



2020-2021 Annual Report

● Unitarian Universalist ●
● Congregation of Phoenix ●

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The Following Groups/Teams Have Not Been Active This Year Due to COVID:

- ★ Community Nights
- ★ Sanctuary Art Team
- ★ Beatitudes Campus UU Small Group Ministry



MISSION, VISION, COVENANT, & SCOPE



MISSION, VISION, COVENANT, & SCOPE

MISSION

Welcoming all in building religious community, called to
 share journeys,
 grow in spirit,
 advance justice.

VISION

To be a spiritual community for our time:
 Theologically Diverse
 Radically Inclusive
 Justice Centered

COVENANT OF COMMITMENT TO OUR CONGREGATION

I am committed to the role our congregation plays in my religious exploration, and respect the shared ministry of each congregant, staff member, and minister, therefore:

- I acknowledge and accept my role as a community member, approaching each encounter with curiosity; generosity, and patience with the process
- I honor differences as opportunities to learn
- I listen to what others say
- I do my best to communicate directly and with humility.

I understand disagreement and conflict as an opportunity for growth, therefore:

- I state my views with kindness directly to those involved
- I say of another only what I would say to them;
- I am open to be changed by others;
- I practice both patience and fortitude;
- I remember to show gratitude to others for their contributions.

I affirm our flourishing religious community, therefore:

- I am generous with my talents, efforts, and gifts;
- I support those who take leader positions;
- I accept leadership when called and guide with love, warmth, and humor;
- I encourage positive development within our congregation, individually and collectively.

Thus, do I covenant.

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 in June each year.



CONGREGATION ANNUAL MEETING MINUTES



CONGREGATIONAL MEETING MINUTES:

Congregational Annual Meeting - June 14, 2020

Review of agenda	Kim St. Clair
Call to Order/Quorum check	Kim St. Clair
Rules of Procedure	Kim St. Clair
Introduce Board of Trustees	Kim St. Clair
Technology Process	Rev. Christine
Approve 2019 Annual Meeting Minutes	Kim St. Clair
Board report	Jonny Lifshitz
Capital Campaign Update	Bunny Hodas
State of the Congregation	Rev. Christine
Financial /Budget <ul style="list-style-type: none"> • 2019-2020 Review • 2020-2021 Stewardship • Overview of Proposed Budget 	Rev. Christine Bunny Hodas Rev. Christine
Vote on Budget	Jonny Lifshitz
Elections <ul style="list-style-type: none"> • UUCP Board of Trustees • Nominating Committee 	Kat Dickson
Adjourn UUCP meeting	Kim St. Clair
Call UU Foundation meeting to Order	Pierre Tariot
Financial Update	Pierre Tariot
Accomplishments	Pierre Tariot
Election of UU Foundation of Phoenix Board	Kat Dickson
Adjourn Foundation Meeting	

Documents:

Link to Packet: <https://www.phoenixuu.org/annual-meeting-2020/>

Link to Google Voting document (just in case): <https://forms.gle/bZxTqEFaR4jUDhwT8>

The meeting is being recorded automatically. It will save the chat automatically.



Minutes

Agenda Item	Minutes
Welcome	Kim St Clair welcomed all, shared the UUCP's vision, and guided members through muting and renaming selves in Zoom.
Call to Order and Quorum Check	The meeting was called to order at 12:03 pm. Jenny Jones counted members. There were 112 members present, which met or exceeded the quorum requirement of 50.
Rules of Procedure	Kim St. Clair shared the meeting's Rules of Procedure
Invocation and Technology	Rev. Christine read an invocation from Heather Janules. Rev. Christine shared technology guidelines for voting, including directions for seconding a motion, opening the floor for discussion, and voice voting. The congregation practiced voting.
Approve June 2019 Annual Meeting Minutes	Motion: Move to approve June 2, 2019, Annual Meeting Minutes a. Seconded by Karen Kurtz b. Discussion - None c. Vote i. Ayes - lots ii. Nays - none iii. Abstentions -3 Motion carried unanimously
Board Report	<ul style="list-style-type: none"> ● Jonny Lifshitz gave the Board Report ● Welcome and onboarded Rev. Christine Dance ● Endorsed boundaries and bookmarks for health ministry ● Monitored and guided UUCP financial destabilization; accounting transparency, credit, and grateful for congregation's support and trust ● Endorsed and supported transition to online gatherings and ministry. ● Increased transparency through communication and board access. ● Commitment to maintaining staffing levels in the pandemic and increased programming.
Capital Campaign Update	<ul style="list-style-type: none"> ● Bunny Hodas gave the capital campaign update. ● Started current capital campaign and construction plan in 2017. ● Original goal was \$1.5 million; added patio into original plan for a goal of \$1.7 million.



	<ul style="list-style-type: none"> • We accomplished new HVAC system; new patio protects building and is more accessible; new paved parking lot • \$100,000 was designated and spend as seed funding for assistant minister positions (Emrys and Anthony). • \$1,254,235 was pledged; \$1,174,898 has been received; 94% completion rate. • Provided three choices for completing pledge: pay in full by 6/30/20; request extension or forgiveness of balance. • Remaining pledged funds will be used to replace front doors – double and magnetic. • Will seek new bids for front entrance in order to take advantage of existing permits.
State of the Congregation	<ul style="list-style-type: none"> • Rev. Christine provided a state of the congregation. • Recognized the unique circumstances surrounding her first year of ministry, yet the state of our congregation is strong. • Stable finances. • Finished first two phases of construction despite challenges. • Staffing has been stable. • Said goodbye to Lora Gustafson as Congregational Administrator; welcomed Stephanie Breidal-Vigil as new Business Administrator. • Transitioned to online worship, ministry and programming as COVID-19 pandemic forced building closure. • Every staff role has changed dramatically. • Implemented multi-tiered pastoral care program. • Offering online programming throughout the week. • Children's ministry is thriving. • Employees whose positions are dependent on the building being open has transformed their jobs. • Ministerial Discretionary Fund contributions - been generous. • There is a need to shift to a more sustainable online presence and to continue to be nimble and have ability to respond to constantly changing circumstances. • Will need to study and work towards returning to the building when it is safe to do so. • Membership Team has put in infrastructure to build membership and engagement but more is needed. • Social Justice work has continued amid the pandemic, but we need more infrastructure to support it safely. • We are still understaffed and hope to get back to long-term staff planning. • She has loved her first year with us. It is an amazing privilege to be our minister. Expressed appreciation for leadership. We are "humaned" together. • We know we will be changed by whatever the world throws at us in the next year; we also know that we need each other and that community is a necessity.



Financial / Budget

- 2019-20 Review
- 2020- 2021

Stewardship

Bunny Hodas

- Overview of

Proposed Budget

- Rev. Christine provided a review of the 2019-2020 budget
 - a. Financing is stable and monitored regularly.
 - b. Living within means of a lean budget.
 - c. Coming in ahead of budget thanks to congregation support and generous individuals.
 - d. Operating under 10% of budgeted expenses
 - e. We had to replace the roof extending from the Johnson Room to Room 15. We were able to do so within a regular operating budget.
 - f. Still not enough income to support staffing levels for a congregation of our size.
 - g. Continuing conservative budgeting.
 - h. We have secured a new loan to cover mortgage and construction balance and to pay back the \$200,000 loan from UUFP that covered us.
 - i. Received 501©(3) status this week
 - j. Working on financial checks and balances
 - k. Transitioned to QuickBooks Online
 - l. New bookkeeper.
 - m. Building financial reserves for next year.
- Bunny Hodas provided an 2020-2021 Stewardship
 - a. Thanked everyone for generosity and the purpose of giving is to support our values and to fund our vision and dreams.
 - b. Theme - "For Our Time".
 - c. Goal - \$609,000; actual thus far - \$529,480; need \$79,520 to reach the goal.
 - d. Pledge unit participation - goal - 289; actual thus far - 231; need to hear from 58 more pledging units.
 - e. Thanks to all who have pledged.
 - f. Suggested setting up autopay because it is easier to spread out payments.
 - g. One way to show generosity of spirit is to communicate intention for a financially responsible commitment.
 - h. Asked to communicate if would like to continue past year's pledge amount, change it, or request a waiver.
 - i. Rev. Christine thanked Bunny for her work.
- Rev. Christine provided an overview of the 2020-2021 proposed budget.
 - a. Held three online budget review meetings that were well attended.
 - b. Conservative budget; kept revising as we built it because of changes resulting from closing the building.
 - c. Staff salaries are being brought to mid-point for UUA Fair Compensation Guidelines.
 - d. Shared Benjie Messner now a credentialed Music



	<p>Director and have adjusted his salary accordingly; increased Children's Ministry Assistant hours and hourly rate.</p> <p>e. Other priorities are website redesign and to continue level of building maintenance.</p> <p>f. Hope to add an office assistant to focus on communications/ membership (December 2020).</p> <p>g. Commitment to not hire unless sure it is sustainable.</p>
Budget Vote	<p>Jonny Lifshitz moved to approve the 2020-2021 proposed budget.</p> <p>a. Second – Cheryl Walley</p> <p>b. Discussion – None</p> <p>c. Vote</p> <p>i. Ayes – lots</p> <p>ii. Nays – none</p> <p>iii. Abstentions – none</p> <p>d. Motion carried unanimously</p>
Elections	<ul style="list-style-type: none"> ● Kat Dickson provided the slate of nominees ● Kat shared the process of inviting input for candidates. Nom Com put together a slate of candidates and sent it to the congregation 30 days ago; they received no petitions for nominees. ● UUCP Board of Trustees - shared continuing members and nominees. ● Motion by Nominating Committee to approve the 2020-2021 slate of Board of Trustees <ul style="list-style-type: none"> a. Second – Lynne MacVean b. Discussion- Katie Rezendiz – asked about Jacob Hayes – clarified was older brother. c. Vote <ul style="list-style-type: none"> i. Ayes - lots ii. Nays - none iii. Abstentions - 6 abstentions d. Motion carried unanimously ● Motion by Nominating Committee to approve the 2020-2021 slate of Nominating Committee nominees <ul style="list-style-type: none"> a. Second – Bonne de Blas b. Discussion - none c. Vote <ul style="list-style-type: none"> i. Ayes -lots ii. Nays - none iii. Abstentions – three abstentions d. Motion carried unanimously
Adjourn UUCP meeting	<p>Kim St. Clair shared motion to Adjourn UUCP Annual Meeting at 1:03 pm.</p> <p>a. Second – Sunshine Watson</p>



	<ul style="list-style-type: none"> b. Discussion - c. Vote <ul style="list-style-type: none"> i. Ayes - lots ii. Nays - none iii. Abstentions - none d. Motion carried unanimously
Call UU Foundation meeting to Order	<ul style="list-style-type: none"> • Pierre Tariot called the meeting to order and introduced the UUF Board Members • Called to order at 1:05 pm • Pierre reminded us that all UUCP members are UUFP members. • UUFP serves many functions but most importantly to serve the long-term financial stability of the UUCFP.
Financial Update & Accomplishments	<ul style="list-style-type: none"> • Pierre Tariot shared a financial update. • Spent close to \$284,935.62 that included a \$200,000 loan to UUCP and an annual pledge to UUCP. • The UUFP also invites members to include UUFP in their estate planning.
Election of the UU Foundation Board	<ul style="list-style-type: none"> • Kat Dickson shared the continuing members and slate of nominees. • Motion by Nominating Committee to approve the 2020-2021 slate of UU Foundation Board of Trustees <ul style="list-style-type: none"> a. Second - Jenny Jones b. Discussion c. Vote <ul style="list-style-type: none"> i. Ayes - lots ii. Nays - none iii. Abstention - none d. Motion carried unanimously
Adjourn Foundation Meeting	<ul style="list-style-type: none"> • Pierre shared the motion to adjourn the UU Foundation meeting at 1:12 pm. <ul style="list-style-type: none"> a. Second - Donna Featherston b. Discussion none c. Vote <ul style="list-style-type: none"> i. Aye - lots ii. Nays - none iii. Abstentions - none d. Motion carried unanimously



BOARD OF TRUSTEES REPORT



BOARD OF TRUSTEES REPORT



Members of Board of Trustees:

Jonny Lifshitz - President
 Bunny Hodas - Vice President
 Kim St. Clair - Secretary
 Larry Reed - Treasurer
 Jenny Jones - Member at Large
 Francis Wiget - Member at Large
 Shelley Stephenson - Member at Large
 Lucia de Vernai - Member at Large
 Chloe Stephenson-Brown - Youth Representative
 Rev Christine Dance - Minister, ex officio

Group's Main Purpose: The Board of Trustees assures congregational polity for the Unitarian Universalist Congregation of Phoenix and holds the fiduciary responsibility for its sustainability. The Board is served by the Finance, Governance, and Personnel committees to aid in its operations. Board work is conducted through monthly board meetings and additional discernment is reserved for a working group meeting. Congregational member input can be brought directly to the Board, shared during a board meeting, and/or disclosed through an intermediary. Overall, the Board references Unitarian Universalist Association guidelines, the congregational Articles of Incorporation, By-Laws, and policy manual to conduct regular business. Decisions of the Board are made through the democratic process and votes are recorded in Board meeting minutes (recorded electronically and posted online after approval).

The 2020-2021 congregational year started amidst the coronavirus-19 global pandemic. Services and programming had already shifted to an online presence, with continued adaptations and flexibility to include as many individuals as possible. Throughout the year, the Board and Rev. Christine Dance maintained open lines of communication via online meeting platforms and electronic mail to stay abreast of congregational needs, opportunities, and challenges.

A Board retreat was held over consecutive online sessions to set goals and priorities for the year (see below). A visioning exercise allowed the Board to dream big, with optimism for a rapid conclusion to the COVID-19 pandemic. As the pandemic stretched on, priorities were relaxed to promote community and pastoral care. As a Board, with our minister, we continued to accept an era of shared ministry, in which the community and congregation members aid in programming and care for one another.

Holding the health and well-being of UUCP, the Board, along with the minister, retains the final decision with regard to the return of in-person programming and services. This responsibility is immense, as it must balance health, access, inclusion, and comfort among many diverse individuals. The Board and Minister agree that science will guide the decision



and clear boundaries, including behavioral expectations, are critical to a successful return to in-person gatherings.

Accomplishments and Events of the Past Year: The Board continued the long tradition to establish a covenant that defines actions and intentions in our work. Additionally, the Board prepared working agreements to aid in centering each member in conducting the business of the Board. Board priorities were set to be achievable, focused on internal UUCP operations, and transparent. In hindsight, the priorities were ambitious, given the pastoral needs of a congregation in isolation. Among the key events organized or supported by the Board this year, working closely with Rev. Christine, were:

- Continued to share a 'letter from the board' three times per year
- Ordination of Rev. Anthony Johnson
- Online meeting with Sarah Gibbs-Milspagh of the Western UUA District for a mid-pandemic check-in
- Hosted Board chats to share the challenges and accomplishments of online versus in-person gathering
- Host Board chats to discuss the adoption of the 8th Principle as promoted by the UUA
- February Congregational Meeting: Addressed communication, transparency, financial outlook, and process for the adoption of the 8th Principle
- Started a process to re-budget congregational finances in January of each year to assure income and expenses match expectations
- 501(c)3 status for UUCP has been re-established, which assures tax-exempt status and permits eligibility for grants, awards, and employee matching contributions.
- Adopted a practice to grow as leaders while serving on the Board by reading 'Widening the Circle of Concern,' the book published by the UUA Commission on Institutional Change regarding racism in our denomination, throughout the year. Discussions during the Board Working Group focused on applying new learning to actions on behalf of UUCP.

