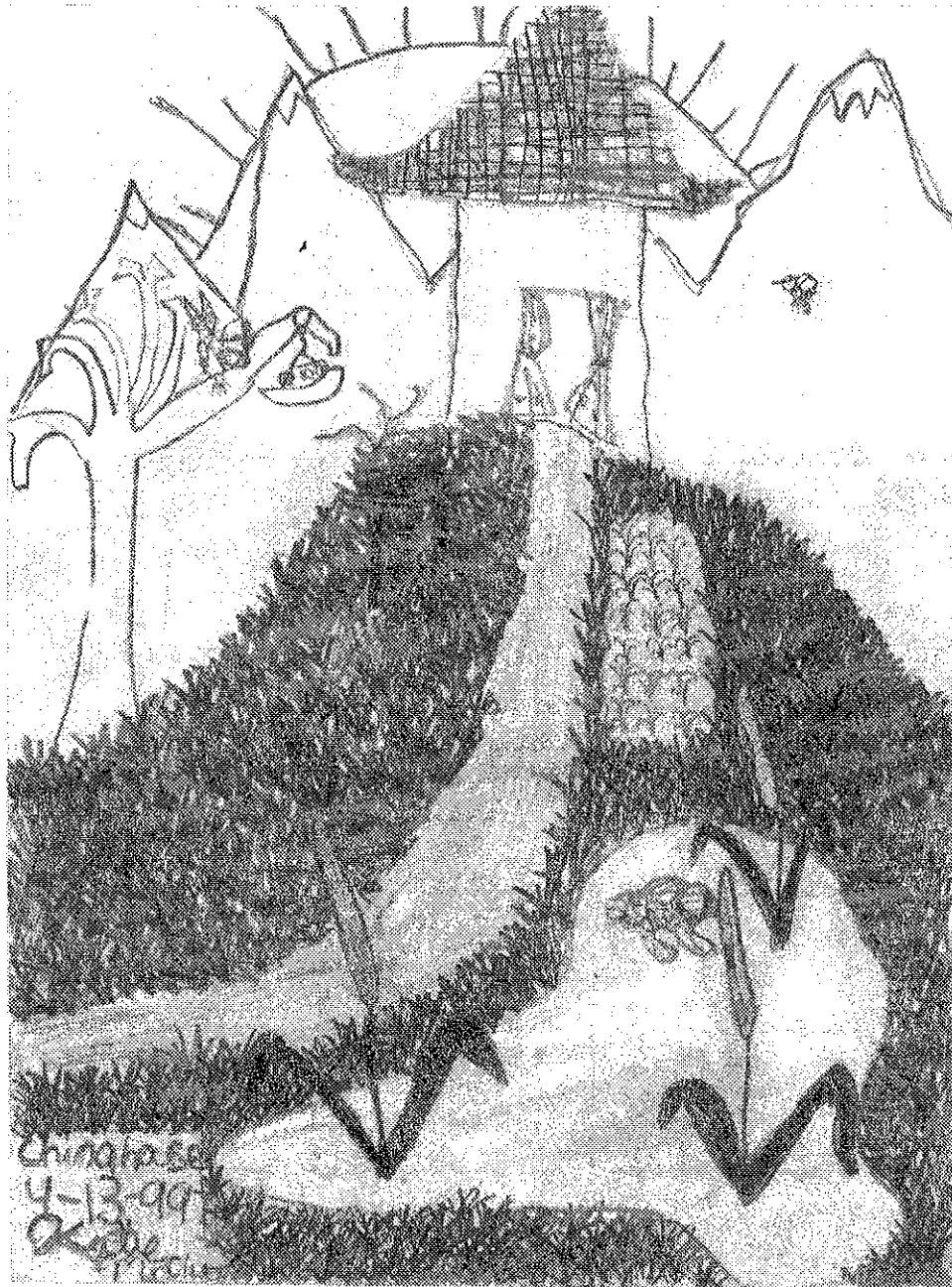


Unitarian Universalist Congregation  
Of Phoenix

Annual Report -- June 1999



"China House" Katie McCluer, age 9 4/13/99

## ANNUAL REPORT OF PRESIDENT OF BOARD

When I agreed last Spring to serve on the Board of Trustees as Junior Finance Trustee, I did not expect to be writing a report at this time as President of the Board of Trustees. Shortly after Michael Hart's election as President last June, he moved to a new job in California and the Vice President was unable to continue serving on the Board because of job demands. In September, I agreed to become President during the first of a two-year transition period from Fritz Hudson, our minister from 1991 to July, 1999, to a new settled minister who we hope arrives in July, 2000. Rev. Linda Bunyard began last August as our Interim Minister to assist us during this period of transition.

I initially devoted my attention to planning the search effort for our new settled minister. The Board appointed a Special Task Force on Transition Planning, chaired by Mary Anne Poggenberg. That Task Force studied our 1990-91 search process and UUA guides, prepared a comprehensive time line of the many activities needed for a successful search and recommended a process by which Members could become candidates for election to the Ministerial Search Committee at our June, 1999 meeting. The Board unanimously endorsed those recommendations. The Congregation approved them at our February 6<sup>th</sup> meeting and endorsed a Special Fund Drive to raise the \$25,000 necessary to search and settle our new minister.

In addition to normal Board responsibilities, the Board focused this past year on efforts to strengthen the bonds of community and respectful relationships within our Congregation. Last fall, the Board endorsed the proposal of the Task Force on Ministry to lead the Congregation through a process to develop our Mission Statement. The process included: soliciting the views of our Members; developing a proposal; discussing the proposal with Members; and rewriting the language in light of comments received. We adopted our new Mission Statement by a 70 to 1 vote at our February meeting. The Task Force on Ministry studied how to redefine the mission of our former Ministerial Relations Committee to reflect a new paradigm which recognizes that all Members of the Congregation, not just our professional minister, are engaged in our ministry. This Task Force has recommended to the Board a new design and purpose for our Committee on Ministry to reflect this enlarged concept of our shared ministry. The incoming Board is evaluating these recommendations.

In response to a proposal from Rod Engelen to remodel the pulpit area as a memorial to his wife Audrey Engelen, the Board appointed a Task Force to solicit the views of the Congregation and make a recommendation. A proposal was developed, endorsed by the Board and unanimously approved at our February meeting. Over \$15,000 has been contributed for this project by Audrey's family and friends. This Fall, we will enjoy the results of these efforts -- a remodeled front of our sanctuary.

Trustee Jan Kaplan guided a six-month effort by nine Members to study the relationship between the Congregation and the UU Early Education Cooperative, our pre-school. Divergent views were expressed, a consensus was forged and the Board adopted a new framework to govern our working relationship with our pre-school.

As is often the case, on several matters that faced our Congregation and the Board this year different views were held by Members of our Congregation, by Trustees and by other leaders. I believe that the way we have worked together -- in our Committees, in our Task Forces and on the Board -- demonstrates that we can disagree without being disagreeable and we can work together with mutual respect to reach acceptable results. I believe that differences often arise among people -- even people sharing similar values -- because they may rank those values in a different priority. Many of our differences are not, I suggest, about "right" or "wrong" in an ultimate sense, but result from differences in how we prioritize important values when they come into conflict in specific situations. The key to our working together respectfully when we have differences is to continue our dialogue with one another until we reach an acceptable result. That result may be a mutually acceptable compromise or a decision made, after considering the differing views, by the body with authority under our Bylaws and policies to resolve the matter in dispute, either a Committee, or the Board or the Congregation.

All of you who contributed your time, energy, experience and money to this Congregation during the past year deserve our collective "Thank You!" I wish to thank all members of the Board for their hard work and generosity of spirit, especially Ruth Amster, Shirley Anderson, Jan Kaplan, Glen Lockwood and Bob Revette, each of whom will this June complete two years of conscientious and valuable service on the Board. Shirley Anderson devoted untold hours to our financial health, without the assistance from a Junior Finance Trustee for most of the year. Bob Revette spent many days attending to the physical needs of our buildings, including the replacement of our heating and air conditioning systems. Glen Lockwood led the constructive and time consuming efforts of the Task Force on Ministry. Jan Kaplan led the efforts to redefine the relationship with our pre-school and to redefine Board responsibilities. Ruth Amster provided wise leadership for programming and will continue working with Reverend Linda Bunyard on specific programs next year to help us become more constructive and respectful in our interactions, especially when we disagree. And these are just the highlights of the second year of service on the Board of these five Trustees. When these five Trustees, Erin Rogers (who is moving to Washington D.C.) and I leave the Board this June, we will be succeeded by seven new Trustees who will share their experience and wisdom with the five returning Trustees: Kermit Butler, Carol Cooper, Ella Jefferis, Bob Leesley and Tom Parker.

The Nominating Committee deserves a big "Thank You" for devoting many extra hours of service this year recruiting members to serve on several Task Forces and to fill vacancies on the Board. The Nominating Committee has recruited an experienced and strong group of seven new Trustees for the Board next year.

I want to thank all who served on the various Committees, Task Forces and social outreach programs of our Congregation. It is through those groups that we do so much of the work of our Congregation -- it is through these efforts that we perform our ministry. The scope and depth of these efforts and other interest group activities of our Congregation are described throughout this Annual Report.

Our professional staff deserves our thanks for their ministering to us as well. Theirs are difficult jobs. We owe them our appreciation and thanks, in addition to fair compensation.

