

Unitarian Universalist Congregation of Phoenix

**Annual Report to the Congregation
2001 – 2002**

SCOPE

The Unitarian Universalist Congregation of Phoenix Annual Report is:

1. 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.
2. A compendium of the interests, activities and events in the life of the Unitarian Universalist Congregation of Phoenix over the last congregational year.

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Board of Trustees
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The 2001-02 Board of Trustees:

- Betty Saylor, President
- Peter Fears, Vice President
- Joe Schmitz, Treasurer
- Kathy Ivey, Junior Finance Trustee
- Julie Smart, Senior Membership Trustee
- Sally Boyd, Junior Membership Trustee
- Marcia Jepson, Senior Life Span RGL Trustee
- Sean Gallagher, Junior Life Span RGL Trustee
- Bill Roberts, Senior Buildings and Grounds Trustee
- Dale Fisher, Junior Buildings and Grounds Trustee
- Jane Pauk, Senior Programs Trustee
- Jean Rosenberg, Junior Programs Trustee

The Board adopted the following goals for the 2001-02 year:

AREA 1: We want to strengthen our community and broaden relationships within the congregation, involve more members in the work of the congregation, have more people know what being a part of the UUCP can mean to their lives and integrate new members.

AREA 2: We want more opportunities for spiritual growth, an enriched adult program, a broader commitment to our children's spiritual education and continued growth of our music program.

AREA 3: We want to explore and develop a common understanding of what we mean when we talk about Shared Ministry and Community Ministry.

AREA 4: We want a friendly and inviting facility. The Board was focused on these goals and will be reviewing them and the progress made at the annual Board Retreat this summer. This year's progress in areas of particular significance include, finance and planning. A special part of the annual pledge canvas involved commitments to building renovation to make our facility more accessible to all. Four plans have been developed and will be discussed at the annual meeting. Once a particular plan is adopted a drive to complete the funding will begin.

In the area of planning, a committee for Strategic Planning has begun work. The responsibility of this committee is to help members of the Congregation set a clear vision of where we want to go as a church and a strategic plan for getting there.

A committee on Stewardship was appointed to support the work of a Strategic Plan. This committee will be leading the congregation in assuring the careful use of our resources to preserve and build our unique community for ourselves, to help make it a place for seekers of true religious freedom of belief, to be a support for those who need assistance in the greater community, and to be a constant source of challenge and inspiration. Many thanks to the members of the Board and Congregation for all they have committed to our successes. Good luck to us all as we face the new challenges of 2002-03.

Committee on Ministry
2001 – 2002 Annual Report to the
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Committee on Ministry

The Mission of the Committee on Ministry is to enable and ensure that the Congregation is an instrument of our adopted Covenant and Mission.

This church year ends the third year for the Committee on Ministry's (CoM). Designed by a Task Force and chartered by the Board of Trustees, the committee has spent many hours of study, deliberation and much trial & error. We remember often that, "We are making this up as we go along, and we have no apologies for that."

The committee charter is to promote, educate and assess the Congregation's Shared Ministry; to manage conflict, and to consult with the minister, staff, lay leadership and other congregants. The Committee on Ministry (CoM) held its annual full day retreat in August. Meeting with John Burciaga, we reviewed the previous year's Congregational Review results and set goals.

➤ **Assessment of UUCP Shared Ministry**

- Complete and present the Final Report on the *Congregational Review of our Shared Ministry Spring 2001*. (Presented to the Board of Trustees August 2001)
- Revise and shorten *Review of Minister's part in our Shared Ministry Spring 2002*. (1) We focused on UUCP's Mission Statement, adopted in February 1999; (2) provided respondents with essay questions as a means of presenting concerns; (3) In response to concerns brought to the CoM after the 2001 Preliminary Report, demographics were eliminated. (4) The committee changed the requirement of signatures of respondents, to strongly urging that respondents sign the returns.
- Administer the spring review and submit the Final Report at the 2002 Annual Meeting. We now have an effective and useful evaluation tool. Responses doubled this year, and we are pleased to submit our final report on the *State of our Shared Ministry, Spring 2002*, at the back of this Annual Report.

We are delighted to report that respondents indicated a high level of satisfaction with John Burciaga's ministry.

Completion of our first two-year cycle coincides with strong findings that this Congregation has made a successful transition of leadership and ministry. UUCP and John have a promising beginning in our continuing commitment to sharing the ministry of this religious community.

➤ **Consultation**

The CoM must work closely with the minister, and with the Board of Trustees, and other committees and congregants. It must also maintain independence. During this church year, the Committee on Ministry temporarily held double meetings to be available to the minister (in

capacity similar to a Ministerial Relations Committee). The minister has now requested a Ministerial Advisory be formed. The Committee on Ministry worked with John to arrive at this decision. We enthusiastically support his request.

➤ **Conflict Management**

- This committee is responsible for managing conflict. The move from *conflict resolution* to *conflict management* is an important transition. It represents a denomination-wide appreciation that conflict is a healthy part of organization life and is an important component toward healthy change.
- *Conflict management* is a combination of “preventing the preventable” and “working through the unpreventable”. Healthy conflict need not escalate. Differences of opinion, style, personalities, and beliefs need not lead to hurt feelings, nor cause institutional stress and trauma.
- Our subcommittee, the *Conflict Management Advisory Group (CMAG)* assists this committee by developing plans and strategies to assist in managing healthy conflicts. CMAG facilitated development of the congregational covenant of “how we will behave with one another”. The *Covenant of Commitment of our Congregation*, was approved by the Congregation at the congregational meeting.
- Not all conflicts are preventable. One type of conflict that is preventable is “procedural conflict”. The Unitarian Universalist Association (UUA) and the Unitarian Universalist Minister’s Association (UUMA) place great emphasis on the importance of Congregational Polity. The CoM continues to work with the minister, and with the Board of Trustees and others -- to resolve some disharmony among various UUCP documents: the *Bylaws*, the *Agreement* between UUCP and John Burciaga, and various charters.

➤ **Plans for the 2002-2003 church year**

Next year’s Committee on Ministry begins afresh. Important prerequisites are complete. The review process is successful; the *Covenant of Commitment* is in place; the congregation’s satisfaction with the minister is high; and the minister will have a separate Ministerial Advisory. This will free much time and effort for the committee to address more fully other areas of its charter, including education about and promotion of shared ministry.

The committee meets every month and meetings are open to everyone. We discuss sensitive and confidential matters in Executive Sessions. The CoM minutes for Executive Sessions are limited to necessary follow-up Action Statements. Six committee members sit on the committee for three-year terms and may not serve consecutive terms.

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| ➤ Brenda Hoskins, Chairwoman 2001-2002 | Term ends: June, 2002 |
| ➤ Ellie Anderla, Chairwoman 2000-2001 | June, 2002 |
| ➤ Bob Revette, Chairman 2002-2003 | June, 2003 |
| ➤ Susan Goldsmith | June, 2003 |
| ➤ Jeremy Mussman | June, 2004 |
| ➤ Ruth Amster, Chairwoman 1999-2000 | June, 2004 |

Leadership Training Committee
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The Leadership Training Committee started the year by reaffirming several “understandings about leadership that were adopted in 2000 as part of the committee’s mission:

- Leadership is shared.
- We are all leaders some of the time; we are all followers some of the time.
- We all deserve to know what to expect from both leaders and followers.
- Leaders uncover, support and enrich the gifts of all of us.
- Leaders take responsibility for planning, organizing, facilitating.
- Leaders need and deserve continuing education.
- Leadership may be seen as an opportunity for spiritual growth.

The LTC strives to offer leadership tools and tips and to be an interactive resource for the committees and the shared leadership of UUCP. Some of the ways in which we’ve effectively worked toward fulfilling the goals identified during our fall 2001 planning retreat are:

- Preparing and coordinating the program for Leadership Day with the Board, which the LTC will continue to do each Fall;
- Assisted Jessie Shotwell and her wonderful volunteers with implementation of the Legacy Notebooks housed in Office 2. The Legacy Notebooks are designed to hold each committee’s minutes, charters and other important committee business records. Our suggestion is that each committee keep their Legacy Notebook current for ease of review;
- Established a “consultant crew” where each active committee at UUCP was bestowed upon an LTC member who periodically contacts their respective committee chairs in an effort to identify the challenges, opportunities and gifts abundant within the committees at UUCP;
- Presented Mina Patel-Radia with a scholarship to attend Leadership Training School in Prescott in the fall of 2001 and we will continue to offer scholarship opportunities for district sponsored leadership development events;
- Hosted our first “Carrying the Torch” celebration in the fall to recognize and honor those who lead committees and projects at UUCP – each spring we will also host a “Passing the Torch” celebration, honoring the transition between outgoing and incoming officers and trustees;
- Started a Resource Library located in Office 2 for anyone to peruse and check-out materials regarding everything from agenda preparation and meeting facilitation to creative ways to build a more productive committee;
- The Resource Library also contains 3 issues of Churchworks: A Well-Body Book for Congregations by Anne Odin Heller, 20 copies of Letting Go: Transforming Congregations for Ministry, by UU Minister Roy Phillips and 3 copies of Salted with Fire, UU Strategies for Sharing Faith and Growing Congregations, edited by Scott Alexander, all of which we purchased last year to begin our library. The LTC plans to develop reading group with some of these materials in the fall and winter of 2002;

- Explored the unintentional mentoring process among junior and senior chairs and identified ways to make mentoring an intentional process;
- Offers a “Leadership Tip” each month in Horizons.