Key Goals and Focused Objectives for 2020-2021: Four goals were set by the Board for 2020-2021 at the start of the program year:

- Community Engagement - Find and promote ways for members to be engaged with UUCP and UUCP to be engaged with the greater community.
- Membership - Develop a new membership structure to welcome individuals in an online manner and grow the relationship of existing members with UUCP.
- Communications/Website - Refresh the website and electronic communications (including social media) to assure messaging is being received by all and accessible.
- Knowledge Management / Technology Infrastructure - Establish the hardware and software requirements to maintain digital records, online distribution, and ease of access to information of and related to UUCP.

In performing its duties, the Board remained committed to transparency in communication (voice, digital, writing) about the direction, accounting, staff, and operations of the



congregation. The Board decisions throughout the year were made with deference to these goals and objectives, and primarily supported and encouraged UUCP to work towards these goals. As shared throughout this annual report, the minister, staff, and members have found innovative ways and programs to advance community engagement, strengthen membership, improve communication, and secure our technology infrastructure. The Board is honored to have supported these actions.

Key Decisions:

- Employee handbook was shared with staff for feedback and then adoption.
- Several construction projects were approved and paid from the positive cash position through the existing mortgage and will be completed in the next few months:
 - Repave and regrade main parking lot
 - Install new front doors to aid in access and traffic flow, including keypad security system
 - Install four electric vehicle charging stations using a grant from SRP.
- Continued to fill an annual Board calendar to remind future boards of work expectations.
- Approved the adoption of Google Workspace for Non-Profits, which centralizes documents and emails for each team, group, and committee.
- Continued regular Board communications (letter) throughout the year.
- Implemented a rebudgeting process to assure alignment of income and expenses with initial expectations, especially in this unpredictable year.
- Added a monthly process for the 'Care and Feeding of the Minister' to allocate time to listen to the needs of the Minister.
- Review and update checks and balances systems between the Congregational Administrator, Finance Committee, and bookkeeper.
- Support CDC and public health best practices to avoid in-person meetings. Remain mindful of access issues to the COVID-19 vaccine for members, particularly our youth.
- Postponed Minister installation due to COVID-19.
- Continue to pay existing staff at current wages, especially hourly staff who worked in the building on Sundays. The proposed budget covers the ~10% increase in health care costs for staff.
- Support the minister and staff towards UUA fair wage standards in UUA positions according to experience, certification, and congregation size.
- Hired and released a Communications/Technology Coordinator. Hired a coordinator who has a better fit with UUCP and the job duties, specifically to grow a presence on social media and update the website.

Challenges:

- Staffing is insufficient for the size of the congregation and the breadth of our programming. Staff are supported 100% by stewardship, and it remains a priority to



fully fund staff in the budget. The current budget permits a part-time Communications & Technology Coordinator, who was hired in early 2021.

- Reliance on members and congregants to fill operational roles (e.g, membership, A/V) is a wonderful service, however, these operations ideally rest with paid staff.
- Living into the commitment to reconstruct the front entrance as promised in the 2017 capital campaign. Current fiscal resources do not permit the initiation or completion of such a project.
- Recruiting volunteers for Board and Committee work. The Nominating Committee is often faced with declines to serve. The Capacity Building Team has been addressing this issue.
- Coffee Hour has been reimaged in an online space and is a joy for those who attend. Many comments have been made about the Johnson room, in terms of traffic flow, noise, space, etc. New opportunities exist to expand how, where, and when coffee hour occurs.
- Congregational adoption of an 8th Principle is anticipated for 2021, which is a call to action to be anti-racist. Challenges continue to minimize micro-aggressions and work as individuals and a congregation to be anti-racist.

Gratitude: The Board is deeply grateful and joyful for Rev. Christine and all our staff. In fact, the Board continues a monthly gratitude process to recognize individuals that serve the congregation, through cards mailed to their residence. The manner in which Katie Resendez and Benjie Messer collaborate with our minister results in meaningful programs and messages. Our Congregational Administrator has filled the role exceptionally well and works in concert with the Minister to assure operational success. Together, the flexibility and innovation of the minister and staff have continued to push UUCP into a congregation for our time, and beyond our geographic limitations. Treasurer Larry Reed continued to lead our financial reconstruction efforts with grace and a systematic process to the point where UUCP has real-time financial information and a strong cash position. Bunny Hodas has led our stewardship effort to encourage members to be even more deeply connected to UUCP. Gary Ezzell has taken a leadership role in new membership to assure a process exists to welcome new individuals. All of our Board members worked incredibly hard this year and we are grateful to each one.

To the congregation, the Board extends gratitude for their immense generosity, in terms of patience with technology, donations to the congregation, gifting of their time to new programming, support for one another through neighborhood groups, and the Ministerial Discretionary Fund.



Plans for 2021-2022: The strength of our Minister and staff position UUCP for a remarkable year of programming and growth. Recently, new and innovative programs have captured the interest of our members, and a forecasted return to in-person activities will draw more participants and new opportunities. The Board has new accounting practices, an updated governance document, and a new employee handbook to guide the operations of UUCP. The current position calls for continued governance review and a regular financial audit that has been postponed from prior years.

The Board will maintain frequent communication that is transparent, which builds confidence in UUCP as a critical infrastructure for society. The Board may be able to set goals that encompass a 3-5 year vision, after returning in person and evaluating 'who we have become. Developing and sharing a larger vision for justice and equity in our world holds the potential to draw in more members, engage existing members beyond Sunday, and secure new fiscal support to achieve longer-range goals.

And yet, the biggest challenge facing the Board is the return to in-person programming. The decision rests with the Board and the Minister. The key deciders are multidimensional, and the implementation will require keen discernment. Once a return to in-person programming has been decided, many practical considerations will emerge, relating to coffee hour, scheduling, access, and transportation, for example.



MINISTER'S REPORT



LEAD MINISTER'S REPORT

Rev. Christine Dance

Beloved Congregation Members,

I do hope that 100 years from now, people will look at this Annual Report to learn about how resilient, courageous and innovative this congregation was in the Corona-19 Pandemic of 2020-2021.

I have been your minister for just two years, and yet we have gone through the storm together already. This pandemic was very difficult for so many people. There was no person who was not touched by the pandemic in some way – getting sick, losing loved ones, losing jobs or income, or feeling the effects of the isolation as we worked to keep our congregation, our families, and our community safe.

It was also a critical presidential election year, with so much at stake. Congregation members worked tirelessly in a number of ways for progressive values. The stress was very high in the congregation, knowing how much that was at stake. Unfortunately, the insurrection on January 6th showed the deep divisions in our country and that our democracy is fragile.

In addition to this, the year brought us a racial revolution after the death of George Floyd and so many more. Despite the pandemic, there were protests all summer and we at UUCP explored race through sermons, conversations, Beloved Conversations anti-racism classes, and participation in our Racial Equity Collaborative. In our community, we fought for a Civilian Oversight Board for our Phoenix police and did a lot of phone calling and emailing of our legislators.

Personally, this was a challenging year for me as well as Karen and I dealt with our young adult son's thyroid cancer from across the country. What a year, right?

At the beginning of this year, I told the congregation "I need you to survive." This meant literally and also to survive and thrive as a congregation. As a staff team, we needed to find new ways for us to transform ministry as we were doing it, but also find ways to do that sustainably. We did more than survive – in many ways we thrived.

The entire 2020-2021 fiscal and program year was conducted online. This was the year that we got more used to worship on Zoom webinar and our worship team stepped up in finding creative ways to inspire – from Katie Resendiz de Perez's creative storytelling to Benjie Messer's always-perfect choices for music and inspiring all-Arizona choir pieces, to our very competent volunteer AV and chat team.

In worship, we moved from asking "what can we do if we're not in-person" to "what can we do because we're virtual?" Because of that, we offered creative worship in a number of different ways – having strong UU ministers from other states join us, to collaborating with other congregations (including Christmas Eve with a congregation from Indiana and a joint service with the congregation in Montreal) to inviting other ministers in for conversations with me from New York, Wisconsin, and California.



Pastoral Care continued to be a critical element of our efforts; supporting individuals through difficult times when we couldn't be in person took care, attention and creativity. Our Lay Pastoral Care Associates role grew in scope, adding sending notes from Joys and Sorrows to a Prayer Shawl Ministry that brought comfort to many in need. Community Connectors continued, as they moved from checking on everyone's health and safety to building community.

We had changes in our staff which made us stronger as a team. Our Business Administrator, Stephanie Breidel-Vigil reached a stride, even though she didn't have a team of office volunteers to help. And we hired Becca Briley as a Communications/Technology Coordinator who will help us move into the future where we will always be online in some way. And our board led us courageously and with transparency and humor through these unprecedented times.

Fortunately, our finances were solid during this fiscal year. Not knowing what the pandemic would bring us, we reviewed the budget thoroughly in January and found that we were below budget in our expenses and ahead of income in giving. While the weekly offering was significantly lower, congregants showed their generosity through periodic incremental gifts that greatly helped our financial situation. And we were able to continue our commitment to pay ALL of our staff at pre-pandemic levels through the entire year.

Surprisingly, most of the congregations' teams and committees continued to meet and make progress during this online year. People stepped up to contribute, even though they were exhausted from other aspects of their life.

A new ministry emerged this year as we created a community with members of the Navajo Nation, who were hit very hard by the pandemic with terrible community losses. Through family connections and a youth group in the Navajo Nation, we helped by safely providing supplies for food and winter items. Members were very generous with contributions to the Ministerial Discretionary Fund to support that and to help those in our congregation who were negatively affected by the pandemic

We had some great moments of joy and connection this year as well. The Storytelling fundraising was a great moment of connection and community – and raised \$14,000! Weekly lunch with the Minister is always a source of connection and unexpected fun. Coffee hour discussions continue to be energized and many people say that they have met far more people through the online coffee hours than they ever did in our live coffee hours.

Throughout the year, there has been one continuing question: when and how will we gather in person? In a year when planning is difficult, this continues to be the question that will haunt us. We know a few things: we will look to science as to when it is safe to re-open, we will center those who are most marginalized in this decision – right now that is our youngest children and our medically fragile community members, and we will always have online versions after this such as online worship options, and zoom team meetings.

I am not sure what kind of congregation we will be when we return. We do not know how many people are feeling more connected or disconnected.



As for next year, I predict that we will have another “interesting” year – full of re-inventing...again. We had no idea how prescient our mission statement to be a congregation “for our time” would serve us, and “for our time” will continue to evolve as we do. But we know that as we come out of this pandemic, we have the opportunity to intentionally commit to living into our vision with each decision.

Every single day of this pandemic, I give thanks that I am doing this work with you here at UUCP. I give thanks that we had 8 months together before we went online. And I give thanks – every single day – for the care, compassion, creativity, and joy of this congregation; there is no other group I’d rather be in this pandemic with. I feel like my whole career and life has been preparing me to be your minister during this time. I whole-heartedly thank you for all of the ways you have supported me this year, through my son’s cancer, finding ways to connect and show gratitude, and for stepping up in a hundred million ways. I have no doubt that you will continue to do that in the year ahead as we focus on reconnection, joy, and deepening our connections.

With gratitude and deep respect,

Rev. Christine Dance



STAFF REPORTS



STAFF REPORTS:

BUSINESS ADMINISTRATOR & COMMUNICATIONS TECHNOLOGY COORDINATOR

Stephanie Breidel-Vigil, including Becca Briley

I am honored to have started in this position on February 26th, 2020, three weeks before COVID shut down the US. While I have been in this role for over a year now mostly remotely, I do still have some learning to accomplish and members to meet in person.

As the Business Administrator, I work closely with the Congregation staff and different committees, teams, groups, volunteers, in addition to many individuals throughout the congregation. Some of the groups within our community include:

- Finance Committee
- Stewardship Team
- Small Groups
- Property Team
- Office Volunteers
- Construction Vendors

This year, much like last year, has presented many challenges and opportunities compounded by the stress and strain of our COVID-19 pandemic.

Accomplishments in My First Full Year:

- While we quickly transitioned over Sunday Worship Service from in-person to Zoom due to COVID-19 at the beginning of last year, there were still some of the finer details we had to work out.
- Have continuously managed Zoom for many different staff members, volunteers, and members of our congregation's weekly activities.
- Finances –
 - Added back in our checks and balances system to work with Don Weir in bringing him back in to assist with our manual check deposit for the congregation.
 - While the congregation underwent a new mortgage a change in our financial institution took place too.
 - Moved all automatic payments from Desert Financial to Notre Dame Federal Credit Union.
 - Mid-year COVID Budget adjustment. Last year Rev. Christine had developed the budget and when it came time to reevaluate and adjust the budget because of the pandemic I got to assist with it.
 - Helped with gathering the data needed to help us provide a healthy assessment of what was needed in the Congregation during the pandemic and provide adjustments where needed.
 - Talking about the mid-year COVID budget to the Finance Committee and Rev Christine handled presenting it to the Board.
 - 21FY Budget - looked at where the Congregation was prior to COVID, during COVID, and what we like the Congregation will look like returning in person when safe to do so. Worked with Rev. Christine and staff to develop a budget



on all those aspects and it was actually pretty fun. Rev. Christine and I presented it to the Finance Committee and Rev Christine presented it to the Board.

- Worked with the Personnel Advisor Committee and the UUA benefits department to determine and develop a part-time employee (750 hours per year) benefit plan that both the Finance Committee and Board of Trustees all approved.
- Continued to improve and manage our weekly Newsletter Compass, and also incorporated the weekly activities email.
- Communications and Technology Coordinator (CTC) -
 - This position is new for the congregation as of late November 2020.
 - Cristobal Varela was our first hire for the position
 - Start date: November 30, 2021
 - End date: January 26, 2021
 - Becca Briley is our current CTC and second hire for the position
 - Start date: March 17, 2021
 - The purpose of this position is to help us tremendously with our communication and technology needs
 - Communication tasks include our newsletter, Facebook, Instagram, YouTube, and soon Twitter (if that makes sense)
 - Becca was handed over Compass and has smoothly transitioned it into her own fun work of art.
 - Becca has also been posting and promoting on our Facebook Page and Instagram.
 - Technology tasks include managing and developing our website for the congregation.
 - Becca has been learning the ways of our current website from Leslie Stallcop.
 - Becca is working with Ann Ezzell to develop our new and improved website.
 - Worship set-up and tech for Sunday Services have been handed over from both Benjie Messer and me to Becca and she just jumped right in and took over the scheduling, set-up, and tech.
 - Becca manages the worship tech team and our chat chaplains.
- Bookkeeper -
 - Worked closely with Phil Slater, UUCP's bookkeeper for over the past year to learn more about the Congregations finances.
 - Phil was managing a couple of items that were not bookkeeper functions so we worked and offloaded them from the bookkeeper position
 - Entering the deposits into Realm
 - Phil taught me how to do it and now Don Weir and I share the responsibility.
 - TIAA Retirement Benefits
 - There is an invoice that needs to be created and turned in for payment at the end of the month's payroll



- I create the invoice, it gets entered into QuickBooks Online for payment. Once the payment is issued then there is a document that gets created and uploaded directly to TIAA's website.
- Learning and offloading non-bookkeeper functions was important because Phil Slater retired effective May 10, 2021, and we had to search for a new bookkeeper.
 - Chris Waychoff is our new bookkeeper and is fabulous.