I would like to again to thank the member, who wishes to remain anonymous, who made the \$10,000 Challenge Grant last fall when our Pledge Drive was faltering. Our Members rose to that challenge and increased their pledges by over \$10,000. Without the \$20,000 resulting from this Challenge Grant, we would have faced very unpleasant budget decisions. Happily, with increased pledge income, we were able to pay our Fair Share Dues to support the UUA and provide needed salary increases to our staff.

The ability of this Congregation to attract an inspiring new settled minister and to improve our programming is dependent upon the financial success of our Pledge Drive next fall. I hope we recognize that challenge and respond with increased pledges.

I would like to end by urging all of you to read and practice the Covenant on Relationship, which was printed below. This Covenant grew out of several workshops held over the past few years discussing how we should relate with one another and a specific covenanting process last January facilitated by Connie Laferriere, our District Executive. If each of us behaves toward another as described in this Covenant, we would then be living more faithfully our UU principles.

Let us resolve to practice more faithfully what we espouse as our principles. Let our interactions with one another exemplify our principles and model respect for one another. We cannot expect, I believe, to impact the larger community with our principles unless our own Congregation models our beliefs through the respectful interactions among our Members. I hope the efforts of the Board this year modeled this Covenant on Relationship.

If each of us embraces this Covenant on Relationship and makes respectful interactions habitual, our Congregation will become a more inviting community to a new talented minister and to new Members.

*I (the minister, a staff member, a lay member) of the First Unitarian Universalist Congregation of Phoenix, covenant:*

*To be respectful and caring in all my interactions with each of you.*

Specifically, I will strive to be "fully present" with you so that I hear accurately what you are saying

I will speak from my own experience

I will verbalize my expectations

I will honor my right to voice respectfully an opinion different from yours when that occurs, and I will cherish the larger integrity of our religious community by working towards consensus when our opinions differ

I will confirm that we have a common understanding of what has been said when we part

I will strive to have the courage to give and receive feedback, both positive and negative

I will speak the truth in love.

*To live up to my individual and our shared responsibilities as a religious community.*

Specifically, I will work toward our shared purpose

I will remember to routinely clarify our mutual expectations and our common ground rules

I will be understanding of our individual differences and approaches in working together  
I will call on humor and warmth if I must remind another of our common commitments and responsibilities  
I will be mindful that our time is precious, and that by being prompt at meetings and participating fully in meetings I further our purpose  
I will remember my own boundaries and respect the boundaries of others  
I will have the courage to say "no" to avoid overextending, but I will also take the risk to step up to new challenges that extend my leadership capacities.

*I do so covenant, knowing that honoring this covenant will assist me in living my Unitarian Universalist principles at a deeper and more meaningful level.*

Sincerely, Bob Olson

**1998 - 1999 BOARD OF TRUSTEES**

Ruth Amster, Senior Program Trustee  
Shirley Anderson, Treasurer  
Kermit Butler, Jr., Finance Trustee  
Carol Cooper, Jr. Program Trustee  
Ella Jefferis, Jr. People Trustee  
Jan Kaplan, Senior Activities and Affiliates Trustee  
Bob Leesley, Jr. Building and Grounds Trustee  
Glen Lockwood, Senior People Trustee  
Bob Olson, President  
Tom Parker, Jr. Activities and Affiliate Trustee  
Bob Revette, Senior Buildings and Grounds Trustee  
Erin Rogers, Vice President

## TREASURER'S REPORT - JUNE 6, 1999

This year started with much changing of leadership, leaving the finance area of our congregation with a Treasurer but no Finance Trustee for most of the year. Fortunately **Kermit Butler** joined the Board as Finance Trustee at the end of February and agreed to be Treasurer elect. Further, **Sue Baird** has agreed to be Finance Trustee elect for the ensuing year. With such sensible and sound leadership, I am confident the financial concerns for the coming year will be in good hands.

I was pleased that our fall canvass/pledge drive, headed by **Mary Wilber** and **Betty Saylor**, was successful with total pledges of \$169,000. The kickoff event, an Octoberfest, was ably chaired by **Mary Anne Poggenburg**, aided by many helpers and the wonderful talents of our UU choir. Of major impact on our total pledged amount was the anonymous donor that offered a \$10,000 challenge. With members meeting that challenge, the extra \$20,000 was a major help to reaching our pledge total. We thank the donor once again for his or her generosity. As a result we were able to budget for our *Fair Share* to the national and district UU organizations. It is important to remember that the budget was planned with your pledge included, so we need to receive your pledge payments in full and in a timely manner.

In addition to asking members to support our congregation's needs through pledges for our full program that fulfills our mission as a congregation, we need to have fundraising events that involve many people. Working together on such events not only raises additional funds, but also provides another opportunity for congregational personal interfaces. This past year we had an extra fundraiser in March, "*The Trunk Sale*," chaired by **Sharon Hise**, and "*The Cabaret*" in May produced by the **Choir**. These events netted us about \$1400 toward the general budget. It was suggested that we repeat these events next year, and others that may be appropriate.

The Finance Council has suggested a grocery coupon major campaign for November-December to take advantage of all the holiday shopping that each of us does during that time. Grocery coupons cost us nothing and give our finances a boost of 5% of the purchases. We have been fortunate to have **Bill Roberts** chairing this program. We urge you to participate!

We had hoped to have a UU Auction this past year but found it difficult to get the leadership required. To make future fundraisers easier and more fun, it is important that each of us consider what leadership role we can take to increase congregation revenues.

Our "*Y2K Pledge Drive*" will be headed by two proven leaders, **Jan Kaplan** and **Bob Kammerle**. Let's challenge ourselves and make it one of the best ever.

To meet our fiduciary responsibility to the congregation, **Richard Campbell** has agreed to audit the books this year. All of our bookkeeping and computer entries have been done by **Jan Parsons-Schwartz** and **Marg Stallworthy**. Many thanks to them for all the hours they have spent on our behalf. A copy of the 1999 budget is posted in the office, along with the most recent financial figures available at the time of this report.

Shirley Anderson, Treasurer  
Kermit Butler, Finance Trustee

# Interim Minister 1999 Annual Report

Unitarian Universalist Congregation of Phoenix

Reverend Linda Bunyard P. 1

It was just one year ago that the Interim Search Committee and I agreed that I would come to work with you for a two years. We "hit the ground running" to begin the work that always needs to be done when a settled minister leaves a congregation. It was further complicated by the division among the members regarding Rev. Fritz Hudson.

When I look back on the year I am amazed at what we have done together to rebuild this strong liberal religious community. There were so many challenges at first.

By the time Celeste and I arrived in August, the newly elected Board President, Michael Hart, had accepted a job in Los Angeles. Our first Board retreat in August hosted by Jan Kaplan was really a triage session. Within six weeks Bob Olson had valiantly stepped forward as President, but the membership of the Board remained in flux throughout the year.

Before I conducted the "Gathering of the Waters" service in late August, we had rearranged the Sanctuary to focus the congregation toward the light of the stained glass window instead of a bare podium against a brick wall. The day I stepped up into the old pulpit and rocked that boat we sang "Somos El Barco:" "We are the boat, we are the sea; I sail in you, you sail in me."

The first time I saw the church office in action I marveled at Administrative Director Jan Parsons-Schwartz' ability to juggle so many people and events at once. She continues to do it with grace and precision.

Another first impression I had was being greeted by Glen and Terry Lockwood at the front table on a Sunday morning. Glen has led the monthly Newcomer Orientation after

the service. You should heard him speaking about the UU faith and the wonderful possibilities of this congregation. Terry has conducted "New U" Saturday workshops and coordinated another wonderful all-congregation retreat in Prescott.

Bob Revette was a solid presence in my first few months. He was at the church the church almost every day of the week. He was available for Buildings and Grounds emergencies at all hours.

Ruth Amster was another steady and guiding hand. There were some weeks when we saw each other nightly at meetings.

The Child Religious Growth & Learning Program bravely began in September after six months without a Director. This Committee is a great example of mission-centered teamwork. They carried the program when a newly hired Director only stayed a month. When Barbara Geis came on staff there was a solid program in place. Now she will lead this program to new heights and depths.

The Adult Religious Growth and Learning Program was in the capable hands of Dawne Spinale. Where else but a UU church would we find such a rich offering of classes? When Dawne resigned, Barbara was ready to step in. Now we have a full time Director who has a years of experience with youth as well as a MTh from Harvard Divinity School.

Given the conflict over the previous minister, we were genuinely concerned about the Pledge Drive, but the Connie Gregory and our famous choir came through with an exciting Oktoberfest dinner to kick it off. It took three months and a "challenge grant" (anonymous) of \$10,000 for us to complete it, but by February 7th we passed a budget for

# Interim Minister 1999 Annual Report

Unitarian Universalist Congregation of Phoenix

Reverend Linda Bunyard

P. 2

1999. Shirley Anderson who served as Treasurer without a junior finance Trustee this year, has been nominated for sainthood.

One Sunday afternoon late September, I had the privilege of attending the dedication of the second casting of "That Which Might Have Been: Birmingham, 1963" at the Carver Museum. This event started in me a longing for this congregation to honor our civil rights activism with anti-racist work today. Having our Minister Emeritus, Ray Manker, in the pulpit to tell the history once again spurred our Social Action Committee to schedule a Jubilee World weekend, which will bring in trainers from across the continent next year to help us in this quest.

At Christmas I asked for someone who would help restart the monthly luncheon for seniors. Billye and Kermit Butler stepped forward. Since our first luncheon in January the Daytimers have grown to 30 in attendance-- people getting together for fellowship and religious growth.