The LTC will continue to offer leadership tools and promote local and district events aimed at the development of new and renewed leadership.

Special thanks to so many people who have supported our work over the past year. Thank you for allowing us the opportunity to share the vision at UUCP. Some allies who’ve guided us in our mission this year or helped in special ways they may not even be aware of are: Jessie Shotwell, Glen Lockwood, Gene Cherry, John Burciaga, Julie Smart, Diane Olson, Sue Baird, Ruth Amster, Ellie Murphy and Muriel Osder.

Feel free to contact any member of the Leadership Training Committee if you have comments or suggestions.

Respectfully submitted,
Jaynn Truran, Chair
Rita van Alkemade, Co-Junior Chair
Tim Tilton, Co-Junior Chair
Susan Goldsmith
Kathy Ivey
Chuck Ivey
Bob Kammerle
Jeremy Mussman

Stewardship Committee
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On Feb. 12, 2002, the Board of Trustees approved the formation of the Stewardship Committee, which was formed by a group of members who believed we should establish a thoughtful, organized, long range stewardship approach for our congregation. The Stewardship Committee is promoting a wider definition of stewardship that goes beyond simply raising money. We feel that Stewardship in a UU congregation means the careful use of our resources to preserve and build our unique religious community as a haven for ourselves, as a place for seekers of true religious freedom of belief, as a support for those who need assistance in the greater community, and as a constant source of challenge and inspiration. We feel the work of this committee will touch the lives of each member. As part of our work, we are asking all members to review their own stewardship, not only of money, but of the care and management of our facilities, our congregational mission, our role in the wider community, our staff, and ourselves.

Our officially stated committee mission is "to help create and nurture a congregational culture of responsible and generous giving through education and example to fulfill the larger mission of the Unitarian Universalist Congregation of Phoenix". To fulfill that mission, we established these goals:

1. To review and assess our congregation's ability to financially support our mission.
2. To educate ourselves and the congregation about our stewardship responsibilities and privileges so members can make more informed decisions about their contributions.
3. To provide strategic oversight and guidance for the pledge drive leaders, utilizing expertise in fund raising techniques, research into our giving potential, and knowledge of congregational needs and culture.
4. To create a stewardship/fundraising program that will assure our congregational giving is generous enough to support congregation approved mission and goals.
5. To cooperate with the UU Foundation in encouraging both current contributions and bequests to the Foundation.

We have been meeting at least once a month to educate ourselves about successful stewardship actions from other UU congregations, and to create an overall plan for use by the Annual Pledge Canvass Coordinator, who then will not have to "start from scratch" as we have done for several years.

We are also forming a congregational team to attend a Pacific Southwest District sponsored workshop in Pasadena, Oct. 5, 2002, called "Creating Congregations of Generous People". Each member and friend of the congregation can understand what we are doing and exactly how we are trying to accomplish our goals by reading our monthly column in HORIZONS. Stewardship Committee members currently are: Sue Baird, Jesse Hise (chair), Jan Kaplan, Howell Lind (mentor), Glen Lockwood (advisor), Jim Lynch, Chuck Ivey, Kathy Ivey, and Mark Schmitz.
Report submitted by Jesse Hise, Chair

Valley Interfaith Project Core Team
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The VIP Core team was organized last spring after VIP organizer Paula Osterday had several meetings with Rev. John Burciaga, various committees and the Board of the congregation. The congregation has been a member of VIP since the late 1980 but has not been active in recent years. It was decided that active participation in VIP programs, conferences, and initiatives in the city would be consistent with both the shared ministry and community ministry goals of the congregation. The Core Team expects to address the following aspects of our mission in some manner every year:

- Embrace diversity;
- Passionate pursuit of UU principles;
- Promote lifelong spiritual growth through service . . . and education;
- Be effective in the greater community.

For a few months we were unclear about how to proceed. However, after Brenda Hoskins attended the Congregational Development Conference in Casa Grande in October we saw a clear path. In early November John Burciaga, Ellie Murphy, Brenda Hoskins, Melissa Schwartz and Nancy Bowen participated in the neighborhood audit for the Smith Park neighborhood in southwest Phoenix. This neighborhood experiences dangerous levels of pollution everyday. We helped conduct a house to house survey of residents in order to help the Smith Park Core Team know the most pressing issues. This was an inspiring and motivating activity for all of us.

Our primary goal this year and next is to nurture a strong sense of congregational community by providing opportunities for members to know one another better, participate in significant conversation and name for themselves what is of greatest importance, and find inspiring ways to engage the world.

To this end we have conducted two Sunday morning services of small group discussions. On January 27, 20 small groups discussed “What is sacred to you? or What do you find most important in life?” On May 5, 15 groups discussed, “How have you engaged with the world? and How would you like to engage the world?” Both services were well received and offered the team important information about common concerns in the congregations. The debrief for the May 5 session has not taken place at this writing. The core Team is grateful to all those who facilitated these discussions.

After the January meeting initiated the interactive space behind the pulpit. One of our goals was to create a quiet space in the midst of the busy-ness of Sunday morning in the sanctuary. To that end the candles of silent joys and concern were moved. Also the joys and concerns are now written on origami paper that is folded into cranes each week. These cranes hang in the window above the quiet space and symbolize our willingness to hold these concerns and joys in the congregation's consciousness." The reclamation and creation of this space has been a bigger job than we anticipated. The full vision may not be accomplished this year because we have no operating budget. However, we hope this space will ultimately be used by various individuals and groups to share personal expressions of religious and spiritual significance. A few shadow boxes

are in the making. A mask making workshop has been suggested. Quilted squares, a doll project, and personal spiritual road maps are all options.

Opportunities in the coming year:

- House meetings: we are exploring how to offer more frequent small group discussions outside of the Sunday morning worship. Watch for time and topic.
- One on One conversations: a technique for building public relationships of mutual respect and awareness. Training will be offered.
- Clusters: working cooperatively with other Paradise Valley congregations on issues of common concern and interest.
- National Training: the Industrial Areas Foundation national training will be held in Phoenix making it easier than ever for a couple of members to understand this model more fully.

Valley Interfaith Calendar

2002

- July 13 Strategic Planning (UUCP has four delegate slots)
- August 8 District 11 Candidate Accountability Session at Paradise Valley United Methodist Church
- September Governor's Accountability Session
Superintendent of Public Instruction Accountability Session

2003

- January Neighborhoods of Excellence
- March National IAF organizers training is in Phoenix
- Fall 15th Anniversary of V.I.P. Celebration

While the Core Team is a hearty little band we are always willing, indeed, eager to expand our numbers. If our goals interest or intrigue you please let one of us know so that we can alert you to our next meeting.

Nancy Bowen, Brenda Hoskins, Ellie Murphy and Mary Ellen Mussman

Treasurer's Report 2002
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Supporting the Mission of Our Congregation

The money we receive in pledge gifts, contributions, facilities rentals, and fundraisers is used to support the mission of the congregation. For fiscal year 2001, a budget of \$323,770 was approved at the annual meeting on 1/27/01. For fiscal year 2002, a budget of \$329,502 was approved at the annual meeting on 1/27/02.

Pledge Drive

The pledge drive for 2002 was conducted in the fall of 2001. By the end of this pledge drive, during which we experienced the horrors of September 11th, we had collected over \$224,000 in pledges from 231 households.

The theme for the pledge drive, "UU Revival", became all the more poignant after 9/11. Members of the pledge drive committee (Sue Baird, chair, Steve Bartlett, Sharon Hise, Jesse Hise, Nance Hochwald, Jan Kaplan, Heather McClellan, Joel Schmitz, Mark Schmitz, and Kathy Ivey) along with the UUCP Choir and many dedicated stage-hand types, hosted the UU Revival on October 29th, 2001. A repeat appearance by Jim and Tammy Baye Faker brought us to our knees, in laughter if not repentance. The evening was enjoyed by all.

Fundraisers

Other fund raising activities, including the sale of FUUD coupons, house parties, and the cabaret successfully added to our ability to meet our budget, with a total of \$7,520 earned.

Goals

The UUCP has formed a Stewardship Committee, to look at ways to create a culture of giving in the congregation. With the able leadership of Jesse Hise, and the expertise of Rev. Howell Lind, we hope to increase both the time and money commitments of our members to this liberal religious community.

I look forward to working on the budgeting process for the fall of 2002. Sandy Shotwell is providing invaluable service and advice, as she did for the 2002 budget. Our goals are to refine the present process that will be even more transparent and open to discussion than in the past, and to begin moving toward a program-based budget.

The process by which we raise funds for the work of the congregation will be enhanced in the following months as we enact procedures to assure continuity and success of our fund raising efforts.

