave and the choir joined together to put on our annual Cabaret. In the past, choir members did all the work themselves. This proved to be exhausting. With Interweave members to prepare dinner, set up, etc., the Choir concentrated on producing the show itself. George Gershwin's music proved to be a popular theme, with both participants and audience enjoying the show.

Several expenditures were okayed by the Music Committee this year. Connie Gregory received a small stipend to enable her to attend a choir retreat at deBenneville Pines last October. An adjustable piano bench was purchased and the moveable platform for the small piano was replaced. The new one is light, stable, and easy to move.

Thanks are owed to many people:- Interweave for all their work on Cabaret, our instrumentalists Paula Hurn, Gail Paul, Pat Fisher, Walt Hoesch, and Ed Grobe who devotes hundreds of volunteer hours each year to accompanying the choir. Ruth Thistlethwaite keeps the music library orderly. Larry Messerly maintains our pianos in good playing condition - not an easy task. Richard Jahrmarkt contributed his writing and public speaking talents both to Cabaret and to the Music-Poetry Service.

All of us appreciate having Connie Gregory as Music Director. She is a fine musician and capably directs the choir. We all share the goal of wanting to perform more varied types of music and of expanding the role of music in the Sunday Service. To that end, we need more choir members who will practice regularly on Wednesday evenings and be available to sing for services three Sundays per month. We also would like instrumentalists of all ages to identify themselves to Connie. Perhaps we could get a family orchestra organized!

Jay Finkelstein
Chair, Music Committee

Newcomers Annual Report*

The Newcomers committee (*formerly named the Membership Committee) has been busy this year with; the publishing of an updated Congregation Directory of members and friends, coordinating greeters and hospitality teams for each Sunday service, introducing new members, hosting a breakfast for those new members, and holding "New UU Classes".

With the help of Jan Parsons, the office staff and the Membership trustees an update of the Congregation Directory was put on a disc with the idea that it could more easily be updated and make the future publishing of a directory, also, an easier task. The copying and collation was done by office volunteers and staff.

The greeting and hospitality for the Sunday services has been provided by many members and friends of the Congregation. Several groups within the church have signed up for this duty on a regular (every other month) basis. They are; the Singletarians, the Social Action Committee, the Outdoor Group, RG&L, and the Daytimers.

On December 5, 1999 Jane Pauk and Julie Smart hosted a breakfast on New Members Sunday at 9:00 a.m. in the Johnson Room. Personal invitations were sent to members who were new within the previous year. Several members of the Congregation were also invited to speak to the new members about the various committees and groups within the church. This was followed by a ceremony recognizing new members during the service.

In April New U.U. Classes were held on two successive Sunday mornings at 9:00 before the service. There was a potluck held at Pauk's on the following Saturday night. The meetings and the potluck averaged nine new members. Members from the congregation were invited to these meeting as well.

It would be impossible, without leaving someone out, to mention all of the members and friends in our congregation who have helped with the many tasks of the Newcomers Committee and the Membership trustees. It would also have been entirely impossible to accomplish these tasks without all of those who generously offered their help in these many endeavors. We hope that each of you knows how deeply appreciated you are.

Many challenges remain. The welcoming of visitors and the involvement of new members in our congregation in a meaningful way needs to be a priority. Our hospitality team needs support and training.

Newcomers committee is a place for fellowship and fun - the rewards immediate and lasting. If you can see yourself being a part of this team, contact us through the office or personally. We're looking forward to a new beginning as we build on the great work that has been done before us.

Sean Gallagher, Newcomers Chair
Jane Pauk, Senior Membership Trustee
Julie Smart, Junior Membership Trustee

Social Action Annual Report

Because Service IS Our Prayer, this past year our congregation:

- Provided a monthly meal for families struggling to escape homelessness at the New Day Center
- Collected (year round) vast amounts of food and clothing for Interfaith Cooperative Ministries
- Raised \$9000 for Booker T. Washington Child Development Center by taking advantage of the Arizona Welfare to Work Tax Credit
- Raised funds for public schools by taking advantage of the Arizona School Tax Credit
- Attended the best-attended-ever UU Day at the Legislature to learn how to work effectively for a more just society
- At Christmas, provided Books for Booker T. Washington, stoves for Nicaraguan families (Circulo de Amigas), and baby care items for the New Day Center

The Social Action Committee sponsored monthly luncheons for interested church members on the topics identified in our July Planning Meeting as our 1999-2000 priorities: Redistricting for more fair elections, Environmental Concerns, and Socially Responsible Investing. We provided a luncheon on a Statement of Conscience to be voted on at this year's General Assembly: Economic Injustice, Poverty, and Racism. We coordinated a "Service is our Prayer" moment in our Sunday Services. We provided a Sunday Service to celebrate Earth Day.

