

Unitarian  
Universalist  
Congregation  
of Phoenix



Annual Report

July 2006 - June 2007

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Report**

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# Unitarian Universalist Congregation of Phoenix 2006 - 2007 Annual Report

## Mission and Scope

### 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.

### Scope

The Unitarian Universalist Congregation of Phoenix Annual Report is:

A mission-based annual report to the Congregation by the groups, committees, and staff positions within the Congregation, which describes how each group, committee, or position supports the goals and mission of the Unitarian Universalist Congregation of Phoenix.

A compendium of the interests, activities and events in the life of the Unitarian Universalist Congregation of Phoenix over the last congregational year, published at the beginning of June 2006.

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## **Congregational Meeting Minutes**

### ***June 8, 2006 Congregational Meeting Minutes***

The meeting was called to order by President Joan Roberts at 11:55 AM. A count was taken which assured a quorum with 69 voting members present.

Motions were made in quick succession by the Board of Trustees:

To approve the rules of procedure.

To approve the agenda set for this meeting.

To approve minutes of last year's congregational meeting of June 19, 2005.

All Motions were individually approved.

#### **BY-LAW CHANGES**

Gary Ezzell presented the proposed by-law changes and the rationale behind the purpose of each change.

Comments were taken from the congregation.

A motion was offered by the Board of Trustees and passed with one nay vote.

The new by-laws sections are as follows:

#### **II. Board of Trustees**

**B. Number and Term.** The Board of Trustees shall consist of seven elected members. The Trustees shall serve two year terms, staggered such that either three or four expire each year. A youth representative will be appointed to a one-year term. The immediate past-president shall serve for one year as a voting member.

**D. Officers.** The Congregation's officers shall be President, Vice-president, Secretary, and Treasurer. Officers shall be current Trustees, selected as the Trustees shall determine. The Trustees may delegate to the Nominating Committee the power to propose nominees to fill specific officer positions.

Duties assigned to each officer shall include:

1. To preside over the meetings of the Board of Trustees and the meetings of the Membership of the Congregation;
2. To maintain and disseminate an accurate record of the Board proceedings;

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3. To insure the receipt and disbursal of the Congregation's funds and the keeping of all Congregation accounts.

F. Procedures at Meeting. The Board may adopt its own rules of procedures for Board meetings, except that there shall be no proxy voting. A quorum to do business at a Board meeting shall consist of a majority of currently sitting members of the Board.

### ELECTION OF BOARD

The Board of Trustees moved for a vote on Board Members: Smoot Carl-Mitchell (two years), Jaynn Truran (two years), Peggy Paden, Janice Brunson (one year) and Betsy Kammerle (one year) were elected to join the 2006-2007 Board. Jennifer Raife was appointed Youth representative. All were accepted by a congregational vote.

### NOMINATING COMMITTEE

The Board of Trustees moved to vote in members of the Nominating Committee.

Lani Comp, Heather McLellan, Glen Lockwood and Julie Erfle all are to serve two year terms. All were accepted by a congregational vote.

Jimmy Leung gave a presentation of the Ministerial Search Committee. He explained the process and the time line they will use to find a new minister. The negotiating committee will include Jimmy, Marshall Smart, and Jaynn Truran, both of whom are not on the Search Committee but will serve on this sub-committee as suggested by the UUA.

Along with Jimmy, Search Committee members include:

Ellie Anderla, Tony Banegas, Carey Crabbs, Judy Lambert, Mort Rosenberg, Andy St. Clair and Sarah Carlson.

The floor was opened for questions about the procedure.

### CONSTRUCTION COMMITTEE MEETING

Brenda Hoskins introduced Architect Doug Sydnor. Mr. Sydnor in turn unveiled the Conceptual Study Model.

### PROPOSED PRELIMINARY BUDGET 2006 - 2007

A PowerPoint presentation of the Preliminary Budget for 2006-2007 was presented by Smoot Carl-Mitchell and Gary Ezzell. Questions were taken.

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The Board presented the motion to approve the Preliminary Budget, which is to be revisited at a congregation meeting before November 30, 2006. Motion was approved.

Jaynn Truran asked that we recognize our outgoing board members and applause were given. The outgoing board members are: Terry Simmons, Jimmy Leung, Dick Gray, Sharon Day, and youth representative Pam Weir.

Joan Roberts adjourned the meeting at 1:33 PM.

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***December 3, 2006 Congregational Meeting Minutes***

Pursuant to notice duly given, a meeting of the Unitarian Universalist Congregation of Phoenix meeting was held December 3, 2006 .

President Gary Ezzell called the meeting to order at 12:05 P.M.

The meeting agenda was reviewed and approved.

**A. REVISIONS TO 2006-2007 BUDGET**

The following adjustments were reviewed:

- a) Kids Kamp revenue;
- b) pledge from the Foundation;
- c) minister's package (reallocating health insurance and FICA liability);  
and
- d) increase in property insurance premiums

Special caution regarding the HVAC system: we will spend \$5K immediately from the B&G budget for a "quick fix" of the system, and will need to spend at least \$20K by the end of the fiscal year to repair the system.

The UUCP EEC will commit a portion of its fundraising proceeds to increase the salary being offered for a new EEC Director.

**DISTRIBUTION FROM THE FOUNDATION**

Marg Stallworthy gave a brief presentation about the relationship between UUCP and the UU Foundation of Phoenix, and reviewed the conditions of the \$52K pledge from the Foundation. The fiscal year for the Foundation ends December 31; UUCP's fiscal year ends June 30.

Distributions from the Foundation are usually restricted to capital improvements, but the \$52K distribution for UUCP's 2006-2007 fiscal year is not restricted. \$42,000 will be used for operating expenses and \$10,000 used to fund the search for a settled minister.

Payments of principal and interest on UUCP's previous, outstanding loan from the Foundation will be suspended for two years.



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The annual allocation of 5% of the 2006 ending value of the Foundation's endowment fund is approximately \$21,000.

For the next two years (2007 and 2008) the Foundation will also allocate the interest earned from its endowment fund as an additional contribution to UUCP's operating budget.

The revised budget, reflecting a net cash flow of (-)\$4,611, was passed by unanimous vote.

### B) STRATEGIC PLAN

Preliminary discussion; no vote called for; expected acceptance of strategic plan by the congregation by February, 2007.

Highlights of discussion included:

- Importance of soliciting input for ownership and buy-in by all in the UUCP community.
- Committees are urged to discuss the strategic plan in committee meetings and report comments to the board
- Need more emphasis on the philosophical foundation of UUCP: what sets UUCP apart from other UU churches? Is UUCP meeting the needs of its members? Where is the "spark"? What do we want the strategic plan to say about UUCP?
- Mission statement should be revisited
- Membership and Stewardship components need revision
- Young family recruitment (membership wants to work with that focus group)
- Emphasis on member retention; mention Unicare by name in plan
- Geographic and NON-geographic targeting for membership; collaboration with publicity committee
- In "schools" section, some measures contradict mission of DVLC
- Does UUCP see the schools as a ministry or revenue source?

A working group will be formed to draft a third revision of the strategic plan.

### C) RENOVATION COORDINATION TASK FORCE

Task force consists of Gene Cherry, Mary Dokes, Rick Wambach, Jan Kaplan and Glen Lockwood.

Task force is charged with researching financing options and the scope of instituting Phase I of UUCP's Master Plan.

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Task force shall communicate with congregants and donors; shall coordinate with the Buildings and Grounds committee; and shall presents facts, reports, options, and status of project with the Town of Paradise Valley.

**D) NEXT CONGREGATIONAL MEETING**

The next congregational meeting is scheduled for Sunday, February 25, 2007, to be held in conjunction with the UU Foundation of Phoenix's annual meeting in the sanctuary.

**E) CLOSING**

The meeting was adjourned at 1:00 P.M.

Respectfully submitted,

/s/ Jaynn Truran  
Vice President/Recorder

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***February 24, 2007 Congregational Minutes***

Pursuant to notice duly given, a meeting of the Unitarian Universalist Congregation of Phoenix was held on February 24, 2007.

President Gary Ezzell called the meeting of the UU Congregation of Phoenix to order at 12:15 P.M.

The rules of procedure and agenda were approved.

**MID-YEAR FINANCIAL REVIEW**

2006-2007 Congregation Operational Budget:	\$382,000.00
2006-2007 UUEEC Budget:	\$159,000.00

Operations net income is positive; pledge income less than projected  
UUEEC is fully enrolled

Additional anticipated income:

\$25,000 from UU Foundation (approx.)

\$25,000 from UUEEC (approx.)

Cash on Hand:	Operations + UUEEC:	\$209,000.00
	Capital Building Fund:	\$130,500.00

Looking ahead mindful of budget and cash flow:

A/C repairs to minister's study

Sump pump pit repair work

HV/AC Preventative Maintenance Contract

**FACILITIES RENOVATION PROJECT UPDATE**

Extensive FAQ (Frequently Asked Questions) distributed and available on UUCP website at [www.phoenixuu.org](http://www.phoenixuu.org) - will be updated from time to time

Periodic project updates ("blue sheets") prepared as necessary

Renovation activities projected for March-May:

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- UUCP's receipt of detailed drawings from architect
- Continued work on Master Plan with Town of Paradise Valley
- Drawings to be sent to Porter Construction for bid development
- Meetings with congregational representatives to develop constructions and funding options
- Small group (congregational) discussions of options (scope/risk/opportunity)
- Feedback from Facilities Communication Task Force to Board regarding results of funding option discussions
- Board discusses/develops recommendation regarding project funding to congregation

### Spring 2007 goals:

- Meet with capital campaign donors
- Work on long term exhibit for Strategic Plan, including facilities renovation project
- Update "UUCP Renovation" website
- Renovation project focus right now is **Phase 1**

### Construction Committee Leadership

Brenda Hoskins has been removed as chair of the Construction Committee. The [nominating committee] [board] is working to identify a candidate for chairperson.

### Strategic Plan

#### History:

- Decision to draft 5-year Strategic Plan - June 2006
- First draft presented to congregation - December 2006
- Ongoing meetings, discussions and encouragement to add, review, amend and shape the Plan - December 2006 - February 25, 2007

#### NOW:

- Strategic Plan dated 2/25/07 presented for additional discussion and/or adoption at congregational meeting
- Gary Ezzell briefly reviewed the Plan:
  - core vision focuses on building religious community, membership growth, stewardship and capital support, and programming that

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complements UUCP's mission statement; six components, 26  
strategies, 41 measures

M/S (Joan Roberts/Jean Rosenberg) to postpone congregational vote to  
adopt the Strategic Plan until March 25, 2007 - Motion Failed

M/S (Julie Wambach/Jean Rosenberg) to amend the Plan to remove the  
intent that a vote in favor of adopting the Plan must *not* be interpreted as a  
vote to "also seek to maintain this community on our existing property on  
Lincoln Drive" as stated in the recitals of the Plan - Motion Failed

MOTION from the Board of Trustees to adopt the Strategic Plan dated  
2/25/07- Motion Passed with 41 in favor, 11 opposed and 1 abstention

E. New Business

Next congregational meeting: April 22, 2007, to vote on calling the  
ministerial candidate selected by our search committee (!!!)

No other new business coming before the congregation, M/S (Smoot Carl-  
Mitchell/Charlotte Carl-Mitchell) to adjourn - Motion Passed

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## Board of Trustees Report

This was the first year that the Board of Trustees operated under the new configuration with a total of nine members. We are moving to a policy governance style of operation, so the Trustees no longer have specific portfolios, such as Membership or Religious Education. The Board is to focus on matters of policy and overall governance, giving significant autonomy to the committees. This has been a transition year, but we made progress that will continue in this upcoming year. For example, staff reports were sent in to the Board prior to the meetings, and not much meeting time was spent discussing routine matters in the reports. Monthly meetings began shortly after 7 pm and ended between 8:45 and 9:45 pm.

The Board consisted of Gary Ezzell (President), Jaynn Truran (Vice-President), Betsy Kammerle (Secretary), Smoot Carl-Mitchell (Treasurer), Joan Roberts (Past-President), Janice Brunson, Peggy Paden, Sharon Day, Jennifer Raife (Youth Representative), and Rev. Wahlstrom (ex-officio). Early in the year, Sharon Day had to resign because of a job change and relocation out of state, and Julie Wambach was nominated and confirmed as her replacement.

The Board met at ten regularly scheduled meetings during the year. We also had a retreat in September, facilitated by Ken Brown, our District Executive. During the retreat we set some goals for the Board and also reviewed the Trustee's Orientation Manual. This manual summarizes our governance documents, financial status and processes, etc., and is meant to help incoming Trustees understand their responsibilities and resources. This is one example of an ongoing effort to systematize our UUCP processes and maintain institutional memory as leadership changes.

A primary goal set at the retreat was to create a strategic plan for the congregation. This was in fact a mandate that came from the congregational meeting that elected the Board and was a promise made to the UU Foundation as part of their agreeing to help support the operating budget for two years. With significant effort by Jan Kaplan, Betsy Kammerle, Smoot Carl-Mitchell, Jaynn Truran, and Gary Ezzell, a draft of the plan was prepared and circulated to the community. A special congregational meeting was held on December 3, 2006, to describe the draft and solicit comments.

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The final version was accepted at a special congregational meeting on February 25, 2007. The focus of the plan is on building religious community at UUCP. The growth in membership that we need to be viable on this campus will naturally follow if we are successful in being the supportive, effective community that we aspire to be. The plan, which is available on the UUCP website, includes 26 specific strategies accompanied by 42 measures. The last part of this annual report documents how we have done so far with respect to the measures.

Another goal set at the retreat was to create a task force charged with communication issues related to the construction/renovation project. The Board recognized that there was a growing lack of confidence in the project and this was in part caused by lack of effective communication regarding its goals and status. Betsy Kammerle was instrumental in recruiting Jan Kaplan, Gene Cherry, Glen Lockwood, Mary Dokes, and Rick Wambach to the task force, which was given the charge to:

1. Encourage those who have pledged support to the capital campaign to fulfil their pledges, learn from those who are reluctant the reasons for their concerns, and provide effective communication to allay those concerns, where possible;
2. Assist the Congregation in deciding how to finance the renovation project - including:
  - Develop, with the Construction and Finance Committees, a few project scope alternatives and communicate clearly their risks and benefits to the Congregation and schools community. These alternatives will be developed within several weeks of having received the necessary cost estimates from the construction contractor.
  - Present and discuss these options with the Congregation and schools community. The Board will then, based on the sense of the Congregational discussions, recommend a course of action (scope and financing of the project), which will then be approved or disapproved by a vote of the Congregation.
3. Be the primary communication vehicle for all aspects of the project, with an extremely visible, in-person Sunday morning presence, and provide regular updates on the funding/financing and any pending construction;

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4. Understand how any major maintenance needs of the campus may affect the funding and construction priorities of the construction project.

This group, which eventually decided on the name "Facilities Communication Task Force", produced an extensive "Frequently Asked Questions" document detailing the history and status of the project. The version dated February 17, 2007, is available on the website and is expected to be updated as the situation changes. Mary Dokes and Rick Wambach resigned from the task force at different points in time. The goals set out for the task force have not yet been completed, and so its membership, charge, and relationship to the Construction Committee will need to be re-evaluated by the incoming Board and the members of the respective groups.

By mid-year, it was clear to many of the Board members that the problems with the construction project could not be resolved solely by doing a better job of communication. At the February meeting, the Board voted to search for a new chair of the Construction Committee. Gary Ezzell took over the chair of that committee on an interim basis. It was noteworthy that this action was taken in open meeting with opinions offered and received by Trustees and Committee members in respectful debate.

One important role of a governing board is to assure that the institution has the resources it needs, both in finances and people, to do its work. The UUCP Board this year approved salary increases for the staff, exclusive of the minister, and later approved a salary increase for the incoming interim minister. These actions were taken recognizing the consequent financial challenges because the Board felt that UUCP has excellent professional staff, and it needs such staff to have a chance to grow. At the April meeting, the Board met with the Membership and Nominating Committees to discuss methods of identifying and involving more members in congregational tasks, and to do so in a manner that contributes to those members' feeling connected to and valued by the community. As a consequence, the Board decided to invest in a membership coordinator for the upcoming year.

The Board took several actions this year designed to help UUCP operate in a more systematic and professional fashion, consistent with policy governance. For example:



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Financial reports came from the bookkeeper to the Finance Committee, which vetted the data and provided the Board with its analysis. The Finance Committee, chaired first by Ellie Murphy and later by Mary Dokes, also prepared the budget proposal for the upcoming year, which was approved by the Board in May.

The Board approved the recommendation of the administrator, Heidi Parmenter, that UUCP enter into a maintenance agreement for our heating and air conditioning system. Bill Mee and Andy St. Clair helped to evaluate the proposals, and an agreement was signed with TD Industries.