Thoughts

Early in 2002, our beloved Treasurer, Joel Schmitz, resigned his position due to family and work needs. He has been instrumental in revising our budget process and record

keeping procedures, and we acknowledge his immense contribution. Both Joel and Jessie Shotwell, our Wise and Courageous Administrator, have been invaluable to me as I assume the Treasurer's role.

Respectfully Submitted,

Kathy Ivey
Treasurer

Pledge Drive, 2002
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In the summer of 2001, the 2002 Pledge Drive Committee was optimistic and on-track to begin the new pledge campaign. We were excited to follow the successful drive of the previous year (\$225,000, 224 pledging households) and adopted a similar model.

The Board of Trustees set our goals for the year: **\$240,000** for the general fund and a special, one-time **\$25,000** drive for our accessibility project. They approved our theme “UU Revival.”

Our pledge drive was to take place over three months:

- September – at the Leadership Retreat we asked all congregation leaders to pledge during the month of September to get our pledge campaign off to a solid start.
- October – the “official” start of the pledge drive. A mass mailing was sent out at the end of September asking all members and friends to pledge. An all-congregation fellowship dinner and celebration was scheduled for Saturday, October 20th. Pledge Drive “minutes” were given from the pulpit to remind and encourage everyone to pledge.
- November – Sunday, November 4th was set as “Commitment Sunday,” with our minister, John Burciaga, speaking on the importance of pledging, commitment and stewardship. Any members and friends not submitting a pledge by that date would be individually contacted by phone.

And just as we were getting started, September 11th came. In the terrible days of uncertainty immediately following, we asked ourselves if it was appropriate to proceed with our “UU Revival” theme which had a dual meaning, part of it fun and funny. Would it be right to be laughing during such a somber time in our country’s history? With our fellowship dinner celebration just a month away, we finally decided “yes.” We thought an evening of laughter and diversion would be good for all of us.

Immediately following September 11th the slide that the economy was in became much worse as many jobs were lost. These were uncertain economic times and it made our pledge campaign more difficult.

Our fellowship dinner was a great success with about 150 attending and many pledges coming in. And more pledges came in leading up to Commitment Sunday, but we were falling very behind in our goals. We were able to gather more of the pledges through the phone calls the Pledge Drive Committee, the Board and other leaders made.

Our final tally was \$224,395 from 231 pledging households. The average household pledge was \$971.41 or \$64 per household short of the \$1035 we needed. We also received \$12,000 for the accessibility project. We fell short of our goals, but believed that this may have been due to the shaky economy with some in our congregation losing their jobs and many more worrying about their jobs.

From this experience, and with the leadership of Jesse Hise, John Burciaga and Howell Lind, we formed a Stewardship Committee to look at all aspects of how we care for our congregation and our buildings and grounds. As this is being written, a new model for our giving campaign is being developed.

Respectfully submitted,

Sue Baird

For the Pledge Drive 2002 Committee – Steve Bartlett, Jesse and Sharon Hise, Nancy Hochwald, Chuck and Kathy Ivey, Jan Kaplan, Heather McLellan, Joel and Mark Schmitz

Called Leader of Ministry
2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix

It is a challenge to say which people and events were most defining in these first two years. The previous observation that too few people are involved in the life and leadership of this congregation is no longer true. Let it be said, however, that *Betty Saylor's* leadership of the Board has been key. Her stability, diligence and masterful moderating will be missed, and her presence has been symbolic of a new day at UUCP. One sign was that the Nominating Committee enjoyed more responsiveness from those asked to serve the coming year.

Among *defining moments* was our Covenant Sunday, following long and devoted efforts to fortify our relationships and mutual understandings as we work together, regardless of differences, for the good of this congregation. We have applied *conflict management and prevention* principles to real-life situations with rewarding success. The *recent important survey* from the Committee on Ministry (CoM) was encouraging overall, indicating that we feel the conflicted past is behind us and are positive about the present and our prospects for the future. While we now perceive ourselves as highly “*diverse*,” thoughtful voices caution that we must carefully “walk our talk” in that regard. Reflected also were significant strides towards greater “*shared ministry*,” one model of which is our excellent staff, which is a pleasure to work with. Our weekly meetings take many steps to anticipate church needs. The real crossroads of a church is always its office, and *Jessie Shotwell* has made it a smoothly functional and operable environment for members and leaders. *Connie Clemons* is now *dean* of staff in terms of her longevity in a position that once was but a way station; her professional growth is evident and her vision for the role of music in our congregation is something we must strive for. *Lisa Casey* has attracted many new families and children and is a hard working and effective leader in our education program. The new Safety policy she led us to create and implement fortifies the nurturing program she has strengthened in her brief time with us. I support also her vision of a new organizational proposal for our program that will make our church school and Sunday services more inclusive of each other.

We are beginning creation of a *Strategic Plan* that will coordinate our growth and longer-range mission, and now have a year-round committee that will be key to sounder *Stewardship* of our potential resources. Our *Foundation* too is increasing its visibility while managing our “ministry to the future”—one that deserves more of our attention. Among our important challenges is *harmonization of documents* stating our polity, governance and various Agreements (e.g., bylaws, charter, and ministerial contract), each of which were innocently but independently created. I already have indicated my need for a new “ministerial advisory” that will focus on my performance *vis a vis* my contract and expectations, and relieve the CoM of that extra burden while it monitors the overall health of the congregation’s ministry.

Our *Community Ministry* is taking clearer shape. The Booker T. Washington Head Start near downtown, long a staple of this congregation’s concern, has become our “window” of greater service to the Garfield and East Lake Park neighborhoods. Our current budget has a generous line item to enhance those efforts, and our Social Action Committee helps to review and propose alternatives for wise use of these “outreach”

resources. Equally important are our *ministries to Central America*, where a little goes a long way, whether in willing hands or generosity of means. The list of those from here who are going on-site to such areas with their expertise and our offerings, is growing, and the improvements made possible extend from educational sponsorship, health care, computer installations, potable water, etc. The Mankers are helping us to reestablish vital connections with our sibling congregation in Romania/Transylvania, where Unitarianism continues its recovery from the long and infamous suppression of religious liberty.

Key to no few of our programs and initiatives has been the addition of new “Affiliated Ministers,” Nancy Bowen and Howell Lind. They have chosen UUCP as their congregational connection with the UUA while they create larger “community ministries” to fulfill their own ministerial missions. Their expertise in many areas has greatly helped our initiatives through Booker T, our “house meeting” services, and the new Stewardship council, but their overall contributions are more far-ranging. We thank them for their clear commitment to, and love for, this congregation, and cherish the relationship that has grown between us.

It is said that vital, growing churches have many problems, while dead churches have only one. Our problems are opportunities to grow, both in spirit and in service. Were it easy to list those whose efforts have benefited this congregation, I would do so. But the list is large and growing. Indeed, you are many, and your service is worthwhile and appreciated. Working with you is a pleasure and reassures me that I am truly *called* to this place and to these people. May another year find us farther along in our vision of a better world and community—one that begins at this address on East Lincoln Drive in Paradise Valley.

Respectfully,

John E. Burciaga

Music Director
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The Music Director is responsible for the music performed for Sunday Services and is involved in planning music for special events of the congregation. This position includes direction of the Congregation Choir and Family Choir. Sunday Services music includes preludes, postludes and offertories, hymn accompaniment and scheduling of special music.

Member and visitors often their appreciation for the music. It is apparent that music is vital to the life of the congregation. This past year I have worked with the minister, administrator, director of RG&L and members of the Sunday Services committee to plan music for the Sunday Services and Christmas eve. I also worked with the Finance Committee in planning for the music for the fall Fund-raising dinner.

The Congregation Choir has led singing and performed anthems and introits for two to three Sunday services per month, September through the first Sunday in June. The Family Choir performed anthems and preludes once a month for Sunday Services. Both choirs performed in the Christmas Eve Service.

In May and June the Congregation Choir combined with the Valley UU choir to perform the oratorio, *Gloria*, by Antonio Vivaldi. The choirs were accompanied by a chamber orchestra and harpsichord continuo. The choir and music committee planned and performed in the annual music fund-raiser, Cabaret. Family choir members were unable to perform but put in much work behind the scenes. Both choirs performed in the Inner-generational Service held on May 19.

As music director I have participated as a workshop leader in two Fabulous Fridays sponsored by the RGL program. The first was on learning hymns, and hymn singing. The second was Liturgical Dance.

Many fine musicians from our congregation and many guest musicians have provided outstanding music for Sunday Services and special events. We are glad to see more youth involved in music here at UUCP.

Ruth Thistlethwaite, our choral librarian, donates many hours and supplies to keep our music library organized and accounted for. We are thankful for her time and care in tending to this necessary task..

Ed Grobe, our accompanist, also donates many hours rehearsing with the choir and preparing music Sunday services. We are glad to have also his original compositions to enjoy.

The members of the music committee include Jerry Whalin, president, Pat Shannon, treasurer, Joyce Short, Ruth Thistlethwaite, Richard Jahrmarkt and Gail Paul as well as myself. We all thank this committee for the many decisions they make to insure a vital music program.