Submitted by Kathy Kruse and Sandra Lynch, Social Action Co-Chairs

SUNDAY SERVICES COMMITTEE
Annual Report 2000

Members: Ruth Amster, Chair; Linda Walker, Secretary; Jim Lynch, Treasurer; Heather McLellan, Board Representative; Jay Alagia, Linda Bunyard, Richard Campbell, Archie Walker, Linda Walker, Julie Wambach, and Rick Wambach.

The Sunday Services Committee has had a very busy and productive year. Are you aware that the committee will be responsible for 40% of our Sunday services in the calendar year 2000?

Arguably, the greatest diversity in our congregational life is in our basic personal beliefs. Although we agree to the UUA principles and our own Mission Statement, there is still enormous room for differences in how we apply them. What should a Sunday Service be like? It is very difficult to meet everyone's needs. We have had several discussions on what the committee thinks makes a good service and how to address the diversity that enriches our lives. Each Sunday we endeavor to provide an opportunity for spiritual growth and for a meaningful celebration of life and its rites of passage.

Our goal this year was to make the Sunday services so good no one would want to miss them. Judging from the remark we most like to hear - "That was a good service!" - which has been heard on many Sundays this year, we have begun to meet our goal. We aren't done yet.

This coming year, we would like to receive more input from you. We are planning an opportunity for you to do this; in the meantime, feel free to tell us what we could do better, and what you would like more of or less of. We promise to listen.

I, speaking for the committee, would like to thank Linda Bunyard for her encouragement, support, wisdom, and loan of books during the past two years. Thank you, Linda. We will miss you and wish you God Speed.

Ruth Amster, Chair

Publicity Committee Annual Report for 1999-2000

The Publicity Committee meets once every two months on the second Sunday of the month at the UU congregation at 9:00 a.m.

The committee members are Janice Brunson, Jack Cummings, Ed Kolner, Tom Parker, Jean Rosenberg, Julie Wambach, and Elaine Warner. Elaine and Jack get our award for most constant attendees.

The major activities of the committee for the past fiscal year are:

1. Developing a publicity packet for all committee chairs to use in publicizing their events. This was distributed at the fall workshop along with the offer of assistance for any committee who needed some guidance.
2. Advertising the services on the religion page of the Arizona Republic and sending notices of these services to the Tribune newspapers. The Arizona Republic was paid advertising and the Tribune notices appeared at no cost in their calendar of events.
3. The WEB page, which is still a work in progress. Tom Parker has been working on this and hopes to have it up and running soon. Look for this page in July.
4. A failed attempt to get funding for a new sign. Although all who had input felt very strongly there was a need for the signage to be improved, it fell victim to the cuts to balance the budget.

We are pleased with what we were able to accomplish; however, we continue to be disappointed with the lack of publicity for all the wonderful activities generated by the congregation. We will continue to nudge, nag, and browbeat the committee chairs to get more of this done.

We particularly thank Jane Pauk and Julie Smart who were this committee's liaisons with the Board of Trustees. We appreciate their guidance.

Submitted by Jean Rosenberg, Chair

CIRCLE DINNER GROUP

The circle dinner group is an activity that brings together members and friends for fun, fellowship and great food! This activity begins and ends with gatherings involving the entire group. In between there are dinners for groups of approximately 8 persons each providing part of the meal. This year, 1999-2000, about 42 participants enjoyed these dinners. The group consisted of couples and singles of all ages. A total of 18 dinners took place between the months of September 1999 and May 2000. The breakdown of dinners is as follows:

September: The season kickoff was hosted by Marcia Farrell and Philip Shoemaker and was a salad and dessert potluck.

October: One dinner was held at the home of Judy and Chuck Nielson in the usual format with each guest bringing part of the meal.

December: A hearty hors d'oeuvre holiday party was held at the home of Thor and Shirley Anderson.

January: In January three circle dinners were hosted at the homes of Mary and John Wilber, Shirley and Thor Anderson and Ginny and George Barnes.

February: Rochelle and Dale Taylor, Thelma Davis and Bernard Gamire and Charlie Lynch hosted three dinners.

March: Four circle dinners were held in March and hosted by Betty Saylor, Barbara and Jim Grubb, Carol Gibson, and Frank and Lorain Kadish.

April: April's four dinners were hosted by Bill Parker, Chris and George Bein, Mary Ann Poggenburg and Julie and Rick Wamboch.

May: The last circle dinner of this season was hosted by Pauline Peverly and was a Cowboy Cookout. Hamburgers, hot dogs and all the trimmings were served with desserts and salads brought by the guests. It was a grand finale to a stimulating year of making new friends and renewing old ones.