The Board engaged the services of an attorney to review our agreement with Desert View Learning Center, which we have been re-negotiating for over a year. At the April meeting, the Board approved a draft that has been sent to DVLC for its comment.

The Board had to take responsibility for some things that should be handled by committees that need strengthening. For example, the Board assisted Joan Laurence, who stepped in to chair the stewardship campaign, by helping to recruit canvassers. The Executive Committee of the Board served as the Personnel Committee. In the future, we hope that the membership coordinator will help us bolster the committees.

Financially, the congregation should end the year in good shape. The operating funds will likely end up with a surplus as a result of the UUF's contributions of about \$42,000 and another roughly \$25,000 to come from the preschool as a reimbursement for their last year's deficit. We plan to carry over some of that to next year to supplement the projected income. The UUF contribution for next year will decrease to \$20,000. The budget proposal for next year projects a deficit, and that will have to be covered by reserves or reduced by increased income. By the end of May, the stewardship campaign had surpassed last year's totals in both dollars and number of pledging units, but it was still short of the goal. If we meet the goal by the fall, then the deficit will be significantly reduced. In short, the financial goals for this year set out in the strategic plan have been partially met.

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The Board is very pleased to report that we met our Fair Share obligations to both the UUA and PSWD this year, and that the 2007-8 budget includes funds to stay at the Fair Share level. This may help us in recruiting a minister and in securing financing help from the UUA, and in any case recognizes the support that we receive from our regional and national organization.

To summarize, a major accomplishment of the Board this year has been to create a strategic plan that is based on developing religious community that promotes UU values. The Board has held itself and the congregation accountable to that plan, and the Board has itself modeled the UU community that the plan promotes. Next year will be critical in establishing our ability to meet the major plan objectives and remaining viable on this campus on Lincoln Drive.

In community,  
Gary Ezzell  
Board President

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***UUCP Strategic Plan Measures***

1. A collective planning session among all program committees and activity groups shall be held each fall.  
05/28/2007 This still needs to be scheduled. *Board agenda for June, 2007.*
  
2. Representatives from all program committees and activity groups shall plan and maintain the master activity calendar.  
05/28/2007 This still needs to be scheduled. *Board agenda for June, 2007.*
  
3. Activities planned and actualized by program committees and activity groups shall be reported in each Annual Report, including information about monies collected (if any) and number of participants.  
05/28/2007 Expected in 2008 report.
  
4. 25% of visitors with children shall register in the CRE program.  
05/28/2007 In 2006-7: 40% of the children who visited at least two times officially registered in the program.
  
5. ARE class participation shall increase by 5% annually.  
05/28/2007 In 2006-7, 56 people took part, many in multiple classes. This is a baseline for next year.
  
6. The number of people participating in covenant groups shall increase annually, until at least 50% of the congregation participates.  
05/28/2007 In 2006-7, 43 people took part in a total of six groups with eight facilitators. This is a baseline for next year.
  
7. Choir membership shall grow 5% annually.  
05/28/2007 In 2006-7, the choir grew to 29 members. This is a baseline value for next year.
  
8. Oversight for Covenant Group organization shall be redistributed not later than September 1, 2007.  
05/28/2007 Conversations ongoing with Committee on Ministry, perhaps will involve interim minister.

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9. The Finance Committee shall produce a policy and procedure manual by the end of the 2006-2007 year, to be adopted for the 2007-2008 fiscal year.

05/28/2007 Partial progress; more expected by the end of June, 2007

10. The Buildings and Grounds committee shall produce a policy and procedure manual that documents the structure of the main systems and how they are to be regularly maintained. Significant progress shall be made by June, 2007, and all the systems shall be documented by June, 2008.

05/28/2007 Some progress made by administrator. B&G committee still needs strengthening

11. The Personnel Committee shall be responsible for conducting annual reviews of staff performance (with the exception of UUEEC staff) by June 30 of every year. In the absence of a permanent committee, an ad hoc committee of the Board will be formed.

05/28/2007 Not yet scheduled.

12. The Director of Lifespan RE shall conduct a performance review of the UUEEC director annually.

05/28/2007 By mutual agreement, this responsibility is shifted to the minister/Personnel committee. The new director has been recently hired, so this will be needed in 2008.

13. Membership Committee will hold a Volunteer Recruitment activity by October 15 of every year.

05/28/2007 *2008 goal for Membership Committee*

14. Nominating Committee will host a Leadership Development Day by October 15 of every year.

05/28/2007 *2008 goal for Nominating Committee*

15. At least 10% of the voting members will take part in efforts to support buildings and grounds maintenance, with a goal of 20% of all voting members active in this effort by June, 2008.

05/28/2007 *2008 goal for B&G Committee*

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16. By the 2008-2009 year, a part-time volunteer coordinator/administrative assistant will be hired and compensated at a rate that adheres to the UUA's Fair Compensation Guidelines.

05/28/2007 Money has been allocated in the proposed 2007-8 budget. Jaynn Truran will help set up a group to establish the job description and recruitment.

17. Net voting membership will grow by 5% annually, where voting members are defined by current policy to include members who provide a certain threshold of financial support.

05/28/2007 January 2006, reported membership of 260 to UUA.  
January 2007, reported membership of 251 to UUA. This is the baseline for the plan

18. An audit of UUCP's membership roll shall be completed by June 30, 2007.

05/28/2007 This is done with respect to voting members; will roll over to next fall as part of the membership coordinator work.

19. Stewardship pledging to support the operating budget shall increase annually in terms of amount/pledge.

05/28/2007 The 2006-7 average is \$1694.

20. UUCP will meet the financial targets summarized in Appendix 2.

05/28/2007 For pledges, the 2007 targets were \$302,000 and 162 pledging units. As of this date, we are at about \$284,600 (94% of the goal) and 168 pledging units. The increase in DVLC contributions has been agreed to. The 2007-8 budget does not include any fundraising, but \$5000 was included in the plan. *Note: the targets in Appendix 2 need to be reviewed in light of the past year's budget; some elements are unrealistically high and others are low.*

21. 100% of new members will be voting members during their first year.

05/28/2007 In 2006-7, of the 19 new members identified in the database, 84% pledged this year and 0% declined. (16% have not responded)

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22. 80% of new members will still be active voting members at the end of the year after they join.

05/28/2007 Baseline data for comparison: of the 26 new members who joined in 2005-6, 39% pledged in 2007 and 44% declined. Of the 16 new members who joined in 2004-5, 56% pledged in 2007 and 13% declined.

23. The Nominating Committee shall assemble a committed slate of nominees two months before the annual election meeting.

05/28/2007 In 2007, the slate was finished in time for the Horizons deadlines.

24. The names of incoming chairs of committees (with the exception of the Committee on Ministry and the Nominating committee) shall be presented to the Board of Trustees for approval in the fall.

05/28/2007 *2008 Fall goal*

25. UUCP shall be a "fair-share" congregation to the PSWD in 2007-2008 and subsequent years.

05/28/2007 Accomplished ahead of schedule for 2006-7 and is in the budget for 2007-8.

26. UUCP shall be a "fair-share" congregation to the UUA in 2007-2008 and subsequent years.

05/28/2007 Accomplished ahead of schedule for 2006-7 and is in the budget for 2007-8.

27. By the winter of 2008, a task force will be assembled to facilitate discussion groups within the congregation regarding the need, desire and logistics involved with multiple worship services, with the idea that a second worship service may be offered beginning in 2009-2010, either on Sunday morning or at an alternative time, and with a potentially alternative format.

05/28/2007 Future goal.

28. Contributions to the capital fund will continue to come in at least 85% of the value predicted by the original pledges.

05/28/2007 As of April 30, 2007, we are at about 79%

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29. UUCP's Master Plan shall be approved by the Town of Paradise Valley by June 30, 2007.

05/28/2007 Waiting on Town; all our work is done.

30. By June 30, 2007, a congregational vote shall be held to determine the scope of the first phase of construction and construction financing, with such improvements to be completed no later than December 31, 2008.

05/28/2007 Expecting to get authorization to proceed with door replacements at a minimum.

31. Beginning June 30, 2007, UUEEC shall have revenues that exceed its expenses.

05/28/2007 Goal is met.

32. Wherever possible, congregation-wide activities will be publicized to the schools and made attractive to them.

05/28/2007 In progress

33. School leadership will participate in the fall program planning session.

05/28/2007 Goal for the fall.

34. UUCP members and the minister will be present for UUEEC and DVLC programs and activities at least monthly.

05/28/2007 Some progress in 2006-7 in that Gary Ezzell and Jaynn Truran represented UUCP at DVLC functions.

35. In the 2007-2008 year, the DVLC contribution will increase to \$2500/month. In the 2009-2010 year, the DVLC contribution will increase to \$3,000/month.

05/28/2007 This has been agreed to by DVLC.

36. UUEEC will work jointly with the UUCP on fundraising for specific capital improvement projects that directly and measurably benefit the preschool.

05/28/2007 UUEEC and DVLC joint fundraiser is scheduled for October 4, 2007

37. The Committee on Ministry will conduct a review of the congregation

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in 2006-2007, 2008-2009, and 2010-2011. This assessment should include measures of commitment to the UUCP community, e.g. degree of participation in various activities.

05/28/2007 Done for 2006-7

38. The Board of Trustees will review the status of UUCP relative to this plan twice annually, for presentation at congregational meetings and in the annual report.

05/28/2007 Done for 2006-7 annual report

39. Legacy binders with the minutes of committees will be kept up to date.

05/28/2007 Partial compliance. Board binder is up to date.

40. The Board of Trustees will conduct a comprehensive review of the By-Laws by April 1, 2009.

05/28/2007 Future goal.

41. The Board of Trustees will engage the services of an attorney to review contracts and other legal matters

05/28/2007 Goal was met in 2006-7: DVLC agreement was reviewed by an attorney.



# Unitarian Universalist Congregation of Phoenix 2006 – 2007 Annual Report

## Interim Minister's Report

This has been a pivotal year for UUCP. The upheaval evident at the beginning of our 2005-06 year was only a memory as we entered this congregational year.

A very productive Board retreat with district executive Ken Brown gave us focus - to finalize the Strategic Plan and to appoint a five-member Renovation Communication Task Force. The result was two important working documents:

- the UUCP Strategic Plan, which identifies *building religious community* as your central goal;
- the renovation and accessibility Frequently Asked Questions document.

The process of creating and vetting each of these documents sparked disagreements, old and new. Yet you kept working through problem areas until all parties could go forward together with the present wording. This in itself is a very significant outcome.

Just days before the Ingathering worship service with its water ceremony, we learned of the tragic death of member Mary Ellen Mussman. Her suicide shook the congregation and the much wider community who knew and loved her. It also jolted us out of smaller concerns, reminding us of the great importance of religious community. We also mourned with Sandra Lynch the failed health and death of Jim Lynch, and with Eldra Carney the death (at nearly 100) of Earl Carney. The importance of Unitarianism to both of these men was inspiring.

We celebrated life, too, in the joyous wedding of Connie and Richard Jahrmarkt. Their dear friend and your former interim minister Linda Bunyard was invited back to officiate their marriage. Music filled the room. In May, we celebrated the UUCP Coming of Age of seventeen (yes, 17!) young teens. Families came from far and wide to join us in that SRO service. In addition to those 17 youth, we welcomed 37 new adult members in several recognition ceremonies throughout the year, including a service dedicated to March's new members.

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Your strong Membership committee has done wonders to help visitors feel welcomed, make connections with others, learn about us, and become involved. Membership committee volunteers were on hand throughout the photo shoots for the new picture directory - your first in nearly twenty years. Susan Leung deserves great thanks and recognition for her time and efforts to bring this project to completion.

Both the Construction Committee and Buildings & Grounds are without chairs at this time, yet are going ahead, getting the work done. Congregation president Gary Ezzell has filled the temporary leadership vacuum very capably, with the assistance of treasurer Smoot Carl-Mitchell. We of the Executive committee (Gary, Smoot, Jaynn Truran and I) have held to the conviction that the congregation and its committees must do a more consistent job of cultivating, selecting, and nurturing committee chairs who place the interests of the whole community ahead of personal needs or agendas.

There have been two big disappointments for UUCP this year. The first was the unfortunate and unexpected negative outcome of the Ministerial Search process. Despite the committee's concerted work with three strong candidates, you were left without a final selection, as ministers with multiple options chose other settlements. As a result, the Finance committee and Board voted to increase the ministerial compensation package by about 11% beginning this next year - the first increase since John Burciaga's fourth year here. An interim minister from within the district, Roberta Haskin, will be with you beginning in August.

The second major disappointment has been the failure of the Paradise Valley planning commission to act on approval of your accessibility, renovation, and expansion plan (the Master Plan as submitted by the architect and Construction committee). The town's delay, as they focus instead on commercial ventures, has hurt your morale and momentum with the project, as well as signaling increased construction costs. Despite all that, you are now at the point of approving (at this meeting) the first step of window and door replacements. This long-needed upgrade will increase building safety, ready access, and energy efficiency. A new sign will also be (we expect) a consequence of the Town's sidewalk project. It is uncertain how much more

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of your planned frontage improvements might also get approved before the overall project approval.

The one staff transition this year was a long one - the search and selection of a new EEC preschool director. Michele Rutin resigned just after the school year began; Jane Armstrong was selected in February, to begin this June. Under an agreement between the EEC and UUCP Boards, the EEC Director will now report to the minister, rather than to the DRE. Kim St. Clair has been too burdened by EEC concerns. Her time and focus are best applied to the work she does so well: life-span religious education, and drawing new families and young adults into the UUCP community.

Both Connie Jahrmarkt and Heidi Parmenter have been accepted into professional UU accreditation programs - the new UU Musicians Network program, and the Assn. of UU Administrators program, respectively. As has Kim, they have kept active and involved in regional, district, and continental conferences. Both staff and congregation benefit enormously from these continuing education and enrichment opportunities.

This coming year, I am moving to Syracuse, New York, as the settled minister of May Memorial UU Society. (The previous two years' dearth of opportunities for ministry in the northeast turned to a relative glut this year.) I am enormously grateful for the support and encouragement of this congregation during my ministry here and my own search.

You are a fantastic congregation of individuals, bringing talents and gifts of all kinds together into religious community. You are a fine institution, well established in the Valley, with a proud history of prophetic activism for peace and justice. Your future is as wide and bright as the Arizona sun. I thank you so much for the privilege of serving as your minister this past two years.

- Blessings always, Jean

# Unitarian Universalist Congregation of Phoenix 2006 – 2007 Annual Report

## Staff Reports

### *Lifespan Director of Religious Education*

The theme of this year's Religious Education Ministries Appreciation Service was "Celebrating U & U & Us." Despite the loss of two beloved congregation members and the challenges faced by the departure of Michele Rutin as the director of the EEC, we indeed had much to celebrate as a community. With events such as the Waddell picnic, the canvass dinner, "no muss no fuss" and all congregation picnics, Fab Friday game and bowling nights, and the UU Pals program, we have become a congregation that values and celebrates all of its generations.

**RE Staff:** Tiffany Lipkeman completed her fourth year in the nursery as our nursery supervisor and childcare coordinator, and she also serves as the coordinator for summer Sunday programming. Daniel Mendez assists Tiffany in the nursery on Sunday mornings, and they continue to provide an important ministry for parents and our youngest children. Additionally, Daniel and Tiffany have served as junior high camp counselors at deBenneville Pines and as the coordinators of the junior high program at District Assembly. Nicole Murphy completed her third year as the lead Pre-K-Kindergarten teacher. Nicole will be leaving us next year as she embarks on her college career at the University of Arizona. We will greatly miss her and wish her well!

**UUEEC:** I was heavily involved with the transition from Michele Rutin to a series of interim directors during the fall, but my duties were reconfigured after a full-time interim director was hired (Adriana Marx, who has done an outstanding job). I chaired the director search committee, and we were thrilled to find the perfect fit in Jane Armstrong - someone with a commitment to quality early childhood education, loads of professional experience and a former UU director of religious education! I continue to serve as a liaison to the EEC Committee. The EEC Committee will submit a separate report.

**Other Professional Activities:** The congregation hosted a PSWD Our Whole Lives training in February, and I coordinated the logistics of that training. Other activities have or will include:

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- Counselor-in-Training (CIT) facilitator at the de Benneville Pines elementary camp for my sixth year this July.
- Senior high counselor for winter camp in December
- Consultation on Young Adult Campus Ministry development for the PSWD
- PSWD Youth Camps Ministry Team
- General Assembly in Portland, OR, June 20-25, 2007.

*Thank you for allowing me to serve this beloved community as your Director of Religious Education. I look forward to another productive and transformative year in 2007-2008!*

Respectfully submitted,  
Kim St. Clair

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### *Music Director*

Our music year began with the welcoming of a new Choir Librarian, Charlotte Carl-Mitchell (yea!) and eight new members. Our music library is cataloged on computer thanks to help from student volunteers rounded up by Susan Morris and Charlotte's expertise.