I am currently working with the Sunday Services committee to plan more effective congregational singing on Sundays through greater general knowledge of our hymnal. The Fabulous Friday workshop was a beginning. The after-Sunday services "Learn the hymnal with Connie" was not well attended. I realize learning the hymnal is a long-term process. I will plan more activities to help this process along.

The choir was fortunate this year to receive a donation designated for the purchase of choir robes. After much deliberation robes were chosen. As of the writing of this report they have not arrived. Many thanks to Terry and Barbara Robinson for this generous gift.

It has been a full year. Plans are already being made for the coming year. I am thankful for the opportunity to serve as Music Director. I hope that my work here inspires the members of the congregation toward richer, more meaningful lives.

Respectfully submitted,
Connie Clemons, Music Director

Administrator
**2001 – 2002 Annual Report to the
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Staffed by one paid professional, and nine volunteer professionals, the UUCP Administrative Office supports the mission of the congregation by, as efficiently and effectively as possible, operating as the hub of activity, communication, and business.

This office fulfills functions not otherwise covered by lay leadership, such as maintaining the member database, keeping the accounting books (including posting pledges, other revenues and all accounts payable), producing financial statements, editing and producing the monthly newsletter “The Horizons,” administering payroll and employee benefits, performing some property management, overseeing all room rental and use, maintaining the computer network, and of course all sorts of miscellaneous administrative and maintenance tasks.

Of course no one person could keep up with this workload. A significant percentage of the work gets done with volunteer labor. Each office staff member takes their volunteer job as seriously as if it were their full-time paying job and our incredible success story is based on this attitude. Nowhere else in our operation does the impact of volunteer effort translate more dramatically into dollars than in our Administrative Office.

While all team members perform all office functions, each team member also has a specialty or two. Here are just a few of the tasks our volunteer staff members perform:

- *Bill Parker* keeps the membership database and bola ties current. He is the one tasked with reading your handwriting!
- *Lynne Powers* posts all the revenue. This is a huge job and Lynne does it so well that I barely think about it.
- *Bernie Hall* audits the FUUd CUUpons sales and runs the office by herself on Tuesday Mornings while I am in staff meeting. Every week Bernie meets this very stressful assignment with grace.
- *Charlie Lynch* is our “run-around-guy,” saving me untold hours (and potential crankiness because I *so* dislike running errands) shopping, making bank deposits and fetching FUUd CUUpons. With his inimitable “Charlie” style, he takes this task to a new level as he spreads hugs and smiles on his rounds.
- *Sharon Hise* has become proficient at inputting payables (no mean feat,) and in performing this important weekly task, frees up loads of time for me.
- *Julie Smart* is my organizing soul mate and is both the brainpower and elbow grease behind many of our efficiency-enhanced systems.
- *Ellie Murphy*, with her strong Administrative Director experience is constantly willing to pick up the slack for me or offer sage advice. Many people don’t realize that for me to take a vacation, I must arrange coverage for the office. This year, I have asked for time off three times, for up to three days at a time, and upon every single request, Ellie was the first to say she’ll cover my duties while I am away.

- *Ellen Bauman and Peggy Paden* are new to the team. When we put out the call for more volunteers so my schedule could go to part time, they stepped up and joined the team without hesitation. We are just now working out their specialties and look forward to their continued contributions to the team.

To put all this in perspective, consider that when I began working here January of 2000, we employed two people in this office with a payroll load exceeding \$52,000. Now, with all our volunteer help, I was able to go to a part-time schedule and payroll load is \$32,000. Also, without our Horizon's collating crew, we would likely spend over \$1,800 per year collating, labeling, and packaging our newsletter.

That is almost \$22,000 in direct cost savings per year! So, please join me in offering our volunteer office staffers & collators a \$22,000 "THANK YOU!"

I also want to thank John Burciaga, for being such a great boss that I am continually inspired to keep serving here, and the Board of Trustees for being amenable to the creative solution that allowed me the opportunity to do so. Thanks to this incredible professional staff too; no one has better teammates than Lisa Casey, Connie Clemons and Manuel Gomez. I also want to give a big thanks to our members far and wide who regularly offer me kind and encouraging words. I may say, "Awe shucks, I'm just doing my job," but I do hear your praise and appreciate it ever so much.

Finally and most of all, thanks to my spouse Sandy Shotwell, as she steadfastly honors her vow to champion my happiness and evolution, even when it means a lower family income!

I look forward to an efficient and effective 2002-2003 Program Year of employing the solid systems we've built and enjoying each other as we do this good work.

Jessie Shotwell
Administrative Director
Unitarian Universalist Congregation of Phoenix

Lifespan Religious Growth & Learning Director
2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The thought of writing a brief narrative on all that we've done in the one year since I've been here as the Lifespan Religious Growth and Learning Director is a daunting task (and brevity is not one of my attributes.). If I had to sum the year up in one word, that word would be "ambitious." I will try in this report to explain what it was like when I started, where we are now at the culmination of my first year and where we are headed.

My main focus and goals for this year were to revitalize programs that had fallen to the wayside in the absence of an LRGL Director and to improve relations that were historically strained or even somewhat enigmatic. Adult RGL, Young Religious Unitarian Universalists and a Young Adult program (which was non-existent when I arrived), were three areas that needed immediate attention. The relationship with the Cooperative Preschool and Kids Kamp was at best vague, and needed nurturing and development. The relationship with Desert View has been pleasant and simple, as they are a rental and have been operating here with few problems for over 30 years. And Children's RGL was functioning, but only by the grace of some very dedicated parents and volunteers who were quickly burning out. Attention was needed in almost every area.

Adult RGL: When I arrived, there were only three committee members of ARGL and I am not sure of the last time that they convened. In a Herculean effort I tried to develop the first session of ARGL by myself. I secured class leaders and scheduled over 15 classes and workshops ranging from Henna Body Art to UUs and the Bible. I was proud of the Fall ARGL line up and expected huge support. And then the tragedy of Sept. 11 happened and only a handful of people showed interest in any of the classes. Coincidence? I am not sure, but I do know that I recognized the need for a strong ARGL committee with more members *and* more input from the congregation to make sure we were meeting the needs of the congregation. We increased the committee's number to six members, polled the congregation on interests and forged ahead with some new ideas including Book Discussion Groups and Fabulous Fridays. We reviewed new ideas for the Book Table and have increased book sales and increased interest in general in ARGL. We had two special meetings – a "Start Up" in January with the PSWD District consultant and both RGL committees and a recent Mission Statement and Charter Development meeting with a Leadership Training Committee representative. We are definitely "gelling" as a committee, having established a model for leadership and we are planning a goal setting and year planning retreat this summer. Things are definitely looking up.

Children's RGL: The CRGL program persevered in the absence of a Director solely because of the dedication and commitment of a few parents and teachers who would not allow their children's religious education to be abandoned. Although they were successful in maintaining a CRGL program, a collective sigh of relief was breathed when I arrived at UUCP. I spent a few weeks in training with Gloria Keenan, the acting CRGL Director, and compare my learning experience to trying to take a drink off of a fire hose.

I was drenched! I quickly convened with a Curriculum Visioning group to examine long-range plans for CRGL, began meeting with a safety group to develop UUCP Safety Policies & Procedures and met with the CRGL committee monthly ~ who were gracious and appreciative of my just being there. We all worked together and planned the year which included hosting a fundraising endeavor by the nationally acclaimed theater troupe Childsplay in the Fall; securing and training over 40 volunteer teachers for the year; participating in several Intergenerational services; planning multiple special vents and holiday celebrations and hiring a seasoned nursery supervisor/childcare coordinator. The product? We have had over 10 new families join the church this year and the enrollment of children in CRGL has increased from 65 registered children to over 110. Together Time has been a regular feature of Sunday Service and has been lauded, and we are having a CRGL Committee retreat in June to examine mission statements, develop a charter and review an exciting new Religious Education proposal modeled after the successful “Way Cool Sunday School” used by Neighborhood UU in Pasadena, CA.. We have also increased the committee’s membership from an initial five members to nine.

Young Religious Unitarian Universalists (YRUU): In the fall, I was lucky enough to have two enthusiastic volunteers agree to head up the YRUU youth group. With a lot of experience with teens under their belt, but little with our UUCP youth, the first commitment I made to them was to get them training. Kim and Andy St. Clair attended Youth Advisor Training in September and the rest is history. With the assistance of Sharon and Conway Brew, who teach the Neighboring Faiths curriculum to the teens and have acted as advocates for the teens throughout the year, the YRUU group has been a huge success. (See Trustee’s write up for details). In May, nine of our teens attended the mini-con in San Diego and at this writing some are even planning to run for office in the District YRUU. This group meets regularly, has held many successful fundraisers, attends cons, has developed a covenant and continues to build positive relationships and friendships with one another. This is a true success story.