UU Day at the Legislature in February was a heady experience. Seventy five UUs were there on the same day that Clergy for Justice arrived to protest anti-gay legislation. We joined a group of 300 professional social workers in the House gallery and felt that our voices were heard.

If you haven't been in the building during the week, come midday during the school year. The sound of children playing, learning and singing in our preschool and Desert View Learning Center will make your day. A new commitment has been made with both schools. Joni Bosch and Piya Jacobs as directors have worked closely with staff and leadership this year. We are proud to have

schools on our campus that teach the values of Unitarian Universalism

We have had many memorable Sunday services this year. Some of them were led by me, others by the Sunday Services Committee. I remember Jeremy Mussman's blowing of the shofar at the Jewish New Year, the masked dancers and the Mexican altar at Dia de los Muertos, the children's light pageant at the solstice, Angela Attico's dance with me for "Phoenix in Black and White," and the Pacific Southwest District conference Sunday where amid a fiery sermon we heard mysterious voices in the Sanctuary.

I have been deeply moved by the musical ministry of Connie Gregory, our Music Director, as she leads the soulful voices of the choir. Connie has served this entire year with incredible passion and grace, even through the death of her life partner.

The most bittersweet gatherings are the memorial services, where we celebrate a life and are reminded of our own mortality. The Unicare coordinator and volunteers are always there, providing true caring and hospitality.

We have a new Publicity Committee to "keep our light from being hidden under a bushel." Interweave has been infused with new energy. The Task Force on Ministry has helped us develop a mission statement and is leading us toward "Fulfilling the Promise."

These are signs of a healthy congregation. As your interim I have come to love the people of this congregation. I believe that you have a most important role to play in Phoenix in the coming years. We must keep our "eyes on the prize."



*FROM THE DIRECTOR OF  
ADULT RELIGIOUS GROWTH AND LEARNING*

Having just experienced the Pacific Southwest District Conference, *Looking Both Ways*, it seems appropriate to reflect on religious education past and future. I am thrilled to have the added responsibility of leadership in the area of adult programming. This will allow me to establish a coherent lifespan religious education plan. I accepted this position in April and part of what I have been doing recently is looking back over the year to celebrate what you have accomplished. I have appreciated the stories you have told me about the courses and workshops that have been most important to you. Please continue to let me know of these. I was told the drumming weekend planned by Dawne Spinale was one of the most important spiritual workshops of the year. I am also impressed with the wealth of talent and motivation possessed by this congregation. These gifts have led many from a course on Unitarian Universalist history through *The Power of Myth*, *The History of God*, and Eastern religion. This passionate pursuit of religious knowledge inspires all those around it.

Looking forward, with the support of the ARGL Committee and the congregation, I am planning summer and fall educational programs that hold up the best Unitarian Universalist principles and passions. In spring we are planning a hands on festival of the arts with every kind of expression available. The Saturday workshop will culminate with a Sunday service of Unitarian Universalist art and music witness. I am also working to create a resource area for educational materials and brochures that will make the program more accessible to all. Join me this year by attending a workshop or by adding your voice to the dialogue. My ministry of lifespan religious education is for every one of the congregation. I look forward to what we will create together.

  
BARBARA GEIS,

*DIRECTOR ADULT RELIGIOUS GROWTH AND LEARNING*

*FROM THE DIRECTOR OF  
CHILDREN'S RELIGIOUS GROWTH AND LEARNING*

It is hard to believe five months have passed since I arrived to such a warm welcome as Director of Children's Religious Growth and Learning. I was impressed from the start with the rigorous and thoughtful interview process and the wonderful accomplishments of this committee who had run the program for a long time without the support of a professional director. This year in Children's RGL I have seen houses being built, friendships being made, cakes baked, limeade sold, t shirts painted and Unitarian Universalist principles cared about. I have seen dedicated teach teams work hard to bring to life the curricula they have been given. Best of all this has been a small community working hard within the larger community. Thank you for allowing me to be a part of this work and thank you to all the teachers in the program.

I have been happy to provide full teaching teams since my arrival. For some time before the teams had not been completely staffed. I am working now to staff the fall program and create summer workshops. Join me in this endeavor and learn about one of the greatest treasures of your congregation--your youth.

Again I want to say how much I have appreciated my work with the Children's RGL Committee. I think they could provide a model for other outstanding working committees in the congregation.

Thanks to the parents and children for making me feel so welcome I look forward to deepening my ministry to you.

  
*BARBARA GEIS,*

*DIRECTOR CHILDREN'S RELIGIOUS GROWTH AND LEARNING*

Annual Report - Music Director - September 1998-June 1999

(Congregation Choir has additional report)

This was the first complete season for me as choir/music director and with the interim minister, Linda Bunyard. My planning meetings with the minister have provided the congregation with Sunday services where the music is an integral part of the service. Thus the services are more meaningful for both congregation and staff.

My short-range goals for choral music that is diverse, enjoyable, and sometimes challenging have been met. I also intend to use as many instrumentalists as are available in Sunday services. We have also achieved the goal of some performances with other choirs in the valley.

My long-range goals which are in progress include: a larger and more UU appropriate choral library, a children's choir library, formation of a children's choir/youth choirs, further performances with other valley choirs for concerts and combined congregation services.

Music is an integral part of Sunday services to provide meaning and spiritual depth. My intent is to utilize all the gifts of the congregation in ways that provide meaning that is deepest for all involved.

Connie Gregory  
Music Director

## **Administrative Director -- Annual Report, June 1999**

This has been a satisfying year in many respects. Last year at this time I attended not only the UU Administrator's (AUUA) Professional Day but also, for the first time, the UU General Assembly. That was an extraordinary experience. Hearing Rev. Alexander Scott speak at the AUUA's meeting about the importance of doing ministry, as lay minister's, in our daily lives affirmed my deeply held belief that the church staff and volunteers are integral to the ministry of this congregation to ourselves and the larger community. I came back feeling truly energized about working in an UU community. The summer passed very quickly with Kids Kamp in June (a joy), sorting out the "how" of the HORIZONS (as Paula Cohen had stepped down in May as the newsletter editor) and getting to know on and off over the 6 weeks left of "summer" our new interim minister Linda Bunyard.

As Administrator, I have involvement in many aspects of this congregation's structure and programming. As the summer winds to a close, and our Trustees, Committees, activity groups, and staff begin planning for the upcoming year, the office involvement really increases. A brief outline follows of the office function:

### **Communications:**

- Edit and produce the HORIZONS newsletter, a 20-page publication, monthly.
- Produce the Sunday service bulletin weekly.
- Facilitate the copying and distribution of communications to the membership, i.e. the Annual Report, Congregation meeting notices, visitor letters, and flyers.
- Act as liaison for information sharing between our Trustees, Minister, Committees, Activity groups, staff, and all the members of this Congregation.
- Attend Board meetings to enhance communication between the office and our Trustees.
- Attend weekly staff meetings to enhance the working relationship between the office and Minister and other staff.

### **Facility Calendar:**

- Maintain calendar on behalf of Congregation for room and facility use by the Congregation.
- Book and monitor rental activities as appropriate.

### **Financial/Member Records and Bookkeeping:**

- Adhere to Generally Accepted Accounting Principles for a non-profit institution.
- Maintain and produce accounts payable, receivable invoices, member statements, and payroll in a timely and accurate manner.
- Close General Ledger at month end.
- Produce monthly financial statements.
- Ensure timely and accurate submission of tax withholding and reporting documents.
- Prepare a "church health" (now called demographics report) for the Board monthly.
- Prepare the Treasurer's monthly financial statement to Board.
- Update as received all demographic entries to Congregation's database.

### **Programming Assistance:**

- Produce records for ARGL, CRGL, Membership and others regarding member demographics, and past events as requested.
- Maintain office supply levels and procure programming supplies, grocery certificates etc., as needed.
- Set up or help facilitate use of the buildings and grounds by the Congregation.
- Assist the Minister, Adult RGL, Children's RGL, and Music Directors as requested.

### **Facility Management:**

- Ensure daily maintenance of facilities (buildings and equipment).
- Act as liaison for Desert View Learning Center, and the UU Early Education Cooperative for their building use needs.
- Oversee building use; insure user's compliance with congregation policy and procedures.
- Contract for monthly or seasonal services.
- Schedule A/C, heat and fire inspections.
- Procure supplies for custodial, maintenance, and hospitality/refreshments.

### **Community Outreach:**

- Maintain active membership in the Association of Unitarian Universalist Administrators.
- Participate in UU Cluster, District, and Association events as pertain to my role as Administrative Director.
- Participate in the Paradise Valley Organization of Interfaith Communities as a representative of our Congregation.
- Participate in the National Association of Church Business Administrators as an UU Administrator.

None of the above is possible without the tremendous help of our office paid staff and volunteer staff. Marg Stallworthy continues to serve as our financial records consultant, her help is invaluable. Manual Gomez, our weekday custodian, is ever willing to help and works autonomously much of the time. Mark Grenard continues to support our Sunday services as the Sunday custodian, often setting up or tearing down the sanctuary chairs, Johnson room and kitchen for multiple activities on any given Sunday.