Music fund-raising events this year: Harvest Festival raised \$600 and Cabaret raised over \$1600. The president of the music committee, Paula Adkins and the other members of the committee worked hard in organizing these very successful events.

Other special services and events where music had a prominent role: Solstice Celebration, Guitar Sunday, Christmas Eve, Musica Nova - Fine Arts String Orchestra concert, Canvass Kick-Off, Christmas Caroling. We had a great service here on May 13 hosting the annual music Sunday with the Valley UU Choir as our guests. We will be hosted by them in their sanctuary on June 3<sup>rd</sup>.

Children's Worship occurs the first Sunday of seven months of the year. I try to schedule the choir and guest musicians to allow me to not only coordinate the music for Children's Worship, but to be present to lead music in their service. Logistics have been tricky this year, but everything worked, thanks to the flexibility of Kim St. Clair and help from the student musicians. Simon Jay was our "staff" musician in Children's Worship on January 7<sup>th</sup> in the Johnson Room. Other student musicians helping with Children's Worship: Katherine Leung, Mitchell St. Clair, Tommy St. Clair and Mattie Jay.

Family Choir rehearsed every Sunday during October and March. They sang in Sunday Services on October, 15 & 29<sup>th</sup> and during services in the sanctuary and for Children's Worship on April 1<sup>st</sup>. Family Choir reconvened during the last two weeks of May to rehearse and sing for the RE appreciation Sunday on May 20<sup>th</sup> and at the appreciation concert for Ed Grobe.

As Music Director I attended, UU Musician's Network Conference, three AZ/NV UU Professionals meetings, UUA sponsored Contemporary Worship

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Service conference in San Diego, District Assembly in Riverside, Ca, weekly UUCP staff meetings and helped with PAC911-pet adoptions day. I will be attending my first GA in Portland in June.

Again I will be attending UU Musician's Network conference in August, and have continued to work on creating my portfolio for my UU Musician Certification Program. Thank-you to the board for your support of my work in this endeavor, to Jean Wahlstrom for her local sponsorship, to Ray Manker for his continuing sponsorship and to all you who've helped with photos and videos.

It is the sign of a healthy, vibrant music program when many people are involved. This year has been a banner year for greater involvement of instrumentalists and vocalists of all ages, both members and guests, contributing to the music life of UUCP.

### New items this year

(In addition to our new Librarian and our new choir members)

We have commissioned the writing of a choral anthem by Damon Bostrom, son of Sandy Thompson, for the installation of our new settled minister.

On October 14 the music committee hosted a choir/congregation workshop with guest clinician, Sarah Dan Jones of Georgia. Congregation Choir, Family choir and several other congregants attended the workshop. On Sunday, Sarah Dan led the Sunday Service with the choirs in teaching music to the congregation. The congregation's response to the morning was most enthusiastic.

The 11<sup>th</sup> of March was the first time members of the Young Adult Campus Ministry group provided music for worship,

And June 3 will be our first Soulful Sundown Service. We hope to continue this type of service monthly starting in September.

On April 16, I received the resignation letter of Ed Grobe, our choir accompanist and pianist for services. He has resigned from all music duties at the congregation. In his letter, he was very complimentary of the choir members and mentioned that he considered them his extended family. He

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also expressed appreciation for the opportunity he was given to share his musical gifts and compositions. We already miss Ed very much and hope he can occasionally return to again share his music with us. On June 2<sup>nd</sup> at 3:00pm our Congregation Choir will host a very special event: "Thanks Ed Grobe : An Appreciation Concert."

Respectfully submitted,  
Connie Jahrmarkt, Music Director



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### *Early Education Cooperative Preschool Director*

The UUEEC is the Congregation's parent participation preschool. The preschool operates Monday through Friday. The UUEEC was founded in 1961, the preschool serves fifty nine children ages two, three, four and five. It is licensed by the State of Arizona Department of Health and Safety and also accredited by the National Association for the Education of Young Children. The preschool curriculum is based on UU principles and provides a model of child-centered, respectful, developmentally appropriate education.

The families attending UUEEC attend from the following cities: Phoenix (42), Scottsdale (13), Paradise Valley (3), Tempe (1). Most of the new families come to us through word-of-mouth referrals from friends or families members whose children attend or have attended UUEEC. We also received referrals from schools with similar philosophies (Desert View Learning Center) developmental pediatricians, child psychologist and family therapist.

#### Budget & Fundraising-Submitted by Julie Erfle.

The 2006/2007 school year was a strong financial year for the EEC. Our annual auction in November raised more than \$27,000 after expenses, our strongest auction to date. The combination of a successful auction and full enrollment will allow us to pay off all of 05-06's debt, approximately \$25,000. In addition to paying off last year's debt, we will end the current fiscal year with a small surplus in our restricted savings account.

Next year's approved budget indicates a smaller need for fundraising, though the school is planning another strong auction to add to our existing surplus. In other exciting news, the EEC is planning a joint fundraiser with DVLC in the fall to help contribute to the cost of replacing all of the sliding glass doors as well as the West entrance doors.

#### School and class highlights:

- All staff members have college degrees and experience in early childhood education-combined for over 60 years of experience.
- The Transitional Kindergarten class opened this year and it was a great success. The class was full with 12 children enrolled.

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- The UUEEC had visits from a pony and The Reptile Guy. The Kindergarten class from Desert View was able to join us for part of the presentation.
- The Fours class & Friday Friends attended field trips to Carretta Candy Factory, the Desert Botanical Gardens, the Puppet Theater, Shamrock Farms, a Fire Station and to the Bank.
- Pumpkin hunts at the Ghost Eye Tree.
- The UUEECs Threes, Fours and TK class attended DVLC's Valentines Carnival.
- Jane Armstrong was hired as the new UUEEC Director. She came on board March 5th and will take over the position fully June 1<sup>st</sup>.

### Excerpts from the Parent Review's of the UUEEC Program

Parents were asked what they appreciate about our program, some responses are below. The full review is available from the UUEEC Director.

- I love that even very young children are treated with respect, as well as teaching the child to respect others.
- Acceptance of each individual child and their individual needs.
- I appreciate the warmth and caring spirit of the school -teachers, parents and children. There is no other place like it.
- Having other parents to coop, so I know my child is in the hands of others who look after him as they want their child looked after.
- Lots of individual attention!
- I appreciated the teachers' participation in continuous education in child development and sharing this information to the parents during the meetings.
- That our children get to learn through play.

Respectfully submitted,  
Adrianna Marx  
Interim UUEEC Director

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## *Congregation Administrator*

### Office Volunteers

Early on in the program year I held a special orientation meeting for current office volunteers and prospective volunteers. From this meeting the office gained four new regular office volunteers!

At the same time this annual report goes to press the first Volunteer Handbook will also be hitting the press. This was a combined effort between myself and all my office volunteers to create a step-by-step training handbook for all of the regular day to day office volunteer duties. We expect that this will be a wonderful tool in recruiting more office volunteers as well as keeping things running smoothly while I am on maternity leave the fall of 2007.

Thank you to all those who helped out in the office this year:

Charlie Lynch

Sally Boyd

Bill Parker

Jan Wise

Sandy Thomson

Marilyn Bellincampi

Tish Gauntt

Sam Plattner

Bernie Hall

Sharon Hise

Pauline Peverly

Julie Smart

Shane Davis

Coming of Age candidates

Katie Plattner

Ellie Anderla

### Volunteer Fair

The office organized a Volunteer Fair in September 2006 to help Committees and Groups recruit members. We had many different people sign up and members appreciated getting to speak with congregation leaders. This was planned a month before the Leadership Day so that new recruits could attend.

### Leadership Day

I created a "How To Guidebook for Chairpersons & Board Members" that I presented at Leadership Day. This Guidebook explains the policies and procedures for working with the office. It covers everything from financial

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management to publicity to room usage and included copies of all the forms the office uses. It is to be updated every summer and presented each fall at Leadership Day.

Respectfully Submitted,

Heidi Parmenter  
Congregation Administrator

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## Committee and Ministry Reports

### *Adult Religious Education Committee*

Adult RE: The Adult Religious Education Committee of the Unitarian Universalist Congregation of Phoenix continues to be committed to providing a structured ARE program guided by UU principles, one that will hopefully provide opportunities to explore diverse ideas, promote and support personal growth, and nurture our sense of community. Our goal is to continue to offer classes, workshops, activities, excursions, and celebrations throughout the year.

Our tentative schedule of classes for 2007-2008 is as follows:

- October - UU Class - "A Chosen Faith"
- November - "A Walk with Four Spiritual Guides"
- January - "Parenting with Spirit" (perhaps this will be an after service class)
- February - "Exploring Your UU Identity"
- March - "Bridge Called Respect" (weekend retreat); "Best Things in Life Aren't Things" (2 week course in mid-late March)
- April - "Eco-Spirituality"

Our monthly committee meetings and the more intensive annual workshop that has been held each spring for the last three years all include ongoing evaluations of how responsive we have been to the needs of the community.

We evaluate our classes schedule based on general comments we receive, surveys during the year, and class attendance and evaluations. We are often puzzled by the fluctuations in attendance in our classes. We have had very large and very small enrollments. We wish that more of the congregations leaders would attend our classes, but we realize they have other commitments beyond religious education. One trend in surveys seems to be a desire for more "spirituality" in our classes, and we would like to be more clear on what that means. We have responded in our curriculum for the coming year in ways we think are appropriate, including some very traditional classes about UU roots and world spiritual leaders.

Last fall we decided to experiment with a monthly movie night during the week. We showed "Iraq for Sale" and then "Who Stole the Electric Car."

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These two movies drew good crowds and were well promoted. Others more recently have not proven to have such wide appeal, but we are experimenting and collaborating with Social Action this summer.

We have continued to maintain active and committed committee members: Sue Kennedy, Terry Simmons, Kay Veldman, Juli Harvey, Lois Leader, and Kim St. Clair (Director of Religious Education). Our goal is to recruit new committee members for the upcoming year.

We have also benefited from the energy and commitment of other congregational members who have taught classes this year, including Jay Alagia, Rick and Julie Wambach, Gene Cherry, Harriet Williams, Terry Simmons, Carrie Jasberg, Kate Otting, Mike Zduniak, Gavin Hornbuckle and Lois Leader.

We continue to offer our classes at 9 am on Sunday mornings since many people find it simpler to come earlier on Sundays rather than return on weekday evenings. We also have childcare available on Sunday mornings, thus making the classes accessible to parents. We continue to offer the UU Studies Pass for \$35, which allows the purchaser to attend all of the courses offered during the year.

The Book Table continues to offer titles relevant to our mission. The various committee members do a rotation to cover The Book Table each Sunday after service, and The Book Table has proven to be a great place to greet visitors, to respond to them about the Principles of UU, and to inform them of upcoming ARE classes. .

The Book Discussion Group, which also meets on Sunday mornings, continues to delve into books that range from theological and environmental histories to economic studies.

In summary, the Adult Religious Education program provides avenues for spiritual growth, and our immediate and long-range planning is the means for providing this to our congregants. We cannot express enough gratitude to Kim St. Clair (DRE) for her continued superlative work and unabated enthusiasm, both of which she exhibits throughout the course of the year.

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It has been a joy to work with her and the other committee members and course facilitators.

Respectfully submitted,  
Terry Simmons, Chair

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### *Archives Committee*

The UUCP Archive Committee had not been active for a while leaving Gretchen Manker to carry on alone. She has been the driving force behind the archives since its inception in the early 1990s when Fritz Hudson, minister at the time, asked her to help organize the records. A committee was formed that began the process of sorting and labeling the material that had been collected from various parts of the church and from donations from congregation members. A worthy project to audio or videotape the reminiscences of older members was stymied by a lack of equipment and the illness of some committee members.

The congregation administrators have seen the importance of preserving the organization's records and have helped by collecting and saving such things as board minutes, committee reports, newsletters, brochures, etc. That material has been consolidated into the cabinets in the 'lounge' upstairs and the surrounding area.

In October 2006, I asked Heidi Parmenter, our current administrator, if there were a church archive. She put me in touch with Gretchen from whom I discovered the history of her work. She and I met on January 5, 2007 so she could show me the archives and talk about future projects. I suggested we plan to take advantage of technology as much as possible, especially by scanning paper items that are deteriorating as well as photographs. That would not only preserve the items but for the unidentified photos make it easier to share them with those who might be able to identify them, by putting them on our website or burning CDs. At that meeting, Gretchen explained that the renovation plan would move the archive into what is now the RE office, giving the archive a better space for working and an area that could be locked. The RE office would move into the much larger lounge area. Heidi helped us clean up the archive area and volunteered to put a big sign reminding people what the area should and should not be used for, which she has done.

On January 8, 2007 I attended a discussion led by Construction Committee chair Brenda Hoskins on the plans for building usage in phase one of the renovation. At that meeting I suggested we consider moving the archive into the RE office immediately, letting the RE director move into the lounge



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space. I thought it would be an appropriate way to begin moving into our future by honoring our past and giving the archive a more workable space. That didn't happen, but I hope the space will eventually be available

On February 8, 2007, Gretchen and I met at the church again to discuss ideas for future projects. Because of the current space situation, no major projects can be started, only small ones that can be done quickly and then boxed back up and put away.

In describing the people serenaded by caroling in December 2006 and as a canvasser for the Every Member Canvass in the spring, I heard so many fascinating stories about congregation members lives that I thought it would be a nice idea to do a Biographical Canvass. Because of Susan Leung's hard work, we now have a lovely and very useful pictorial church directory. I thought it would be good to have some information on the people to go along with the photos. In the June Horizons I announced the project and asked for people to send me their biographies. I'm looking forward to seeing the response.

One of the families my husband, Smoot and I canvassed was the Rusconis. Her beautiful artwork and their experiences in WWII were so interesting I decided they would be perfect candidates to re-start the videotaping project. Smoot and I met with them on Saturday, May 26, 2007, appropriately over the Memorial Day weekend and videotaped them. I hope they will be the first of many older members who can be taped and their memories preserved then on DVDs.

In addition to this taping project, as a choir member and participant in three Cabaret fundraisers, I've gone back and put the videotapes of past Cabarets on DVD. DVDs are a more stable medium than videotapes. It should probably be another project of the Archive Committee to see that all the videotapes of special church events should be transferred. I have started that by dubbing the tapes of recent special services, such as the Partner Church, Solstice and Christmas services onto DVD.

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I strongly believe it is important to preserve the records of UUCP and the wonderful people who are now and have been associated with the congregation. It is our legacy to future members and to history.

Charlotte Carl-Mitchell

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### *Buildings & Grounds Committee*

#### The New B&G

With tremendous recruiting help from Janice Brunson, former B&G Trustee, a small but dedicated B&G Committee has been reborn. Bill Mee, Terry Simmons, John Gill, and Gary Ezzell have all worked closely with the office and Board of Trustees to pick up some very necessary B&G issues that were long outstanding.

Many thanks to Bill Mee who has signed on to do a monthly walkthrough of our campus to report any B&G issues that need to be addressed. This includes a survey of our Memorial Garden.

The new Committee has done research and found a vendor to sign a maintenance contract with to properly maintain our Memorial Garden pool and lights.

Research has been started on an effective and child-friendly way to deal with the rat issues that the buildings have faced for many years. This is a serious issue that has caused lots of damage.

#### HV/AC Repairs & Service

The major accomplishment this year was the decision by the Finance Committee and the Board of Trustees to sign an annual full maintenance heating, ventilation and air conditioning (HV/AC) contract with TD Industries. This new contract shows our renewed commitment to being good stewards of our property. TD Industries not only responds to emergency repair situations but also does a complete preventative maintenance on all our HV/AC equipment throughout the year. We can now rest easy knowing that our equipment is being properly maintained and that we have emergency service if needed. Before the contract was signed we had some major work completed to bring things up to date including the installation of the individual digital thermostats for each of the units throughout the building. This was necessary because the central Solidyne unit that was purchased approximately 5 years prior had failed (suspected cause: rats eating the wires in the duct work). Many thanks to Andy St. Clair for all his help in the extensive bidding process for all of this HV/AC work. His knowledge of the

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industry helped us tremendously in gaining the bids necessary to pick the best vendors.

Technological Advancement!

This year the Congregation ditched its old dial-up internet connection and caught up with the 21<sup>st</sup> century and the high speed wireless age (huge cheers from all of the staff!). We signed a 5 year service contract with Cox Communications for both phone service and high speed internet. Our main building is now equipped with the wiring needed for any future cable needs. Additionally, our wireless internet service reaches throughout the main building and out to Annex rooms A - D. Many thanks to Jeff Newman, Smoot Carl-Mitchell, Brenda Hoskins and Gary Ezzell for seeing this to completion.