Young Adults: Although it is not in my job description, I was aware of a huge gap at UUCP that needed immediate attention if we were to continue to grow and flourish. Very little programming is geared to Young Adults, the 18 – 35 year-old age group (of which I am a part) and a very small percentage of our congregation is comprised of this age group. Although time constraints prevent me from pursuing this ministry in full, I recommended an allotment in the RGL budget to support this ministry under the guidance of a YA Leader. Jayne Truran answered this call and is actively attempting to get YA off the ground. She has my full support and a budget of \$1500 to make improvements – a landmark for UUCP! Hopefully we will hear of great progress for YA this coming year.

UUEEC: The relationship between the cooperative preschool and UUCP has from my understanding, been historically rocky. In an effort to break the chain of strained relationships, the new director of UUEEC, Melanie Romero, and I, quickly got to the business of getting to know each other and working together as partners with a common goal of providing the best education for children who come through our doors based on Unitarian Universalist principles and values. Although there is still work to be done in

fostering a healthy and cooperative relationship between UUEEC and UUCP, Melanie and I are committed to maintaining regular communications and discussing concerns immediately before they have an opportunity to escalate. This positive relationship has benefited both the mission on the congregation and the goal of the preschool to offer an excellent cooperative education based on Unitarian Universalist principles and values. It is my hope for the future that with the increasing enrollment of new families at UUCP, we will become more active with UUEEC and a larger percentage of our children will attend UUEEC.

Kids Kamp: Kids Kamp has been operating at UUCP for over 20 years and has most recently been an entity unto itself. Although Kids Kamp has been operating successfully for many years, its relationship to UUCP has been vague. In an effort to more clearly establish Kids Kamp as an offshoot of UUCP and RGL, a meeting between the Kids Kamp directors, the UUCP Administrator and several members of the congregation convened to discuss options for Kids Kamp. The direct result is that Kids Kamp is now directly under UUCP, which means that the Kids Kamp staff will be contracted employees of UUCP and the directors will work more closely with UUCP staff in future camp planning and bookkeeping endeavors. This relationship will benefit Kids Kamp, the RGL Program and UUCP, by bringing the camp back into the folds of Unitarian Universalist principles and values and by providing a framework to continue Kids Kamp for many years to come.

Although this appears to be a long summary, I have kept it as brief as possible considering the magnitude of reach that LRGL truly has. I have thoroughly enjoyed my first year here and I am looking forward to growing with this congregation in the future. I owe a huge thank you to the staff, my terrific RE assistant, the ARGL committee, the CRGL committee, the childcare providers, our nursery supervisor, the directors of UUEEC and Desert View and the numerous volunteers, teachers and friends who have made RGL so successful at UUCP.

Membership Program Trustee
2001 – 2002 Annual Report to the
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The Membership Trustees who head up the Membership Program oversee and coordinate the efforts of the Unicure Committee, co-chaired by Ellie Murphy and Bill Parker, the Newcomer and Hospitality Committee chaired by Lynne Powers, the Publicity committee co-chaired by Marilyn Bellincampi, Carey Crabbs and Bronwynn Torgerson and History and Archives chaired by Gretchen Manker. These committees work to attract and welcome new members and friends, assist and support members and friends in times of personal need and encourage members and friends to participate in the shared ministry of the congregation.

Please refer to the reports of the committees mentioned above, which can be found in their respective sections of this report. If you find the work of any of these committees to be of personal interest please contact the chairs listed above or the congregation office to become a part of their ministry.

This year the trustees presented four "New UU" classes for new and prospective members. This series of two classes and a pot-luck are presented on two consecutive Sunday mornings at 9:00 in the church library with the potluck on the following Saturday. We wish to give a big THANK YOU to Ellie Murphy, Mark Schmitz, Janet Wise, Rita van Alkemade and Tim Tilton who so ably presented the class material and warmly welcomed the newcomers.

We are most grateful to Janice Brunson who opened her lovely home with its grand vistas for the potlucks.

Following each series of classes, the new members were introduced to the congregation in a short ceremony after a Sunday service, which included signing of the membership book. Members were introduced with a short bio and given a flower, a directory and their bolo tie.

Thanks to Bill Parker for his timely service as "maker of bolo ties".

The membership trustees also published a new all-congregation directory. This was done with the help of Jessie Shotwell who updated the database and along with the artistic Ellie Murphy designed the cover, so symbolic of our congregational home.

We also must thank the faithful collators and the "Phantom," aka Bob Murphy, who shopped for the paper and card stock.

We would like to give a special thanks to Rev. John Burciaga who challenged us to expand our "New UU" program to four classes each year and has supported us by meeting with newcomers on a regular basis and participating in the New UU classes. Julie Smart, Senior Membership Trustee Sally Boyd, Junior Membership Trustee

Unicare
**2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

The highlight of this year in Unicare is the special day-long workshop “The Congregation as a Community of Care,” to be held on Saturday, June 1. As of this report, about 18 registrations have come in from all over the state, and even from California. The expectation is that there will be at least 40 people attending the event, the first of its kind to be hosted by UUCP (a “flagship” congregation, if Rev. John’s vision for us is realized).

Dr. Sylvia Friedman, of the River Road church in Bethesda, Maryland, will lead the seminar, which received all kinds of accolades at General Assembly and in the various district meetings where she has presented it. Several of our own Unicare people will be present to serve as hosts and to learn, among other things, how to set up a more effective pastoral care program, how to get the entire community involved in shared ministry, and how to select and train members of pastoral care teams.

Unicare people meet with John, as our leader of ministry, on the first Monday of each month, and share not only information about members’ current needs, but also our own stories, as a way of nurturing the caregivers. About 35 people have indicated they are willing to provide care to others in UUCP, if only a friendly card or phone call once or twice a year. Other caregivers prefer not to attend meetings, but are willing to help with memorial services if called upon. Some who have been there for others this year (and not in any sort of meaningful order!): **Shirley Karas, Ann Jackel, Gail Walker, Bernie Hall, Julie Smart, Pauline Gay, Anita Silverthorn,, Alisa Hawthorne, Donna Featherston, Charlie Lynch, Billye Butler, Joanne Michael, Brenda Hoskins, Ruth Thistlethwaite, Ellen Bauman, Sally Boyd, Lani Comp, Sandra Thomson, Julie Wambach and Jessie Shotwell.**

This year, for the first time, Unicare has also been able to provide support for the those members who are looking for new employment: **Pauline Peverly**, Adult Job Re-Entry Counselor for Maricopa Community College District, and **Gene Cherry**, a retired psychologist, have voluntarily formed the “Job Club” under the Unicare umbrella. Pauline and Gene meet weekly with job seekers to network, give moral support, help with writing resumes, and offer tips for successful interviewing – all invaluable services to their fellow UU’s and true “shared ministry.”

In addition to hospital calls, rides to the doctor, babysitting, and notes of sympathy, one of the most successful projects Unicare undertook this year was the sending of Valentines to some of those people we hadn’t seen for a long time and truly missed. The response was heartwarming, with several long-absent members returning to “active duty.” Plans for next year include providing support to new members who are seeking friendship and community, and showing our appreciation for leaders who work hard for us but are sometimes overlooked in the “busyness” of congregational life.

Ellie Murphy, co-chair with Bill Parker

Building & Grounds Committee
2001 – 2002 Annual Report to the
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The Building & Grounds Committee is responsible for organizing and managing projects to maintain and improve our facility and grounds and for providing guidance for long term planning and projects. In both of these areas the committee had another productive year.

The present committee while small (four to five primary members and a few loyal helpers) has been very active over the last two years. Landscaping has been under the watchful eye of Audrey Mawson and the never-ending work of Janice Brunson. In addition Janice has been especially involved in upgrading the appearance of the building both inside and out. Thanks to the work of James Goodreau we have completed most of the renovation of the kitchen and now meet town safety and building codes and have an environment for the preparation of meals both fancy and simple. Marshall Smart has been organizing the sound team and with the aid of a consultant has developed a proposal for additional improvements to the sanctuary sound system. Bill Roberts and his ever-ready chain saw continues to keep our larger trees under control. New member, Jeff Metcalf, has jumped right in and recently rewired the pathway lighting to the Memorial Garden.

Other projects during the last year include renovating the handicapped bathroom in the education building hallway, cleaning out and prioritizing storage space within the building, installation of a special sound system to aid the hard of hearing, improvements to the UUEEC playground and installation of new gates in the courtyard wall.

The Kitchen Project

This major renovation project was begun last year with initial funding from the Foundation, member contributions and from special fundraising events. The objective was to bring the kitchen into compliance with current fire, health and safety codes and to make it possible to prepare meals for large group events. This was an essential project as we were not close to compliance with the old kitchen. Most of the available funds went to changes to meet current codes, the major item being the installation of a commercial vent system with fire suppression. Other changes included new sinks, a new stove and oven and three wonderful stone counters donated by Mike Kern. The layout was suggested by Architect /member Banks Upshaw to allow traffic to flow through the kitchen between the Sanctuary and hallway without disturbing kitchen activities.

We do not yet have funding for much needed additional shelving and storage, a dishwasher and a worktable beside the stove. (The old shelves and wooden cupboards had to be removed because of health department codes.) Since we did not have any funds available in this years' budget or from the Foundation, B&G will continue special fundraising efforts to complete the project. Please be patient.