Judy Nielson and Marcia Farrell have agreed to lead this group for the 2000-2001 season with hopes that many more members and friends of the congregation will join us and take advantage of the opportunity to make new friends while enjoying great food, stimulating conversation and lots of laughter.

Judy Nielson and Marcia Farrell, Co-Chairs

Outdoor Group

May, 2000

The Outdoor Group, now in its ninth year, continues to be primarily a day hiking group. Our hikes vary in difficulty, from easy to strenuous, with most being in the moderate range (6-8 miles with up to 1000' elevation change). We normally hike the second and fourth Sundays of the month, plus New Year's Day. We averaged about 13 people per hike.

We tried to add more hikes that were new to the group and they included, the Fred Haught Trail led by Marshal Smart, Beasley Flats led by Jane Hudson, the Vineyard Trail led by George and Shirley Karas, Bell Rock Loop led by Melinda Tylee and Bernie Hall, Saddle Mountain Trail led by Marshal and Julie Smart, Tortilla Trailhead to Kane Springs led by Ron Rohlfing, Box Canyon led by Frank Ashton, and Douglas Springs led by Elaine Knights. We also had two overnight trips followed by day hikes, they were the Heart of the Rocks Trail in the Chiricahua National Monument organized and led by Laura Rohlfing and the DeAnza River Trail between Tubac and Tumacacori led by Sue Baird on New Year's Day. Other hikes were led by Rosalie Dunaif, Bernie Hall, Gene Rowley and Bill Parker.

For the third time in two years we participated in the valley-wide "Climb for the Cure" walk in South Mountain Park in memory of our beloved friend and sister hiker, Hanna Parker. We raised \$480 for the Cancer Society.

Our hope for the coming year is to bring in more new hikers as our congregation grows.

Submitted by,

Sue Baird

**Sierra Ancha Wilderness Unitarian Universalist Religious Association
(SAWUURA)**

2000 President's Annual Report

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

Property Improvements

- * As a result of the U S Fish and Wildlife's Partners in Wildlife Grant, the fence is good condition. Several wildlife friendly crossing areas, a trail to inspect the entire fence have been completed, and two cattle guards have been installed-grant application initiated by George Pauk-fence and cattle guards-Jay Curless-Paula Kulina-Ernie Garcia
- * Well water has been tested and found to be safe but as a precaution chlorine has been added to the tank-George Pauk & Gene Rowley
- * The road has been cleared of large boulders and tree trunks, deep ruts filled and gravel has been added-Ernie Garcia
- * The second solar shower has been completed-design and installation -Gene Rowley-Sue Ellen McGee-David Manker-Ernie Garcia
- * Winter cabin deck was resealed-Sue Ellen McGee & Gene Rowley
- * Water lines broken during winter freeze were repaired and 1" water line extended to the lower summer cabin-Ernie Garcia
- * Of concern is the condition of the water pump jack, the wind pump and gas engine are in working condition, but the pump jack is on its way out, alternative solutions are being studied-Ernie Garcia
- * Funds were allocated to secure the old well and make it safe

Inventory Projects

- * A bird list has been compiled-Karen Stucke & Ruth Amster
- * A biological study of the SAWUURA riparian area is underway-George Pauk & Ray Manker
- * A photo point study has been implemented-Sue Ellen McGee & Ken Satoyoshi
- * A plant identification and mapping project is under way-Audrey Mawson

Events

- * Monthly meeting guest speakers included Steve Germick, Archaeologist, and Kathy Nelson, Biologist with the Tonto National Forest Service-Jay Curless & George Pauk
- * SAWUURA continued to make donations to the Pleasant Valley Medical Center and the Young Public Library-Terry Robinson
- * The 16th Annual Memorial Day Weekend event was held-David Manker
- * Women and children attended the 1999 Women's Weekend Event-Gwen Goodman
- * Labor Day weekend had over 40 participants and saw the second annual SAWUURA Board of Trustees meeting at SAWUURA

I would like to thank all the SAWUURA members and other interested people for making this past year a productive and inspiring experience.

Ernest G. Garcia, President
SAWUURA May 22, 2000

Annual report
Unitarian Universalist Early Education Cooperative
School Year 1999-2000

The Preschool continued to grow and evolve this last year. The teaching teams in each class worked closely with each other and with the other teams to continue to integrate our programs. Building on our tradition of providing a child centered, respectful program for young children, our preschool hosted the innovative and inspiring training sessions led by Marge Carter and Deb Curtis, sponsored by the Arizona Council of Parent Participation Schools. These took place in August and February of this past school year and helped to spread the philosophy of our preschool to many other preschools in the Valley.