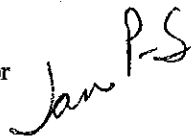
Our office volunteers are frequently the first introduction to this Congregation for many folks. They represent us very well, and deserve a huge thank you from us all. This past year they were: Gail Walker, Bernie Hall, Jane Pauk, Dina Castillo-Mendoza, Bill Parker, Cynthia McCrory, Tish Gauntt, Julie Smart, and Nancy Hochwald. Bill Morris, while unable to continue as a paid Administrative Assistant, continues to volunteer his time and (fortunately for us) computer expertise. Bridgett McGinn Clark assisted with the HORIZONS over the first couple months of transition following Paula's departure. Our HORIZONS collating team was: Shirley Anderson, Frank Ashton, Peggy Betalden, Bernie Hall, Bobbie Jurkovic, Mary MacPherson, Amy McClure, Cynthia McCrory, Alison McGee, Bill Parker, Pat Shannon, Marshal Smart, and our extraordinary "team captain" Julie Smart! I can not express well enough the feelings I have for each of you. You help to make my days at the office a worthwhile and enriching experience. I appreciate your help so much!

While there have been considerable changes in the staff in just this past year, we continue to work toward a cohesive and effective team ministry as paid staff. Rev. Linda Bunyard has brought considerable ability to bridge some of the broken relationships of our Congregation members and friends. I hope to continue to learn from her ministry with us. Connie Gregory, Music Director and Barbara Geis, Director RGL, are tremendous assets for this Congregation and a joy to work with! I want to express my appreciation for Dawne Spinale's abilities and passion for Adult Religious Education. I learned much from her and will miss her involvement in this Congregation's leadership.

And, finally, but no less important, it was a pleasure to work with this year's Board of Trustees. They provided leadership through some tough transitional times and constructive critiques of my performance. They frequently modeled our UU staff/member/friend code and our UU Principles. I received genuine support for my position as Administrator. Two of our departing trustees, from my oversight committee, were extremely helpful and responsive and I want to thank them for their assistance: Shirley Anderson, Treasurer, and Bob Revette, Sr. B&G trustee. You both are great!

Thank you, again, for the opportunity to serve and grow with this community,

Jan Parsons-Schwartz  
Administrative Director



## **UNITARIAN UNIVERSALIST FOUNDATION OF PHOENIX**

The 1999 Foundation members are:

Joan Roberts, President

Marge Stallworthy, Vice President

John Warner, Controller

Bob Kammerle, Secretary

Margaret Herrick, Director

Bob Olson, Ex Officio Member as President of the Congregation Board

The UU Foundation was created in 1974 as a non-profit corporation to provide a permanent financial program for the Unitarian Universalist Congregation of Phoenix. Bequests, memorials and gifts to the Foundation are held in a trust account with Northern Trust Bank of Arizona. The Foundation monies are divided into two funds, the Memorial Garden and the General Fund.

The net income from these funds is available to the Memorial Garden Committee and to the congregation for special projects. Each year a portion of the net income is returned to the Memorial Garden and to the General Fund. The principal is held for long term growth. The Congregation may also request loans from the Foundation for capital improvements or financial emergencies.

Bequests were received from the John Mitchell and the Irv Bezman estates to be deposited in the General Fund. Gifts in memory of Betty Irvine were received.

The funds for the Audrey Engelen Memorial are being held by the Foundation until the pulpit is completed. The cost of the project will be paid for by these funds.

Joan Roberts, President



## Unitarian Universalist Early Education Cooperative

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

### Report of the Unitarian Universalist Early Education Cooperative May 12, 1999

The preschool experienced a wonderful period of growth and renewal the last twelve months. We started the year with three new teachers; our team in the four's room is lead by Judy Williams (with 18 years experience working with four year olds), assisted by Marilyn Mullins (with 9 years with the same age group). In the two's and three's classes Doug van der Veen has joined as assistant. All have done a wonderful job continuing our tradition of modeling what a child-centered, respectful program for young children should be.

We enjoyed full enrollment this past year and look forward to the same next year. The UUEEC announces to the Congregation the preschool application periods through the Horizon. However, we wanted to try individual outreach, as well. This past January the preschool called Congregation member family with children eligible for the preschool to see if they wanted to enroll their children. The RG&L director and the preschool director will work together again to try to improve that process next year. Congregation member families that might need a bit of financial assistance to attend the preschool are encouraged to contact the children's RG&L program director.

In keeping with our commitment to parent support, we held five parent meetings in each class throughout the year and encouraged parents to attend a workshop by Alfie Kohn that we helped sponsor. The children and families of the preschool also participated in the food drive for Interfaith Ministries, donated books to Booker T. Washington Head Start and donated personal care items for the battered women and children's shelter in Glendale. By the end of the year we will have had three clean up days to clean, repair and maintain the rooms and grounds used by the preschool.

The preschool accomplished many goals it had set for the last year, number one of which was working through to conclusion the statement of relationship between the preschool and the congregation through the efforts of the "Conversation Committee". Senior Activities Trustee Jan Kaplan deserves a huge round of thanks for for shepherding the committee and the process to a successful conclusion. Thanks are also due to Bob Revette, Robbie Kern, Jan Parsons-Schwartz, Tom Parker, Jeffrey Newman, Kevin O'Brien, and Joni Bosh who formed the core of the committee. Our thanks go also to a number of people who participated at various points in the process - Shirley Anderson, Bridget McGinn Clark, Linda Bunyard, Bob Kammerle, Susan Goldsmith, Lani Comp, Doug van der Veen, Michael Hart, Alison McGee, Sharon Hise, Jim Lynch, Marshall Smart and Barbara Gies. The report, which clarified the relationship between the preschool and the rest of the congregation and instituted a formula for establishing the room use fee, was approved by the Trustees in November of 1998.

The preschool's fundraisers, the rummage sale and the spring auction, were very successful this past year. We are most appreciative of the support of the rest of the congregation for those two events. We are setting dates now for those events next school year and will be advertising them, as usual, through the Horizon. Special thanks to Alisa Grey for writing the monthly preschool articles for the Horizon newsletter.

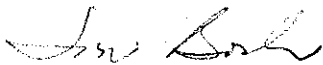
We also had a very positive inspection by the State Department of Health Services under the new regulations. We have added a lockable cabinet in Room B and will be acquiring a new changing table in room 15, the nursery, as ours no longer meets the standards.

Behind the scenes much was accomplished as well. A new "360 degree" personnel review system was developed and implemented this past year. All job descriptions were revised and made more consistent, a pay schedule was established, we conducted a week long orientation training for the newly hired and improved the training for teachers offered through the Arizona Council of Parent Participation Schools. Working with Jan Parsons-Schwartz and Bill Morris, we began to investigate the possibilities of making available health insurance to both preschool and congregation employees, the exploration of which will continue into the next year.

Through a generous donation we acquired an older Macintosh computer which has enabled us to move our library inventory to our preschool and keep it up to date on a timely basis. We will try to have our schedules created on it next year. Special thanks go to Carol Nuefer, whose children graduated from the preschool and who brought our old book inventory up to date and to Jeff Newman, who created our scheduling calendars.

All in all, it has been a satisfying and enriching year.

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.

## **Annual Report From the Adult Religious Growth and Learning Committee**

The Adult RG&L Committee has enjoyed a productive year in the service of the educational needs of our congregation. We have endeavored to support the Congregational Mission Statement through a variety of classes that embrace diversity and promote lifelong spiritual growth through service, worship, ritual and education.

*The History of God* book study group led by Ron Rohlfing concluded its examination of the three monotheistic faiths, Judaism, Christianity and Islam. Interest among group members in studying non-monotheistic faiths led to a course on *Zen Buddhism* led by Morten Rosenberg and a look at the *Upanishads* with Jay Alagia.

*Our UU Story* was led by Rev. Linda Bunyard and offered both newcomers and established members alike an overview of Unitarian Universalist history.

*The Care of the Soul*, led by Bill Morris, offered guidance in nurturing spiritual growth in ourselves and others.

*Faithful Choices* explored the ethical dilemmas that modern medicine brings in to our lives. Jan Parsons-Schwartz facilitated the discussions.

*Mother Wove the Morning* video series offered a historical outline of women in religious history through a one-woman show acted by Carol Pearson. Carol Cooper served as VCR technician and discussion encourager.

*The Poetry Coffeehouse in the Garden* continues to be a popular regular feature where members of the congregation may share their favorite poems. Carol Cooper facilitated this gathering earlier this year, John Williamson is now the Coffeehouse moderator.

*Traveling on Second Fridays*, originated by Barbara Cawthorne, brings fellow UU travelers together to share their journeying experiences.

We would like to make special mention of the classes that have been facilitated by Dawne Anderson Spinale. Dawne has been an invaluable guiding light to the Adult RG&L Committee, both as our director and as facilitator of the following classes:

*Spirituality in Everyday Life* – A guide to incorporating various spiritual practices into one's everyday existence.

*Parents As Resident Theologians* – Co-led with Gloria Keenan, part 2 of the 3 part 'Being a UU Parent' series, this class enables parents to instill UU values in their children.

*Rise Up and Call Her Name* – Co-led with Celeste Rogers. *Rise Up* seeks to widen our knowledge of the many ways deity has been represented in human history by focusing in on woman-imagined traditions.

Dawne was also 'instrumental' in bringing to pass the *Drum Making Workshop*. Participants have been enthusiastic in their praise of this combined exploration of practical and spiritual skills.

The Adult RG&L Committee would like to thank Dawne for the inspiration and guidance she has given us throughout her tenure as ARGL Director.

We would also like to give a hearty welcome to our new Director, Barbara Geis. Barbara brings with her a wealth of experience in the realm of religious education. She envisions a number of valuable projects for the future, including the creation of an Adult Resource Center where information and materials on adult religious education will be readily available to the congregation.

The Book Table has been doing good business, thanks to the patronage of our congregation and visitors. We hope to begin ordering on a more regular basis and would like to solicit input from the congregation on our selections.