Improved Access

Last year the Board asked the B&G Committee to propose a solution for improved access for the handicapped to the front doors of the church building. As discussed in the January Horizons, the initial proposal was for a curved ramp to the left of the present stairs. The ramp design has already been approved by the Town of Paradise Valley and our special use permit for its construction is valid for two more years. (If we make a

different choice we may need to get new approval from the Town.) Recently, other alternatives have been suggested including a walkway through the meditation garden, a building addition with an elevator to reach the second floor and a mini elevator beside the front steps. Church members were invited to view and comment on these proposals after two services in February. There were lots of good ideas and considerable interest in expanding the project to solve other building problems at the same time. This will be a discussion topic at the Annual Meeting.

Plans for 2002-2003

Funding for other than basic services and minor maintenance has been very limited this year. The Committee will be overseeing the routine maintenance and housekeeping activities and working on plans for longer term projects. Some of the potential future projects include renovations to the Memorial Garden reflection pool, the new church sign on Lincoln Street, improvements to the Johnson Room and to the patio garden, renovations to the air conditioning system and improvements to the sanctuary sound system. There are many investments we should be making to preserve and improve our facilities. In the past we have too often waited until there was a crisis and then dealt with it as best we could. Hopefully our next budget cycle will allow us to make some of these important investments.

How Can You Help

Maintaining our facility takes money and effort. Since money has been especially limited this year we are looking for extra effort from many people on routine maintenance projects. The B&G Committee maintains a list of small projects that could be undertaken by individual volunteers with a variety of talents. The list will be posted along with the name of a B&G member who will provide directions. If we work together we can continue to improve the wonderful spaces that we share.

Dale Fisher, Bill Roberts
Building & Grounds Trustees

Lifespan Religious Growth & Learning Trustee
2001 – 2002 Annual Report to the
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Just when I started to get a handle on what the Lifespan Religious Growth and Learning trustee does, it's time to elect new trustees. The past year has been very busy and enlightening for me. As a trustee we attend committee meeting as requested by the chairs and keep the board and congregation informed, chair the Oversight Committee for the Director's annual review and update the LRG&L charter as needed.

The LRG&L umbrella covers the Children's RG&L, Adult RG&L, Young Adults, Youth Group, UUEC and Kids Kamp.

The LRG&L director Lisa Casey has been a wonderful addition to our staff at UUCP and I consider myself fortunate in having the opportunity to work along side her. Under her tutelage the LRG&L programs and committees have grown.

The Oversight Committee recently revamped and sent out the LRG&L director's annual evaluation questionnaire and many of you have received it. The form has been revamped to "bring out the value" of the work that Lisa Casey is doing.

Our UUEEC Director, Melanie Romero, is also completing her first year with us. The preschool is a vital part of our church and Melanie has been eager to embrace the relationship.

My best wishes to the new LRG&L trustees.

Marcia Jepson

Lifespan Religious Growth & Learning Committee
2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix

We have nearly completed a full year with our new Director of Lifespan Religious Growth and Learning, Lisa Casey. It's been a full and busy year with lots of good things happening in the children's program. Lisa has brought her energy, organizational skills, and new ideas to our congregation, and has shown to be a capable leader. The number of children registered in the program is 110, up from 65 the previous year. The Children's Religious Growth and Learning Committee has also seen an increase in active members.

There was a belated but valuable start-up for Lisa in January. This was a day for Lisa and her committees to clarify expectations and get on the same page. The meeting was moderated by our District RG&L consultant and a local DRE, and attended by John Burciaga.

We also gained a new Nursery Supervisor/Childcare Coordinator, Katie Kirnberger. This position had been vacant since Jan 2001, although we had part-time and volunteer fill-ins. Thanks to Katie!

Sharon Brew provided precious hours of assistance to Lisa during the week, and will be missed after she moves with her family out of state this summer.

Last summer a subcommittee with Lisa's assistance developed a comprehensive curriculum plan for the children's Sunday morning program. It was designed so that every child would be exposed to the core Unitarian Universalist principles and values as they grew up through the classes, with alternating curricula year to year to avoid duplication.

The sixth and seventh graders have spent their church year learning about social issues and doing social service projects in a home-grown curriculum aimed at plugging in to the current congregational projects and starting to get the kids more involved in the serious side of our faith.

During the church year there have been, or will be, seven special celebrations for the children; UNICEF Pumpkin Sunday, A Guest at your Table, Christmas Eve service, Secret Pals, the new and improved Easter Egg Hunt, Water Day, and the Ice Cream Social. These are days that the children anticipate and love, and that require planning and coordination by committee members and Lisa.

The senior high youth have been very active in two programs - their regular Sunday curriculum and a new YRUU group, led by Kim and Andy St. Clair, who were trained at DeBennville Pines last fall. In addition to their own meetings, the group has participated in congregational activities, field trips, and recently attended the Pacific Southwest District Assembly in Tucson. They plan to attend a mini-con in San Diego in May, and are making plans for activities in the next church year.

A Safety Committee has been working to formulate policies and procedures for Child Safety, especially geared towards protecting children from sexual or physical abuse. A Sunday Service was conducted around this subject, and the congregation participated in a spoken Covenant to protect our children. New standards for paid staff and volunteers are being finalized, and are expected to be ready for the June congregational meeting.

Fabulous Fridays have been resuscitated by the Adult RG&L Committee, with lots of input from the children's committee. They provide enjoyable intergenerational experiences that also provide learning opportunities in the form of short workshops or presentations around a theme. March's theme was music, April's was art, and May will be body movement.

Adult Religious Growth & Learning Committee
2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The ARGL program has been in a period of transition this year. The committee has been gradually assuming a more active role in the management of the program. At the beginning, Lisa Casey coordinated approximately 15 classes and workshops for the Fall, drawing on the willingness of many people to teach. Unfortunately, few members of the congregation signed up for the classes, and most were canceled. Ten more classes and workshops were scheduled for Winter and four for Spring. Attendance and interest from the congregation still remained slim with more than half of the classes being cancelled. Some successful classes this year were Hinduism, Meditation, Unraveling the Gender Knot, Poetry I and II, UUs and the Bible, Evolutionary Psychology and Care of the Soul.

As the year progressed, more people were added to the committee, and we have been searching for methods of determining what types of offerings the congregation would support. We conducted a survey regarding a book discussion group using an insert in the Order of Service, and that led to a group forming that has completed discussing one book over several weeks and now is beginning a second.

The Book Table continues to do a steady business. We have added a book review to the Horizons that has sparked some interest and have also publicized the book chosen by the book discussion group and made it available at the Book Table.

The Fabulous Friday offerings arose from a committee discussion about successful activities in past years. Each month the ARGL Committee with coordination with the Children's RGL committee hosts an informal dinner and evening of classes based upon a theme for all ages. The attendance at the first two sessions has been encouraging, with approximately 50 attending the latest one. The last Fabulous Friday for this year, scheduled on May 31, is focused on Body Movement and has a total of five classes.

The Committee has recently formulated a charter statement and will in the future, work on a member covenant and also set goals for the upcoming year. An important task prior to those is the recruitment of additional members to replace those who are moving off the committee and increase our representation to our goal of about 5-7% of the congregation. Recruitment of a Junior Chair is an important priority.

The problem of determining what types of offerings the congregation will support remains an ongoing challenge.

Respectfully submitted,
Gary Ezzell Senior Chair, ARGL Committee

Kids Kamp
2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix

Kids Kamp 2001 saw one of its busiest years ever! Directors Jeff Sadow and Jack Putta began meeting at the beginning of March once or twice a week to begin the groundwork of staffing, planning the budget, sending out registration forms, making purchases, scheduling classes and getting everything ready for the four full weeks of June that the camp would operate.

This year there were nearly one hundred children enrolled in the program. It was decided to eliminate the 3's program for a variety of reasons, leaving just the 4-year-old preschool program and kindergarten program as the younger, self-contained classes. The preschool and the kindergarten each had its own teacher and three to four teenage counselors. Marilyn Mullins taught the preschool and Sheila Rogan taught the kindergarten. Marilyn is a current UUEEC teacher and Sheila works at the Family School. These two programs were located in the annex building where they had access to the playground.

Children aged six through eleven were grouped into "tribes" averaging around 14 children per tribe. Each tribe was guided by two to three teenage counselors. The tribes traveled to different classrooms where they would have a 40-minute class taught by a teacher. This year there were classes in yoga, art, drumming, music, storytelling, drama, dance, sports n' games, cooking, water games and creative arts. Keith Johnson, Diane Hunt and Mark Vanek have all taught at the camp for more than 12 years. (Keith began in 1987?) Manuela Needhammer, Marcia Hansen, Kathy Murray-Putta and DeeDee Kaplan were also returning teachers.