Respectfully Submitted,

Heidi Parmenter  
Congregation Administrator

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### *Canvass Committee*

The 2007-2008 Every-Member Canvass has been a joyous affair. Thanks to the conscientious generosity of the congregation and the efforts of the canvass team, we have reached 94 percent of the \$302,000 goal set by the Finance Committee—and another month remains before the new fiscal year begins.

This year's campaign was a little different. Although the campaign began in the spring as it usually does, the preparation and planning that usually begins as early as October of the preceding year, did not. We got started at the end of February when yours truly was drafted to coordinate the efforts. Because of the lateness of the hour, after Julie Wambach compiled a list of potential canvassers, the Board of Trustees did the canvasser recruiting. Don Weir, after three years of leading the campaign, graciously agreed to conduct the canvasser training and to make the initial assignments of congregational members to individual canvassers. Libby Walker agreed to plan and manage the celebration dinner that would kick-off the campaign.

The campaign consisted of the usual elements:

- A brochure was prepared and sent to approximately 300 UUCP members and friends with a cover letter explaining how the canvass provides the funding to for the congregation and how it would be conducted.
- Informational articles were published in the March and April Horizons.
- Three training sessions for canvassers were conducted.

But some things were added:

- April 1<sup>st</sup> was designated as "Commitment Sunday." The service prepared by the Rev. Jean Wahlstrom emphasized the importance of pledging to the health of UUCP and following the service congregants were given the opportunity to visit with a canvasser and make their pledges at UUCP.
- The March 31<sup>st</sup> Dinner—a huge success with more than 150 attendees—also provided an opportunity for people to pledge if they would be unable to attend Commitment Sunday.

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- Information relevant to the Every-Member Canvass and its theme of "Achieving Beloved Community" was included in every Order of Service from the end of February through mid-May.
- Each Sunday, from April 1<sup>st</sup> through May 13<sup>th</sup>, as part of the announcements, we reported to the congregation on the progress of the canvass and provided the opportunity to pledge at the back of the sanctuary.
- Canvassers set personal visits with as many members and friends as possible so as not to lose the valuable opportunity to receive input on how the congregation is feeling about UUCP.

### The Participants

Thank you to the terrific team of canvassers:

Charlotte Carl-Mitchell	Peggy Paden
Smoot Carl-Mitchell	Bill Parker
Gene Cherry	Joan Roberts
Lani Comp	Betty Saylor
Mary Dokes	Pat Shannon
Gary Ezell	Terry Simmons
Sharon Hise	Julie Smart
Richard Jahrmarkt	Sandy Thomsen
Lois Leader	Jaynn Truran
Jimmy Leung	Libby & Dave Walker
Susan Leung	Julie Wambach
Sally McDade	Elaine Warner
Susan Morris & Richard Plattner	Jerry Whalin
Ellie Murphy	Don Weir

Thank you to those who hosted tables, made centerpieces and helped with the dinner.

Thanks to our wonderful staff and office volunteers:

The Rev. Jean Wahlstrom  
Kim St. Clair  
Heidi Parmenter  
Tiffany Lipkeman  
Manuel Gomez

Thank you to the Board—especially President Gary Ezell for his constant support, the Communication Task Force for their input, to Carolyn Allenby

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and the Membership Committee and to the Finance Committee for its efforts and support.

Thank you to the entire congregation—for understanding that the canvass is something we do for ourselves, for pledging as generously as possible and, in many cases, for increasing the amount of your pledge this year.

### How did we do?

We wanted to increase the number of pledging units: *Thus far we have received pledges from 168 individuals or families—an increase of 8 percent over last year.*

We asked those who had not pledged before, to do so: *24 percent of our pledges came from those who had not pledged in the last several years.*

We asked you to increase your pledge amount if possible: *26 percent of you did so—those increases account for approximately \$35,000 of our canvass total.*

### What's Next

In July, we will compile the list of 2007-08 pledging members and friends to be displayed at UUCP. Since our pledgers are those who keep the doors open, the lights on and the services and programs operational, we want to honor them by telling the world who they are (names only, no amounts).

We continue to encourage those who have not yet pledged to get their pledges in. We need to meet our goal and we are really close.

We will share all of the comments we received from pledgers with the Board, the minister and the appropriate committees.

We will start to prepare for next year's stewardship campaign—another name for every-member canvass. With the help and support of Libby Walker in particular and many others, I will coordinate the canvass one more time. This year has been hard work, but has provided me with great opportunities to get to know many UUCP members and to experience our Beloved Community in new ways.

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People run when you say "canvass" but with great teamwork it's a wonderful way to be involved! Come and work with us!

In community,  
Joan Laurence



## Unitarian Universalist Congregation of Phoenix 2006 – 2007 Annual Report

### *Children's Ministry Committee*

In 2006-2007, the Children's Ministry Committee expanded our efforts in strengthening the five pillars of our program - Community, Ritual, Education, Worship and Service.

#### Community

We think of UUCP as a community where all our families and children feel they belong. Our successful UU Pals program matched 17 pairs of adult-child pals. Several events were planned for the pals, including a desert hike, an ice skating event, "girls" tea, and Valentine making for Unicare and New Day Center. We hope to add even more pairs next year so that our congregation's multiple generations form friendships and long-term bonds with each other. Many thanks to Susan Leung for her outstanding leadership of this program. Additionally, we hosted several Game Nights (thanks to Pam and John Gill for spearheading this effort) and a Bowling Night (thank you Loretta Isaac) where our families enjoyed each other's company.

#### Ritual

We believe our children gain a sense of self and belonging when they engage in rituals that are constant and emphasized throughout the year. Each year, we look forward to Pumpkin Sunday, the Empty Bowls lunch, the Christmas Eve service, the Spring Egg Hunt, Teacher Appreciation, Water Sunday and Ice Cream Sunday. Each month, at our Children's worship, we sing UU songs and share Joys and Sorrows. Every Sunday, our classes perform the children's version of the covenant and light a symbolic chalice. Thank you to all our volunteers who have helped make these special rituals possible.

Thanks especially to Connie Jahrmarkt who has been a steady presence in our Children's Worships and given us a real children's music ministry.

#### Education

We endeavor to provide educational programming that is fun and engaging, so that the children look forward to coming each Sunday. Our curriculum this past year focused on UU identity, so each class engaged the children in discussions about UU beliefs, the religions and traditions they grew out of, and how we can put our principles into action in our own lives. Tiffany Lipkeman and Daniel Mendez once again provided consistent loving care in the nursery. Nikki Murphy, Cathy Maxwell, Drea Rhodes, Jen Nelson, and

## Unitarian Universalist Congregation of Phoenix 2006 – 2007 Annual Report

Angela Spairs taught "We are Many, We are One" to our pre-K and Kindergarten students. The 1<sup>st</sup> and 2<sup>nd</sup> grade team of Laida Restrepo, Laurel and Miles Maestas, Kathy Kruse, and Kaye Roberts led the "Rainbow Children" curriculum, then Diana Saylor, Lee Spencer, Tom Brookshire and Carrie Jasberg presented the OWL program over 8 lessons. Our 3<sup>rd</sup> and 4<sup>th</sup> graders were introduced to a whole group of "UU Superheroes" by Katie Raife, Donna Featherston, Heidi Parmenter, Heather McClellan and Ann-Marie Ciemny. Our 5<sup>th</sup> and 6<sup>th</sup> graders investigated "Traditions with a Wink" with Randy Jay, Michele Gates, Nancy Cruse, Rajeev Arora, Lisa McClure and Marivel Linares.

Many thanks to "Coming of Age" teachers Todd Cruse, Sarah Henkel, and Tammy Rhodes, as well as our 17 outstanding mentors and our COA parent committee. Our YRUU group explored the covenant group ministry format with great success with long-time leaders Andy St. Clair and Jaynn Truran. We are lucky to have such a caring and capable group of congregation members who dedicate their time to our children. Thank you, everyone.

### Worship

We attempt to give our children a sense of spirituality and mindfulness with our monthly Children's Worship. We continued the "color team" tradition of grouping different aged children so they can create bonds with those they normally would not be in class with. The seven principles were highlighted and each color group had the chance to lead one worship service. Among the lessons were "Honoring our Pets," "Peace is Cool," "The Act of Searching," "Offering Fair & Kind Treatment," "Who Decides?" and "Earth Day Celebration." Thank you to all the adults who helped with our services.

### Service

We strive for ways to provide service to others and to the congregation. Our Helping Hands and Hearts program collected countless Toys and Toiletries and Dolls and Diapers. The Empty Bowls event in November raised \$450 for the New Day Center, and \$150 for UNICEF during our Pumpkin Sunday. Our UU Pals created holiday cards for Unicare and New Day Center. Our Coming of Age group led the congregation's green movement by contributing \$400 to the UUCP operating fund through their sale of energy-saving fluorescent light bulbs. We believe it is critical for our children to

## Unitarian Universalist Congregation of Phoenix 2006 - 2007 Annual Report

learn that they can change the world with their efforts and we continue to look for ways to emphasize this within our overall program.

### Program Growth

In the 2006-2007 year, we registered a total of 102 children, from 62 families. Eighteen of these children were new to the congregation. We made special efforts to reach out to visitors and believe the strength of our Children's Ministry program is part of the reason they chose to return.

Our committee is comprised of thoughtful, energetic, intelligent women. We have fun while we do important work. I am proud to say that all members of our committee will be returning for another tour of duty next year - Diana Saylor (13 years), Cathy Maxwell (6 years), Nancy Cruse, Sue Freeman, Sarah Henkel (1 year each) and me (4 years). We are honored to have Kim St. Clair as our Director and witness the benefits of her leadership every day.

Respectfully submitted,

Wendy Metcalf, Chairperson  
Children's Ministry Committee

## Unitarian Universalist Congregation of Phoenix 2006 - 2007 Annual Report

### *Construction Committee*

The Construction Committee this year consisted of Dale Fisher, Gene Rowley, Richard Jahrmarkt, Otis Odell, Muriel Osder (liaison to Presidents Council), Smoot Carl-Mitchell (liaison to the Board), Bill Mee, Don Weir (liaison to the Finance Committee), Bart Faber and Jack Putta (liaisons to the schools) and Brenda Hoskins (chair). In February, the Board of Trustees voted to change the leadership of the committee, and Gary Ezzell has since served as the interim chair.

Work on the renovation/construction project has proceeded on two fronts this year: seeking approval for the "master plan", or major amendment to the special use permit, and developing the detailed plans and construction documents for the first phase of construction.

The master plan approval has been frustratingly difficult to obtain. Our architect, Douglas Sydnor, has submitted and resubmitted the packet. The required citizen's review meeting at UUCP was held in the fall. As of the end of May, 2007, the Town of Paradise Valley has not yet acknowledged that the submission is complete and has not scheduled the first official meeting with the planning staff to review the proposal. The only major point of discussion with the Town should be the length of time for which the approval will be valid. The Town has been delaying for reasons that have little or nothing to do with UUCP. At this point, we hope to move through the process in the fall of 2007.

In the meantime, the architect has been completing the detailed plans for phase 1, which is to include the lobby, restroom core, improvements to the existing 1961 structure, and a sewer connection. That planning work is nearly complete.

As of the end of April, 2007, there was approximately \$95,000 cash on hand in the Construction Building fund. The Capital Finance Summary as of April 30, 2007, is attached.

The Committee worked with the Facilities Communication Task force to produce the Frequently Asked Questions document describing the history and status of the project. The Task Force has been meeting with the

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Committee as we collectively work to inform the Congregation about the project.

In April, the Construction Committee and the Board of Trustees agreed to move ahead with the replacement of the entry doors and sliding glass doors in the 1961 structure. Because of the limited nature of that project, we expect to be able to obtain a permit for that work without the approval of the major amendment. If the Congregation approves the expenditure, the installation will likely occur in early fall.

Submitted by Gary Ezzell, Interim Chair

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### *Covenant Groups*

We ended the year with six covenant groups providing 49 congregation members and friends with opportunities for spiritual growth and fellowship. The groups ranged in size from five to 10 people (exclusive of the facilitators), and each group took on a particular identity and focus. One group focused on parenting issues; another had a focus on Eastern religions; another looked closely at our UU Seven Principles and Sources. Each group provided service to the UUCP by way of hosting coffee hours, coordinating the Spring Egg Hunt, and participating in the PACC 911 event. The facilitators met once a month to review covenant group logistics, to troubleshoot group problems, and to provide spiritual support to each other.

Submitted by,

Kim St. Clair  
Director of Religious Education

## Unitarian Universalist Congregation of Phoenix 2006 – 2007 Annual Report

### *Finance Committee*

Purpose of the finance committee is to report to, advise and respond to the Board of Trustees on all matters concerning the finances of the Congregation. The committee is responsible for developing the congregational budget, which is presented to the Board for approval. The Board then presents the budget to the congregation for a vote to adopt the budget for the following fiscal year. After the budget is approved, the committee is responsible for monitoring the income and expenses as they relate to the current budget and for developing financial policies and procedures. The committee reports to the Treasurer, who in turn reports to the Board of Trustees.

This year's committee consists of Mary Dokes, Chair, Ellie Murphy, Joan Roberts and Don Weir. Adjunct members of the committee are Smoot Carl-Mitchell, Treasurer, Julie Erfle representing the Early Education Cooperative (EEC), Rev. Jean Wahlstrom and Heidi Parmenter, Administrator. Ellie Murphy chaired the committee until January 2007 when she turned the reins over to Mary Dokes.

A formal Finance Committee was restored in the fall of the 2005-2006 fiscal year by Ellie Murphy and with approval of the Board of Trustees. The members of that committee were Smoot Carl-Mitchell, Treasurer and Marg Stallworthy, CPA. Others including Mary Dokes, Jan Wise, Sharon Hise, Don Weir, and Joan Roberts soon volunteered to join the committee. Rev. Jean Wahlstrom, Heidi Parmenter, Administrator, Julie Erfle, EEC served as ex-officio members.

Accomplishments during the 2005-06 fiscal year included a thorough investigation and reconciliation of UUCP and EEC finances, converting to QuickBooks to record all financial transactions, producing accurate monthly financial reports including Profit and Loss statements and balance sheets.

Accomplishments during the 2006-07 fiscal year include the following:

- Developing a budgeting process that encompasses input from all programs, building maintenance and standing committees;
- Producing quarterly pledge statements and year-end statements for members and friends of UUCP;

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- Establishing financial reports for each committee and group that has a line item in the budget to monitor the committee's budget;
- Paying full "fair share" to Unitarian Universalist Association (UUA) and to Pacific Southwest District (PSWD);
- Increasing pay for staff;
- Establishing a long-term maintenance contract on air conditioning equipment;
- Increasing Music Director hours and providing health coverage;
- Reviewing and increasing property insurance to cover replacement cost of facilities; and
- Increasing Desert View Learning Center (DVLC) rental costs.

### **Early Education Cooperative Overview**

The 2006/2007 school year was a strong financial year for UUEEC. Its annual auction raised more than \$27,000 after expenses, the strongest auction to date. The combination of a successful auction and full enrollment will allow EEC to pay off all of 2005-06's debt, approximately \$25,000. In addition to paying off last year's debt, the EEC will end the current fiscal year with a small surplus in its restricted savings account.

Next year's approved budget indicates a smaller need for fundraising, though the school is planning another strong auction to add to its existing surplus. In other exciting news, the EEC is planning a joint fundraiser with DVLC in the fall to help contribute to the cost of replacing all of the sliding glass doors as well as the West entrance doors.