Challenges in Past Year: While this was my challenge last year it is still slightly a challenge I face this year. The lack of knowing all the key players in our congregation, but I am continuing to learn and I know that one-day things will be different.

Goals for Next Year: Continuing to grow with the Congregation and take on additional responsibilities and tasks. I look forward to the day when we can worship in person and I can meet so many more of our wonderful Congregants.

Gratitude: First and foremost we are lead but such an amazing, strong, talented, passionate woman that has a fire in her that just brings so much joy and leadership into the Congregation. I cannot thank Rev. Christine enough for all the support and guidance that she gives to me. I am also just as grateful to our wonderful Staff, Board of Trustees, Personnel Committee, Finance Committee, and all our amazing volunteers that make up the Congregation. Gary Ezzell and Ann Ezzell for all their hard work and dedication for getting the Congregation set up with Google Workspace (formally G-Suite) Non-profit. Gary Ezzell again for always being there to help with Realm or any other questions I have about the Congregation. Dale Fisher and Karen Schultz for all their continued hard work and dedication to the Property Team and beyond. Leslie Stallcop for helping me update the guidebook and for managing our website for such a long time and taking Becca under her wing and showing her the ropes. Ann Ezzell for working so hard and staying dedicated to developing our new website and now working side-by-side with Becca on it.

DIRECTOR OF CHILDREN'S MINISTRIES & CHILDREN'S MINISTRIES COMMITTEE

Katie Resendiz

Name of Leader: Carrie Lifshitz- Committee Chair
Katie Resendiz- Director of Children's Ministry

Members of Group:

Staff: Rose Pascoe, Jezz Putnam, & Chris Aiken

Lay Leaders: Cherilyn Walley, Mikall Foerster, Bob Davis, Jonny Lifshitz, Sam Kirkland, Jeff Newmann, Ceyshe Napa, Frances Wiget, Robert Eland, Barb Schulz, John-Reed Mafeo, Stephanie Vidmosko



Purpose: The Children's Ministry Committee provides programming and access to develop the spiritual, social, and emotional wellbeing and growth of our youngest community members. Our work encompasses not just children, but the whole community. We advocate for the space and role of kids, teaching kids how to use their voices and power in service to the community and UU values. We advocate for the entire community as we strive to be radically inclusive, allowing children to be whole people and whole community members so we can be a whole congregation.

Accomplishments:

Children's Ministry in the Time of Pandemic:

- Required embedding Faith Exploration in every single thing we offered. All we do is UU.
- Everything had to be Trauma Responsive
- We were pushed to diversify modalities and live into our long term goal of serving children, not just doing Religious Education.

We were guided by:

- Things are going to change, planning is canceled, address the need that is there right now
- Moving forward, not "going back to normal"
- Diversify for diversity/ Radically Include
- Being an integral part of your faith community is faith development.
- Services on Sunday are essential for sense of connection

To do this work the Children's Ministry Team chose to focus on **Identity, Connection, and Support**. This meant implementing new programming, forging new connections, providing community support, and ensuring a sense of stability.

New Programming

- zUUm zooms- One of CMC's biggest points of pride, our community of 3-6 year olds were provided online programming within days of campus closing. Cherilyn Walley developed a program that allowed the children to stay connected to one another, engaged with their faith community, and gave their parents a bit of respite during a very difficult transition to quarantine life.
- Launched Navigators Chapter (see separate report)
- Meditation Mondays- Beginning two weeks after campus closed, Stephanie Vidmosko and Katie Resendiz have facilitated a low barrier meditation and reflection group each Monday morning.
- 10-13s social space- Cherilyn Walley has kept this age group connected, learning, and committed to community through this weekly social space.
- Desert kids- Rose Pascoe, Jez Putnam, and Stephanie Vidmosko have provided a weekly "what does it mean to grow up in the desert?" conversation and activity group for 6-11 year olds. The group has learned about harvesting desert fruit, constellations above us, and how to take care of their desert home and community.
- D&D program- Twice a month UUCP community members have gathered to pursue adventure, imagination, and wild, wild stories. Jez Putnam, Bob Davis,



Chirs Akin, and Rose Pascoe have created a small community of gamers who “roll” with UU values and critical thinking

- People Parenting- this weekly meeting, facilitated by Chris Akin and Jezz Putnam gives long-time UUCP members and folks new to the community a chance to connect and support one another around the question of “what does it mean to parent a UU kid?”
- Campfire Stories- Chris Akin led weekly bedtime stories to give families some quiet time to hear their UU values in narrative
- Social Media:
 - You Tube- Katie Resendiz launched a youtube channel featuring advice and stories for UU kids
 - Tik Tok- a small channel for UU Grown Folks
 - UUCP Kids Instagram has allowed the team to showcase lots of the amazing things UU kids are doing

New Connections

- Presenting at GA- Katie Resendiz will be presenting at General Assembly 2021 on multicultural pedagogy, emergent curriculum, and building supportive learning communities
- Katie Resendiz was part of First Unitarian Church of Oakland’s advent story series.
- LREDA- Jezz Putnam, Rose Pascoe, Bob Davis, and Katie Resendiz have all become active members of the Liberal Religious Educators Association. The team has provided technical assistance to other congregations, served on committees, assisted in the continental Fall Conference, and created materials for organization wide use.
- Looking at Multi-platform futures
 - Jezz, Rose, and Katie attended a workshop focused on developing multi-platform approached to re-opening campuses as a result of their participation and input, the team was invited to help develop a series of think tank experiences for congregations thought the UUA
 - Rose and Katie participate in a year long study group focused on Emergent Strategy for Religious Educators
 - Game nights- in order to keep the CMC connected and invested the team hosted a number of Zoom based game nights throughout the year. Some included CMC team family members and wider UUCP membership
- Collaborative Ministry-
 - CMC team worked with UU Montreal not only for a shared Sunday service, but also to create a fantastic 3 hour workshop on collaborative storytelling
 - Rev. Elizabeth Mount was welcomed into the cast of UUCP’s annual Christmas pageant
- Email Management- the CMC team developed a new and extremely effective communication flow for making sure email sent to the program is read, responded to, and remembered.
- Easter egg hunt- Rose Pascoe ensured that UUCP was part of a continental website based easter egg hunt that drove traffic to our webpage and gave our members a view into the worlds of other UU congregations



- The team worked to develop an accessible CMC website for kids and adults
- Project octave- the CMC team tested and provided an escape room experience that allowed for exploration and understanding of the proposed 8th principle
- Finding our Way Home- Katie Resendiz provided technical support to UU colleagues of color leading up to and during this annual retreat
- Bluu Berries- Black UUCP kids were connected to and participated in this amazing children's programming provided by Black Lives of UU.

Support

- Early in the pandemic the CMC was able to provide UUCP Families with "babysitting" in the form of 2 adults on zoom to entertain and occupy children as families adjusted to the transitions of pandemic life
- Surveys- throughout the year, the CMC checked in with families via focused survey
- Tracking families- the CMC team worked to contact UUCP families with children and connect folks to resources and mutual aid opportunities
- December Drop-ins- throughout the month of December the CMC team provided daily programming for all ages stories, crafts, games, music and conversations allowed our community to be together for the holidays when we were physically distancing
- Members of the CMC team made phone calls to registered families, providing parents and kids with one-on-one connection during isolation
- The CMC coordinated graduation gifts and reflections for our Bridging High School Seniors
- The CMC Staff all participated in Pastoral Care training provided by Rev. Christine and continued the work as professional development throughout the year
- Winter holiday gift bags- the Children's Ministry Team organized a very successful winter holiday gift bag distribution that included representation, education, and creative activities for community members of all ages
- Postcards- CMC team and connected community members sent postcards to all enrolled UUCP kids

Stability

- Christmas Pageant- the CMC kept this tradition alive by creating a video pageant over zoom
- Little Justice Leaders- UUCP kids were able to continue their growth as Social Justice Leaders through online Zoom LJJL workshops facilitated by Katie, Rose, and Jezz
- New Family Connections- new families were welcomed into children's ministry. Some quickly became embedded in UUCP kids programming and others were matched with member families for conversation and "low key" community introductions



- Benjie Messer continued to ensure that UUCP Kids were heard and seen in our congregations music programming
- Together time- despite being many miles away, Katie Resendiz continued to be a consistent presence in Sunday Worship Services.
- Worship Services- the CMC provided both a children's sunday and a fall service
- Kids coffee hour- Jazz and Rose provided weekly connection for kids and adults
- T-shirts- the CMC continued with its annual t-shirt creation and distribution

Goals:

An evaluation of the teams goals for 2020-2021 as set forth in the previous year:

- 1. Help our kids face the trauma of corona and reopening of communities. Be responsive to their spiritual needs and their families capacity for time/community commitments.**

The entire team, staff and lay people, proved to be extremely adept at assessing and working to meet the spiritual needs of UUCP families with children. At times this meant connecting folks to resources outside of our programs, but many of the needs were for social connection, values discussions, and space for grief, our team is to be commended for their work.

- 2. Navigate the major logistic and curriculum challenge presented by the need to run OWL and Coming of Age concurrently this coming year (in the wake of corona-disrupted classes)**

Providing these two programs proved to be beyond the capacity of the CMC team in light of the greatly increased work of other pandemic programming.

- 3. Increase representation of PoC among adult leaders in Children's Ministry Programming.**

While this goal was not fully met among the UUCP CMC team, children in our community were provided access to a diversity of facilitators and leadership via connections to UUA and continental children's and youth programming, such as Bluu Berries and UU Quinces.

- 4. Continuing to educate families about the reality and importance of the children's spiritual growth. We want to help parents understand how their children are engaging in the vital work of faith development and that children actively serve the congregation as full community members.**

Pandemic isolation actually saw an increase in individual family faith development meetings, youth community participation, and the enthusiasm of younger children to create UU activities, media content, and connections. The pandemic seems to have solidified the value and fullness of UU family life for many of our community members.

Individual Accomplishments and Recognition: Chloe Stephenson-Brown served on the UUCP Congregational Board

Mary McManus served as a very active and visible worship associate. Her work leading online worship services helped the congregation invest in our bridging teenagers in a deep and new way.



Owen Lifshitz became a Worship Associate. He is the youngest person in our congregation to do so and represents our congregation's commitment to including children as full members of our community.

Annalyse Foerster led a weekly all ages games group over Zoom. This was her first time stepping into a facilitator role and she proved very skilled.

Cherilyn Walley created pandemic responsive programming that allowed UUCP kids to stay connected and supported throughout the pandemic. Her work and model of collective mapping/storytelling is the basis for children's programming in 2 other UU communities.

Stephanie Vidmosko's Morning meditation model is being used in 3 other UU congregations.

Robert Eland and Barb Schluz provided a huge moment of community celebration for our graduating seniors.

Carrie Lifshitz' work on the winter holiday bags represented a herculean amount of work that created a deeply felt sense of community love and connection throughout UUCP.

Jezz' transition from UUCP child care staff to an integral member of the programming team. They began national work with LREDA, invested in professional development for teaching modern abolition movements, environmental stewardship, and UU scouting. Jezz also pioneered our email management system, communications overhaul, and provided important community links across generations.

Rose Pascoe provided leadership in UUA think tanks for multi-platform futures, lent her voice to UU hymn videos, invested in professional development focused on building UUCP's programming for youth and young adults, became the face of UUCP and community connection for kids through her many, many workshops, activity groups, and zoom play times.

Katie Resendiz participated in Fah's curriculum think tank on justice leadership training for youth and young adults, served on LREDA Nominating Committee, appeared on the Church of the Larger Fellowship's web show "The VUU," and served youth and young adults nationally as faculty for Meaning Makers. She also worked with the beloved conversations curriculum design team and hosted conversations on the importance of ritual in edifying identity.

What were the challenges this group faced this year and how did the group face them?: Two of the goals from last year (see "Goals" section above for explanation):

- Navigate the major logistic and curriculum challenge presented by the need to run OWL and Coming of Age concurrently this coming year (in the wake of corona-disrupted classes)
- Increase representation of PoC among adult leaders in Children's Ministry Programming. While children's ministry has always been a more racially diverse population than the congregation as a whole, this has become an issue of urgency for the incoming middle school classes, among the 17 regularly participating 9-11 year olds, 10 identify as children of color. Meanwhile, among CMC team members we have only 1 regular workshop leader identifying as a PoC and 1 sub. While



representation is better among our OWL team, we want to push further into this work because representation matters.

And also, coping with, surviving, and staying connected during the pandemic. That was also a major challenge.

What are some goals you have for next year?: Looking toward next year, we are faced with many of the same questions we were at this time last year; to what extent will it be online? How much will we be able to do in person? How will we be sure that we are accessible? Without definite answers, we are setting goals with an eye toward capacity, accessibility, and a sustainable multi-platform mindset.

In the 2021-2022 congregation year, we focused our work on:

- Continue to help our kids face the trauma of corona and reopening of communities. Be responsive to their spiritual needs and their families capacity for time/community commitments.
- Develop our multi-platform faith community and programming
- Help families invest in their UU Identity via full week faith resources, #UUAnywhere social media, and solid community connections

Thank Yous:

The Children's Ministry Team would like to thank the following community members:

Greater UU Community- we are so proud of our community's commitment to safety and connection.

Adult members of UUCP for all of the support and love they have extended to our children during this strange time. Thank you especially to our sage community elders who have offered parenting wisdom, loving gifts, and revolutionary ideas over the past year

MUSIC DIRECTOR

Benjie Messer

A year of the covid-19 pandemic has been incredibly disruptive to our music program. For our musical members, like for musicians everywhere, this year of social distancing has been one of loss and isolation. I've also found this to be a year of great personal learning in service of our music program, as the program's needs changed drastically, and that learning has been a great pleasure. Ultimately, I've continued to provide music for services, involve our members in musical projects, and even offer musical leadership to UU's outside of our congregation.