Kids Kamp began in 1977 with Alice Patterson. It changed somewhat with the introduction of the "class schedule – tribes with teenage counselors" concept brought in by the 1980 directors Jean Pettite and Sharon Ewers. Each year, from that point on, the number of teenagers working at the camp has grown. Most of the counselors went through the camp themselves. One of the primary goals of Kids Kamp is to provide jobs for youth. This year there were 28 teenagers working at the camp. This was a bit more than the directors had actually planned, but it worked out well. As the size and scope of the camp is getting somewhat smaller it was decided to cap the number of counselors at 24 to be more in balance with the number of campers. This was to begin in the 2002 session.

Kids Kamp met its budget and was able to buy a number of new tables and contribute to the kitchen renovation project. All of the carpets of the church were cleaned and the windows were washed by professional companies.

Kids Kamp 2002 will soon be underway. This year there are a few class changes, but most of the staff will be back. The directors look forward to working closely with RGL and the office staff as the camp becomes more integrated into the church.

Young Adult Group
2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix

Amidst a wonderful year of growth at UUCP, with new faces and energy and programs, there arose a need for a new dynamic: a group designed by and for young adults, ages 18-35. This is an age group when many people explore their religious values in an environment away from family, and engage themselves in discovery and development. To address and respond to the spiritual and social climate of the young adults within our congregation, the RG&L committee allocated funds to launch the group this year.

In an effort to identify the specific needs of the young adults at UUCP, many were asked if it was social functions, or spiritual discussions, or political issues they'd like to be involved with. The resounding answer was "Yes." Young adults at UUCP are interested in being involved with other young adults on both a spiritual and a social level.

The inaugural Young Adults Group event is planned for late June, where we will gather for dinner and Game Night at the church. We will invite young adults from the other valley congregations and begin to build some connections over a hand of Go Fish or a round of UU Trivial Pursuit.

There are abundant planning ideas and continuing support available to us from the Young Adult and Campus Ministry Office of the Pacific Southwest District. At the district's Annual Meeting in Tucson in April, Jaynn Truran took part in planning, preparing and delivering a Soulful Sundown worship service with other young adults from the district to open the weekend's events. Soulful Sundown is a model designed by the district specifically for young adults to plan and present a worship service that is a "exploration in arts and spirituality."

Jaynn has spearheaded the efforts to organize the Young Adults Group and hopes that as more people become aware of the group and its potential, they can begin to define further develop the nature of the group. Possibilities for the group include presentation of a Soulful Sundown worship service at UUCP and discussions focused at exploring ethical dilemmas and articulating your faith.

There is a conscious effort by UUs to honor the inherent worth and dignity of every person – regardless of age, and to respect the interdependent web of which we are all a part. By strengthening the bonds among young adult UUs and connections to the greater community, we will continue to thrive at UUCP.

Thank you to so many people who have provided insight, support, motivation and encouragement to this project, and who've inspired me in ways unspoken: Peter Fears, Susan Goldsmith, Rita van Alkemade, Kathy Ivey, Lisa Casey, Nancy Bowen, Penny Scott, Glen Lockwood, Mort Rosenberg, Geoff Anderla, Carey Crabbs, Karin Metcalf, Lois Leader, Diana Saylor, Cyndi Whitmore and to the YRUU group – this is for you too, so that you may make the transition from youth to young adult as gracefully as possible!

In peace,
Jaynn Truran

Unitarian Universalist Early Education Cooperative
2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The UUEEC is the Congregation's parent participation preschool, one of its most effective outreach activities. At a time when public understanding of what young children need is at a reactionary low, our preschool provides a model of what child-centered, respectful education, based on UU values, should be.

Here is a summary of our activities and accomplishments of the past year:

In June of 2001, the former director Joni Bosh assisted in the hiring and training of myself, the new director, Melanie Romero. I have had many years of early childhood experience, including first grade teacher, Pre-school Director, and various teaching positions in preschools in Omaha, Nebraska, Bakersfield, California and Houston, Texas.

My goals for the past year included the following:

- 1) Become a part of the UUEEC community by getting to know the children, families and staff, including UU staff, and Desert View
- 2) Familiarize myself with policies and procedures of the preschool and congregation
- 3) Support and encourage continued education of staff
- 4) Encourage and facilitate some improvements with physical space
- 5) Update written materials such as curriculum theories and discipline policies.

Here are some of the ways in which I have begun to meet these goals.

- 1) Becoming part of the community I feel that I am part of the UUEEC community. The parents have been so helpful and understanding. The children are a really special, loving group. I couldn't have selected a more enthusiastic, well-informed, welcoming staff if I had hired them myself. And the congregation has been great in assisting where needed, while leaving me to do my job the majority of the time. I am happy to say that I have made many new friends among the UUEEC staff and parents, UU staff and Desert View staff. Thank-you to all who have made me feel so welcome, I appreciate your honesty and input in this learning experience. The school with assistance from the Arizona Council for Parent Participation schools provided much needed scholarships to two of our families. An anonymous donor provided over \$500 in scholarship money as well. This is a great credit to the spirit of community that we strive for. A group of parents published a newsletter this year which included many useful articles. This was a great new resource, especially for myself, to get the news out once a month. The UU RG&L director has provided articles to be included and I have also on occasion put articles in the Horizon. I feel that the relationship between the UU staff and the UUEEC staff still has room for improvement. The preschool parents who are also UU members agree that the business relationship has improved but

personal relationships still have room for growth. Lisa Casey and I plan to get the groups together in a social setting to improve these relationships.

- 2) Familiarization with Policy and Procedure I was given a job description and parent and staff handbooks at my orientation which I read but didn't at the time know where to focus my attentions. I was soon required to review the parent and staff handbook in great detail when a situation regarding discipline arose in the fours classroom in early November. The staff and myself had several meetings to interpret and disseminate this information with the parents. Fortunately I have experienced and intelligent people to guide me. I am grateful for their wisdom and support. I will continue to familiarize myself through quality literature and interactions with staff, parents and students!
- 3) Support Staff Education The staff has attended several conferences this year. The school was able to provide funding for an all day workshop of Bev Bos, one of our mentors and a huge influence on our philosophies and practices. We brought in former director Susan Cedar, founder of The Family School to provide information and training for parents and staff on violence in preschoolers. The staff also attended a music workshop given by Tom Hunter. A day-long workshop was held to revise and update our curriculum philosophies. We held monthly staff meetings to review and discuss any and all relevant matters. We went on a field trip to the bookstore as a staff to purchase new literature for students, staff and parents.
- 4) Physical Space Improvements The first order of business was making some improvements to the nursery play yard. An agreement was made between the Buildings and Grounds Committee and the preschool in early July to clean up the yard. We needed to buy a storage shed, build a wall near the gas equipment, lay a new slab of cement just outside the window and build a step between the play yard and patio. My husband did the labor and Buildings and Grounds paid the material costs. In early August, Piya Jacob, Desert View Director and myself approached Betty Saylor, UUCP President about a possible room trade. The trade would make all of the preschool classrooms in the main building and all of Desert View's classrooms in the annex, with room 9 being used as a multi-purpose room until Desert View's addition was complete. The idea was approved and the teachers and myself worked very hard to get our new rooms ready in time for the arrival of students. The idea of putting a gate in the patio was suggested early in the school year. In March 2002, we were approached by Buildings and Grounds to assist with this project. Two of the pre-school dads completed the project at minimal cost to the congregation. The gates used were unfortunately too low to meet the preschool's state regulations and modifications are in the process of being made.

- 5) Update Written Materials As previously mentioned with help from the staff, I have made some changes in the parent and staff handbook which include new a new curriculum section, an addition to the discipline policy and other minor modifications in safety procedures due to the change of classrooms. I have updated most of the parent handouts, including the member contract and volunteer release form. A copy of the new handbook will be provided. A copy of the updated school brochure which includes the UU principles will also be provided.
- 6) Other accomplishments:
 - *The State Department of Health visited in December and renewed our license.
 - *The Rummage sale was a huge success, thanks to the support of the congregation, raising approximately \$3500. (The Annual Auction was not held this year due to the huge success of the previous year but will resume next year)
 - *The entire staff will return next year.
 - *Classes for Fall 2002 are full in the two's and four's class with two openings in the three's class.

I wish to thank the parents and staff of UUEEC, UU staff especially Lisa Casey, and Desert View staff especially Piya Jacob for their support and friendship during this past year. I could not have done it without your help.

Melanie Romero
Director

Program Trustees
2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix

Program Committees exist not just "to get the job done". Working together regularly with a small group really helps members to develop a feeling of community, of mutual support and caring while also working toward goals which benefit the entire congregation.

A diligent, hard working **Sunday Services Committee** meets year round to plan lay-led services which are thought provoking, creative and intellectually inspiring in the absence of our minister, John Burciaga. Generally, the Committee is responsible for one Sunday a month from September through May, and for all Sundays from mid-June through mid-August. It is a fascinating, challenging process to maintain the momentum of presenting stimulating services to our congregation. Committee chair is Heather McLellan.

The **Art & Esthetics Committee** is the Committee which is responsible for providing the wonderful exhibits of art on the walls of our sanctuary which are so much a part of our spiritual experience each Sunday. Unseen by most of us is the planning for artists and the work involved in hanging a new show each month. Our thanks to chair (and artist) Tish Gaunt and her committee for their hard work.