### **Unitarian Universalist Congregation of Phoenix Overview**

UUCP is ending the 2006-2007 fiscal year in good financial shape. Highlights as of May 28, 2007 include:

- Total cash on hand of \$358,000
- Long-term liabilities of \$77,000 which includes:
  - \$46,000 note payable to Bank of America for the Construction Project
  - \$31,000 payable to the Unitarian Universalist Foundation of Phoenix (UUF)
- Short term liabilities of \$51,000 which includes mostly prepaid pledges and Early Education Cooperative (EEC) tuition

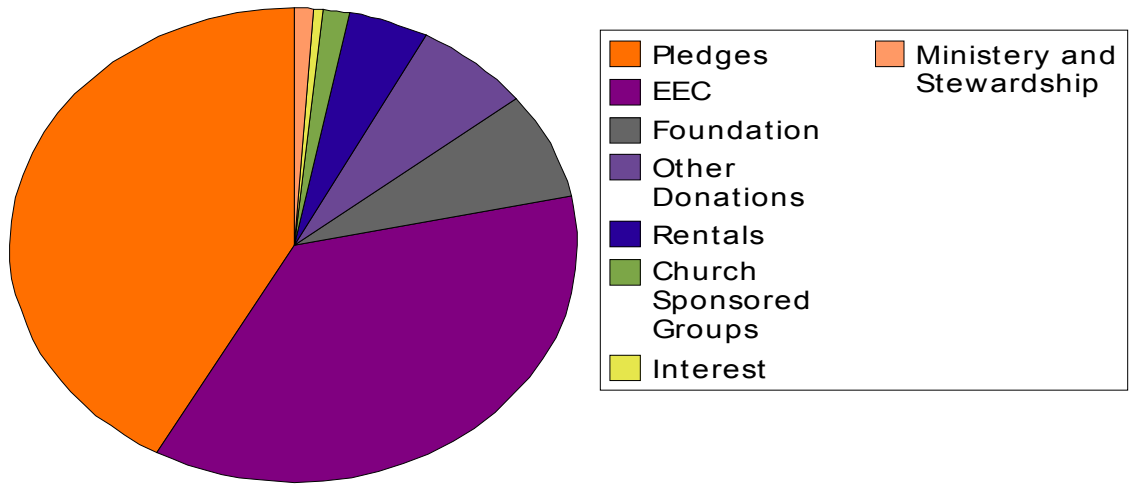


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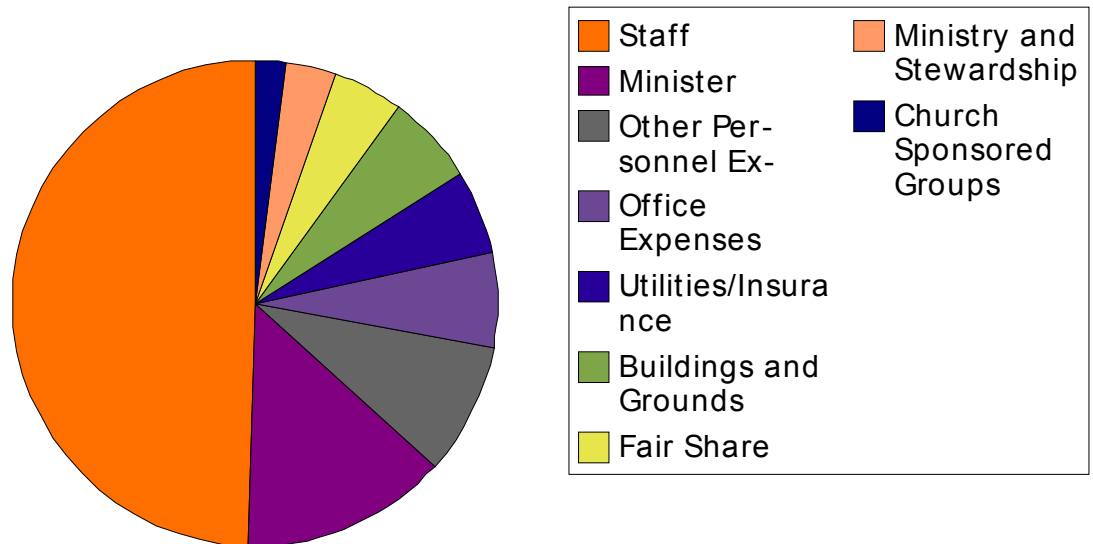
- Of the cash on hand \$106,000 is not restricted for any specific use, such as the Construction Project, EEC or other internal funds. This represents a cash position improvement of \$62,000 over the same time last year.
- UUCP has a diverse source of revenue to fund its operations. Sources of revenue include:
  - Pledges from members
  - EEC tuition
  - Rental income from the Desert View Learning Center (DVLC)
  - Designated gifts
  - Fundraising events from church sponsored groups
  - UUF support for Strategic Plan

Sources of income and what they are spent on are shown in the attached charts.

# Income Source %



# Expenses %



## Unitarian Universalist Congregation of Phoenix 2006 – 2007 Annual Report

### ***Membership Committee***

*"I like our religion. We've got tons of great people, tons of great ideas, and of course, coffee hour!"*

I have found out one good way to respond to anyone who asks what a UU is and that is, *"Hey, instead of asking me and letting me try to tell you, let me show you, come **experience** our church."*

Thank you, Alec Featherston and Van Lockwood, two of our **seventeen** Coming of Age graduates this spring. These are quotes from their COA essays. (The first quote is from the opening of Alec's essay, and the second is the closing of Van's). Even if you have already heard and read their essays, isn't it affirming to hear these enthusiasms again?

UUCP also welcomed **thirty seven** new adult members this year. They range from young singles and families, to retired "snow-birds". Almost all of them (36 of 37) participated in one of the four "New UU" courses presented this year. About a third of these new members have been active UU's in earlier locations on their life journey. Their continuing identification with UUism firmly validates a faith community that gives sustenance through varied life challenges. Meanwhile, those who are new to UUism share with us a special excitement in finding that a faith community actually exists which honors who they are, their values and what they believe, and encourages us all to grow and learn together. What a concept!

Many **thanks** to all who help our new members through these classes: our class leaders: Jan Wise, Julie Smart (twice!), Terry Simmons, Kay Veldman, and Lydia Yanak for great facilitating; Janice Brunson and Mort and Jean Rosenberg for hosting the potluck dinner third session of each class; the staff and committee and activity leaders who attended the Guest sessions of the classes to share your enthusiasms; our administrator Heidi and her office volunteers who provided the materials and services to help the classes run smoothly, from announcements to bolo making; and Bob Hanson who keeps track of the new people who are becoming regular attendees, and potential new members.

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We had an important innovation this year to help all visitors and members get to know our opportunities better. Bob Hanson, Sandy Weir, and I, with contributions from many of the rest of the congregation, worked on creating "**UUCP in Action**" in time for distribution at the photo shoot in November. This document summarizes in thumbnail form, fourteen congregational activity groups, eight Ministry groups, ten operational committees, and five "affiliates"...and gives their email contact information. (Very often, "name of group @phoenixuu.org") Most of these groups are very open to new members' participation. A few require nomination and election. But they are all creative ways that members implement the "great ideas" and have some of the "experiences" that Alec and Van refer to. "UUCP in Action" shows the many ways we grow by working and playing together.

We have new "**transitional**" **nametags** available for people who are re-visiting often enough to be considering membership. The creation of the nametags with the colorful phoenix/chalice logo was greatly helped by Charlotte Carl-Mitchell; Charlotte also helped create the new **UUCP business cards** that were produced in time to distribute at the Gay Pride Parade in April. Extras are available for you to keep in your wallet, and offer to people you invite to "experience" our church.

Thanks to Carrie Jasberg who coordinated our **all-church potluck lunch** in January, which was very successful in feeding people physically, and with the chance to relax and visit together. Competing events caused us to put on hold the additional monthly events as we had originally planned. Watch your Horizons, and contact us if you would like to see these happen more often.

Thanks to Pam Gill for coordinating two **Friday family game nights** in the Johnson room. Let's have more of these, also! Let her know if you want to participate!

Saturday night dinners were re-vitalized as **Mucho Gusto**, thank you, Robin Storm, and the **Singletarians** took on new life with the co-leadership of Marilyn Bellincampi and Judy Lambert. You'll be hearing more from the **UU Craft** group in upcoming months...prepare to be amazed by the arts potential of our members...maybe you, too.

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Let us not forget: **Coffee Hour**...known affectionately as the UU sacrament? The membership budget pays for coffee, and the church provides the sexton who helps set up the tables and starts the coffee...but we've needed cheery volunteer hosts each week to provide the personal touch of donating some simple snacks, and pouring the beverages to keep the conversation flowing. Since September we thank our hosts: **twenty one families and individuals** (some did it several times! \*\*) and **thirteen groups** : (and thanks for several repeats!!)

Families: Lois and Dale Fisher, Pam and John Gill, Laurel and Miles Maestas, Susan and Jimmy Leung, Bear Hawke, Diana Ashley, Mort and Jean Rosenberg, Libby and Dave Walker, Robert Back, Peg Paden, Ann Marie and Chris Ciemny, Shirley and George Karas, Diana Ashley, Sandy and Don Weir, Lydia and Lyle Yanak, Susan Morris, Marilyn Bellincampi,

Groups: The Office, the Choir, The Board and Staff, Women's Spirituality Circle, Coming of Age, several Covenant Groups, UU Pals and the Mavericks, (Sharon Hise)

Special thanks to Diana Ashley for coordinating, and providing the new sign-up system of the calendar near your bolo name tags. **Sign up**, (early and often...service is our prayer!) and the office will gladly remind you of your appointment, and send you details. Remember, the coming of age graduates are **counting on you!**

And a very special Thank you to Robin Storm and her cadre of **guides** who offer that special extra welcome on Sunday mornings to new visitors, helping to escort them in and offer to answer questions afterwards, helping them connect through our membership information table at coffee hour. Thanks to Ellie Anderla, Betty Saylor, Marcy Kiefer, Betty Wentland, Bob Hanson, Natalie Summit, Peg Paden, Jean Rosenberg, Pat Shannon, Sherry Celine, Sandy Weir, Michelle Wessels, Rick and Julie Wambach, Julie Smart...your name here next year...

Keeping membership up in Phoenix has special challenges...some of the most mobile people in our country come here, and their family and career changes often keep them on the go. Did you know that of the thirty six active members who attended this winter's workshop on diversity possible in our

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new minister ...**No one had been born in Arizona?** But, this presents a special opportunity for us to provide a good home to UU's while they're here, that will carry on when they move. And we can learn so much from the newcomers!

We'd love to hear your ideas for enhancing the membership experience at UUCP! Please contact [membership@phoenixuu.org](mailto:membership@phoenixuu.org)

Thanks, Carolyn Allenby, Membership Chairperson

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### *Committee on Ministry*

Our committee set out at the beginning of the year to try to help facilitate positive interactions between members of our congregation. We inserted a series of positive, thought provoking statements in the Sunday Order of Service, as a part of reaching our goal.

We worked together with Rev. Wahlstrom to write her evaluation for the UUA and sent the evaluation. We worked with Rev. Wahlstrom on a number of issues and were apprised of the Board of Directors developing a Strategic Plan to address our problems in maintaining our membership and our continuing problems with finances. After the passage of our Congregation Strategic Plan, the Committee on Ministry began our assigned task of contacting all of the Committees of the church, seeking to help the committees to develop goals for the present year and begin planning for the goals for next year. We reported the results of our findings to the Board of Directors.

Throughout the year our committee operated in close collaboration with our interim minister, Rev. Jean Wahlstrom. We had many spirited conversations and the results were favorable. Some of our members experienced a situation where the minister did not participate in past years, and the ministerial participation was much more beneficial for the effectiveness of the committee.

Looking at the goals for next year, at the top of the agenda will be the issue of how we will evaluate our settled minister. Since our congregation will have another year of interim minister, our committee will be able to have time to gain consensus on the process of evaluation to be followed before our new settled minister is selected. Also we need to work on by-law changes to:

- (1) Clarify the role of the Committee on Ministry (COM);
- (2) Identify how the COM evaluates the Minister and what is the role of the Board Directors;
- (3) How the members of COM are nominated and how members are selected, whether by vote of the congregation or by appointment of the board of directors?

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All of the above changes are important as we search for our new settled minister.

As my time with COM comes to an end I need to indicate that my experience has been personally growth producing. Serving on COM during the last 3 years has provided me the opportunity to get know 12 great people a lot better than before. The activity of the group has been interesting, to look at the congregation as a whole. We celebrate the congregations' accomplishments and try to assist in areas that need help. Hopefully our committee has helped to keep our congregation healthy and strong.

To anyone invited, I would recommend serving on the Committee on Ministry at UUCP!

Gene Cherry  
Chairman



## Unitarian Universalist Congregation of Phoenix 2006 – 2007 Annual Report

### *Music Committee*

Connie Jahrmarkt, Director; Paula Adkins, Chairperson; Richard Jarhmarkt, Treasurer; Jerry Whalin, Secretary; Charlotte Carl-Mitchell, Librarian; Ruth Thistlethwaite, Librarian Emeritus.

### A YEAR TO REMEMBER

From August 2006 to June 2007 our choir rehearsed each Wednesday. We sang for services three Sundays each month, sang for a Holiday concert, and held a music workshop that was open to all. We sponsored the Harvest Festival, a fundraiser for supplemental hymnals, and held our annual Cabaret fundraiser, which is a 50/50 split with the congregation's general fund. During the spring of each year, we combine our choir with the Valley UU choir to present special concerts for each congregation. We gave an appreciation concert for Ed Grobe, our accompanist for many years, on June 2. We volunteered to host coffee hour twice and have added five new members to the choir and congregation.

### WEDNESDAY ACTIVITIES

Every Wednesday from August or September through June, the choir rehearses music they will sing for the congregation. Rehearsal is from 7 p.m. until 9 p.m., with a short break for refreshments. We provide child care for families who are choir members. Each month we celebrate the birthdays of members born in that month with cake, singing, and fun.

### SPECIAL ACTIVITIES

Our director, Connie Jahrmarkt, has formed a family choir which sings for the congregation several times each year. Both adults and children are welcome to join in the fun.

This year we were very fortunate to have Sara Dan, a clinician, performer and composer for the UU Musicians' Network, hold a workshop for our choir and congregation. On Saturday, her workshop with the choir was uplifting and fun; on Sunday she conducted an all-music service which was moving,

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interactive, and well received. We hope to have other workshops like this in the future.

Harvest Festival Bake Sale



Harvest Festival Musicians



Cabaret!  
"Those Were the Days!"

Submitted by,  
Paula Adkins  
Choir Chairperson



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### *Nominating Committee*

#### PURPOSE:

The purpose of the Nominating Committee (NC) is to identify and recommend members of the congregation to serve on the Board of Trustees, the Nominating Committee and the Committee on Ministry who will represent the congregation with integrity, dignity and responsibility.

#### WHAT IT IS AND WHAT IT DOES:

The Nominating Committee prepares a slate of nominees for the next year's Board of Trustees and presents the recommended slate to the UUCP Congregation for a vote prior to the beginning of the next fiscal year (July 1). Before the vote is taken at the Congregational Meeting, the NC gathers and disseminates information about the nominees to members and friends.

The Nominating Committee also recommends new nominees for its own retiring members and works with the Committee on Ministry to identify individuals to replace those whose terms have expired or are leaving for other reasons.

During the past two years, the NC also developed recommendations for the Ministerial Search Committee.

#### HOW IT WORKS:

The Nominating Committee assesses the qualifications of potential nominees based on its members' personal knowledge and congregational history and through recommendations provided by the Minister, Board members and other congregational leaders. Congregational members may also express an interest in having their names put forward in whatever capacity interests them. NC members discuss all potential nominees and strive to reach consensus regarding all recommendations.

#### WHO IS INVOLVED:

The Nominating Committee had the following members in 2006-2007:

Lani Angell Comp

Julie Erfle

Jean Lawton

Glen Lockwood

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Heather McLellan  
Jan Wise

Jan Wise and Glen Lockwood served as Co-Chairs. The Minister and Board President are ex-officio members.

Jean Lawton and Jan Wise have served two years, thus their terms have expired.

### WHAT HAPPENED IN 2006 - 2007:

Gary Ezzell, Board President asked the NC to assume the additional responsibility for planning and coordinating a Leadership Development Workshop to take place in the fall and to be repeated annually. The NC accepted this assignment and decided to add another member to assist with this project.

The Nominating Committee's first major task was to find a replacement for a Board member who resigned. Julie Wambach was recommended and she served on the Board for remainder of the current fiscal year.

The following members were recommended as the 2007-08 Board of Trustees:

Gary Ezzell (returning for second year)  
Jesse Hise, Past President  
Sarah Carlson, Vice President and President Elect  
Smoot Carl-Mitchell, Treasurer (returning)  
Jaynn Truran, At Large (returning)  
Peggy Paden, At Large (returning)  
Sandy Weir, At Large  
Donna Featherston, At Large

### Recommendations for the Ministerial Search Committee:

Jimmy Leung (returning)  
Ellie Anderla (returning)  
Andy St.Clair (returning)  
Judy Lambert (returning)  
Sarah Henkel  
Jan Wise

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Greg Holmberg

### Recommendations for the Nominating Committee

Lani Angell Comp (returning)

Julie Erfle (returning)

Glen Lockwood (returning)

Heather McLellan (returning)

Pauline Peverly

Susan Goldsmith

Jeff Newman

### Committee on Ministry

Jesse Hise (returning)

Bill Parker (returning)

Betty Sayler (returning)

Sandy Thomson (returning)

Juli Harvey

Sandra Lynch

### SUGGESTIONS FOR FURTHER DISCUSSION:

Leadership Development is a clear need, especially among younger and newer members. UUCP has improved in attracting new members but needs to continue working on engaging and retaining these members and encouraging them to become actively involved and assume leadership roles. Also, many long-term members experience burnout. Ways to prevent or alleviate this should also be a part of the workshop content. Research on leadership development should be conducted prior to planning the fall workshop in order to address these issues. The question of whether surveys are helpful in identifying congregational talent may also be addressed at the workshop.

Before beginning its work each year, the Nominating Committee should spend whatever time is necessary to engage in team building and in clarifying ground rules, especially in the areas of decision-making about proposed nominees. Here are some of the questions that may be considered:

Is agreement necessary about proposed nominees?