Music for Services: Our services have drawn music from four main sources. The first is me, leading songs live through my computer and accompanying myself on guitar or (less often) other instruments. Effective song leading needs to be live, and doing that well has required me to learn a lot about audio routing both inside and outside the computer. Also, I took weekly guitar lessons in the fall and practiced daily, and I've become a much more competent guitarist.



The second source for our services is our staff pianist, Mary Cota. Mary has provided multiple piano pieces each week from her home, either live on Zoom or recorded video of herself. Because we were committed to paying Mary for her full hours, and these recordings rarely took her that much time, she has also taken on some administrative work for the music program and has recorded a few wonderful interviews with UUCP musicians that were shared with our members.

The third source of music is our member musicians who have recorded videos of themselves playing solos. While not all members are comfortable performing solos, we have many members who have contributed videos of themselves, and a few who have contributed many. Dave Bellama and Connie Jahrmarkt have been particularly generous with their time and talent. To present our members at their best, I've invested budget and time into my ability to master and restore audio. I've also become quite competent this year at editing collaborative videos (with Final Cut Pro), and I've created several videos recently that include a few members of the congregation singing together.

The fourth musical source for our services has been the wider world of already-created video and audio. Every Sunday morning, as people are waiting for our service to begin, I've featured a few carefully chosen songs streamed from Spotify on the theme of the service. And for services that called for music that could be best supplied by someone other than me or Mary or our members (for example, featuring videos of dancers for a service on movement, or featuring black artists in services about anti-black racism), I've scoured the internet for the perfect videos, and then Mary or I have contacted the copyright holders for permission to use them.

Involving Members in Musical Projects: A "virtual choir" is a collaborative musical video featuring a large group of singers. After the thrill of successfully directing a virtual choir of over 100 singers for the UUA General Assembly last summer, I committed to continue exploring this format at UUCP. During this program year, I've worked with our singers to produce almost monthly virtual choir videos. These have been major creative projects, often including member and guest instrumentalists, original arrangements, and inventive uses of personal photos and videos submitted by our singers.

Some of the singers who sang in UUCP's in-person choir never participated in these videos, and some did a few video projects and then stopped because they didn't enjoy it. But because I'm the only UU music director in Arizona creating choir videos, our group has grown steadily by word of mouth all year, and I've happily welcomed singers from around the state and beyond. I now refer to the ensemble as the Arizona UU Video Choir, and our latest videos include a choir of over 40 singers, who attend not just UUCP but also Valley UU in Chandler, Beacon UU in Flagstaff, the UU Church of Surprise, Granite Peak UU in Prescott, and Cascade UU in the state of Washington. Our choir videos have been used in services at those congregations and at other congregations around the country. Also, I've sold two of the "virtual choir kits" I've created this year to multiple UU music directors for use in creating their own virtual choirs.

These ten videos have probably taken almost half of my work hours for UUCP this year, but I feel that it's been time well-spent. Our congregation's music program has always been based on the joyful participation of its members, and these projects have created chances to



involve many, many members in our service music. They've also given an emotional power to some of our largest holiday services, such as the video of Somos El Barco in our Water Communion service in September, or the Silent Night video that concluded our Christmas Eve service. And they've been important projects for me as an artist. I'm grateful to my editors, Izzy Hyman and Sam Plattner, for their creative partnership and dedication. Almost all of the funding for Izzy and Sam's work was provided by UUCP, which more than doubled the music budget this year to fund these videos. (Valley UU also chipped in.) I have applied to the UUA grant program for funding for next fall, in case the pandemic continues and video collaboration remains an important musical tool.

Other ensembles: In previous years, many of UUCP's most musical members were often involved in small member-led ensembles. While many of these groups didn't have the resources or interest to make music without being in the same space, two ensembles with particularly strong leadership have continued meeting. Our ukulele group, led by Carolyn Allenby, has become a song-leading and song-sharing group that meets on Zoom. Carolyn's willingness to experiment and her attendance at many other online musical offerings have been a tremendous resource to our members who simply want to continue singing together for fun. Her report on that group's year is later in this Annual Report. Our percussion ensemble Drummunity, led by Carol Benwell, has also been active sporadically. Carol put her extensive background in video editing to use in the fall, creating both guide tracks for drummers and produced videos to use in services. They've also been one of the few UUCP groups to meet very cautiously in person during the pandemic: only at times when covid infections were relatively low, outdoors, well-distanced, and masked.

I've also led occasional online events for anyone in the congregation- open mics, singalongs on a theme, and social time for choir members. These have been sparsely attended, but those who have come have enjoyed the relaxed fun and chance to connect musically and socially.

Wider collaborations: As music director for last summer's UUA General Assembly (GA), I recruited UU musicians, planned music with UU ministers from around the U.S., created tracks for the event's various needs, and spearheaded GA's first virtual choir. I'm proud of the musical leadership I provided, and of the videos we created that continue to touch UU's across the world. The virtual choir video I was most proud of, We Are, which sings about heritage and features guest artist Ysaye Barnwell, has become part of the UUA's Beloved Conversations anti-racism curriculum, watched by thousands of people. I also led live music at the GA business sessions, which led to the highest compliment in my UU career: my name being memorialized on GA-related young adult merchandise!

In a dramatic turn just before GA, my professional organization, the Association for UU Music Ministries (AUUMM), asked their members to not attend or contribute to GA. I believe this was a strategic mistake on their part and an attack on me and the many other UU music directors who were contributing to GA, and I spoke out publicly against it. Though being in conflict with them was stressful, I'm glad to have had the chance to defend myself and other musicians. (The AUUMM board president later reached out to repair our relationship, but when we met, most of the board members were defensive and unwilling to consider my point of view.) To clear the air of this conflict, I decided to not continue as GA Music Coordinator this year, but I have offered support to the musicians working on this



year's GA when asked, and I've just completed a video by request for one of the GA worship services. I've also been meeting occasionally this spring with an AUUMM committee tasked with brainstorming professional development opportunities for AUUMM members.

There have been a few other notable collaborations this year with musicians who would have been unavailable in-person but were very available through collaborative video. For a virtual choir video with a bluegrass sound, I was able to hire a favorite string band to record with us, who I've been listening to for many years. For our virtual Hallelujah Chorus, I was able to record the music director of a neighboring church on organ and harpsichord, who could never have attended our Easter service himself. And for a joint service with the Unitarian Church of Montreal, I produced a series of duets with their song leader, both songs and layered improvisations, and a series of piano duets between our congregations' pianists.

Miscellaneous: For most of this program year, I served as the point person on staff for many of the technological aspects of our Sunday morning services. I coordinated and scheduled our teams of Zoom operators and chat chaplains, reviewed changes and updates to Zoom's features, and determined appropriate security to avoid potential disruptions by "zoombombers". I also talked occasionally with Dale Fisher about UUCP's YouTube channel, and to brainstorm how we might prepare for live streaming when we returned to in-person services. I'm very pleased to have recently turned over all of those duties to UUCP's new communications and technology coordinator, Becca Briley.

Also, I led a service in September about antisemitism, both historical and contemporary. It was somewhat personal to me as a Jew, and I think it went well.

Next Year: We have a lot to figure out in the next year about how to be a congregation and music program for all, regardless of each person's level of immunity. I want to offer each member the chance to be involved musically in ways that make sense for them, to continue offering great music to the congregation, and to do both of those in ways that neither endanger or isolate members of our community. I see a few trends but I'm not sure where they're leading. More and more of our members are getting vaccinated, and many of UUCP's musicians are excited to be able to make music together in person. But the most important part of our music program, group singing, was established early in the pandemic as a potentially "super-spreading event", so it's hard to know when we'll be able to sing together again. Finally, there has been some talk about attempting to provide worship services both online and in-person next year, either separately or simultaneously. I'm wary of that, simply because of the multiple demands of each. But after a year of experimentation and learning, I'm also curious what we'll figure out next, both those of us at UUCP and those of us who lead music.





COMMITTEE AND TEAM MINISTRY REPORTS



COMMITTEE AND MINISTRY REPORTS:

ADULT FAITH DEVELOPMENT TEAM

Name of Group: Adult Faith Development Team

Name of Leader: Gary Ezzell



Members of Group: Cathy Kopac

Group's Main Purpose: Organize classes for adult learners that are consistent with UUCP's mission

Accomplishments in Past Year:

- Classes in the fall of 2020 included:
 - Human Nature Book GroUUp, led by Lucia de Vernai
 - Cakes for the Queen of Heaven, led by Pat Reed
 - The Sermons of E. Burdette Backus, led by Roy Miller
 - Crip Camp, led by Jill Story
- Classes in the winter/spring of 2021 included:
 - Great UU Sermons, led by Roy Miller
 - Dream Work, led by Cathy Kopac
 - Rise Up and Call Her Name, led by Pat Reed
 - UU Encounters with the Bible, led by Gary Ezzell, Eric Arellano, & Jon Hohn

Challenges in Past Year: Doing classes over Zoom was probably more of a benefit than a detriment. Some people had access difficulties and there were occasional technical problems, but for the most part people still felt connected and were able to share meaningfully. Not having to drive to the building in the evening was clearly a benefit.

One class in the fall was cancelled because it seemed that we didn't have enough registrants, but in the end we did. We needed to give more time for promotion and registration.

Challenges for the Coming Year: We have a number of ideas and curricula available for classes, so the challenge is recruiting facilitators to lead them.

Goals for Next year: To have 3-4 classes offered in the fall and then in the winter/spring and to have at least one class offered during the summer season.

BOOK DISCUSSION GROUP

Name of Group/Team/Committee: Book Discussion Group

Name of Leader(s): Paisley Rossetti

Members of Group: Membership is open to all congregants and friends of UUCP. People participate when they are interested in reading and discussing a particular book chosen by the group. Therefore, the makeup of the group varies.

Group's Main Purpose: The main purpose is to provide an intellectual and social activity. We usually read non-fiction books. Each week before discussion we read a few chapters or 30-60 pages.



Accomplishments in The Past Year: Our meetings have moved to Zoom after service every Sunday. The number of participants has varied from 9 to 18.

Challenges in The Past Year: Due to sometimes having large groups on Zoom, we have added the use of a 'moderator' who watches for raised hands and then announces the order that those people will speak. Also, different participants have volunteered to take on roles; such as collecting and emailing lists of possible future book titles and reviews, organizing the rating of books upon completion, and keeping a record of all books read by the group.

Challenges for the Coming Year: Once the building is open again for services, we will need to arrange to meet in person again. Depending on the number and scheduling of services, we may need to adjust when our meetings will be. (In the past we have met between services or before the service when there is only one.)

Goals for Next Year: Continue to offer this opportunity to participate to UUCP congregants and friends.

CAPACITY BUILDING TEAM

Name of Group: Capacity Building Team

Name of Leader: Susan Goldsmith

Participants in this team: Rev. Christine Dance, Gary Ezzell, Susan Goldsmith, Bunny Hodas, Sam Kirkland, Jonny Lifschitz, Susan Morris, Katie Quinn, Bonnie White

Our main purpose: This group was formerly known as Leadership Development Committee. We have changed that to Capacity Building Team to reflect our interest in supporting and increasing the capacity of the congregation to meet its vision, mission and goals.

We intend to develop a collaborative group - working with member recruitment, new member orientation, member engagement, Nominating Committee, the UUCP Board and others - aimed at ensuring that we assess our capacity for getting the Congregation's work done, that we identify needs for further efforts - from identifying leaders, to identifying whole new tasks that need to get done, to training for all parts of congregational work.

Accomplishments in the past year: In this Covid year we have focused on identifying leaders for and creating some structures for orientation of new members, and for member engagement (see reports from Membership and from Member Engagement). We assisted in identifying leadership for projects such as web design and establishing Google Workshop as the congregation's common electronic platform.

Challenges in past year: We have had the same challenges as many groups at UUCP - getting people together via Zoom, keeping ourselves committed and engaged in this time of physical distance.



Challenges for the coming year: We will be taking a look at congregational needs as we move out of Covid - has the past year revealed new needs for building our capacity, or needs we knew we had but which remain unmet.

Goals for next year: We will be helping to form an ongoing, well-trained stewardship team. We will continue to train teams and groups in Google Platform. We will continue to work on engagement of our members and on encouraging teams to have charters, covenants, and practices that build community and amplify our religious values.

CIVIC ENGAGEMENT

Name of Group/Team/Committee: Civic Engagement

Name of Leader(s): Susan Morris

Members of Group:

Sandy Weir, Mike Sheffer, Paisley Rossetti, Brad Chapman, & Daisy Danforth

Group's Main Purpose:

- To identify weekly civic engagement actions, present them to the congregation, and encourage congregants to participate in them with us. We focus on local and state issues and, when warranted, federal issues as well.
- To bring awareness of social justice issues which connect to our UU values to UUCP congregants and visitors.
- To reinforce UUCP's mission to be 'justice-centered'

Accomplishments in The Past Year:

- Helping congregants find their legislative representatives and senators (also legislative & congressional districts)
- Facilitating participation in RTS (Request to Speak) training from Civic Engagement Beyond Voting, educating members by linking them to the Iyer Legislative Weekly report.
- Supporting the local IRC Welcome Center for asylum-seekers, including volunteering by UUCP members and encouraging others to do so, too.
- Successful move to using the UUCP Google Workspace for documents and records

Challenges in The Past Year:

- Continuing challenge of remote operations due to the COVID crisis
- Inability to determine how much the congregation is responding to our work

Challenges for the Coming Year:

- We look forward, as part of a justice-centered congregation, to advancing justice with more civic engagement with the larger community.



Goals for Next Year:

- Continuing to advocate for the shift of responsibilities from the Phoenix Police Department to appropriate social services
- Increasing the congregation's engagement with the Legislature through RTS, emails and phone calls.
- Continue partnering with local human rights groups
- Continue support for Welcome Center
- Facilitate opportunities for grassroots, oppressed communities to speak for themselves, and/or convey their messages when authorized by them

FINANCE COMMITTEE

Name of Group: Finance Committee

Name of Leader: Larry Reed, Treasurer

Members of Group:

Diana Ashley
 Jay Bastani
 Sarah Carlson
 Rev. Christine Dance
 Lucia De Vernai
 Christine Marshall
 Jonny Lifshitz, Pres, BOT
 Bunny Hodas, V.P., BOT
 Stephanie Breidel-Vigil, Business Administrator

Group's Main Purpose: To review operating statements for accuracy; assist in reviewing budget presentations; maintain sound operating controls and procedures; review financial aspects of contract proposals, projects, and programs; negotiate borrowings; review insurance coverages.

Accomplishments in Past Year: Refined our new accounting system, negotiated a \$1.2 million line of credit to fund the recent construction project and provide funds for additional projects as needed.

Challenges for the Coming Year: Transition to a new bookkeeper (Phil Slater, our previous bookkeeper has retired and left the area.) Welcome a new Treasurer upon the retirement of Larry Reed from that position.

Goals for Next Year: Maintaining Congregational Giving during the pandemic to adequately fund current operations.