Lois Leader, Chair, ARGL Committee

Committee Members: Phyllis Fenske, Jane Hudson, Larry Lorenzon

Board Representatives: Ruth Amster, Carol Cooper

ART COMMITTEE ANNUAL REPORT  
5/28/99

Chairman of the Art Committee, Ed Ufier, 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.

In early March the Committee, with the help of Ray Manker, Gretchen Manker and Bob Revette, removed from storage all of the Congregations art collection and identified and cataloged the majority of pieces. We displayed the art in the hall and invited members of the Congregation to further identify any pieces with which they were familiar. The Committee is in the process of making needed repairs to this collection. When not on display, the artwork is stored in the room behind the pulpit.

The Art Committee Description has been updated and incorporated in the current Art Committee Charter, a copy of which is attached.

Current members of the Art Committee are Ed Ufier, Chair, Tish Gaunt, Regina Nelms, Florence Foltz, and Jack Cummings. Program Trustee for the Art Committee is Carol Cooper.

Respectfully submitted,



Tish Gaunt, Secretary/Treasurer

CHARTER  
ART COMMITTEE  
UNITARIAN UNIVERSALIST CONGREGATION OF PHOENIX  
MAY 28, 1999

The purpose of the Art Committee is to facilitate the use of the visual arts as an aspect of our Congregation's religious and spiritual experience.

Our goals are to provide an aesthetic environment, educate and develop taste, provide creative experiences, recognize and promote artists and enhance the reputation of the Unitarian Universalist Congregation in the broader community. Our church is well known by the greater Phoenix art community as a place to display work, and we seek to bring a diversification of the work of that community to the members of the Congregation.

Although the Art Committee is neither a decorating committee nor a fund-raising group, another aspect of its mission is to confer with other committees or groups in the Congregation regarding aesthetic decisions to enhance their activities and the life of the Congregation.

## BUILDINGS AND GROUNDS ANNUAL REPORT

There were several improvements accomplished within this past year to the building's heating and cooling systems. We now have a brand new boiler to provide heat. Just completed is our new cooling system which is comprised of a brand new cooling tower, a two compressor chiller and two larger pumps along with upgraded electrical and plumbing within the "pit". Fortunately through emergency funding from THE FOUNDATION these necessities were made possible.

Improvement projects approved at last June's Annual Meeting were accomplished over the summer. The west wing roof (above the kitchen, Johnson Room and classrooms) was replaced and 100% of the remaining roofs were recoated. The kitchen has been enhanced with a new commercial refrigerator and Kid's Camp donated the money for the new commercial freezer. Following the theft of our sound system a replacement system has been purchased with insurance proceeds.

Two wonderful projects to memorialize individuals and enhance our Sanctuary and Grounds were undertaken this past year. "ADAM'S COURT", the new play court by the annex is a gift to our facilities in memory of Adam Schnall, a Desert View Learning Center student. The Pulpit Area Redesign is our memorial for Audrey Engelen. The Congregation has approved and funded this project and construction is planned in July 1999.

Much has been accomplished this past year. Much more remains to be addressed. Thanks to ALL who have helped.

Bob Revette and Bob Leesley, B & G Trustees

## **Children's Religious Growth & Learning**

It has been an exciting and fun filled year for us. We are thrilled to have our new, wise and innovative director Barbara Geis. Barbara joined us in January and has been "learning the ropes" fast and furiously! It is wonderful to have a leader again after one and a half year lapse. We all look forward to having a long lasting relationship with Barbara.

As we tell you specifically about all our "going ons", we would like to do it in a different format this year. We would like to categorize the activities and other topics under the three areas of our religious mission, that we as a congregation defined this winter.

### **EMBRACE DIVERSITY AS WE ENGAGE IN THE PASSIONATE PURSUIT OF UNITARIAN UNIVERSALIST PRINCIPLES**

- \*Participation and follow up activities to the Day of the Dead service
- \*Facilitating the congregation wide holiday potluck and activities to celebrate the winter holidays.
- \*Hana Matsuri Celebration
- \*Beltane Celebration

### **SHARE MINISTRY THAT PROMOTES LIFELONG SPIRITUAL GROWTH THROUGH SERVICE, WORSHIP, RITUAL AND EDUCATION , THERE BY INSPIRING LIVES OF JOY AND HOPE**

\*Greeting members, friends and newcomers as they enter the church on Sunday to assist families with children to the proper place for each of their children and to answer any questions that they might have.

- \*Teaching recruitment
- \*Hiring Director for the Children Program
- \*Teacher training
- \*Festival of Light Pageant - performed in late December
- \*Teacher recognition in January
- \*Secret Pals - where the young and the old got to know each other a bit better
- \*Easter egg hunt
- \*Ice Cream Social - when the children got to make their own ice cream
- \*Water Day - where the children got to have a ton of fun playing with UU friends in water
- \*Teacher Appreciation Breakfast
- \*Youth recognition for graduating
- \*New Lives Celebration
- \*Summer program for the CRG&L - where multi level age activities are provided for the 5 and older group by the members in our congregation

### **GROW AND BE EFFECTIVE IN THE GREATER COMMUNITY**

- \*Unicef Pumpkin Sunday
- \*ICM box - making this apart of the children sermon time each week
- \*Contributing to the desserts that were taken to the New Day Center
- \*Contributing books to the book drive for the Booker T. Washington School

We will be meeting over the summer at a retreat to establish our goals and responsibilities for the coming year.

Submitted by the Children's Religious Growth and Learning Committee

Barbara Geis - Director of the Children's RG&L Program

Gloria Keenan - Co-Chair

Moira Revette - Co-Chair

David Bickford

Linda Maley

Denise McConnell

Diana Saylor

## Denominational Affairs Committee Report

1998-1999

A major function of the committee this has been to host and take charge of local arrangements for the annual PSWD conference, scheduled this year for May 21-23. Julie Smart has chaired this for the committee and has had excellent response and cooperation from members of the congregation as well as from the other valley churches which are providing some of the meals. Having the conference at our facility has made it easy for our members to attend part or all of the events, making us all more aware of the denomination beyond our local congregation.

The Phoenix Metro Council, composed of members from all the valley congregations, has been active this year. A Mission statement has been developed and accepted by all congregations. A plan is in place to develop home pages for each congregation. These will be connected and also connected to the UUA, we hope. The council has taken over the planning of the Day at the Legislature, and plans are underway for next year. Plans have been made for a valley-wide Thanksgiving service the evening before Thanksgiving at the new Sun City church which should be completed before then. The choirs from all the congregations will sing-together. Because some members have gone from one congregation to another, the council plans to check membership lists so that we are not sending duplicate payments to the district and the UUA for these folks. All of the ministers have been active in the council this year, and each church has had representatives present at all of the meetings.

A denominational affairs bulletin board is now up in the hallway of the church, thanks to Linda Bunyard and Bob Revette, so information can be posted and updated. Linda has been an active and enthusiastic supporter of this committee.

Delegates for the PSWD conference and the UUA General Assembly have been selected. About 12 members have indicated that they plan to attend GA in Salt Lake City.

For next year, co-chairs are recommended, and we need to add some committee members.

Shirley Karas, Chair

## Interim Minister's Committee

The Interim Minister's Search Committee was transformed into the Interim Minister's Committee when Linda Bunyard arrived among us. We met about five times, at Linda's request. Our job was to help Linda serve us all in any way we could. Members were: Ruth Amster, Peter Fears, Sandra Lynch, Bob Revette, and Jennie Scrivner.



## Membership Committee Annual Report

Were you greeted at the door when you arrived for Sunday services this year? Did a microphone arrive just in time for you to share your joy or concern for all to hear? Was there coffee and tea on the patio so that you could socialize a bit after service? Did you enjoy a bagel or two while you visited with your friends?

If you said yes to any of the questions above, please say thanks to the members of the Membership Committee who make these things happen.

This year's Membership Committee consisted of:

Sean Gallagher, Nancy Hochwald, Ella Jefferis, Heather McLellan, Charlie Smith, and Bill Parker.

With a few dedicated members, we accomplished the above and more.

In October, Nancy Hochwald and Terry Lockwood co-facilitated the first New UU Session that had been held at our Congregation in more than two years. It was such fun that in March, Sean Gallagher and Terry Lockwood co-facilitated another New UU Session. Through these New UU Sessions, which were held from 9:30 to 2:30 on select Saturdays, new members or those who were interested in becoming new members had an opportunity to find out more about Unitarian Universalism, and about the workings of our Congregation.

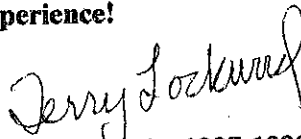
The Membership Committee hosted a reception for New Members, just prior to the Service of Induction for New Members, where we had a chance to meet and greet (again!), the newest members of our Congregation.

Have you noticed the Welcome to the UU Congregation of Phoenix cards on the Welcome Table in the lobby? One of the first impressions that visitors to our Congregation receive is through the quality and presentation of informational pamphlets provided in the entrance lobby. To enhance this impression, the Membership Committee has undertaken the task of upgrading some of the pamphlets that are available to visitors to our Congregation. Let us know what you think of the Welcome card.

A challenge faced by the Membership Committee is getting the Membership of the Congregation involved in welcoming visitors. One of the ways in which the Membership Committee attempted to involve the Congregation was to invite various activity groups to provide a Greeting and Hospitality team for any Sunday that they selected. A special thanks goes out to the Social Action Committee for responding to this invitation and providing the Greeting and Hospitality Teams for several Sundays throughout the year.