What is the definition of consensus?

Should the NC recognize a member's right to veto a proposed nominee?

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Who is going to verify membership status of proposed nominees and how is this to be substantiated?

What happens if the majority of the NC members do not know a proposed nominee?

Submitted By,

Jan Wise  
Chairperson

## Unitarian Universalist Congregation of Phoenix 2006 – 2007 Annual Report

### *Partner Church Council Committee*

This last year has seen many positive and exciting developments. Last September a group of six Arizona UUs traveled to Romania: Beth Malmgren from the Surprise Church, and Ellie Anderla, Judy Lambert, Marcie Kiefer, Paula Kulina and Ernie Garcia, all from UUCP. Part of their trip was spent visiting historical places of interest for Unitarians, including the Unitarian headquarters in Kolosvar and the citadel where Francis David was imprisoned and died. The most significant part of the trip was spent with Unitarians at our partner church in Szekelyudvarhely. We participated in the traditional Unitarian "thanksgiving" Sunday service. As a result of that visit, our relationship with the Second Unitarian Church in Szekelyudvarhely has been energized and strengthened. Beautiful gifts from our partner church—ceramics from Korond, a book and a hand-made painted wooden plaque—were presented to the UUCP during a Sunday service.

On March 18, 2007 the above noted individuals led the UUCP's "Partner Church" Sunday service. The service summarized our thoughts and feelings about the recent trip, and we announced our intention to bring the minister, the congregational president and their wives to visit Phoenix. On the same date, our partner church was also conducting a Sunday service about our partnership.

The Partner Church Committee has been slowly raising funds to cover the travel expenses for the upcoming visit by selling the various handcrafted items we brought back from our fall trip. We also sold wooden carvings made by a Transylvanian Unitarian to benefit our partner church's bell tower construction fund.

Submitted by Ernie Garcia and Paula Kulina

#### Committee Members and supporters:

Ellie Anderla  
Janice Brunson  
Ernie Garcia  
Judit Gellert  
Marcy Kiefer  
Paula Kulina

Judy Lambert  
Beth Malmgren  
Gretchen Manker  
Ray Manker  
George Williams

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### *Publicity Committee*

Publicity was less active during 2006-07. Once again, a limited budget permitted very little paid advertising. Press releases were sent to diverse media outlets throughout the Valley when requested. However, as a one person committee, my attention was drawn greatly to the Ministerial Search Committee on which I served during the year. This may explain why the committee was called upon less to issue press releases during the year than in years past.

### Budget & Advertising

Publicity once again requested a budget of \$5,390 for 2006-07.

- Advertising in the East Valley Tribune twice a month, with a third ad in months that had 5 Sundays.
- Continued advertising in the PFLAG monthly newsletter.
- Inclusion in the Welcoming Congregations map of Echo Magazine.
- The Scottsdale Church Directory publication.
- Money to advertise our ARE and Music programs.

Unfortunately, budget constraints limited the actual amount to \$1,700.00. In reality, the only advertising that was done was as follows:

- A 3" x 2 column winter holiday ad ran three times in the East Valley Tribune and highlighted both the UUCP Christmas Eve and Christmas Day services and the Winter Solstice program. Cost was \$477.00.
- Continued inclusion in the Scottsdale Church Directory. It was limited to our listing only at a cost of approximately \$50.00. The previous three years, UUCP ran an ad as well as the listing.
- ARE requested help with advertising for one of the Adult RE classes in the fall. Publicity committed \$400 to the project, although the full amount wasn't needed by ARE.

An anonymous donor donated \$500 to Publicity for the intention of paid advertising in Echo Magazine, a bi-monthly publication serving the GLBT community. Publicity was told that both the Chandler and Surprise congregations were interested in collectively advertising in the magazine. Unfortunately, repeated



**Unitarian Universalist Congregation of Phoenix 2006 – 2007 Annual Report** attempts to confirm and work out an arrangement never materialized. Publicity is hopefully that this can be done during the 2007-08 year and the donation applied then.

#### Press Releases

Press releases were issued for any UUCP activity other than normal Sunday services. Releases are distributed to, but not limited to, the list below. Whether a press release is used is based on the publication's interest in the story, space and relevance to the audience it serves. There is no cost to UUCP for this.

Arizona Republic  
(including the special local sections)  
Tribune  
The New Times  
Paradise Valley Independent  
Northeast Phoenix Independent  
Scottsdale Views  
The Rep

Get Out  
AzFCT (Arizona Foundation for  
Contemporary Theology)  
Echo Magazine  
PFLAG Phoenix  
Radio: KBAQ, KDKB, KJZZ,  
KNIX/KYOT/KMXP/Kez, KTAR

Since the media is far ranging throughout the Valley and it is difficult to receive all of the publications, Publicity asks that when mention of UUCP is made that members clip the page and forward to the Publicity Chair (Publicity Box in Office 2). Be sure to indicate in what publication or station the notice appeared and when.

#### Website

The website includes our monthly newsletters, calendar of events, special events, sermon topics and much more for both the new visitor and long standing member. Many visitors cite the website on their form. However, it is difficult to know what brought them to our site initially. Without advertising, visitors are reaching the site. The UUA website offers a link based on location. Publicity welcomes comments about the site.

The website encountered problems during the latter part of the year. Problems with the databases deleted information about our Children's Ministry programs, newsletters and upcoming sermon topics. Our webmaster

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was a volunteer and she became busy with paid work and could not commit the time as she had previously. At publication, these problems still remained. The Board is aware of the issues and will work to find a new webmaster and correct the problems.

### Yellow Pages

While not under the purview of Publicity (this is a phone expense and falls under Utilities), Publicity continues to review our listing. Despite a request to include our address last year, the correction didn't make it into the current issue. It has been requested to include with the next publication in both the Scottsdale Yellow Pages and the Phoenix Yellow Pages. This addition to both editions was at no additional charge.

### Looking Forward

The 2007-08 proposed budget is \$6,250. Publicity is hopeful that the Congregation will meet its pledge goal and thereby see a Publicity budget that will include advertising in the Tribune on an ongoing basis as well as other Valley publications. Press releases will continue to be the means of reaching the larger community. Both the website and the Yellow Pages are often mentioned by guests as the source for finding UUCP. As such, the website will be kept current to provide up to date information about the congregation.

The Publicity Committee welcomes all members' comments and suggestions.

Respectfully submitted,  
Carey A. Crabbs  
Publicity Chair

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### *Sanctuary Team*

The Sanctuary Team decorated three artificial Christmas trees behind the Choir chairs for the month of December. The traditional holiday theme was continued. The storage room behind the pulpit was sorted and cleaned. Several useless worn out items were discarded. Ann Jackel, Dot Manser, Peggy Paden, Joan Roberts, Ellen Bauman, Jan Wise, Sally Boyd and Sandy Thomson were helping members of the Team. We would welcome other volunteers to help next fall. Please call Peggy Paden 602 404 2501 if you would like to participate.

Submitted by

Joan Roberts

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### ***Social Action Committee***

The mission of UUCP's Social Action Committee (SAC) is to foster congregational involvement in social justice by balancing four aspects of social responsibility within the congregational community: Education, Service, Witness, and Action.

The Committee would like to take this opportunity to thank its members and friends who have made its numerous successes and efforts possible. In particular, the Committee wishes to express its gratitude to **Don Fenily** and **Jim Lynch**. Don, in addition to being a staunch activist for social justice, including as UUCP's representative at the Arizona legislature, he conscientiously prepared SAC meeting minutes for the last several years—a responsibility that he willingly bore. Thanks Don! Jim, also a staunch social activist, encouraged the delivery of "Service is our Prayer" messages, sometimes referred to as the Social Action Minute, during services. These messages over the years have promoted all four aspects of SAC's mission and is a valuable way to alert Congregation members and friends to matters of urgent importance, such as tax credits to support equity in public education, democratic reform in Eritrea, opposition to the so-called Protect Marriage Amendment, participation in the Phoenix Pride Parade, and universal health care in Arizona, among others. We celebrate all of Jim's contributions to SAC and UUCP.

### **SOCIAL EDUCATION**

**Social Action Luncheons** provided guests with opportunities to learn and share views about social justice efforts, including the following: Circulo de Amigas in Nicaragua by Pat McCully, which educates impoverished girls in Jinotega, Nicaragua, through the sponsorship of the girls (approx. \$600 per girl per year). Sponsorships result in girls receiving an education when they otherwise would not and provides the girls and their families with access to basic medical care.

Sandy Bahr of the Sierra Club regarding environmental legislation in Arizona. Phil Lopes, a physician and Democratic leader in the Arizona House, regarding Universal Health Care for Arizona (@ 63 attendees!) \$75 in proceeds donated to Physicians for National Health Plan in Phil's name.

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Tom Donovan of Valley Interfaith Project, a coalition of various religions advocating for social justice in the Phoenix metro area.

UUs in Africa by Janice Brunson.

**Public debate**, co-sponsored by SAC and the American Association of University Women (AAUW), between the candidates for Arizona Superintendent of Public Instruction in UUCP's Sanctuary (about 80 attended). Carolyn Maxon, Miles and Laurel Maestas, Don Weir, Kathy Kruse, Gary Ezell, Sarah Carlson assisted with the presentation.

**Ballot Proposition and Initiative Forum** featuring Eric Ehst of the Arizona Advocacy Network (about 30 attended). The Network also provided an extremely useful and non-partisan guide regarding the propositions and initiatives, which was widely distributed to UUCP friends and members. Thanks to Carolyn Maxon, Eric and Arizona Advocacy Network.

**Adult RE re Climate Change:** Bill Mee, Libby Walker and Miles Maestas each led a class concerning Climate Change and what we can do to reduce the effects of climate change. Thanks for their efforts!

**Showing of "The Ground Truth,"** a documentary film featuring ordinary Americans who have served in Iraq speaking about their experiences. Thanks to George and Jane Pauk, Sandy Weir and the Arizona Advocacy Network.

### SOCIAL SERVICE

**UMOM New Day Transitional Shelter**, facilitated by Heather McLellan with a host of volunteers to shop, cook, serve and provide brownies for dessert for dinner the first Sunday of each month, year round (2 shoppers, 2-3 cooks, 4-5 servers, 4 to bring brownies or 14-15 workers each meal). Among the individuals who have contributed their time and energy to this worthwhile and fun activity were: Lydia and Lyle Yanak; Julie Smart; Bernie Hall; Pauline Peverly; Caren Lewton; Carolyn Allenby; Libby Walker; Laurel and Miles Maestas; Sally McCade; Terry Slogocki; Donna and Alec Featherston; Laurie Folson; Robert Black; Jeff, China Rae and Cayenne Newman; Lillian Heibach; Mike Lopach; Mary Plettenburg; Cleo Van Der Veen; Kathy Baughman; Sandra Lynch; Pat Shannon; Jenny Scrivner and Garrett and Tyler; George and Jane Pauk; Sarah Carlson; and the following groups: Women's Spirituality, SAC, OWL, COA and the Outdoor Group.

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**SouperBowl Sunday:** In addition to the above, Heather facilitated a collection on Souperbowl Sunday, in conjunction with Coming of Age youth, which was donated to New Day Center.

**Interfaith Cooperative Ministries:** facilitated by Heather McLellan, and supported by the Committee and Congregation members, collected and delivered donated personal care items.

**Booker T. Washington Child Development Center,** facilitated by Julie Smart and Sandra Lynch, help to support the Family Literacy Program for disadvantaged and largely non-English speaking pre-schoolers and their families in central Phoenix. SAC sponsored a Holiday Book Collection and Donation Drive.

**UU Service Committee:** SAC Sponsored sales of Holiday cards to support UUSC's mission, promoted Guest at your Table, and provided information regarding UUSC's work. Proceeds of \$500 went to UUSC to support its social justice efforts.

**Valley Interfaith Project (VIP),** facilitated by Don Fenily, who alerted members to ongoing activities of VIP and encouraged additional support by UUCP of VIP to further economic justice in Arizona.

**Fair Trade-UUSC Coffee Project:** Fair Trade products and information regarding Fair Trade available most Sunday mornings to support and promote conscious consideration of economic justice in our consumer choices.

**Hogar Materna,** a birthing center in Honduras that is facilitated by Tony Banegas. \$500 donated to Hogar by SAC to support its efforts to provide safe medical care to impoverished Honduran women.

### **SOCIAL WITNESS**

**Phoenix Pride Parade-**SAC worked to at least double UUCP participation in the Pride Parade from 15 for the preceding year to 30 and succeeded in enlisting nearly four times that number and carried a spectacular new banner to celebrate, support, and educate the public about the GLBTQ community on April 14. See additional details under Social Action!

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**Committee on Eritrea**, an independent group that cooperates with SAC and works with Amnesty International to write letters, circulate petitions and advocate on behalf of the people of Eritrea and to seek the release of congregation member Aster Yohannes from detention in Eritrea. Libby Walker, in conjunction with Amnesty International and others, continues to spearhead efforts to free Aster and her husband by collecting petition signatures, which are presented to the Eritrean government. In addition, the Committee undertook a multi-media art project to capture the stark reality of those detained by the Eritrean government. The art project, a container car like the ones in which detainees are held, was turned into an exhibit in UUCP's parking lot and then later transported to various art exhibits by AI and the Committee.

### **ACTION FOR SOCIAL CHANGE**

**Arizona Tax Credits:** Jane Pauk encouraged eligible members and guests to take advantage of two Arizona tax credits that can be specifically targeted to the educationally disadvantaged in Arizona, including Garfield Elementary, Shaw Elementary and Booker T. Washington. Jane made several Service is our Prayer announcements and made sure that forms and information regarding the program were available.

**Phoenix Pride Parade-**Sandy Weir developed a plan to increase UUCP participation in the Pride Parade with the goal of doubling such participation from 15 for the preceding year to 30. Nearly four times as many members and friends marched this year as last year- 57-and they carried a spectacular new banner made by Libby Walker! Not only that, but UUCP was awarded the "Pride Stroll" Award as the best walking group in the parade because of the number of marchers and their diversity (gay-straight-various ages). Further, Rev. Keith Kron, director of the (National) UUA Office of Bisexual, Gay, Lesbian, and Transgender Concerns, was pleased to receive word and photo coverage of UUCP's participation in the Pride Parade and intends to place information regarding that participation in the UU World or UUA web pages. Thanks to Sandy, Libby, Heather and Dick Gray, and all of those who marched, for this success!

**Opposition to the So-Called "Protect Marriage" Amendment, Prop 107:** SAC passed a resolution to the UUCP Board of Trustees asking it, on behalf of the Congregation, to publicly oppose Prop. 107, particularly in light of

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UUCP's status since 2000 as a Welcoming Congregation. Prop. 107, if passed, would have taken away domestic partner benefits from Arizonans. The Board passed the Resolution and UUCP joined the Coalition against the proposition. The proposition was narrowly defeated.

**Environmental Action:** SAC endorsed and supported the effort of Coming of Age youth to sell compact florescent light bulbs to members and guests. Thanks to Gabriel Hanson, Robert Otting-Crandall, Vann Lockwood and Kathy Kruse who spearheaded this effort! Half the proceeds, or \$300, will be donated to be used towards green efforts of the Congregation.

**Circulo de Amigas:** facilitated by George and Jane Pauk:

- UUCP sponsored school tuition, books, clothes and medical care for two Nicaraguan girls (approximately \$1200);
- Individual members of the congregation supported other students;
- Personal visit by George Pauk to observe program management and provide donation.
- Commitment by UUCP members to assist in raising funds to build a dormitory for college age girls in Managua to further the success of CDA.
- Proceeds from SAC luncheon featuring Pat McCully, the founder of CDA, donated to CDA (\$163.00).
- Participants and contributors can be proud of their dedication to, and support for, social justice. A heartfelt thank you to everyone who has so generously given of their time, labor and resources!

Submitted By,  
Sarah Carlson and Miles Maestas, co-chairs.



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### *Sunday Services Committee*

The Sunday Services Committee arranged services during the summer and other services when Reverend Jean was not available. In all, we were responsible for 19 services this year. This was more than usual because Rev. Jean was on a search for a settled position which necessitated her being away many Sundays.

The active members of our wonderful committee were: Dick Gray, Gene Harvey, Mary Wardlaw, Sandy Weir, Terry Simmons, Jean Rosenberg, and Reverend Jean. Heather McLellan and Kathy Baughman joined us in March and May. Mary Wardlaw kept our records with Jean Rosenberg as chair.

The committee met in March for a half-day workshop at the home of Jean Rosenberg. Reverend Jean and Connie Jahrmarkt talked to us about the factors that go into a good service and how to effectively incorporate music into the program.