FUNDRAISING TEAM

Name of Group/Team/Committee: Fundraising Team



Name of Leader(s): Bonnie White

Members of Group: Sarah Carlson, Ed Cernek, Joan Gale, Terry Lockwood, Julie Smart, Cherie Stafford, & Leslie Stallcop

Group's Main Purpose: To provide a fundraising event that both raises a significant amount of money and brings the congregation together in community.

Accomplishments in Past Year: In a time of pandemic, it was impossible to hold an auction as we have done in the past. We were able to come up with an innovative idea of holding a storytelling event whereby members of the congregation recorded themselves telling a personal story about an event in their life that affected them in some way. The event was a huge success with 18 stories being submitted and donations from the congregation in support of the one-night event on Zoom, amounting to approximately \$12,000.

Challenges in Past Year: Coming up with something that we could do safely and that would help bring the congregation together in a time of isolation and quarantine.

Challenges for the Coming Year: To determine whether it will be safe to once again hold our annual auction and what that needs to look like as we reopen from quarantine.

Goals for Next Year: To hold an auction that brings people together in person both for the event as well as once again auctioning off a myriad of home-hosted events. Our last successful auction raised \$14,000; so let's make next year's goal \$15,000.

EARTH JUSTICE MINISTRY

Name of Group: Earth Justice Ministry

Name of Leader: Laurel B Hardin, Chairman

Members of Group: The group has 79 members

Group's Main Purpose: To educate about and advocate for our Earth/environment and all its creatures and features (geological, land, and water). We work with community partners for environmental justice, as we recognize that pollution, climate change, and the degradation of our environment impacts marginalized populations more severely than mainstream peoples

Accomplishments in Past Year: - Projects undertaken solely by EJM include:

Ongoing:

- Archived lists of Books, Webinars/Podcasts, and films about environmental topics
- Purchased 90 Earth-shaped cardboard fans- for later sale when we meet in person
- Developing an "Eat Plants for the Planet" vegan/vegetarian Cookbook/Column in the Compass- compiled on our website for later publication of recipes and tips- started 8/20- because animal production for food pollutes more, uses more water and



food than just eating the grains, vegetables and fruits ourselves. It is a quick, direct, and individual way we can all help the environment.

- Book Club about “Active Hope” by Joanna Macy and Chris Johnson- to deal with keeping spirits up while advocating for Earth. It takes place just after our monthly meetings (2nd Sundays at 1:30 via Zoom).
- Summer Reading and film club sponsored by AZIPL and Trees Matter- starting soon – “The Hidden Life of Trees”, film based on that book, “FernGully”, and ?? book.

Single sessions:

- 12/20 Recycled Christmas cards workshop to make topiary decorations.
- 2/21 Vicki Myers spoke about high school survival experience
- 3 & 4/21- helped plan Earth Day Service. Suggested music, readings, and submitted 5 video-recordings of Love Letters to Nature, used in service.
- 4/21- participated in a discussion about the film “Kiss the Ground” with follow-up actions recommended.
- 5/21- Starting a tree-planting effort in conjunction with Trees Matter.

Advocacy:

- We have created sign-on letters, or signed onto other organization’s letters, or requested our members and the congregation to write or email or call in support of a range of issues, including: permanently conserving the Grand Canyon and Oak Flat in as wild a condition as possible (stopping mining and tourist development), supporting the ACC setting policy for having more Clean Energy used by utilities (50% by 2030 and 100% by 2050), urging the ACC to deny APS’s 2nd rate hike request and asking APS to forgive debts on power bills due to Covid, urging an extension of no evictions, in support of the “Breathe Act”, opposing HB2248 and SB 1175 to take away ACC’s ability to set policy on clean energy, and to support or oppose bills recommended by Sierra Club.

Community Partners:

- AZ Faith Network- Main efforts are to stop uranium Mining in the Grand Canyon, adapt the United Methodist Women’s Guide to Sustainable Events for their own use, advocate for the environment and, now, work with faith communities to establish Cooling Centers to help people who need to get inside an air conditioned building when they need to because of Extreme Heat. Currently, they have a \$10,000 Matching Grant from the Quakers to develop Cooling Centers, and are seeking donations. I’m suggesting they apply for a Share the Plate project.
- Chispa-Working with Project Roots and Tiger Mountain Foundation to create community farms – Spaces of Opportunity at 1200 W. Vineyard in South Phoenix and Agave Farm at 4300 N. Central. Good efforts to volunteer with. Both have Farmer’s Markets- Spaces on alternate Saturdays, Agave on Wednesdays and Saturdays.
 - Their former director, Gloria Montano Green, is now an Undersecretary of the Department of Agriculture in Washington D.C. They share office space on 7th Ave. and McDowell with Poder en Accion.
- AZIPL- Currently working with Trees Matter to develop reading and films summer programs. Previously co-sponsored viewing and discussion of the film “Kiss the Ground”. Both help understand how nature works cooperatively to support individual members/plants. Also very active in advocacy and getting people to vote their religious values- and all religions have language in their foundational documents to be good stewards of nature.



- Reap Goodness AZ- Now not active with EJM. An organization founded by Carol Manetta (a UUCP member) to develop food forests, which attract rain and are made up of diverse plants which help each other survive and produce food. She works with graduate students to develop these forests on land she's been given to work with.

Challenges in Past Year: The pandemic and politics-related. It is expected that those challenges will continue in the coming year. One big challenge is heat-related deaths rising due to higher average night-time temperatures in the summer, especially because of our urban heat island effect. See our partner, AZ Faith Network, for how to help.

Challenges for the Coming Year: To determine whether it will be safe to once again hold our annual auction and what that needs to look like as we reopen from quarantine.

Goals for Next Year: To maintain or grow our membership, and have more members participate more actively: to help establish Cooling Centers for refuge from extreme heat: to conduct more recycle craft sessions: to continue working with Community Partners: to continue advocacy as needed: to improve communication with people with different views: to "publish" our cookbook: to have films and speakers with discussions afterward: to develop a tree and plants (to help Monarch Butterflies) sales or planting projects working with Trees Matter and the Desert Botanical Garden.

GOVERNANCE ADVISORY COMMITTEE

Name of Group: Governance Advisory Committee

Name of Leader: Dan Coleman

Members of Group:

Carol Ackerson
Sarah Carlson
Brad Chapman
Rev. Christine Dance
Jan Kaplan
Francis X. Wiget

Group's Main Purpose: To review and recommend to the Board changes in governing documents such as the Bylaws and Board Policy Manual, and to assist the Board in its oversight of governance matters.

Accomplishments in Past Year: The committee was convened and reorganized in March 2021. The Board asked the committee to review the Bylaws and Articles of Incorporation and to make recommendations of any changes needed. Upon review of the version of the Articles amended last July, the Committee noted some inconsistencies and redundancies between the articles and the Bylaws, some outdated legal references and language, and some errors. Working with an attorney well versed in non-profit governance documents, the Committee decided to recommend a full restatement of the Articles in which we could reduce detail and eliminate redundancies with the Bylaws, thus reducing



the need for amendments to the Articles in the future. We anticipate these restated Articles will be distributed to the membership and acted upon at the June 2021 Congregation Meeting.

Challenges for the Coming Year: We will be completing a thorough review of the Bylaws and recommending changes to the Board before the end of this calendar year. Once the Board has taken action on the Bylaws, they will be distributed to the membership and voted on during a special Congregation Meeting. Pursuant to the Board Policy Manual description of the committee's responsibilities, we will then begin work on job descriptions for Board members and Congregation officers.

GREETERS

Name of Group/Team/Committee: Greeters

Name of Leader(s): Cherie Stafford

Members of Group: Currently Not Active

Group's Main Purpose: To welcome members and visitors to our congregation on Sunday mornings and for some other special occasions. To answer questions about the congregation and/or direct people to where they can find answers.

Accomplishments in The Past Year: Due to COVID-19 this group has not been active

Challenges in The Past Year: Congregation Building is Closed

Challenges for The Coming Year: Re-establishing a roster of volunteers, creating a schedule, learning new safety and security procedures.

Goals for Next year: Provide a review of Greeting policies and procedures to those who will volunteer for this role again.

INCLUSION TEAM

Name of Group/Team/Committee: Inclusion Team

Name of Leader(s): Amanda Rogers & Vince Waldron

Members of Group: Have not been active during COVID-19 pandemic

Group's Main Purpose: To support UUCP's vision of being a radically inclusive congregation.

Accomplishments in Past Year: None at this time as the group has not been active within the past year.



Challenges in Past Year: COVID-19 has been the biggest challenge.

Goals for Next Year: We hope to offer a neurodiversity-themed service. Our group is due to discuss its objectives for next year.

KIDS KAMP

Name of Team: Kids Kamp

Please note that this report is written prior to Kids Kamp 2021 which occurs at the very end of the congregation year. Information provided here should be considered projections.

Name of Leader(s): Bob Davis- Camp Director & Katie Resendiz

Staff of Group:

Katie Resendiz - Director of Children's Ministry

Bob Davis- Camp Director

Sofie Jakelis- Co-Chair Kids Kamp Council/ Assistant Camp Director

Etta Theising, Ryan Flangos, Caden Gebhart- Camp Counselors

Dylan Lifshitz, David Bailey, Brie Gebhardt- Camp Teachers

Rose Pascoe- Teen Leadership Institute Lead

Goals: Continue the legacy of Kids Camp Provide a covid safe socialization space for kids through the continued pandemic

Challenges: The biggest challenge this year was a decision that had to be made early on in the Kids Camp year. In November of 2020, the youth of Kids Camp Council decided that camp would be offered online only for a second year in a row. This meant shifting focus to "How do we serve families who will still need a quarantine adapted camp?"

We project a greatly decreased camp enrollment, but know that this model will best serve our Kids Camp mission and goals.

LAY PASTORAL CARE ASSOCIATES

Name of Team: Lay Pastoral Care Associates Team

Team Leader: Rev. Christine Dance

Members of Group:

Anne Chase

Chris Mann

Donna Featherston

Ellie Anderla

Gary Ezzell

Trudi Murch

Sally Boyd



Vicki Myers

Group's Main Purpose: To provide a presence to congregants as an extension of Rev. Dance's own pastoral care ministry.

Accomplishments in Past Year:

1. The team coordinated with Unicare and Neighborhood Connectors to support pastoral needs and requests throughout the Covid-19 isolation and lockdown.
2. Acknowledge and connect with congregant Joys and Sorrows as shared during Sunday services by sending cards or emails.
3. Initiated the Prayer Shawl Ministry to provide comfort and extend congregational love to those in life transitions, challenging times, or medical crisis.
4. Upon request, the LPC Associates are available after services to provide a space to talk when subjects or time of year may be particularly stressful (i.e., Blue Christmas).

Challenges in The Past Year: The team started the congregational year providing pastoral connection in support of Rev Dance, and developing their understanding of pastoral care. By March 2020, Greater Phoenix, the U.S., and our congregation were in Covid-19 "lockdown" with all on-campus and in-person activities halted. The LPC Associates continued serving by phone, text and/or Zoom.

Challenges for the Coming Year: Continued Covid-19 isolation limits the ability for LPC Associates to meet directly with congregants, and to identify those congregants who would like lay pastoral support.

Goals for Next Year: Continue to support our pastoral care needs and develop the team.

MARYLAND SCHOOL TASK FORCE

Name of Group: Maryland School Task Force

Name of Leader: Cathy Kim

Members of Group: UUCP members who volunteer for specific projects in the partnership

For five years UUCP has participated in a community partnership with Beatitudes Campus and Church of the Beatitudes to support the staff, students and families at Maryland School, 21st Avenue and Maryland in the Washington Elementary School District. Maryland School is a Title I school, with more than 80% of the students coming from low income families. These schools receive additional federal funding to provide extra resources for academic, mental health, nutritional, and staff support, but not nearly enough to meet the needs. Each school district and each school must reach out to the community for additional support, which is where we invest efforts to assist.

It is our goal to remain open to needs expressed by school administrators and teachers. Our main areas of assistance have been:

Student Support



Volunteers who work with individuals and small groups to help with reading, math and other curriculum areas, and provide mentoring

Participation in after school education programs for students and families, incentives to reward student achievement – providing materials, volunteers for events

Staff Support – Beginning and end of the year staff luncheons, notes of appreciation, gift cards, supplies for professional development opportunities

Garden Program – Planning, classes, volunteers, materials, maintenance for a school outdoor education program

Family Assistance – clothing, food, hygiene and cleaning items, gift cards for families, especially refugee families, holiday gifts, English language tutoring

Community Connections for special projects

For example: Arranging funds for professional development and materials to launch and support a yoga-in-the-classroom program, grant writing assistance;

instrument donations and supplies for music program; scholarships to graduating 8th graders for high school fees and expenses

Arizona Tax Credit Donations to fund after school programs

Accomplishments in Past Year: With school mostly not in session, and virtual interactions with students not possible, volunteers were out a job! A few volunteers were able to interact with refugee families when they came to a distribution point for breakfast and lunch materials and respond to needs for hygiene and clothing, as well as laptops for several families so parents could enroll in English language programs. In addition a group of families were provided with gifts and food during the winter holiday season.

The garden continued to prosper, the raised boxes and entire irrigation system were replaced in October, students planted when they were in person briefly during November and have done a small amount of harvesting since their return in March. They have not been able to do the usual cooking of what they harvested, but have taken vegetables home, and during the year harvests have been distributed to refugee families. Through the Blue Watermelon project which connects local chefs to school gardens, three different grade levels have received garden activity boxes to pick up during the year, with video instructions and materials for cooking and growing a particular vegetable. Plans are currently in the works for expanding the school outdoor education program next year, including staff development, with two grants in place.

Beatitudes Campus residents again wrote notes of appreciation to teachers, the art department at Maryland prepared an exhibit of art to be displayed at the Campus (quite a feat to collect pieces from students who did them at home), and the Campus catered a Teacher Appreciation luncheon in early May this year.

Goals for Next Year: We recognize that because of the current state of our social systems, inequities exist for many children and families in Arizona, creating hardships, which is why extra support is needed. One of the most important things we can continue to do, based on our UU values, is to actively work through individual and collective efforts on changing the systems, including the way education is funded.

We look forward to next year when, hopefully, school will be back in full session. Lots of volunteers will be needed, and we will do our best to be responsive to school needs across



the board. The administration and staff are very grateful for this partnership. They have come to recognize they can reach out to our community partnership and know that our response will be generous and from the heart.

MEMBERSHIP TEAM

Name of Group: Membership Team

Name of Leader: Gary Ezzell

Members of Group:

Diana Ashley
Natalie Fabert
Katie Quinn
Sarah Moore
Jenny Jones

Group's Main Purpose: Identify prospective members, provide a path to membership, conduct new member ceremonies in conjunction with the Minister.

Accomplishments in Past Year:

- Created a series of 13 videos describing UUCP and its activities that are accessible on the website and have been viewed more than 50 times so far. These have replaced the time spent in in-person new member sessions and will be maintained as a resource.
- Updated the "Joining UUCP" page on the website.
- Conducted "Get to Know UUCP" sessions by Zoom after service approximately monthly.
- Conducted New Member classes and joining ceremonies in November, 2020, and May, 2021.
- Coordinated with the Participation Team to help new members engage with UUCP.
- 14 new members from 12 households have joined this year.