The invitation is ongoing for any activity group to sign up together as a Greeting and Hospitality Team for any Sunday you choose. Meeting and greeting visitors is a very rewarding experience, and something that is easy to be involved in. If you, as an individual, are interested in participating on the Greeting and Hospitality Team, just look for the sign-up sheet on the bulletin board in the back of the Sanctuary. It takes only a few minutes of your time before and during service, on any Sunday you choose, and you will undoubtedly meet new friends, greet old friends and enjoy the experience!

Greetings



Terry Lockwood, Membership Committee Chair, 1997-1999

## MUSIC COMMITTEE 1998-1999

During the fall of 1998 the Music Committee was inactive. However, the program functioned smoothly with Connie Gregory filling two positions - as Music Director and as Accompanist. Ed Grobe played the piano for Wednesday night choir rehearsals. He also accompanied the choir during Sunday services and for the Cabaret performance.

The Music Committee was reactivated in January of this year with Jay Finkelstein as Chair, Bill Snowden as Vice-Chair and Choir President, Jerry Whalin as Secretary and Sally Boyd as Treasurer. The first thing we did was work on a permanent Music Director's contract for Connie. She had been classified Interim Director for over a year.

Also, the committee initiated the use of in-kind contribution forms to acknowledge the volunteer services of our professional musicians. Since this year's budget allotment for music supplies was inadequate for the choir's needs, the Music Committee authorized Connie to use our Discretionary Fund to buy new music. We assisted Connie with Cabaret preparations also.

After years of instability within the music program (due mainly to frequently changing directors), the choir and other musicians are happy to have a Director who not only is talented and pleasant to work with, but who might even stay with our Congregation for awhile. This gives the Music Committee a chance to develop long range plans.

The choir has worked hard this year. It performed two or three times a month for Sunday services. Members sang at the Octoberfest and at the Christmas Eve service. Many helped at the Trunk Sale as well as organizing and performing at Cabaret and singing for the Southwest District Conference. The loss of choir member and good friend, Scott Dieckmann, was felt very strongly by all of us. The choir members were honored to sing for his Memorial Service.

Significant contributions of time and talent also have been made by the congregation's fine instrumentalists. Ed Grobe accompanied the choir regularly all year. Aside from his great piano work, he also enlivened Wednesday night choir rehearsals with his wonderful sense of humor. Ruth Thistlethwaite, our choir librarian, put in many hours keeping our music organized. Gail Paul, Paula Hurn, and Pat Fisher willingly played when asked, and Larry Lorenzen and his Rock & Roll Band presented a lively Sunday morning service.

The Music Committee's goals for the coming year include increasing the size of the choir, building up the music library, and encouraging more involvement by musicians from within our congregation. Call Connie Gregory or me if you have talents you want to share. We would be happy to include you in the music program.

Jay Finkelstein  
Chair, Music Committee.

## **Nominating Committee -- Annual Report June 1999**

The Nominating Committee had a challenging year. The committee is charged with finding qualified candidates for openings on the Board of Trustees, the Foundation Board, and other positions as delegated by the Board. We were asked to find candidates to fill several vacancies on the Board of Trustees and Executive Committee that occurred throughout the year. We actively sought qualified people to accept these challenges and opportunities.

The Nominating Committee has recommended six candidates for the Board of Trustees, and two people to fill vacancies on the Foundation Board. Our most demanding task this past year was the recruiting, interviewing and evaluating the candidates for the Ministerial Search Committee, and proposing our recommended slate.

Respectfully submitted,  
John Warner, Acting Chairperson.

## THE PULPIT COMMITTEE

June, 1999

The Pulpit Committee was appointed by the board last October in response to a presentation by Rod Engelen, in which he indicated his willingness to provide a new pulpit in memory of Audrey, who was so important to the life of this congregation for so many years. The project was to be funded by the Audrey Engelen Memorial Fund that was being held by the Foundation.

Virginia Frogge, Jesse Hise, Bob Leesley and Frank Herman were appointed to the committee, with Rod Engelen as ex-officio member, to research the matter and report back to the board.

Because our current pulpit is such a dominant feature of the front of the room, the committee very quickly began considering other changes that would make the entire area more functional for its many uses: Sunday morning services, speaker programs, dance and music programs, and variety programs such as our choir's Cabaret.

The committee invited input from other congregational members. David McDonald and Jack Cummings attended meetings regularly, providing additional support.

After several weeks, a plan for remodeling the front of the auditorium and adding a new, movable pulpit emerged. It was approved by the board with the understanding that no current budget funds were available. The committee would need to raise funds since the project had expanded beyond simply replacing the pulpit. With the board's approval, the committee conducted a short fund drive, which ended on Feb. 1 with the needed funds donated or pledged.

The congregation approved the project at the semi-annual meeting in early February.

Because of rental and in-house commitments for use of the auditorium, the actual remodeling will be done during a portion of July 1999. The pulpit itself may not be finished until the fall.

All committee members and volunteers contributed heavily to this project with their time and ideas. Virginia Frogge organized the group and helped the committee move forward. Architect Frank Herman has given an enormous amount of time in designing and re-designing the plans. Jack Cummings and David McDonald contributed ideas for the project, some of which were incorporated and others which we hope to use at another time. Jesse Hise and Rod Engelen worked on fund raising. Bob Leesley has been an outstanding chair of the group, helping us deal with design and idea differences.

Once the project is completed, we feel the congregation will be as enthusiastic about the finished appearance as they were about the design when they voted approval. This project will expand our shared ministry by making our auditorium space more flexible in its uses for worship, ritual, education and for all the other activities presented there that help to bind us as a congregation.

On behalf of the committee,  
Jesse Hise

## SOCIAL ACTION COMMITTEE REPORT 1998-1999

The Social Action Committee has had another busy year in pursuit of an idyllic world. This ever-present challenge has provided the opportunity for many church members and friends to participate in our various projects, which are:

1. Monthly luncheons on the third Sunday from September through May with a wide-range of speakers on current topics. A suggested bargain donation of \$3.00 is requested with an average of 30-35 people in attendance. Speakers this past year:

Gerry Anderson: Arizona Gun Violence Prevention Coalition  
Randy Serraglio: "Prisoner of conscience" School of the America's  
Cindy Silverman CMSW: New Beginnings Transitional Home for domestic violence survivors  
Dr. Constance LaFerriere: UJ PSWD Executive  
Denny Davidoff: UUA Moderator  
Tony Benegas: Hurricane Mitch Honduran aftermath  
Prof. Joe Graves: ASU - Race, Intelligence & Genes  
Dr. George Pauk: Latin American health and human rights

2. New Day Center Family Shelter - Our four-year relationship continues on the first Sunday of each month. We cook at noon, let it simmer, deliver and serve a meal of posse stew, salad, bread and butter, brownie, milk or lemonade at 5 p.m. for approximately 150 people. This is an event that many of us, young and old, experience and look forward to each month. Following the meal the children (and some adults) are entertained with an arts and/or craft project that has developed nicely over the past year. Robbie Kern is the new coordinator. A special thanks to Mary Ellen Mussman and Margo Newhouse for many, many hours of service.
3. Pastors for Peace Caravans have been hosted twice. The first in November was on its way to Chiapas and Nicaragua. The second is on its way to Cuba (June 6) with new clothing, educational, medical, vitamins, arts, sports supplies, etc.
4. Circulo de Amigas - We have been able to sponsor our high school graduate for at least one more year of post high school studies, with donations of \$606.
5. Souper Bowl Sunday - a national interfaith day coinciding with Super Bowl Sunday. Four of our young heroes using soup pots collected 181 one dollar bills that were donated to agencies of our choice, New Day Center and Interfaith Cooperative Ministries ICM.
6. UU Day at the Legislature - 100 UUs from across the state met at the Capital on President's Day, February 15.
7. Holiday Projects: in conjunction with UU Early Education Cooperative and Desert View Learning Center:
  - a) Booker T. Washington Head Start - donated 425 books
  - b) Honduran Relief - Hurrican Mitch - \$5300 was given to Tony Benegas to build a new home for a family in Yoro, his hometown
  - c) New Beginnings Transitional Home - personal care items were collected and donated
  - d) Towels were collected for the New Day Center
8. Booker T. Washington Child Development Center Tours. Eighteen UU's attended tours in

**April and May.**

**9. Interfaith Cooperative Ministries. Our collection of goods continued throughout the year. Both Desert View and the UU Preschool contributed goods to ICM as well. Marylou Coy coordinated the weekly pick up.**

**The Social Action Minute name was changed to: .... And Service is Our Prayer**

**The Social Action Committee is a shared ministry of church members who aspire to embrace diversity, promote service in and to the greater community, and educate members and others on social and environmental issues.**

**Respectfully submitted,**

**Heather McLellan  
Sandra Lynch  
Co-chairs**

Sunday Services Committee, Annual Report, June, 1999

The Sunday Services Committee's primary responsibility is to present approximately 16 Sunday services during the year.

Looking back, we see that have reflected in our choices some of the elements of the new mission statement. We have embraced diversity in our presentation of programs and speakers on topics such as our Interweave program with speaker David Manker; Sheila Dickson on transgender issues, Cheryl Becker on understanding and working with the mentally ill, and Joni Bosh on the environmental spirit.

We have attempted to grow in the wider community with programs such as Betty Sayler, speaking on education concerns in Arizona, Jeremy Mussman on the criminal justice system, and Jeff Williamson, Phoenix Zoo Director, on issues of animal preservation.