The committee's goal was to provide inspiring and educational programs with variety and interest. The services included the following speakers, topics, and service leaders (where no leader is shown, speaker conducted the service):

<b>DATE</b>	<b>SPEAKER</b>	<b>TOPIC</b>	<b>SERVICE LEADER</b>
July 2, 2006	Gene Harvey	AA & UU	Mary Wardlaw
July 9	Juli Harvey, Bill Mee, Michele Rutin	Thoreau	Terry Simmons
July 16	Jay Alagia/Connie Jahrmarkt	Spiritual Growth by Art and Music	
July 23	Kathy Kruse	This I Believe Part I	
Aug. 6	Anthony Brazel	Local Climate Warming	Gene Harvey
Aug. 20	Jean Rosenberg	Micro lending	Dick Gray

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Aug. 27	Richard Jahrmarkt	Channing Sermon	Sandy Weir
Sept. 3	Joan Zecherfe	Celebration of Life and Last Days of Life	Terry Simmons
Oct. 29	Eleanor Eisenberg	Self-Evident Truths?	Terry Simmons
Nov. 19	Jean Rosenberg	This I Believe Part II	
Dec. 31	Gene Harvey	Hallmarks of a Peaceful Culture	
Feb. 4, 2007	Kathy Baughman	Blessing the World	Sandy Weir
Feb. 25	Susan Goldsmith	Getting Grace	Sandy Weir
Mar. 4	Roy Phillips	Rekindling the Spiritual Quality of Everyday Awe	Jean Rosenberg
Mar. 18	Ernie Garcia, Ellie Anderla, Judy Lambert, Paula Kulina	Church Partnership	
Mar 25	Terry Sims	Loving Into Being	Gene Harvey
Apr. 15	Janice Brunson	UU Congregations in Africa	Dick Gray
Apr. 22	Richard Plattner	Light and Heat	Mary Wardlaw
June 24	Women's Spirituality Circle	Summer Solstice Celebration	Heather McLellan

In addition to being responsible for the services shown, we coordinated with Connie Jahrmarkt for special music services and Kim St.Clair for Religious Education programs such as YRUU and COA.

The Sunday Services Committee is losing some of its members with Jean Rosenberg leaving June 1, Sandy Weir July 1 and Mary Wardlaw in the fall. We would like to have new members and invite any congregation members to join this crucial committee.

Submitted By,  
Jean Rosenberg  
Chairperson

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### *Unicare*

The question is still asked from time to time - What is Unicare? The answer is "Our whole caring community". There definitely is a core group that is the guiding force of Unicare, however, without all of our members caring for one another, the tasks involved would not be possible. This year as in many past we have:

- \* sent cards in times of joys and sorrows
- \* made phone calls just to say hi
- \* visited the homebound
- \* offered rides to Sunday services for those in need
- \* made hospital calls
- \* serenaded the homebound
- \* brought a warm dish cooked with love
- \* accompanied a friend to the doctor, lawyer
- \* given relief to the caregiver
- \* planned, prepared, attended memorial services
- \* been there after all words have been spoken

This year we continued our pastoral care through "Friendship Pairs" pairing members of our Congregation with homebound members. Many of you have stepped up to make this loving connection and many of you continue to make these visits and phone calls have you always have in the past. Only those of you who have taken this opportunity to reach out know how very much your presence and attention is appreciated.

Please e-mail me at [sambasmart@cox.net](mailto:sambasmart@cox.net) if you have any suggestions for Unicare or if you wish to alert Unicare to a special need being experienced by one of our members. Bless your caring hearts.

Julie Smart  
Unicare Chair

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### *Ushers*

The 2006-2007 year was a year of growth for the usher crew. While we were unfortunate to lose the services of Myra Toussaint-Devine for quite a while, we are happy that she is now back and well. Some faces from past ushers' groups and those who never left came back to help us too. We were glad to have Heather McLellan, Gene Harvey, Dave Walker, Jan Wise, and Ellie Anderla back again this year.

We have had a number of people, some of whom are new members, volunteer to help us so that each person might only have to usher one time a month. We welcomed Ann Ciemny, Betty Wentland, Diana Ashley, Greg Holmberg, Joan Gayle, Mary and Bob Schneider, Natalie and Alan Summitt, Sherry Celine, Susan Leung, Gavin Hornbuckle, Alejandra Hoffman-Chan, and Susan Morris.

Many, if not most, of these people are active volunteers in other needs of UUCP, so we really appreciate their help. We are looking forward to an even better year for 2007-2008. We may lose a few but we are sure that we will have room for anyone else who would like to join us. It's a great way to meet people!

Submitted By,

Barbara Voth, Libby Walker, and Gene Cherry  
Lead Ushers

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***Young Adult & Campus Ministry***

Our two YACM groups continued to meet regularly this year every Sunday at 12:30 p.m. in Room C, and twice a month at a member's home near Arizona State University's campus. The ASU CM president and vice president, Chandra Goff and Grant Smith are still serving as the ASU CM president and vice president. Both groups continue to do cross-over social activities, and many of the Sunday afternoon group members are involved in other congregational activities. The YACM group hosted a UUA/PSWD sponsored "Groundwork" training which brought together 20 young adults from around the PSWD to explore ways that racism and oppression exist in our society and how to combat both in our own lives.

Submitted By,

Kim St. Clair  
Director of Religious Education

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### *Young Religious UU's*

I continued my involvement in congregational and district YRUU activities. I served as the adult-at-large for the Pacific Southwest District YRUU board for my fourth and final year this year; I was also the adult coordinator for the youth caucus at District Assembly in April, 2007. I will serve as dean of senior high camp at deBonneville Pines in July and December this year. Dani Lockwood, a youth member of YRUU, and I attended Consultation with Youth Ministry training in Santa Monica, CA last fall; we are now a certified consultant team, and we hope to get some "gigs" soon at other congregations. Andy St. Clair and Jaynn Truran, YRUU advisors, submit the following report:

Rather than merely catalog all of the events we attended, the bonds we made, the projects we tackled, and all the deep fun we had out in annex room C with the crazy painted wall this past church year, we want to first share news about the Small Group Ministry for Youth programming that we chose to follow on Sunday mornings. (The program we used as our guide was developed specifically for youth by Rev. Helen Zidowecki for the Small Group Ministry Network in 2005.)

Instead of following a traditional focus-based curriculum structure, the program follows a covenant-based open discussion format that has proven to be nothing short of an amazing success for us! In discussions about faith, leadership, our UU principles, and spiritual spaces, we have shared our beliefs and questioned our futures. When we chose to talk about grief, suicide, safety and the war, we learned things about each other and about ourselves. And when the topic was our favorite things, our ideal lives, our scar stories or an open rap, we saw again what it is that makes YRUU such a vibrant and important component of UUCP's religious education program. These kids challenge each other and embrace each other. They are candid and insightful and they are a Beloved Community.

As youth advisors, we see our teens grow from week to week; we see the struggles and celebrations; we know about the challenges and changes. The success of the program is evident in the friendships and connections that have grown out of YRUU, the intentional respect we all show to each other, and the increased youth participation in local and district activities.

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Which leads to now to a little bit of cataloging... it was another full year for us, marked by several special milestones - big birthdays (you know, 16, 17, 18...), driver's licenses, new girlfriends and boyfriends, special performances, first jobs - and along the way many of us got involved in social justice projects, protests and parades. We cannot possibly include everything we did or were involved in this year, so what follows are just some of the highlights:

In December, UUCP hosted a "cluster con" which is YRUU lingo for a weekend-long conference that includes youth from our general geographic area. Stephen Brookshire was the dean of the con, and we were treated to a special performance by 1 in 10, the valley group for lesbian, gay, bisexual, transgender and questioning youth. Dani Lockwood, Pam Weir, Sara Banegas, Sabrina Banegas, Vicky Giles and Stephen served as workshop and worship facilitators and several parents pitched in to prepare food for our entire group that weekend!

David Warner and Stephen represented our group at the district-wide YRUU social justice conference in Long Beach, and Brianna Noonan, Divina Ray and Stephen attended District Assembly in Riverside this April, where Brianna and Divina planned an entire late-night worship service, inviting all DA attendees. Stephan Spiars worked his butt off at our annual PACC 911 day - working the crowds, answering questions, and making cute with all the puppies - and again in the spring when we all gathered to clean our room in the annex. Several of our youth got to visit our own DeBenville Pines camp for winter and summer camp session this year and they all agree that the experience was "life-changing."

Devin Seeley (Laurel Maestas' son) joined our group and began to share his sense of humor with us during our Sunday discussions. Jennifer Raife was our youth representative to the Board of Trustees this year, and for that we thank her for her commitment to providing a youth voice to UUCP's governing body. We sponsored a yummy coffee hour with lots of brownies and witty, wonderful hosts, and some of us helped in the nursery, the office, and the kitchen throughout the year. With oodles of other UUs, we marched in Phoenix' Pride Parade, singing and laughing and choosing to show our support and commitment to protecting the inherent worth and dignity of all people. The number of our YRUUers who chose to attend the march on

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that hot Saturday afternoon made us so, so proud to know that our teens (and a couple of their friends, even!) are aware and involved in the continuing fight for justice and equality.

As we gathered to plan our annual worship service, we had no trouble at all finding stories to share that affirm and promote each of our seven principles, and the service came together with a lot of help from Divina and Brianna, Kim St. Clair, Megan Masters, Stephen, Simon Jay and everyone else who had a part.

The end of our 2006-2007 year brings with it both sad goodbyes and welcoming hellos. We look forward to ushering in a new group of young faces in the fall, but we also mark several other important transitions this year. Sadly, Brianna Noonan will be moving to California this summer and we will miss her energy, enthusiasm, organization and just all-around wonderfulness. She came into YRUU tentative and shy, and leaves ready to take on the world. Pam Weir, Jennifer Raife, Kirin Goff and Nicole Murphy are all 2007 high school graduates and while we offer them the biggest, most heartfelt CONGRATULATIONS, we realize that we really miss them already! Each of these five special young women has been involved in the RE program at UUCP for a long time, and it has been incredible to see them blossom from that awkward coming-of-age period to now! They have been grounded in something special, and now we know that roots hold them close, and wings set them free...

Thank you to all of the parents, to the Children's RE committee, and to the youth who make it so easy for us to care about you and love you.

Respectfully submitted,

Jaynn Truran and Andy St. Clair, YRUU Advisors



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## Sponsored Group Reports

### *MUUVie Group*

The MUUVie Group meets on the second Sunday of each month to discuss films that have been selected by the group at the previous meeting. We have a typical UU free-for-all potluck: members bring anything they want, and the host provides a main dish. Hosts volunteer their homes for our monthly meetings, which usually end up with about ten or twelve die-hard fans attending.

The two movies we select for the next month are usually indie/foreign films that are likely to provide good discussion material, and occasionally we select a video as well. It isn't necessary to see all of the films to attend, but it certainly helps the group discussion. And we always keep in mind that this is a discussion group, not a debate group. No one needs to convince anyone else that their view is the right one, which keeps us opinionated UU's polite.

Jan Wise was the coordinator for the past year, and I recently took over that task. If you'd like to be on our e-mail list, let me know and I'll include your name.

Sharon Hise  
sharonhise@aol.com

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### *Outdoor Group*

The Outdoor Group, in its sixteenth year, is primarily a day hiking group. Members also participate in service activities, provide Greeters for Sunday morning services, prepare and serve dinner at the New Day Center once a year, help with Sunday coffee service on an occasional basis and meet twice a year to plan a calendar of activities for the next six months. Hikes normally take place on the second and fourth Saturdays of each month as well as on New Year's Day.

We continue to offer new events to appeal to different segments of the Congregation. Additionally we annually participate in the "Climb to Conquer Cancer" in memory of Hanna Parker and organized by Suzanne Baird. This year's event raised \$635.00 for the American Cancer Society.

Each hiker pays \$2 per hike and, as the group has few expenses, this amount builds up. This year we voted to contribute \$600 from these funds to the Annual Stewardship Campaign.

We promote our activities in a variety of ways:

- In Horizons each month
- At a table at the back of the Sanctuary each Sunday
- By e-mail reminder prior to each event and sent to those who have expressed interest

In the past year the following events were scheduled:

- Saguaro Lake Boat Cruise
- Spruce Mountain in Prescott
- Petroglyph Discovery Hike in the Superstitions Mountains
- Sandy's Canyon in Flagstaff
- Barnhardt Trail in the Mazatzals
- Courthouse Butte in the Sedona Area
- Granite Mountain in Prescott
- Papago Park (with the UU Pals)
- Spur Cross Ranch in Cave Creek
- Tonto National Monument near Roosevelt Lake
- Cholla Trail on Camelback Mountain
- Seven Springs Interpretive Trail and Sears Kay Ruins
- Butcher Jones Trail, Saguaro Lake

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Madera Canyon South of Tucson  
Ballantine Trail near Sunflower  
Boyce Thompson Arboretum near Superior  
Mint Creek in Prescott  
Wet Beaver Creek near Sedona  
Urban Hike and Swim Party, Cave Creek  
Birding Hike Hassayampa Preserve, Wickenburg  
White Spar Campground to Goldwater Lake in Prescott

The following people contributed their time and talents as hike leaders and/or coordinators, door greeters, coffee servers or New Day Center Dinner helpers:

Greg Holmberg and Toni Colotte  
Sue Baird  
Lillian Habeich  
Sharon Arnold  
Eve Simon  
Jan Wise  
Joyce Short  
Pauline Peverly  
Sylvia Tucker  
Frank Ashton  
Jimmy and Susan Leung  
George and Shirley Karas  
Bill and Mary Wardlaw  
Sherry Celine  
Ron and Laura Rohlfing  
Susan Miles  
Myra Banks  
Julie Smart  
Gene Cherry  
Ruth Clark  
Tom Parker  
Nancy Cruse

Jan Wise and Pauline Peverly each hosted a Potluck and Planning Meeting.  
Bill Wardlaw has maintained an e-mail list of members and interested parties and has sent reminder notices of all events.

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As this is written the Outdoor Group, due to unforeseen circumstances, will most likely be without Chairpersons as of June 30th. We have a full schedule of events planned for the next six months, however. Members will have to assume more responsibility in keeping themselves informed of activities until more structured leadership can be put in place.

Bernie Hall and Bill Wardlaw  
Co-Chairs

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***Poetry Coffeehouse***

THE POETRY COFFEEHOUSE has had an excellent year in 2006-2007 with plenty of participation.

Throughout the past year we have had about 15 people who have participated in our monthly meetings. We meet on the first Sunday of each month from 9:00-10:15 AM in Annex Room C. Participants read their own original poetry or that of favorite authors. Open discussion of the poetry with supportive comments is a major part of our program. Our goal is to encourage people to write poetry and "keep the creative flame going."

Upcoming we will be publishing POIKILOS, a journal of poetry and other literary forms written by members of our congregation and friends. POIKILOS has been published periodically by our congregation since the mid-70's.

We look forward to another exciting year with lots of poetry and active participation by our members.

Thank you for your support!

Sincerely,

W. John Williamson  
Facilitator

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### *Singletarians*

The Singletarians group has experienced a rebirth after several years of relative inactivity. Thanks to Marilyn Bellincampi, we have a new brochure, fun activities planned and several new members. Our brochure is available in the pamphlet rack in the lobby or at the Visitor's table during coffee hour. We have begun to plan Single's Third Friday events, meeting in member's homes or restaurants.

Our favorite activities this past year have been attending a Friday evening jazz event, a trip to Phoenix's First Friday in downtown Phoenix, a Valentine's Day dinner at Organ Stop Pizza and a paddleboat ride on Saguaro Lake.

We welcome singles of all ages for friendship and fun times together.

Submitted by,

Marilyn Bellincampi and Judy Lambert

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### *Traveling Second Fridays*

I wish to thank all those who provided travel programs and thank all those who attended each presentation. We couldn't have had such a successful year without both. We managed to have one program in the Johnson Room (which has no blinds) as we used refrigerator boxes for curtains. A special thank you to Sally Boyd who filled in for me while we were traveling.

Our past year's schedule was as follows:

JANUARY - BERLIN, THE ELBE RIVER AND PRAGUE - Jesse Hise  
Off to a pleasant stay in the still improving unified Berlin, then to the Elbe River for a cruise disrupted by the swollen river, and finally by bus to beautiful Prague (not damaged in WW II) for a short stay. Also see the rebuilt Dresden and quaint Meissen, with its famous porcelain factory where you can buy an egg cup for a mere eighty-five dollars.

FEBRUARY – A PERSONAL STORY FROM LEBANON & IRAQ – AJ Alamansier

AJ was born and raised in Basra, Iraq and moved to the U.S. in 1985. His wife, Amal was raised in Tyre, Lebanon, where they met through a friend in 1999. AJ will share pictures and stories of their homelands and the beautiful story of how they met.

MARCH – A UNITARIAN ODYSSEY AROUND THE WORLD – Janice Brunson

New Unitarian congregations are springing up in the most unusual places around the world, joining the family of congregations that have been active for centuries in Europe, the United States and India. Enjoy a journey to Latin America, Africa and the Far East, and learn how UUism is spreading ever further into more countries. This is a unique look at international Unitarianism.