Challenges in Past Year:

- Not having a way to identify and greet visitors has hampered our efforts. We have used new Compass sign-ups to identify people to invite to New to UUCP sessions, but that is not the same as physically greeting people.
- Being on-line only makes it hard to generate enthusiasm, but that we have gained new members at all is a positive indicator.

Challenges for the Coming Year:

- Organizing the visitor - new member - engaged member process for when we get back together.
- Formalizing and documenting how Realm is to be used to keep track of prospects and members.

Goals for Next year:

- The goals are to meet the challenges above.



- Re-create the Inquirers series when we get back together.

MEMORIAL SERVICES

Name of Team: Memorial Services

Team Leader: Ellie Anderla

Team Members: Many UUCP members have participated in memorial services for set up, as greeters, ushers, etc. We are grateful to all volunteers who participated.

Group's Main Purpose: This team supports the minister, and the deceased loved ones, in providing celebration of life and memorial services at UUCP.

Challenges in Past Year: None

Goals for Next Year: To move smoothly into in person services

NAVIGATORS

Name of Group: Navigators

Name of Leader: Jezz Putnam, Bob Davis, & Katie Resendiz

Members of Group: (Folks that attend regularly/present)

Jezz Putnam, John Reed, Stephanie Vidmosko, Katie Resendiz-Perez, Bob Davis, Nabi Lim, Jera Putnam-Lim, Penelope Davis, Bela Perez, Nigel Perez, The Palambo Family, Lora Gustafson, Ayla Gustafson, Indie Gustafson, & Jenny Jones

Group's Main Purpose: Creating a multigenerational alternative to mainstream scouting programs that embraces our 8 UU principles as its main moral compass.

Accomplishments in Past Year:

- Launching Navigators. There has long been interest in hosting a Navigators chapter at UUCP, the pandemic gave us the opportunity to do so in a radically inclusive way within our community's capacity.
- Providing an organized outlet for multi-generational discussion focusing on the "outdoors". Multi-generational meaning everyone from all age groups being given the opportunity to both present material and ask questions with as equal as possible prioritizing.
- Both starting and growing a group during exclusively online programming.
- Upholding UU guidelines about not meeting in person while we discuss activities that would normally be done as a group.



Challenges in Past Year:

- Meeting online about activities which would normally be conducted in group settings which can be hard emotionally difficult for participants.
- We have had difficulties figuring out deadlines for compass as well as tech issues with the zoom rooms opening.
- Sending patches out to attendees that complete tasks within monthly subjects.

Challenges for the Coming Year: We will navigate beyond all challenges within the 2021/2022 programming period upon the adopting and prioritizing of the 8th principal.

Goals for Next year:

- Mailing out badges to attendees.
- Increase the number of attendees and have at least 6 new members present at a meeting. (if we continue to meet at a minimum of once a month that would equal half/ of our 12 months of programming. If we skip July that would mean more than half of our meetings (6 out of 11 meetings) gave leadership options to new members.)
- Host bi-monthly activities based on the subject being covered that month.
- Successfully utilize our portal group to connect with members of our congregation that are already familiar with this tool.

NEIGHBORHOOD CONNECTIONS

Name of Group: Neighborhood Connections

Name of Leader: Val Wylie, Cherie Stafford, Diana Ashley

Members of Group: Kelly Akin, Carolyn Allenby, Meredith Blevins, Judith Breuer, Charlotte Carl-Mitchell, Barbara Cawthorne, Anne Chase, Daisy Danforth, Walt Doherty, Linda Eelkema, Robert Eland, Mikall Foerster, Joan Gale, Jan Kaplan, Cathy Kim, Wanda Lamm, Trudi Murch, Victoria Myers, Alisa Phoenix, Patricia Reed, Paisley Rossetti, Heidi Singer, Leslie Stallcop, Robin Storm, Jill Story, Linda Vance, Vince Waldron, Francis Wiget, & Gary Ezzel

Group's Main Purpose: to connect UUCP Neighbors to each other and to support programs within UUCP where their needs can be fulfilled quickly.

Accomplishments in Past Year: every member of UUCP was contacted on a regular basis. Continued with the temporary goal. Members of the 20 Neighborhoods have been contacted weekly with the information of how to contact the UUCP Help List, UUCP Pastoral Care and Rev Christine. Some Neighborhoods have recaptured the social aspect of the original purpose of the groups by sponsoring Zoom Happy Hours as a way to get together, get to know each other better, and celebrate our connectedness now and in the future.

Challenges in Past Year:

- Establishing Connections



- Building Trust

Pandemic has altered the purpose from the original (primarily social connections) to a greater depth of support connections.

Challenges for the Coming Year:

- Transitioning to New Leaders as needed
- Transitioning to return to Campus
 - Maintain flexibility of the program to allow both social and support connections to be established with UUCP members.
- Throwing a Welcome Home Event

Goals for Next year:

- Determine criteria for new Leaders/ self nomination, residing in COConnection Community
- Introduction to Neighborhoods for new members
- Creating New Goals to meet ongoing or new Needs
 - Maintain contact with members to support social interaction while maintaining those support functions needed, which were established during the Pandemic period.
 - Coordinate with the Participation Team to foster member integration into this UUCP activity group, as we begin meeting in person again.

NOMINATING COMMITTEE

Name of Group: Nominating Committee

Name of Leader: Susan Morris & Karen Kurtz, co-chairs

Members of Group:

Ted Myers
Julie Smart
Walt Doherty
Daisy Danforth.

Group's Main Purpose: The UUCP Nominating Committee locates, screens, and proposes qualified candidates each year to serve on UUCP's three leadership teams.

1. The UUCP Board
2. The UUF (Unitarian Universalist Foundation of Phoenix)
3. The Nominating Committee

Accomplishments in Past Year:

- We completed our goal of screening, selecting, and obtaining commitments from our new slate of nominees for UUCP (2 new members), Nominating Committee (3 new members), and UUCP Board (2 new members, and 4 current members changing positions to fill the required leadership roles).



- We organized documents and transitioned to using Google Workspace (see Challenges below).
- We created and published necessary congregational announcements in order to abide by bylaws, increase awareness, solicit candidates, and announce the slate of nominees.

Challenges in Past Year:

- We needed to create documents and records on Google Workspace while familiarizing ourselves with using it. This included digitizing and/or re-creating forms used in past years that were only available on paper.
- We attempted to follow the bylaws, but found that some particulars are not specified there, e.g., no mention of allowing Board members to change roles mid-term.
- Several candidates recommended by others were unfamiliar to all of the members of our team. We attempted to contact others and research most of these candidates, but this was difficult to do efficiently during the pandemic.
- The pandemic affected many members' ability to commit to long-term responsibilities, making it difficult to fill the slate of nominees.
- One Board member's need for a leave-of-absence in the coming year required us to fill that position after we had completed our selection process.

Challenges for The Coming Year: We anticipate that we may have similar difficulty identifying and obtaining commitments from candidates next year while all activities are remote via Zoom.

Goals for Next year: If UUCP hires a governance expert to help in revising the bylaws and job descriptions, we hope to have input on relevant portions, so they better align with the practical aspects of finding candidates and obtaining commitments to serve.

PARTICIPATION TEAM

Name of Group: Participation Team

Name of Leader(s): Cheryl Thomas & Bonnie White

Members of Group: Diana Ashley

Group's Main Purpose: To provide a vehicle for members and friends of UUCP, both new and old, to find a connection into the community that fits their interests, talents, and passions.

Accomplishments in Past Year: This is a new team that has formed.



Challenges in Past Year: Organize and carry out a Shared Ministry Fair that highlights the opportunities available to members and friends for engagement. Create and maintain the UUCP web page that has information about every committee, team, small group, etc. Continue to grow the small group Connect & Engage whose purpose is to encourage and facilitate members and friends to become more active in the congregation. Develop a presentation for our graduating seniors that actively invites them into the adult engagement at UUCP.

Goals for Next Year: To have a successful small group that is helping people find their way into the congregational community. To find additional ways to facilitate connection and engagement within the congregation.

PERSONNEL ADVISORY COMMITTEE

Name of Group: Personnel Advisory Committee

Name of Leader: Kim St. Clair

Members of Group:

Congregational Members:

Trudi Murch

Katie Harris

Shelley Stephenson

Congregational Staff:

Rev. Christine Dance

Stephanie Breidel-Vigil

Group's Main Purpose: The overall purpose of the Personnel Advisory Committee is to assist the Board in developing and reviewing policies and related procedures pertaining to employment of the congregation's paid staff. This work includes:

- Working with the Minister/ Administrator to develop and review personnel policies, ensuring full regulatory compliance.
- In accordance with the budget cycle, establishing the costs of maintaining staff with fair and appropriate salaries and benefits, based on UUA guidelines, local cost-of-living, and other best practices.
- Serving as intermediary for staff grievances that cannot be resolved by or with the Minister, and presenting recommendations to the Board for action; and
- Providing consultative support to the Minister/ Administrator in the management and utilization of staff.

Accomplishments in Past Year:

- Finalized the Employee Handbook and uploaded the final version into ADP archives.
- Reviewed intellectual property ownership policy in the Employee Handbook.
- Consulted with Rev. Christine Dance and Stephanie Breidel-Vigil in creating a job description and posting for the Communication/Technology Coordinator position.



- Vetted candidates and conducted two finalist interviews in November 2020, which resulted in hiring Cristóbal Varela.
- Vetted candidates and conducted finalist interview for the position after Mr. Varela left.
- Consulted with Stephanie Breidel-Vigil and Rev. Christine Dance in extending an offer to Becca Briley for the Communication/Technology Coordinator position.
- Consulted with Stephanie Breidel-Vigil and Rev. Christine Dance in a review of UUA benefits requirements, which resulted in the creation of a cost-sharing benefits option for part-time employees whose hours meet and exceed 750 per year.
- Reviewed bookkeeper job description and was kept apprised of the selection process.

Challenges in Past Year:

- Taking care of business through an all-virtual format due to the pandemic.
- Having to hire a second Communications/Technology Coordinator.

Challenges for The Coming Year:

- Addressing the many implications involved with staff transitioning back into working in-person.

Goals for Next Year:

- Conduct job analysis interviews with each staff member to ensure alignment of job descriptions and to identify gaps and opportunities for future staff needs.
- Review updated UUA fair compensation guidelines in early 2022 to make salary recommendations for the 2021-2022 program year.
- Review UUA benefit guidelines and staff utilization to determine whether changes should be proposed.
- If the budget allows, implement the process for hiring a Membership Coordinator.

PROGRAM COUNCIL

Name of Group: Program Council

Name of Leader: Diane Targovnik

Members of Group: Program Council meet approximately three times a year and has attendance ranging from approximately 20 to 30 people. Those who attend are the leaders of the congregational committees and activities groups at UUCP.

Group's Main Purpose: The purpose of this group is for the leaders of congregational committees and activities groups to gather as one large group to discuss their group's path and also to learn specific leadership skills to help better facilitate their group's purpose.

Accomplishments in Past Year: Because of the CoronaVirus our meetings are now being held online via Zoom. I am proud of the nimbleness of the participants who were able to re-adjust expectations and learn new computer skills that helped to keep us all "connected" in a different type of way.



Challenges in Past Year: Technology hiccups, those who hate Zoom, and trying to connect in a world without touch.

Goals for Next Year: This next year will continue to be about connections. Because of Covid we have lost the in-person touch, which technology can never fully replace. Groups will continue to need to adjust how they operate as we continue in a Zoom world.

PROPERTY TEAM

Name of Group/Team/Committee: Property Team

Name of Leader(s): Karen Schultz and Dale Fisher

Members of Group:

Lynn Ellsworth
Manuel Gomez
Alisa Phoenix
Bill Snowden
Joshua Ventura

Group's Main Purpose: The purpose of the group is to oversee the maintenance of all UUCP property and buildings and develop proactive plans for ongoing activities. We hope that a new garden team will evolve to take on outside activities when we return to "a new normal".

Accomplishments in The Past Year: Thanks to Stephanie Breidel-Vigil we are meeting regularly via Zoom and despite COVID it has been a busy year. Some of the accomplishments and activities included:

- Selected a contractor to do the installation of new main entrance doors. The new design will have double doors and include keypad entry. Keypads will also be added to the center and rear doors. No more keys.
- Completed the installation of several CCTV security cameras to monitor the doors and some areas of the building exteriors.
- We obtained a substantial grant from SRP to install four EV charging ports. The contractor is now doing the engineering and will request permits from Paradise Valley.
- Contracted the rewiring of electrical circuits in the kitchen storage closet to provide a dedicated circuit for ethernet switch hardware.
- Completed the installation of multiple wifi access points in the main buildings. These also provide coverage into the patio and the open area between the main building and the annexes.
- Repaired a ceiling fixture and a bathroom fan in Room 15.
- Karen managed the upgrade of the second floor bathroom and we installed a small hot water heater.
- Both DVLC and EEC installed outdoor hand washing sinks so they could hold outdoor school sessions with limited attendance.
- Stephanie arranged with a new HVAC contractor for the repair of a coolant leak in the hallway (fortunately just a loose connection).



- After one of the tall light poles was knocked down by a DVLC parent we obtained a proposal for replacement of all four with LED fixtures.
- Ongoing repair of our irrigation systems

Goals for Next Year: Of course, depend greatly on how soon the world safely returns to a new normal. However, there is much to be done:

- Oversee the installation of the EV charging ports.
- Materials for the new entrance are on order and we will be overseeing the construction process.
- We have contracted for repaving the main parking lot to be done this summer.
- Develop a plan for a major overhaul of the irrigation system.
- Replace the damaged doors on the parking lot trash enclosures.
- Install a washer/dryer in room 9 (already has electrical and plumbing).
- Continue investigation of possible ways to improve building air quality.
- Continue the installation of CCTV cameras for exterior areas.
- Paint Office 9
- Develop long term goals and budgets for regular maintenance.

SAFE CONGREGATION TEAM

Group Name: Safe Congregation Team

Group Leader: Jan Kaplan

Members of Group:

Dale Fisher
Debbie Froelich-Freeman
Jenny Jones
Jan Kaplan
Victoria Myers
Karin Quinn
Paisley Rosetti
Karen Schultz

Group's Main Purpose: Contribute to a culture of safety and security at UUCP by developing, communicating, and training emergency responses to threats to our campus, facility, life, and health.

Accomplishments in Past Year:

1. Developed and posted a new policy "Use of Video Monitoring Equipment" to complement installation of new video monitoring equipment on the UUCP campus.
2. Reviewed and supported Property Team installation of various security enhancements to the campus (see Property Team report).
3. Reviewed UUA's "Alternatives to Calling the Police"; discussed the role of police/policing in our society, and challenged ourselves to assure that our current emergency response plan policies reflect our desire to use "calling the police" as a last resort, and being cognizant of the discriminatory biases that have been active in



our policing, punishment, and carceral systems. Updated several policies as well as “Active Shooter” presentation to incorporate these sensitivities.