We participated in shared ministry by offering programs from the Women's Spirituality Group; Denny Davidoff, UU Moderator; and Arnie Thaw and Len Sheff, who dealt with issues of conflict, rage, and inner peace. Some of our members who attended the General Assembly opened us to a wider view of denominational issues. We looked at joy and finding ways to express the things within us through a humor service led by Charlie Lynch, a poetry writing service led by Jesse Hise, and a music service led by Larry Lorenzen.

Jesse Hise was the chair of the committee during 1998. From January, 1999, to the present, each member of the committee took a monthly turn at chairing the committee. The other members were Tish Gaunt, Larry Lorenzen, Jim Lynch, Melissa Parsons-Schwartz, Heather McLellan, and Gil Venable. Linda Bunyard attended the meetings and provided suggestions and support.

Recently the committee invited various members of the congregation to attend our meeting, to state their views on possible changes in our services. Partially as a result of their comments, and because of the leadership of Melissa Parsons-Schwartz, we have planned July and August around themes. We sought speakers and programs that would give insights into aspects of the theme selected. The committee is also currently working on its new definition of purpose. Now we are beginning to plan for the fall and winter.

Meeting on the first Thursday of every month, the committee welcomes new members. We also welcome members who are willing to become service leaders, which are a vital part of our services and provide an excellent opportunity for personal growth.

We thank everyone who has helped, who has agreed to be a speaker, and to all the congregational members who have participated in our programs.

On behalf of the committee,

Jesse Hise and Jim Lynch

## Task Force on Ministry – Report to Congregation, June, 1999

At the direction of the Board of Trustees, the Special Task Force on the Committee on Ministry (“Task Force”) has studied, consulted, talked with members of the Congregation and worked together to propose a new structure for a Committee on Ministry (previously, the Ministerial Relation Committee). The reason for considering the change was that the previous structure was the focus of confusion, misunderstanding and concern. Supporting this effort has been a movement throughout our association of congregations (The Unitarian Universalist Association, UUA) toward recognizing that the ministry is not the work of just the professional minister(s), but is the work of all of us.

Shortly after we began our work, it became clear to us that in order to define a new process for taking responsibility for the evaluation of the ministry of our Congregation, we needed to be clear about the mission of the Congregation. With the Board’s approval, we began a mission building process; a mission statement could then serve as foundation to our recommendations. The process involved much Congregation wide discussion and culminated on February 6, 1999, when the Congregation adopted the following statement of mission:

*Our religious community aspires to:*

- *embrace diversity as we engage in the passionate pursuit of Unitarian Universalist principles;*
- *share ministry that promotes lifelong spiritual growth through service, worship, ritual and education, thereby inspiring lives of joy and hope;*
- *grow and be effective in the greater community.*

The mission statement makes clear that we are all responsible for our ministry – that we do indeed intend to develop and carry out **shared** ministry. The Task Force suggests that since ministry is not just the job of the professional minister(s), we need a Committee on Ministry (COM) whose focus is the whole ministry. Such a committee would facilitate assessment of our entire shared ministry, so that we may, as a Congregation, both 1) hold ourselves accountable for ministry and 2) effectively assess the performance of our professional minister(s).

We have (just) made our proposal to the Board and hope to support our recommendation by offering to consult with the Board and Congregation as we consider this major transition. Make no mistake, this will be a major undertaking, but we believe it is one that will pay dividends for many years to come. Since the Board just received our proposal, there is still much to consider. As with any change this significant there are (and should be) concerns about implementation and how/if this serves the needs **and** mission of the Congregation.

Each of us has a role in ministry, though most of us don’t see our efforts as ministry. Ministry is anything we do in pursuit of our religious mission to our own membership and the wider community. It is our sincere hope that we all take our mission to heart. This statement should help us recognize that what we are doing is central to the ministry of this congregation. Our statement will also help us focus our future efforts so that the congregation’s mission is kept at the center of our ministry.

Thank you again for the ministry **you** perform. We have much to be proud of, and much work to do. Let’s see that our work is fun and meaningful. Remember:

*The fire of mission provides the community with the kind of faith that can transform the world.*

The Task Force on Ministry

Susan Goldsmith, Brenda Hoskins, Judy Lambert, Glen Lockwood  
(Jeremy Mussman and Diane Olson were integral members of the Task Force, but are unable to continue)

gbl

A handwritten signature in black ink that reads "Glen Lockwood". The signature is written in a cursive style with a large, stylized initial "G".



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## Annual Report of Unicare Committee

May 18, 1999

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 this year have included memorial services, poinsettia sale and set up, the coordination of meals brought to families in need, and the sending of cards to members who are experiencing a sorrow or joy.

Members of the committee and other members of our caring congregation assisted with memorial services for John Mitchell, Cam Boyd, Scott Dieckman and Don Jackel.

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, Jesse and Sharon Hise, Cynthia McCrory, Jan Parsons-Schwartz, Joan and Bill Roberts, and Marshal Smart. 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 of Activities of Circle Dinners  
1998-1999

The Circle Dinners provide an opportunity for members of the Congregation to get to know enjoy other better in a social atmosphere. It also provides non-members an occasion to get know something about the Congregation by getting acquainted with members. In this fourth year, we have had about 40 participants.

Activities for this year were:

September: A season kickoff of the full group hosted by  
**Marcia Farrell and Phillip Shoemaker**

October: Three Circle Dinners hosted by  
**Gail Walker and Ed Kolner**  
**Judy and Chuck Nielson**  
**Victoria and William Lipman**

December: A Hearty Hors D'oeuvre holiday party hosted by  
**Shirley and Thor Anderson**

January: Three Circle Dinners hosted by  
**George and Shirley Karras**  
**Mary Ann Poggenburg**  
**Mary and John Wilbur**

February: Two Circle Dinners hosted by:  
**Bill Parker**  
**Barbara and Jim Grubb**

March: Three Circle Dinners hosted by  
**Carol Gibson and Mary Lou Evans**  
**Rochelle and Dale Taylor**  
**Thelma Davis and Bernard Gamire**

April: Season finale of full group hosted by  
**Pauline Peverly**

There is a solid core of members of this group that sustains it. **Marcia Farrell and Judy Nielsen** have agreed to lead the activities of this group for 1999-2000. They bring enthusiasm and expertise in marketing which will surely lead to growth in membership in the group.

**Barbara Grubb and Pauline Peverly**  
**Co-Chairs**

# History/Archives Committee

Annual Report -- May 1999

Just over a year ago, five of us met to consider what might be done to conserve and celebrate the history of the UU Congregation of Phoenix. Our group has now grown to about ten. Building on the interest of those in the group, we have begun two primary efforts: 1) getting materials into archival form and 2) interviewing people in the congregation who know our history. We requested a budget line and have \$250 to spend in this fiscal year.

Gretchen Manker and Jane Grenard have done the most work on archives, sorting through photos, papers, boxes and old reports. They've considered various classification schemes, talked to people who have done archives in other UU churches, looked at archival materials catalogues and despaired over unidentified photographs. Some of our budget will be spent on acid-free boxes and folders and markers so that we don't add to the deterioration of materials.

Several people are interested in doing oral histories through interviews - if you are called we hope you'll agree to let us record your story! Actually don't wait for us to call - if you have a great story that should be part of our history, call one of us. We are interested in all kinds of stories - about all aspects of our congregational life together. And the stories don't have to be from the "olden days." We are making history every day and this committee wants to be recording it as we go along.

On May 12 we had "Tea and Old Photos" in the Johnson Room. About 20 people came to identify old photos, enjoy the fellowship and - as it turned out - celebrate Ricky Michaud's birthday! We hope to offer more ways to recognize our history in the coming year and we look forward to your participation.

There is lots to do to conserve and celebrate our rich history -- much more than this small group could ever do -- so we welcome you on our committee. We think the committee is a great addition as the congregation begins to live out our newly adopted mission statement: our history is about embracing diversity; spiritual growth can come from dwelling on our "historical edge" as well as from dwelling on our "forming edge;" and, when we pay attention, our history offers messages of joy and hope to inspire us!

Fred Corbus  
Jane Grenard  
Melissa Parsons-Schwartz  
Helen Votichenko

Lynne Davis  
Gretchen Manker  
Pat Sheer

Susan Goldsmith  
Muriel Osder  
Charlie Smith

## UNITARIAN UNIVERSALIST CHURCH OF PHOENIX INTERWEAVE

### PURPOSE

Interweave is a membership organization affiliated with the UUA, dedicated to the spiritual, political and social well-being of UU's who are confronting oppression as lesbians, gay men, bisexuals, and transgender persons; and their heterosexual allies; and facilitates the celebration of the culture and the lives of its members. Interweave and the UUA's office of Lesbian, Bisexual, and Gay Concerns are an important part of the response by religious people to campaign by the radical right to limit or eliminate the civil rights of lesbian, bisexual, gay and transgendered people in the U.S., Canada, and around the world. Interweave provides an opportunity for people of all sexual identities and genders to celebrate together their differences and similarities, and to work toward the elimination of oppression on the basis of sexual identity and gender identity.

Our local Interweave chapter can be instrumental in advancing the Unitarian Universalist Congregation of Phoenix polestar vision of a "Community of individual freedom and dignity."

### STRUCTURE

Interweave will be composed of at least four Leading Members. The Leading Members shall serve a one-year term that will coincide with the Church year. Nominations will be made in May while newly elected members will assume position in June. The member positions are as follows: Coordinator, Secretary, Historian, and Communications. It is anticipated that a Treasurer will be added by the year 2000. In addition, other non-elected members volunteer time, money and resources to help sustain the functions that Interweave sponsors.