APRIL - REFLECTIONS ON EL SALVADOR 25 YEARS AGO AND TODAY, - Mauro Pando

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Last December Carrol and Mauro Pando traveled to El Salvador to commemorate the 25th. anniversary of the death of the four women religious, as well as remembering the death of Archbishop Oscar Romero. This slide show is a reflection on these events and a reflection on El Salvador then and now.

### MAY – NORTHWEST INDIA BY "JEEP": HIMACHAL PRADESH AND WESTERN HIMALAYAS -Gretchen and Ray Manker

In June 2005, Gretchen and Ray Manker joined their daughter, her husband, and their grandson to see rugged mountains, beautiful valleys and rushing rivers, interesting villages and cultures, and Hindu temples and Buddhist monasteries. They visited the Tibetan Government in Exile and the Sikh Golden Temple in Amritsar.

JUNE – THE SPLENDORS OF ANCIENT EGYPT – Barbara Cawthorne  
Cairo was the cradle of civilization founded in 150AD, while today it has 15 million people. The pyramids were built 4500 years ago and are on the outskirts of Cairo. 400 miles down the Nile is a civilization 3,500 years old with the magnificent temples of Luxor & Karnak. Continuing down the Nile to Lake Nasser, which began to fill after the completion of Aswan Dam in 1902, flooded Abu Simbel which was totally removed and carried to another location as were many of the Egyptian temples.

Respectfully Submitted,

Barbara Cawthorne



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### UU Crafters

New to the UUCP list of activity groups, UU Crafters began in March 2007 with the idea of discovering the crafty ones among us, sharing our skills and exploring the possibility of mounting a holiday craft sale in December 2007 to benefit UUCP.

Eighteen members, three of whom are new to UUCP, have taught each other duplicate stitch, wooden ornament painting, rain stick making, wool felting, bottle cap earring making. Show and tell sessions have provided inspiration and new resources. Three meetings a month were scheduled to meet member's needs, Tuesday and Thursday evening at UUCP and Wednesday afternoon at a member's home during a week in the later part of the month. A few hardy souls have attended more than one meeting!

We are ready to schedule the holiday craft sale, and will set up a preview table of gift items under production at coffee in October. We aim to tempt UUCP members to add UUCP Holiday Craft Sale items to their shopping lists.

All are welcome to join this truly Beloved Community of people who enjoy crafting in each other's company.

Submitted By,

Libby Walker

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### *Women's Spirituality Circle*

The WSC meets every Monday night for 52 weeks to offer support, friendship and stimulation as each woman pursues her individual spiritual path. From September through May we meet in Annex B from 7:00-9:00. June through August we meet in member's homes. There are 32 names on the email list, and the average attendance is 10-12 women. Women new to the congregation are personally invited. We begin each meeting with the reading of our covenant and listen as each member checks in. We pass a basket for a voluntary collection. Programs vary as three women at a time take turns leading the WSC for three month periods.

This year we read and discussed books, welcomed outside speakers, enjoyed full moon rituals in the memorial garden, and took up subjects that are meaningful to the group. We celebrated Candlemas in February with a potluck dinner at which members stated their intentions for the coming year and asked for affirmation and support of the group. Members enjoyed two weekend retreats at Arcosanti at which art and music activities played a central part.

We donated money to UUCP to improved the sanctuary with carpeting for the steps, a large silk tree in the pulpit area, a copper stand for votive candles, vases and silk flowers, and new cloth drapes for the box stands used for the chalice and flowers. We also contributed to Circulo de Amigas in Nicaragua. In addition, four members support a girl through CDA. We regularly advocate for Eritrean prisoners of conscience including our own Aster Yohannes. We gave a free will offering to a needy woman who visited our group.

Once again we sponsored our annual Winter Solstice Celebration for the congregation and the community at large, contributing half the proceeds to UUCP. Presently we are working on a Summer Solstice Sunday service.

The WSC hosted coffee hour, served as door greeters on Sundays, provided the food, cooked and served dinner for the New Day Center. We hosted a memorial service reception for Jim Lynch, late husband of WSC member Sandra Lynch. We have made two quilts for members to mark special

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occasions. Twice a year we wash and wax the four statues in the memorial garden.

Plans for the coming year include a Rocky Point Retreat and a fund raiser involving a recipe collection to benefit UUCP.

Submitted by Libby Walker

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## Affiliate Reports

### *Kids Kamp*

Jeffrey Sadow and Jack Putta continue to run an outstanding Kids Kamp. For the fourth year in a row, Geoff Comp and I provided a structured Counselor-in-Training program for the teen counselors. Kids Kamp continues to offer a discount for UUCP families, and it provides a profit of approximately \$8,000 to the UUCP's operational budget every year. Jeffrey and Jack anticipate the camp will be at capacity again this year; camp begins on June 6 and runs through June 29, 2007.

Submitted By,

Kim St. Clair  
Director of Religious Education

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### ***SAWUURA***

SAWUURA is our beautiful 109 acre wilderness located approximately five miles south of Young, Arizona, in the Sierra Ancha Wilderness Area, surrounded by thousands of acres of the Tonto National Forest. A board of directors meets 6 or more times a year to oversee the facilities and to plan opportunities for Unitarian Universalists to experience this great wilderness camp. Our events are open to SAWUURA members and guests. We serve primarily UU congregations in Arizona, but are open to all who share the love of nature. Further details about SAWUURA can always be found on our web site, which we maintain at <http://www.sawuura.org>.

### **GOALS**

SAWUURA intends to continue growing in membership and to reach out to all UU congregations in Arizona and beyond. We want to continue to connect individuals, families and youth groups to the "wildness" of the natural world, for enjoyment, education, and spiritual growth.

### **CONDITIONS AT SAWUURA**

As reported last year, a majority of our Ponderosa pines have died due to the bark beetle infestation. Most of the affected trees were on the higher slopes. There were some large Ponderosa in the stream bed that suffered from the infestation as well. But the juniper and other trees and vegetation are healthy, and the landscape - except for some clearing of dead wood and maintenance around the camp area and along our perimeter fence - is in a relatively undisturbed and natural state.

### **FINANCIAL STANDING**

Income from event registrations, memberships, and donations, has covered all expenses for the past year. SAWUURA continues to be financially stable, with approximately \$40,000 in total cash assets distributed in a bank savings account, money market, checking, and conservative investments, an amount unchanged for the past several years.

As in previous years, SAWUURA has made small cash donations to the Young, AZ library and Young Health Clinic.

### **PROJECTS AND FACILITIES MANAGEMENT**

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We have reached 7 years into the ten-year study of the effects of excluding cattle from our property. A grant from the Partners for Fish and Wildlife, USFW, helped pay for a wildlife friendly fence and cattle guards. As part of the agreement, we are conducting a study to see what changes we can detect in the habitat and the wildlife. Among our projects are recording ground water depth; photo points (photographing from selected points from season to season), recording bird and wildlife sightings, and recording plant species. As of this spring, no cattle are grazing in the SAWUURA property. There was a period of a few weeks in late July 2006 (exact time frame unknown, but more than 2 weeks) in which 9 head of cattle were on the grounds, before being herded out by SAWUURA board members. The cattle guard and gate at the main entrance, as well as the fencing in this area, have all been repaired and upgraded since last report.

We have been keeping a log of the water depth for the last 7 years. Water level has been low during the past year, usually under 1 foot depth in our hand dug well. Our drinking water well and windmill, however are working well and providing adequate amount of water for all our camping needs. This year we have continued to work on improvements to our water system, especially the water line from the well to the kitchen area. This is now running parallel to and south of the road. Large portions of this still are still above ground, and we hope to trench and bury all of it soon. Work is also continuing on the winter cabin to make it more useable. We are adding a wood-burning stove for heat during winter visits, patching damage done by wildlife and weather, and finishing up the interior.

### ACTIVITIES AND EVENTS

Since the last annual report, there has been much use of SAWUURA. In addition to the usual hiking, birding, star-gazing and other common camping activities, major events generally have a theme and program activities for adults and children. UU religious services are normally held on Sundays in a circle of very old trees called "The Grove of the Ancients". A hand-made sweat lodge near the main common area is often used for "sweats". Sixty-three persons attended the September 2006 Labor Day Weekend Family Camp (theme: "The Water of Life"). 12 women attended the October "Women's Weekend" event (theme: "Transitions"), and 66 persons are currently registered for the upcoming Memorial Day 2007 Family Camp on May 25-28 (theme: "Natural Verse" (poetry workshops/music). Board

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members and other smaller groups of visitors have camped on the property on many other occasions over the past year, most commonly for "Work/Play" and "Hosted Free Camp" weekends, when much of the facilities improvements and maintenance are carried out.

### AFFILIATIONS

SAWUURA is a member of CU2C2, the Council of Unitarian Universalist Camps and Conferences (<http://www.uucamps.org/>).

Our board of directors is as follows:

Scott Henderson (President) from Chandler (VUU) Church

Eb Eberlein (Vice President) from Tucson

Tom Parker (Webmaster & Treasurer) from UUCP

Ray Manker (Trustee) from UUCP

Suzanne Marie (Trustee) from UUCP

Joe Stefani (Trustee) From Tucson

Curtiss Manker-Seale (Trustee) from Tucson

Sincerely,

Scott Henderson

President of the Board of Trustees, SAWU

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### *UU Foundation*

The Unitarian Universalist Foundation of Phoenix (UUF) is a non-profit, tax exempt, Arizona corporation incorporated in 1974 primarily to provide a permanent program of financial support for UUCP. Funding of this endowment is to be achieved through current and long-range gifts. UUF emphasizes gifts from trusts and estates.

All members of UUCP are also members of UUF. The current officers and directors of UUF are: Lyman Manser, President, Margaret Stallworthy, Controller, Jan Kaplan, Secretary, Elaine Warner, Vice President, Dave Walker, Richard Jahrmarkt and Gary Ezzell, ex officio.

UUF's assets are divided into two funds, a general fund and a Memorial Garden fund. The latter is used to contribute to the cost of maintaining the Memorial Garden. UUF also holds a fund in memory of Audrey Engelen which is used to provide flowers for the service on the UUCP annual meeting date. The bulk of UUF's assets are invested in stocks and bonds through Northern Trust which acts as investment advisor.

For information with respect to making a gift to UUF, please contact a member of the UUF board.

Following is a summary of UUF's assets as of March 31, 2007:

Cash and Marketable Securities	\$460,550
Loan*	30.901
Land**	1

\*Loan to UUCP

\*\* Value of land interests deemed too speculative to list.

Respectfully submitted,

Lyman Manser, President



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## Financial Reports

### *UU Foundation of Phoenix*

#### 2006 Income Summary

Bequests and Donations Received	5,925
Grants and Disbursements - UUCP	(41,441)
Investment Income - Trust	10,186
Mutual Fund Capital Gain Distributions - Short Term	982
Mutual Fund Capital Gain Distributions - Long Term	3,912
Realized Gains/Losses on Sales	26,711
Interest income - Loans	667
Interest income - Bank Account	495
Less Trust fees	(3,400)
Fee rebates - Northern Trust Mutual Funds	2,364
Total Income	<u>41,916</u>

Misc Expenses allocable to all funds pro-rata (10)

Total Expense (10)

Net Income 41,906

#### Balance Sheet

##### ASSETS

Cash (checking)	6,556	
Investment Account (at cost)	400,915	*
Notes rec. VUU	-	
Notes rec. UUCP	30,901	
Land	1	**
Total Assets	<u>438,374</u>	

##### LIABILITIES

None

##### FUND BALANCES

Restricted	25,081
Unrestricted	413,293

Total Liabilities and Fund Balances 438,374

#### Footnotes:

\* Year-end market value of investment account was 443,420

\*\* Land consists of several parcels of unknown value.

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***July 2007 - June 2008 Preliminary Congregational Budget***

**Congregation only**

Annualized actuals based on  
FTY as of February 28, 2007

**Income**

		2007/08 Budget	2006/07 Budget	% Change
4010	Annual Pledges	\$290,000	\$257,125	12.79%
4011	Pledge Discount	-\$18,850		
4012	UU Foundation Support	\$20,004	\$42,000	-52.37%
4090	Other Contribs	\$30,000	\$25,000	20.00%
4315	Music & Choir	\$500	\$500	0.00%
4320	Adult RE	\$1,000	\$750	33.33%
4325	Childrens RE	\$3,575	\$1,900	88.16%
4330	Coming of Age		\$2,650	
4335	YRUU			
4340	YACM			
4345	Community Outreach			
4360	Unicare			
4410	Social Action general			
4411	Honduras Fund			
4413	New Day Center			
4414	Nicaragua Fund			
4440	Women's Circle			
4445	Book Table group			
4455	Partner church			
<b>Total Contributed Support</b>		<b>\$326,229</b>	<b>\$329,925</b>	<b>-1.12%</b>
5010	Commisssons	\$1,000		
5020	Facilities rental	\$28,500	\$24,000	18.75%
	add new subaccout for DVLC			
5110	Kids Kamp	\$13,000	\$10,000	30.00%
5320	Div & securities interest	\$3,000		
<b>Total Earned Revenues</b>		<b>\$45,500</b>	<b>\$34,000</b>	<b>33.82%</b>
Assets released from restriction carry over from Foundation		<b>\$24,000</b>		
<b>Total Income</b>		<b>\$395,729</b>	<b>\$363,925</b>	<b>8.74%</b>

**Expense**

7110	Minister salary	\$51,700	\$44,940	15.04%
7120	Minister housing allow	\$17,000	\$16,500	3.03%
7130	Minister pension	\$6,870	\$6,142	11.85%
7140	Minister benefits	\$7,200	\$6,800	5.88%
7150	Minister PE allowance	\$6,870	\$6,144	11.82%

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7160	Minister FICA & Mcare	\$5,256	\$4,700	11.83%
7210	Staff salaries & wages	\$134,880	\$121,192	11.29%
7230	Staff pension	\$12,328	\$12,119	1.73%
7240	Emp bens not pension	\$13,920	\$8,381	66.09%
7250	Payroll taxes	\$10,272	\$9,271	10.80%
7260	Workers comp insurance	\$2,092	\$1,618	29.29%
7520	Accounting fees	\$10,800	\$10,800	0.00%
7550	<b>Contract services Choir Accomp.</b>	\$16,992	\$9,700	75.18%
7560	Staff Devpt RE	\$3,000	\$4,900	-38.78%
7561	Staff Devpt Music	\$1,695	\$0	
7563	Staff Devpt Admin	\$530	\$300	76.67%
7570	Payroll processing	\$2,700	\$2,700	0.00%
8110	Supplies	\$4,200	\$4,200	0.00%
8130	Telephone & telecomm	\$6,480	\$4,400	47.27%
8140	Postage, shipping	\$2,502	\$1,500	66.80%
8150	Computer & software	\$1,800	\$1,000	80.00%
8160	Equipt rental & maint	\$7,392	\$6,000	23.19%
8170	Printing & copying	\$504		
8190	Bank charges & fees	\$0	\$200	-100.00%
8310	<b>Travel - Int Minister Moving</b>	\$6,870		
8530	Membership dues	\$18,456	\$1,538	
8620	Utilities	\$20,120	\$23,000	-12.52%
8640	Insurance Prop & Liab	\$10,008	\$10,000	0.08%
8710	Grounds maintenance	\$5,088	\$6,000	-15.20%
8720	Custodial & kitchen	\$3,740	\$3,600	3.89%
8730	Building service/repairs	\$18,612	\$17,000	9.48%
8810	Sunday Services	\$1,000	\$800	25.00%
8811	Brochures	\$200	\$200	0.00%
8815	Music & choir	\$2,800	\$2,500	12.00%
8820	Adult RE	\$705	\$675	4.44%
8825	Children's RE	\$6,394	\$3,000	113.13%
8830	Coming of Age / OWL	\$500		
8835	YRUU	\$940	\$500	88.00%
8840	YACM	\$500	\$500	0.00%
8845	Community outreach	\$0	\$200	-100.00%
8846	Covenant group	\$255		
8850	Publicity	\$3,058	\$1,700	79.88%
8855	Newcomer & membershp	\$640	\$4,500	-85.78%
8860	Unicare	\$0	\$150	-100.00%
8865	Stewardship	\$4,000	\$1,200	233.33%
8800	Ministry & stewardship other	\$400		
8870	Board expenses	\$1,800	\$500	260.00%
8910	Social Action committee	\$2,004	\$4,500	-55.47%
8911	Honduras	\$0		
8913	New Day Center	\$0		
8914	Nicaragua Fund	\$0		
8940	Women's Circle	\$0		
8945	Book table group	\$0		

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8955	Partner church	\$0		
<b>Total Expense</b>		\$435,073	\$367,870	
9930	Program admin alloc	-\$15,007		
<b>Net Gain/Loss</b>		-\$24,337	-\$3,945	