4. Completed an onsite vulnerability and security assessment (Dale, Debbie, Jan) on August 27 with a Phoenix Police Department officer acting on behalf of the Homeland Security Assessment. The report was highly complimentary of the written self-assessment we had submitted, and offered suggestions for further mitigation. In partnership with the Property Team, we followed up on a number of issues throughout the year:
 - a. Property appearance and vegetation maintenance (an unkempt property can invite and aid trespassing and criminal activity)
 - b. Fire code and fire response concerns (checked that storage areas were not obstructing sprinkler heads; looked into additional exit opportunities for the 2nd floor; installed larger laminated signage for how to use fire extinguishers)
 - c. Review of no trespassing signage and regulations. Debbie Froelich-Freeman conducted an extensive review of such signage at other houses of worship. After much discussion, we decided only to replace the current no trespassing sign outside the DVLC playground with a regulatory conforming sign, balancing our desire to maintain a welcoming campus with safety for our children.
 - d. Established “official” nomenclature for our campus buildings (Main Building East and West Wings, Annex 1, Annex 2), for the benefit of first responders who might be called to our campus, as well as to synchronize signage and maps for the benefit of visitors and new members.
5. Created a physical profile of our campus in the RAVE Facility App for Paradise Valley first responders to use in case of emergency (Debbie).
6. Attended two PVPD Places of Worship meetings via Zoom to stay up to date with other houses of worship and various security and safety issues being recommended by law enforcement (particularly cybersecurity).
7. Maintained First Aid kits, removing expired items and creating a Covid-19 Precautions kit--face masks, non-contact infrared thermometer, and hand wipes (Debbie).
8. Registered our AED (Automated External Defibrillator) with the Save Hearts in Arizona Registry and Education (SHARE) registration program, and added an appendix in our Emergency Response Manual to capture the requirements of the program (Victoria).
9. Reviewed the Dept. of Homeland Security Nonprofit Security Grant Program and application in the hopes of submitting a grant for reimbursement of various security and safety enhancements being planned for our campus (Debbie lead, with Dale, Karen, and Jan).

Challenges in Past Year:

1. We’ve had a very engaged group, and continued to meet every couple of months via Zoom. We focused on maintaining the campus, keeping in mind that staff, contract workers, and the schools still occupied the building; and also, wanting to complete the physical vulnerability assessment with law enforcement while members were out of the building.



2. Under Debbie Froelich-Freeman's outstanding leadership, we did a lot of preliminary work in preparation for submitting an application for a Dept. of Homeland Security grant in support of a number of planned projects. Unfortunately, we had to discontinue this application process for reasons beyond our control:
 - The grant application requires detailed information and bids for projects. Contractors did not return calls and we were not in a position to provide the information needed.
 - In addition, should a grant be awarded, there is detailed tracking and compliance reporting required, which would be difficult to comply with given our UUCP staffing and volunteer bandwidth.
 - We will consider applying for a grant in the future should the above be resolved.
3. Maintaining safety equipment and supplies (First Aid kits, AED) was challenging due to restricted building access. We felt it necessary to maintain these, given that (although drastically reduced), there were still people in the building (staff, contract workers, schools teachers and children).
4. We are ill-equipped as a team and congregation on "security" expertise and bandwidth, compared to other houses of worship of our size.
5. Although not as much of an issue this pandemic year, we need to have a robust Property Team as well as sufficient Business Administrator time to assure ongoing maintenance of the facility and attention to safety and security details. We appreciate Dale Fisher and Karen Schultz shouldering this effort, and orchestrating a number of enhancements to improve safety and security of our campus.

Goals for Next Year:

1. Understand what safety and security look like (a "new norm") in a post-coronavirus/ quarantine environment. Assist congregational leadership in opening up the campus.
2. Continue previous work once we are back in the building:
 - Active Shooter training
 - Planning and conducting a fire emergency drill
 - Development of a "Safety Course" for UUCP
 - Submission of regular "Safety Tidbits" to Compass.
 - Coordination of an annual CPR/ Basic First Aid Training course for staff and members.
3. Develop a policy on cybersecurity/ appropriate computer use.

SANCTUARY ART TEAM

Name of Group: Sanctuary Art Team

Name of Leader: William Snowden

Members of Group:

Ed Cernek
Sam Kirkland
Joan Gale
Sarah Carlson



Possible new members: Anne Oehmke, Bonne' deBlas, & Regina Nelms

Groups Purpose: The Sanctuary Art Team doesn't meet as a group. William generally arranges for the dates and supervises the set up and take down.

Challenges in Past Year: UUCP building has been closed due to the pandemic.

Goals for Next Year: No plans have been set for the future as returning to the sanctuary for service is on hold until it can be done safely.

SHARE THE PLATE COMMITTEE

Name of Group/Team/Committee: Share the Plate Committee

Name of Leader(s): Charlotte Carl-Mitchell

Members of Group: Madelyn Doerr, Dan Hunn, & Amy McKlindon

Group's Main Purpose: To choose the beneficiaries for the monthly Share the Plate offering.

Accomplishments in Past Year: This committee served from June 2020 to June 2021. We again tried to focus on helping groups where we made a significant difference rather than large well-funded groups with highly compensated officers. We also selected a diversity of organizations.

We continued listing the groups and the amount provided at the bottom of our church web page, in a table updated monthly at: <https://www.phoenixuu.org/justice/share-the-plate/> This website table displays the rolling last two years of data. There is also a static table at the end of this document with the information for 2020 – 2021.

Challenges in Past Year: We had the challenge of trying to continue the program during a pandemic when the building was closed and donations were collected online. The amounts raised plummeted as did applications for the program. We also had two of our three new members quit the committee leaving only Amy McKlindon to continue into the next program year. That meant we would need to find five new members for the upcoming committee instead of the usual three. With all these issues we considered putting the program on hiatus. But after Rev. Christine and the Board suggested some groups to support and impassioned pleas were made during the online service, the amounts collected escalated. We continued posting notices in Compass soliciting recommendations from the congregation and received a few. And we were able to recruit the necessary new members. Rev. Christine spoke with committee members at our February 22 meeting. She encouraged us to continue the program and to look at ways to make our application process easier and more justice centered, to change from application to designation of groups already known to be working well in the community.

Goals for Next Year: The new committee will look at making the proposed changes to the committee's processes and charter.



2020/2021 Organizations	Share the Plate Date	Amount Contributed
Abolish Private Prisons	01/19/2020	\$1,457.00
UUJAZ	02/02/2020	\$980.60
Chrysalis Shelter	03/08/2020	\$1,299.29
Sunrise Movement Phoenix (Education)	04/19/2020	\$670.00
Minister's Discretionary Fund	05/10/2020	\$1,555.00
UMOM New Day Center	06/14/2020	\$535.00
Arizona Friends of Homeless	07/12/2020	\$745.00
Camelot Therapeutic Horsemanship	08/19/2020	\$525.00
JamPak	09/20/2020	\$375.00
GenJustice	10/25/2020	\$385.00
UU Service Committee	11/22/2020	\$471.00
Camp de Benneville Pines	12/06/2020	\$2,540.00
Poder in Action	02/21/2021	\$1,420.00
Paradise Valley Food Bank	03/28/2021	\$835.00
UUJAZ	04/11/2021	\$2,231.00
Puente Human Rights Movement	05/30/2021	TBD
Lutheran Social Services	06/13/2021	TBD

STEWARDSHIP TEAM

Name of Group/Team/Committee: Stewardship Team

Name of Leader(s): Bunny Hodas

Team Members and Support: Vince Waldron, Gary Ezzell, Sarah Moore, Leslie Stallcop, & Carrie Lifshitz (and family).

The Stewardship Team exists to hold a Stewardship Campaign yearly to fund the budget of the Congregation, by encouraging members and friends to pledge yearly to share of their financial "treasure"; allowing our Congregation to exist, and hopefully flourish to meet our Mission and Vision.

As our Campaign for 2020-2021 came to a complete halt in the 2nd week of March, members throughout the entire year showed great generosity in meeting and exceeding last year's goal of \$609,000. That was met by 255 pledging "units". A unit may be more than one participant.

While it was a challenge to plan and run a Stewardship campaign with a pandemic occurring, we rose to the task. Our theme is (This is our) Community. #UUANYWHERE. We planned our campaign, wrote our materials, and Sarah Moore brought them to life with her graphics and Leslie Stallcop made them work with strategic placement on our website. Our goal was to run as much as possible virtually, hoping that people would give without needing to have paper forms in their hands. We asked for a 3% increase for a goal of \$630,000, and 100% participation, which would be about 290 pledging units. At the time of this writing, we have only raised \$456,000 from 179 units. We approached our "ask" in a



different manner, which can be seen on the materials themselves, using actual dollars rather than just percentages.

We targeted the theme throughout the month of March. We held a Zoom Leadership event prior to the first “Kick-off Sunday”. As a first-time activity, it was well attended. The big success of the season was a drive-through event on Flower Communion Sunday. Carrie Lifshitz added her expertise from the December Holiday drive through and we gave out goodie bags, passed out pledge forms, and flowers and people got to see and visit with Christine and Karen and Benjie. We collected paper swans with peoples wishes written on them for UUCP. Those are being strung by Ellie Anderla and will return when the building opens. Bunny’s daughter, Lauren, was pivotal in the goodie bags and goodies being created.

Gary Ezzell plays a critical role in the back-office role of entering all the information into Realm. We had some glitch in the reporting process between people signing up and the information not being available to record, but that issue has been resolved.

After March and April, it was apparent that people had stopped pledging and that a mailing would need to occur. That was sent out and a disappointing number have responded to that. Phone calling will have to take place next. No one enjoys that part of the process. In this pandemic time, we do not want to offend people, but there are many who are not participating with our virtual activities for a variety of reasons.

We also tried to encourage people to make videos of why they came to UUCP and why they stayed, but only a few were made. Not enough publicity and hype for that activity.

The Challenge for the coming year will be to see if the numbers increase over time and how many people are still active and giving in the Congregation. Stewardship is always a difficult team to fill, but if the tasks are broken down and people realize they can contribute without asking others for money, perhaps more will participate.

Goals for next year will be to create a campaign and meet the goal in order to sustain our budget. Helping people to understand that we are not a charity, but a community of which they are vital members and that their support means that the UU values that we hold so dear can thrive and be shared only through their continued participation.

As we try to get more people to give electronically and consistently, i.e., weekly, monthly, we have notified all that if we do not hear otherwise, their pledge for the current year will be recorded as their pledge for 2022-23. Our goal would be to create a system where people quickly and easily state their intentions for the upcoming year, so that the budget can be prepared, and our Vision may be realized!

UMOM NEW DAY CENTER

Name of Group: UMOM New Day Center

Name of Leader: Rene Apack - Coordinator

Members of Group: unknown 30+



Group's Main Purpose: To serve a meal every first Sunday of the month

Accomplishments in Past Year: The congregation continued its support of UMOM New Day Center, whose mission is to prevent and end homelessness with innovative strategies and housing solutions that meet the unique needs of each family and individual. Members of the congregation attended one volunteer slot a month to help pack food. In addition, the congregation gives \$150/month to UMOM to support their efforts. With the advent of the COVID-19 Virus, the volunteer efforts are on hold, but our financial support continues.

Challenges in Past Year: COVID-19 Pandemic

Challenges for the Coming Year: Unknown so far Covid

Goals for Next year: Resume for 5 members to serve a meal every first Sunday of the month

UNICARE

Name of Group/Team/Committee: Unicare

Name of Leader(s): Katie Ventura and Vicki Myers

Members of Group: 25

Group's Main Purpose: To provide tangible support for UUCP congregants through things like meal deliveries and transportation.

Challenges in Past Year: Limitations imposed by COVID-19

Goals for Next Year: Resume support

WORSHIP ASSOCIATES

Name of Group/Team/Committee: Worship Associates

Name of Leader(s): Rev. Christine Dance

Worship Associates: Joseph Benesh, Bonne deBlas, Gary Ezzell, Sam Kirkland, Carrie Lifshitz, Owen Lifshitz, Amy McKlindon, Mary McManus, Katie Quinn

Group's Main Purpose: To facilitate and, when necessary, lead worship services. In conjunction with the worship team, the worship associates help plan and lead services.



Accomplishments in Past Year: The Worship Associates met once a month to confirm and review the topic of each service. The worship associates determine who will take the lead for each service and do a reflection pertinent to the sermon/topic.

This past year we helped make sure we had a service each and every Sunday, despite the challenges of on-line worship.

We also helped facilitate several Sundays for Rev Christine to have a weekend off. One of the congregation's wishes for the minister was to lead services 3 times a month in order to be able to give her one Sunday a month off. With Rev Christine, Katie Resendiz and Benjie Messer's help, we found worship leaders to help facilitate this. We were able to help lead services: 8/30, 9/27, 10/18, 11/1, 11/29, 12/27, 1/3, 2/7, 3/14 and 4/11 with plans to lead services 7/4-8/29 during Rev Christine's summer break.

We were able to utilize the on-line format to try new things that cannot be done in person. Most notably, we were able to partner with a congregation in Montreal to have a joint service. We worked with staff and lay persons from their congregation to put together a service that was a true collaboration.

We were also excited to add some youth to the worship associate team. In addition to our college associate, Katie Quinn, we added a high school associate, Mary McManus, and a middle school associate, Owen Lifshitz.

Other accomplishments include creative use of Chalice lighting videos, a puppet show, creation of an on-line version of our water communion and flower services, active participation from our community in asking for videos, pictures and input into our worship. All of these have been with the ultimate goal of building community and making people feel included even when we cannot be physically together.

Challenges in Past Year: This past year, there were many challenges to overcome with on-line services.

One challenge was how to engage the congregation in a service. Talking to a computer screen is much different than being able to speak to the congregation in person. We worked on techniques to make sure our speech was not too rushed, worked on technical issues, and encouraged each other.

Another challenge was to keep our ideas fresh and interesting. In order to overcome this, we worked on different presentation styles-adding videos, slide shows, and creative interpretation of stories.

Perhaps most challenging was the looming realization that we would be on line longer than we originally thought. At first, that was overwhelming. Once we looked at it as "how can we take advantage of being on-line...what can we do on-line that we cannot do in person?" as opposed to being overwhelmed, it made the process much easier to handle and more exciting to think of the possibilities.

Finally, we were faced with a year of social injustice, perhaps more than in recent history. We were able to pivot, last minute in response to events that deeply affected our



congregation: most notably the murder of George Floyd and the Jan 6 insurrection at the capitol.

Challenges for the Coming Year: As with so many other groups in the congregation, we will need to adapt to whatever combination of on-line and in-person services and meetings the congregation experiments with and to be creative in helping to design those changes.