Interweave has a new level of energy within Interweave due to some new members assuming leadership positions. Currently, there are 47 members with about 12 core members. We are in the process of updating our mailing list and have established an email communication tree. In addition, Interweave is attempting to reach out to the broader Gay, Lesbian, Bisexual, and Transgendered (GLBT) community through our presence and participation at Phoenix Pride and other key events. From this effort, a mailing list is being compiled of individuals that are interested in Interweave and/or our congregation.

### FUNCTIONS

Some of the functions that Interweave sponsored last year were as follows: Pool Party, Various Potlucks, GLBT Book Night, GLBT Movie Night, Mathew Shepard Vigil, Phoenix Pride Booth, and Various Planning Meetings.

Some of the future functions on the Interweave calendar are:

Various Planning Potlucks with Themes, Desert Voices Concert in Tucson, Video Night, Bake Sale, Pool Party, Picnic, Movie and Ice Cream, Pancake Breakfast, Halloween Party, Coming Out Service, Phoenix Pride Parade & Booth. Our core activities are currently planned through the fall, with exception of Phoenix Pride. Interweave has offered assistance with the Welcoming Congregation.

## **The Outdoor Group -- Annual Report 1999**

Formed in 1992, The Outdoor Group provides members and friends of the congregation a chance to enjoy the wonderful outdoor beauty of our state, primarily by organizing day-hikes throughout Arizona.

Our activities are planned twice each month, usually for the second and fourth Saturdays. We also have two annual meetings, hosted by Audrey Mawson and Gene Rowley, for the purpose of planning the next six month's schedule and electing group leaders.

Information about our upcoming activities can be obtained in Horizon's, or through our semi-annual schedule and hike flyers, usually available at a table in the back of the sanctuary at the end of each service.

This year we sponsored twenty-five hikes, and six potlucks. One of the hikes was a fundraiser for the American Cancer Society, led by Mary Lou Evans a cancer survivor, and was dedicated to beloved friend Hanna Parker's memory. Another of our hikes combined a potluck with a fundraiser for the congregation. We also collect a dollar from each hiker at the beginning of the hike for the church. With twenty-five hikes, averaging 8-10 people this adds up.

1998 also saw our first-ever international expedition, with 13 of us going to Halstatt, Austria. We hiked the beautiful Austrian countryside, took in the sights at nearby Salzburg (the birthplace of Mozart), enjoyed fine Austrian and German cuisine and even attended the real Oktoberfest in Munich Germany.

Our hike leaders this last year include many of the names that you are familiar with such as: Sue Baird, Jan Kaplan and Helen Walker, Julie and Marshall Smart, George and Shirley Karas, John Carpentier, J.M. Carpentier, Rosalie Dunaif, Steven Plunket, Elaine Knights, Bernie Hall, Audrey Mawson, Melinda Tylee, Mary Lou Evans, and Ron Rohlifing. Our group leaders were Ron Rohlifing and Sue Baird.

Our next season once again promises to be one full of fun filled adventure and wonderful fellowship. In addition to the twenty some hikes, there will be a millennium overnigher in Southern Arizona, a six day raft trip through the Grand Canyon. Plans are also being made for a return to Europe with a tentative trip to Italy, in the fall of 2000

Submitted by:  
Ron Rohlifing & Sue Baird  
Group Leaders.

## **Singletonarian's annual report**

### **Purpose:**

Singletonarians' purpose is to provide support and activities for single adults.

### **Structure:**

Singletonarians is governed by a five member steering group that is elected annually each August.

### **Activities:**

2nd Sunday in August - Steering group election

2nd Sunday of each month - Planning meeting

4th Sunday of each month - Regular meeting

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"A computer lets you make more mistakes faster than any invention in human history--with the possible exceptions of handguns and tequila."

- Mitch Ratcliffe, Technology Review, April, 1992

Tom Parker, tom@wierius.com OR tomp1@sypac.com

## **Tuesday Night Study Group -- Annual Report**

**Purpose:** The Tuesday Night Study Group is a shared ministry of education, dedicated to the study of the rich diversity of the world's religious traditions, both past and present.

**Procedure:** Through reading books and watching videos about the world's religious traditions and then discussing those books and videos, we aim to increase our awareness and understanding of the great truths that are to be found within those traditions.

**Payoff:** The knowledge and understanding gained from such study will help us to understand both ourselves and others as we journey through life.

**Structure:** The structure of this group is extremely informal. We have no leader. We all share in the choosing of the material that we study and we take turns in facilitating the discussions. We are open to all members and friends of the congregation. We ask for no direct funding from the budget, the only expense to the congregation is for our use of the building and some photocopying of articles.

**Calendar:** As our name implies, we meet on Tuesday nights at the church at 7 PM. We will however, break for the summer and resume regular meetings in September, or October.

**Annual Review:** During the last year we have held regular meetings. We have watched and discussed two video series. First was Joseph Campbell's "The Power of Myth" and the second was Bill Moyer's "Genesis" (which we purchased and donated to the congregation). The books that we have studied include Karen Armstrong's "The History of God", Alan Watts' "The Way of Zen" and Eknath Easwaran's "Dialogue with Death."

For more information about our activities contact Ron Rohlfing by phone at 480-730-0623, or by e-mail at [Rohlfing@prodigy.net](mailto:Rohlfing@prodigy.net)

05/27/99

1999 ANNUAL REPORT  
of the  
WELCOMING CONGREGATION COMMITTEE

Bringing the UUA's Welcoming Congregation Program to our Congregation was originally proposed by the Social Action Committee. The original Welcoming Congregation Committee (WCC) was formed after a kick-off sermon by the Rev. Douglas Strong during the Social Action Luncheon that followed and was initially a part of the Social Action Committee. One result of the work of that committee was the formation of our own Interweave group which eventually assumed responsibility for the WCC. The present WCC first met on July 13th, 1998, after Sunday Service.

A formal charter was never drafted for the current WCC. However, our purpose is the same as our congregation's religious mission as applied to Lesbian, Bisexual, Gay, and Transgender issues:

Our religious community aspires to:

embrace diversity as we engage in the passionate pursuit of Unitarian Universalist Principles;

share ministry that promotes lifelong spiritual growth through service, worship, ritual and education, thereby inspiring lives of joy and hope;

grow and be effective in the greater community.

Our PURPOSE is to lead our Congregation in fulfilling the criteria to be recognized by the UUA as a Welcoming Congregation (there are 15 criteria, many of which the Congregation already meets). We have a target date of the first Congregational Meeting of the year 2000 to have a vote of the Congregation to declare ourselves a Welcoming Congregation, with a minimum of a two thirds vote necessary to approve. To accomplish this, we will be having workshops and, possibly, related lessons from the pulpit. Once we officially become a Welcoming Congregation, the WCC hopes to continue to work with the Congregation, possibly through RG&L and the Membership Committee, to ensure we continue to be a Welcoming Congregation.



Our STRUCTURE is unstructured in that we have no appointed chairperson, but instead, we share the duties of the committee, which has been working well. Our members include:

Ellie Anderla  
Joannie Crewson  
Gloria Keenan  
Jim Lynch  
Ellie Murphy  
Jenny Scrivner  
Julie Smart

We recently held a Saturday informational workshop, organized by Ellie Anderla (thanks, Ellie!) conducted by Keith Krom. We have been waiting to start the actual workshop series until the new Welcoming Congregation Manual came out. It is now available and will be used this summer to plan for the workshop series to be held starting this fall. We will also be addressing the few remaining criteria required by the UUA to be a Welcoming Congregation.

## Women's Spirituality Circle

It is hard to put into words what the Women's Spirituality Circle is, and has done this past year. On one level, we are a group of women seeking to find and live our own spiritual paths in community with each other. We use a variety of means to achieve this goal: we read books and talk about them; we talk about our personal concerns and our personal beliefs; we watch videos; go to movies; celebrate the seasons of the natural year and the milestones in our lives; create rituals to strength each other in times of trial; engage in lots of creative activities including music, art, and dance. We all share in the leadership of this group. On a deeper level we are a deep play group. We create a small but magical world full of loving interest, detail and beauty, and a transcendent social creativity. We seek to create for ourselves an environment in which we grow into a sense of our own organic wholeness as thinking, feeling, and creative women. We provide a weekly meeting at which any woman who is a member or friend of the church is welcome. We provide several activities each year to which we invite our daughters and friends (Candleman, Beltane, Winter Solstice). We provide a Sunday service about once per year (most recently, "Inanna's Descent into Hell").

We are a deep play group open to any like-minded woman. We create a small but magical world full of loving interest, detail and beauty, the precise environment in which the brain most easily learns and the heart most readily opens. Over time we have evolved a high, complex and transcendent social creativity. We search for and live a wide and deep truth, left and right brain, which is OUR SACRAMENT

### Women's Spirituality Circle

The Congregation adopted a mission statement this year:

Our religious community aspires to:

- embrace diversity as we engage in the passionate pursuit of Unitarian Universalist principles;
- share ministry that promotes lifelong spiritual growth through service, worship, ritual and education, thereby inspiring lives of joy and hope;
- grow and be effective in the greater community.

The Board of Trustees asks us to consider how our group does or doesn't further this mission. They ask us each to consider how we personally are involved in furthering the mission of the Congregation, and suggest that we adopt a Charter for our group. They want as many of our members as possible to take part in the process of arriving at a Charter.