In keeping with our commitment to family and parent support, we held five or six parent meetings in each class throughout the year, as well as conducting two individual conferences with each family in the spring and the fall. The children and the families of the Preschool participated in the Christmas season drive to collect materials for the battered women's shelter, collected food items for the Congregations efforts to help ICM's Lenten season food drive and organized the Book Browse at Changing Hands bookstore which generated book purchase credits for the Preschool, the Congregation and for Desert View Learning Center. By the end of the school year, we will have conducted three room and grounds clean up days.

Many thanks to Lisa Brouillette for writing the monthly Horizon articles and to the Matsock family for donating the wonderful water dispensers in Room 15 and in Rooms B/C.

While we started the year out with lower enrollment than normal in the four's class (due to several families transferring out of state over the summer), our very successful fundraising offset the resulting impacts to the budget. The Preschool's two fundraisers, the rummage sale and the live and silent auction, netted over \$21,000 and helping us stay right on budget. Special thanks go to Eric Meyer and Jim Kleeman for chairing those events. We truly appreciate the support and enthusiasm so many in the congregation showed for those two events. will The dates for those two events for next school year will soon be set and advertised, as usual, through the Horizon and through special postings.

This past spring, Barb Gies provided the preschool with a list of all enrolled Sunday School children; those eligible for the Preschool were contacted to see if they wanted to enroll their children for the fall program, which some have decided to do. At this time we expect full enrollment for the fall in all three classes.

We also had a very positive inspection by the State Department of Health Services and will be repairing the flooring over the summer when all the equipment and furniture that is bolted to the walls can be moved out with our disrupting classes, Sunday School or Kids Kamp.

Respectfully submitted,

Joni Bosh
Director



Unitarian Universalist Early Education Cooperative

4027 East Lincoln Drive • Paradise Valley, Arizona 85253 • (602) 840-0746

Charge and Philosophy

The Unitarian Universalist Early Education Cooperative Preschool (UUEEC) is a non-profit parent participation preschool which operates within the covenant and operating principles of the Unitarian Universalist Association and the First Unitarian Universalist Congregation of Phoenix. The preschool was founded in 1961.

The UUEEC is committed to a hands-on, child-initiated curriculum in which all aspects of a child's development - cognitive, social, emotional and physical - are promoted. Each child is valued as a unique, worthwhile and capable individual. UUEEC maintains a warm, flexible environment where children are encouraged to make their own choices, to be responsible for their own behavior and to respect the physical and spiritual space of others.

Parents receive support and guidance in the evolution of their parenting skills through education classes, participation in the classroom and staff modeling of positive language and parenting techniques. Informed parenting is fostered with the goal of instilling a life-long commitment to their children's education and overall development.



Desert View Learning Center

4027 East Lincoln Drive
Paradise Valley, AZ 85253
602/840-8950

May 11, 2000

Here is what I can remember of the past school year. It goes so fast when you're having so much fun!

1. Our children collected money for prizes and for materials to run booths at the New Day Center Carnival in the fall. Many parents participated with their DV children. Because DVLC children run their own Valentine Carnival, they knew how to run suitable booths for the children and families at the New Day Center. Robbie Kern was very helpful in this event making sure there were no duplications of booths, etc.
2. In December, the children had their annual hop-a-thon, which traditionally raises money for something that involves families and children that the UU Congregation is raising funds for. I spoke with Sandy Lynch and we decided to raise funds for the propane stoves that Social Action was supporting.
3. Our children all brought books for the Booker T. Washington book drive that Sandy Lynch and Betty Saylor organized.
4. The parents donated the money for Rooms A, D and E and our outside bathroom to be re-tiled. We had many tiles that were no longer sticking or had broken. So now we have new floors in all the DVLC classrooms in the annex.
5. We distributed 50 grocery bags for the big ICM drive. Also our parents regularly bring clothes and food for the ICM boxes.
6. The children held bake sales and sold their class newspaper to raise money for two young girls that we support through Circolo de Amigos. The children also raised money for a village in Honduras to buy cement and sports equipment.
7. We publicized and supported the UUEEC auction by sending their invitation out in our homework folders.
8. I have spoken with Richard Jarmark and Bob Leesley regarding putting up ceiling fans in the annex classrooms. Life got a little too busy, but hopefully we shall do this during the summer. DVLC will pay for this. I am also wondering about the much quieter TRADEWINDS evaporative cooler. I shall look into this when school is out. The current coolers are very noisy and distracting.

The UU congregation helps us by sending out the information regarding the Schools with Heart Foundation. The Foundation raised about \$90,000, which will be used to provide tuition assistance at the three participating schools for families who need it.

We feel that the congregation has made real efforts to reach out to our parents. Our school brochures and a few photographs are displayed for church members to see.

DV made a donation towards the carpeting costs in the sanctuary. We think that our relationship with the UU congregation is going well. There is mutual respect and open communication. We are in regular communication with Barbara and Jan.

Thank you for your help in making the relationship smooth.