We will also need to help support our staff and board in whatever decisions they make with regard to returning to in person worship. Aside from Rev Christine, Benjie and Katie, the worship associates become the non-staff face of the congregation. Our goal will be to remain in solidarity with decisions made regarding the health and safety of our congregation.

Goals for Next Year: Bring on at least one more worship associate (or more, depending on who decides to continue). Help ease the transition from on-line to in-person worship. Continue to work towards one Sunday a month off for Rev Christine.

YRUU HIGH SCHOOL GROUP

Name of Group: YRUU High School Group

Name of Leader: Jonny Lifshitz

Members of Group: Group has not been as active during the pandemic

Challenges in Past Year: The pandemic has been the most challenging part

Goals for Next Year: To reform the group once it is safe to return to in person worship.



SMALL GROUP MINISTRY EPORTS



SMALL GROUP MINISTRY:

BEATITUDES CAMPUS UU SMALL GROUP MINISTRY

Name of Group: Beatitudes Campus UU Small Group Ministry (B-Campus SGM)

Name of Leader(s): Ellie Anderla and Ellie Murphy



Members of Group: Group has not been as active during the pandemic.

Challenges in Past Year: The pandemic has been the most challenging part

Goals for Next Year: To reform the group once it is safe to return to in person worship.

CONNECT & ENGAGE SMALL GROUP

Name of Group/Team/Committee: Connect & Engage Small Group

Name of Leader(s): Cheryl Thomas & Bonnie White

Members of Group/Committee: Diana Ashley

Groups Main Purpose: We are a small group that meets once a month. Our discussions center around the monthly packet. We also ask members of the small group if there are any particular committees, groups, or teams they would like to hear from to learn more about their work or activities. We then invite someone from that group to come to our small group and give a short 10-minute talk about their group and answer any questions.

Challenges in Past Year: None

Challenges for the Coming Year: We are hoping to attract the majority of the new people who show an interest in UUCP to help them become engaged and connected with the entire community.

Goals for Next Year: To have a successful small group that is engaging, helpful, and fun

NORTH CENTRAL DINNER GROUP

Name of Group: North Central Dinner Group

Name of Leader: Joan Myers & Robin Storm

Members of Group: 8

Group's Main Purpose: To provide friendship and support between the members.

Challenges in Past Year: The pandemic has been the most challenging part

Goals for Next Year: To reform the group once it is safe to return to in person worship.

OPEN DROP-IN GROUP

Name of Group/Team/Committee: Open Drop-In Group

Name of Leader(s): Linda Vance



Members of Group: Our group has met monthly with attendance of 12-18 people. Our group has a total of 31 people, members and non-members, on the monthly emailing containing a Topic that is the focus of the congregation that month.

Group's Main Purpose: The group developed a covenant. At the start of each meeting, we say the covenant and repeat the Principles of Unitarian Universalist. This group has no budget, does not serve coffee or refreshments. Attendance is an opportunity for those present to develop a spiritual practice by listening deeply, to sit with the thoughts of others, and to allow their presence to become a part of them, with sensitivity and compassion.

In April, we changed from meeting in Annex B, on site at UUCP, to now holding a Monthly Zoom meeting on the 3rd Thursday. We had 8 join us for the April meeting.

I have made individual phone calls to several of the members on the email group list and intend to call others to build community and learn of situations that otherwise we would not be aware of.

I did invite members to host a group meeting if they had an interest. Dan Coleman, a regular attendee, hosted in April.

The SGM will meet through the summer months as a support to those interested.

SENIOR WOMEN'S GROUP

Name of Group: Senior Women's Group

Name of Leader(s): Peg Paden and Val Wylie

Members of Group: Six

Group's Main Purpose: To build community by getting to know each other more deeply.

Accomplishments in Past Year: The commitment of the members to be present, to participate, to support each other.

Challenges in Past Year: None except the aging of the members.

Goals for Next Year: To continue this important ministry.

SPIRITUALITY OF AGING SMALL GROUP

Name of Group: Spirituality of Aging Small Group

Name of Leader(s): John Wilber



Members of Group: Joan Gale, Bill Snowden, Micheal Sheffer, Bonnie Fraser, Micheal C. Piper, Penny Shada, Pete Creelman, & Shellah Luke

Group's Main Purpose: Read The Gift of Years: Growing Older Gracefully and share our thoughts about each topic.

Accomplishments in Past Year: Read and discussed about half the book and created and discussed two additional topics.

Challenges in Past Year: Started meeting in person then switched to zoom.

Challenges for the Coming Year: Whether to continue in zoom when the church opens, adding new group members and whether we terminate when we finish the book or do another one.

Goals for Next Year: Maintain Interest and keep the group functioning.



CREATIVITY- MOVEMENT- STILLNESS GROUPS & ACTIVITIES REPORTS



CREATIVITY-MOVEMENT-STILLNESS GROUPS & ACTIVITIES:

OPEN ARTS AND CRAFTS STUDIO

Name of Group/Team/Committee: Open Arts and Crafts Studio



Name of Leader(s): Jay Alagia

Members of Group/Committee: Val Wylie, Mark Stambaugh, Laurel Hardin, Nina Shah, Joan Myer, Pamela Kielbowicz, Debbie Gordon, Barbara Danielson, Janet Gordon, Carolyn Lowther, Mel Swan, & Carolyn Lowther

Challenges in Past Year: Since March of 2020 the open studio is closed

Goals for Next Year: It plans to resume its activity as before with the same goals when the building reopens.

OUTDOOR GROUP

Name of Group: Outdoor Group

Name of Leader: Bonnie White

Group's Main Purpose: As a recreational and social group, we meet to share an outdoor experience, primarily hiking.

Challenges in Past Year: The hiking group has been inactive through the pandemic

Challenges for the Coming Year: We have high hopes that we will be able to hold our planned season opener the last week in September 2021, a weekend camping event at Sunset Crater National Monument. If it is safe to come together in person again, the plan will be to regenerate interest in hikes on the second and fourth Saturday of every month through March and maybe into April. Getting new hike leaders is always a challenge as well as finding new hikes to inspire people to come out and join us.

Goals for Next Year: Our only goal will be to make it possible for people to come together in fellowship and enjoy each other and the outdoors.

SATURDAY ADVANCED MEDITATION GROUP

Name of Group: Saturday Advanced Meditation Group

Name of Leader of Group: Jay Alagia

Members of Group: Bill Snowden, Mark Stambaugh, Dale Fisher, Mike Peterson, Mike Sheffer, Sue Kennedy, Pamela Kielbowicz, Claudia Myers, Judith Swift, John-Reed Maffeo, Granger & Marjori Macy, & Judith Swift

Special events/classes/workshops held in Group: Since the closure of the building, the membership has not changed. The group meets on Zoom from 10 to 11-15 am. on Saturdays.

Goals for Next Year: It plans to resume its activity as before with the same goals and same special events when the building reopens.



TRAVELING SECOND FRIDAYS

Name of Group: Traveling Second Fridays

Name of Leader: Barbara Cawthorne

Members of Group: There are usually 35-50 attending the Traveling 2nd Friday presentation.

Group's Main Purpose: We meet the 2nd Friday of every month January through May.

Events/classes/workshops:

- **January** - Katherine Manker & Bruce Gardner presented The Sacred Sights In Israel And Jordan
- **February** - Jay Bastani presented Venice, Italy
- **March** - Jan Kaplan presented Five Hikes Through Europe
- **April** - Harriet Williams presented Endangered Wildlife From Around The World
- **May** - Barbara & Dave Cawthorne presented Wild And Spacious Alaska

Goals for Next Year: The goals are to provide an enjoyable and informative program, lasting for around an hour of a trip the presenter has experienced.

WALKING CONVERSATION LOVERS

Name of Group: Walking Conversation Lovers

Name of Leader: Jay Alagia

Members of Group:

Judy Curtis, Mike Sheffer, Bill Snowden, Jerry O'Neal, Marina Hoffman, David Wood, Debbie Gordon, John-Reed Maffeo, Carol Manetta, John Abbot, & Susan Sain

Group's Main Purpose: Continue to enjoy walking, fellowship, Conversation and poetry

Special events/classes/workshops held in Group: The activity has stopped since March 2020 due to COVID-19

Goals for Next Year: It may not resume again.

WOMEN'S RITUAL

Name of Group/Team/Committee: Women's Ritual

Name of Coordinator: Patricia Reed & Joan Gale

Members of Group: 24 Listed in Realm



Group's Main Purpose: Support and learning through monthly rituals based on woman based theology.

Accomplishments in Past Year: At start of the pandemic increased to twice monthly meetings. Now back to monthly meetings.

Challenges in Past Year: Meeting Virtually

Goals for Next Year: Meeting again in person

UU UKULELE AND FRIENDS SONG CIRCLE

Name of Group/Team/Committee: UU Ukulele and Friends Song Circle

Name of Leader(s): Carolyn Allenby & Joan Gale

Members of Group:

Diana Edwards, Christine Carmona, Igor Glenn, Sandra Thomson, Janet Fall, Joanne Roberts, Mary Larson, Connie Jahrmarkt, & Alisa Phillips

Group's Main Purpose: To celebrate UU values of spirituality and community through song

Accomplishments in Past Year: During the year of Covid we have been meeting on Zoom for an hour every other week on Tuesday afternoons to share and learn music, improvise, listen, and encourage each other in musical expression.

Our activities include dancing to instrumental offerings, and making up lyrics on the spot, as well as experimenting with forms of chants, rounds, call & response, and taking turns for verses or parts of verses around the zoom room. Each attendee has the chance to suggest or lead an activity, and it's very "in the Moment" as someone's idea evolves with input from others. "Let's try this!" It's a safe and supportive place, and we have many laughs. And everyone can experiment with harmony when someone else solos...the advantage of controlling one's own mute button!

Challenges in Past Year: Learning zoom's opportunities

Challenges for the Coming Year: Consider advertising the group more widely? Carolyn Allenby has mentioned it to choir and neighborhood facilitators, with little response. Functionally, there are advantages to having only 6-9 faces in the zoom boxes. We need to discuss this in the group.

Goals for Next Year: Continue to build trust and willingness to experiment, exercise creativity, and practice spirituality through music





UU FOUNDATION REPORT



UU FOUNDATION REPORT:

UNITARIAN UNIVERSALIST FOUNDATION OF PHOENIX

Name of Group/Team/Committee: Unitarian Universalist Foundation of Phoenix (UUFP)



Contact Email for Leader of Group/ Committee: uufp@phoenixuu.org

Members of Group:

Jay Bastani (term ends 7/23)
 Rev. Christine Dance (ex officio)
 Dan Hunn, Treasurer (term ends 7/22)
 Jonny Lifshitz (UUCP Board President)
 Michele Morgan (term ends 7/21)
 Diane Targovnik, Co-President (term ends 7/22)
 Pierre Tariot Co-President, Secretary (term ends 7/21)
 Bonnie White (term ends 7/23)

Group's Main Purpose: To hold title to real, personal or any other type of property for the benefit of and in accordance with the purposes of UUCP.

What has UUFP done to support UUCP?

1. Annual Fund transfer of 5% of invested funds = about \$50k/year. (Current transfer is pending.)
 - a. This implies growing the balance to insure the 5% transfer keeps up with inflation and growth of the Congregational operational budget.
 - b. Net assets: July 2020, \$958,477.88; April 2021, \$1,169,899.38 (change \$211,421.50).
2. Chalice Keepers – A Legacy Givers Society
 - a. UUCP members and friends who have signed affirmations confirming they have included UUCP/UUF in their wills or estate plans.
3. UUFP has transferred funds to UUCP to support its recent capital campaign and for operating costs, and loaned UUCP funds. UUCP needed time to secure the full loan for the capital project.
4. We own 2 parcels of undeveloped land in Pinal and Apache Counties.
 - a. Need a plan to market these at the right time.
5. Discovered that the UUFP non-profit 501(c)(3) status had lapsed several years ago due to not filing paperwork.
 - a. Backtracked to clarify the issue.
 - b. Considered several approaches to regain non-profit status in a manner to align with UUCP approach.
 - c. First attempt did not work.
 - d. Dan Hunn is working with CPA (Monica Stern), who has refiled for 501(c)(3) status.
6. Updated the manner in which all documents are handled.
7. Moved Investment Fund and bank account to Notre Dame.
8. Virtual Giving Tree to acknowledge Legacy gifts. To view, please use following link:
<https://www.phoenixuu.org/chalice-keepers/>
9. Updated web page.
10. Updated the way meeting minutes are recorded.
11. Created an entirely new system to scan and store files electronically.



12. Identified a mechanism to create an inventory of physical assets.

a. Not pursued yet.

Challenges in the past year: COVID pandemic limited us to virtual meetings and all in-person activities were suspended;

1. Chalice Keeper Reception.
2. End-of-life planning workshops.
3. Annual Picnic at Railroad Park.
4. Legacy Society Annual Recognition event.

Goals for next year:

1. Resolve 501(c)(3) status.
2. Finalize plans to monitor status of real properties.
3. Resume usual in-person activities (as above).
4. Consider governance consultation (in conjunction with UUCP).
5. Create an annual calendar of events.
6. Establish a documented process for acknowledging legacy and other gifts for donor records.
7. Prepare for consultation with UUCP on future vision (see below), including offering a value proposition as to why Members may want to support UUFP.

Looking ahead: UUFP has been discussing some strategic or “vision” issues that would impact future plans and activities and would impact UUCP:

1. What assets should the Investment Fund keep in reserve in case UUCP encounters a crisis?

Recently, the UUFP Board unanimously recommended keeping in reserve an amount sufficient to cover 18 months of operating expenses for UUCP. The rationale: We think the minimum reserve should be funds sufficient to cover 12 months of operating expenses.

- However, we have all learned that economic volatility can erode the value of assets quickly, so the 6-month extra cushion was chosen pragmatically.
- At this time, the total target would be roughly \$1.5M.
- We believe that the Congregation may be more interested in helping to achieve this target if we all have a better understanding of the strategic importance of the UUFP.

2. What could UUFP do if we achieve the strategic reserve target?

We considered several “moderately audacious” goals to discuss with UUCP in due course, e.g.:

- Creating an “Empowerment Grant” program whereby individuals who want to work on climate/justice issues could seek UUFP support to permit them to work on such issues, e.g., money for childcare to free up time or some other purpose.
- Reinventing coffee hour.
- UUFP will be asking UUCP members to share their own ideas.



3. What could UUFPP do if we substantially exceed the strategic reserve target?

We considered several “big hairy audacious” goals to discuss with UUCP in due course, e.g.:

- A meditation walk meandering through the whole property.
- A scholarship fund to help send our most disadvantaged kids for higher education.
- A tutoring and/or mentoring programs for people of all ages/stages of life.
- An aviary.
- Mechanisms to increase UUCP membership diversity, e.g., including a specific goal of 20% African-American members.
- Programs to attract young members and families.
- Improving access to the building.
- Investing more in musical programming.
- Contributing even more to justice and climate issues.
- UUFPP will be asking UUCP members to share their own ideas.