The **Social Action Committee** seeks to foster involvement by the congregation in social issues. Some of the current SA projects include support for Circulo de Amigas in Jinotega, Nicaragua; meals for the homeless at the New Day Center; support of Booker T. Washington Child Development Center; collection of food and clothing for Interfaith Cooperative Ministries, organization of UU Day at the Legislature and the continued monitoring of important Legislative issues. Other SA Committee efforts are monthly Social Action Luncheons featuring guests speakers concerning current social issues and weekly "Service is our Prayer" presentations during the Sunday service. Co-Chairs Kathy Kruse & Jane Pauk. The monthly meeting is the 2nd Sunday each month at 12noon.

Choir Director Connie Clemons and the **Music Committee** welcome all who have a love of music to join them in providing the inspiring music which enriches our Sunday Services. The committee, with Jerry Whalin as chair, is responsible for recruiting choir members, planning special events such as the popular "Cabaret" and overseeing other music related activities. Choir rehearsals are held Wednesday evenings at 7:30pm. If you would like to be part of this group - just come to a rehearsal.

In addition to Program Committees, we have numerous **Activity Groups**. Their particular goals may vary but primarily they provide an opportunity for fellowship with other UU's.

The **Women's Spirituality Circle** is a group of women seeking to find and live their own spiritual path in community with each other. Over the years they have used a variety of means to achieve this goal. They read books and talk about them; talk about personal concerns and personal beliefs; watch videos and go to movies. They celebrate the seasons of the natural year and the milestones in their lives. They create rituals to strength each other in times of trial and engage in lots of creative activities including music, art, and dance. They share in the leadership of this group and meet weekly on

Monday evenings at 7 p.m. Any woman who is a member or friend of the church is welcome.

Daytimers is a group open to anyone who is available during the daytime and would like to spend a few hours with other UU's. Bring a brown bag lunch on the 1st Thursday of the month at 11:30 and enjoy the companionship of this group. Sometimes there is a program and sometimes-just time to connect and chat. Ellie Murphy coordinates.

If you notice someone looking particularly fit they are probably active in the **Outdoor Group** chaired by George Karas & Marshall Smart. This group plans twice monthly hikes of varying difficulty levels that are wildly popular. To participate all you have to do is sign up at the back of the sanctuary.

Sierra Ancha Wilderness Unitarian Universalist Religious Association commonly known as **SAWUURA is** a 110 acre UU wilderness camp near Young, Arizona. Yearly camping weekends for all Arizona UU's are held on Memorial Day weekend and Labor Day weekend. Individuals and families renew their spirits in this wilderness environment. Other opportunities include work weekends as they seek to restore the camp to a more natural state. Monthly informative potlucks are held at various UU churches on the 3rd Thursday of the month. Contact George Pauk, Paula & Ernie Garcia.

The **Men's Group** is forming again following an absence of several years. The goal is to provide a safe and respectful place where men can share deeper thoughts and feelings, growing in understanding of themselves and growing in friendship. This group meets from 7:00pm until 9:00pm every other Sunday. Contact Tom Brookshire if you are interested.

Circle Dinners are gatherings of UU's who share great food & enjoy fellowship and get to know one another in the process. Contact Marcia Farrell 602-995-9501 if you would like to sign up for next fall.

Singletarians (the name explains itself) meet for coffee every Sunday at 9:30 and at noon on the 4th Sunday. Contact Tom Parker for location.

Aspiring poets and writers may join the **Poetry Coffeehouse in the Garden** 1st Sunday of the month from 9:30-10:15am.

There is ample opportunity to become involved in this Community that is UUCP. Every one of these groups welcomes your participation. Watch the Horizons, call the chairperson, the office or call on your Program Trustees.

Jane Pauk,
Senior Program Trustee
Jean Rosenberg
Junior Program Trustee

Sunday Services Committee
2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix

"Your Sunday Services Committee" is a hard working group of committed members who are responsible for conducting the Sunday services when our minister, John Burciaga, is not in the pulpit. Eight consecutive summer services and one a month throughout the year keeps our search focused on interesting speakers and topics. We draw from the community at large and from the wealth within our midst, and from other UU congregations. Service leaders are from our committee and from church members who have expressed an interest and ability in leading a service.

A few examples of our services this year are: the Mexican October Day of the Dead lead by Mary Ellen Mussman; UU church history by minister emeritus Ray Manker; Black History by Stacey Ayes lead by Rick Wambach; "Women Who Dared" by the Women's Spirituality Circle led by Kathy Kruse; UU Moderator and member Diane Olson on "Reminiscing" as she and Bob move to the California Bay area. We have planned an informative and interesting summer schedule for your spiritual nourishment and enjoyment so stay tuned, READ YOUR HORIZONS and spend a cool Sunday morning amongst your friends.

Your comments and suggestions for future services are always welcome. Most services are planned many months in advance and it takes a number of dedicated folks to make Sunday mornings a successful, meaningful experience. We thank the unsung heroes, the sound volunteers and ushers, and Lisa Casey and Diana Saylor for help with the children's story. An extra special thanks to Connie Clemons who works closely with us to coordinate appropriate music. Another appreciative nod goes to Jessie Shotwell and Ellie Murphy whose assistance and patience goes beyond the call of duty. We thank the Leadership Committee members Susan Goldsmith and Jaynn Truran for their guidance and assistance.

A farewell reception for Diane Olson was coordinated with Chef James Goodreau after her service and I thank all the volunteers who sliced, diced, washed and mopped. I want to thank my dedicated committee Ruth Amster, past chair; Jim Lynch, treasurer; Marilyn Bellincampi; Richard Campbell; Archie Walker; Julie and Rick Wambach; Sandy Weir and John Burciaga, ex-officio member. I look forward to another successful and productive year as your chair.

Heather McLellan
Chair

Social Action Committee
**2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

The mission of the Social Action Committee is to foster congregational involvement in social justice issues by creating a balance of four aspects of social responsibility within the congregational community.

SOCIAL EDUCATION

Our monthly Social Action Luncheons inform the congregation on a wide variety of justice issues. Topics and speakers this year have included:

- September:* Eritrea - history, war with Ethiopia, progress - Aster Yohannes
- October:* Florence Immigrant & Refugees Rights Project, - Judy Flannagan
- November:* Middle East Issues
- January:* Goals for Community Ministry in our Congregation, Rev. Bowen;
- February:* Current Litigation & Legislative issues relating to Center for Law in Public Interest litigation – Attorney Tim Hogan
- March:* Effort to remove certain Arizona Tax Credits - Rep. Henry Camelot
- April:* “Alternatives to War on Drugs - Gene Cherry;
- May:* Coalition of Arizona's to Abolish Death Penalty - Executive Director Arizona ACLU Eleanor Eisenberg.

We observe the 5th year of "Service is our Prayer" segment of the Sunday Service. Jim Lynch has succeeded in scheduling minutes that inform and witness to the congregation.

SOCIAL SERVICE

Booker T. Washington Child Development Center (Sandra Lynch)

Our Congregation has been involved with the Booker T. Washington Child Development Center in Central Phoenix, since 1968 when we our church assisted in the purchase of the "Red Boot" portable classroom building. This year our Congregation helped BTW raise money to rebuild its aging school and in March construction began to replace the deteriorating "Red Boot" building. An exciting Capital Campaign kicked off this year with the goal of securing the future of Booker T. Washington CDC through a program of land acquisition and building. Five UUCP members now sit on the Board of Trustees of BTW: Eugene Grigsby, Sandra Lynch, George Pauk, Betty Sayler and Ed De La Fuente. In addition Nancy Bowen, Sandra Lynch, George & Jane Pauk, Elaine & Everett Warner, Archie Walker, Betty Sayler & John Burciaga have participated in the BTW Development Committee. Betty Sayler and Robbie Kern participate in the planning and teaching of a literacy class for BTW parents and children. Desert View Learning Center donated \$700 from their holiday Hop-a-thon for the Literacy Project. Jeremy Mussman volunteers at the monthly literacy event at Booker T. and Robbie Kern organized a wonderful carnival for the children and families.

NICARAGUA PROJECTS

Circulo de Amigas, Jinotega, Nicaragua (Heather McLellan, George Pauk, Alisa Hawthorne, Kathy Kruse, Jane Pauk)

George Pauk and Larry Newhouse again traveled to Jinotega in September to stay at Circulo and work on developing a computer classroom at the public school near the center of Jinotega. In addition they visited several other sites in Nicaragua with potential for UUCP aid. Upon their return they conducted a Sunday Service about Nicaragua which they repeated for the Green Valley Congregation. Alisa Hawthorne and Pam Novak also visited and worked at CDA in March. Our Congregation now sponsors two young girls for their educational needs. Lois Fisher organized a fund drive to provide water barrels for the families of Circulo and raised over \$1200 for this. The Congregation donated \$460 with an additional \$500 donated by Desert View Learning Center at Christmas time to purchase medicine for the CDA Clinic. Desert View Learning Center sponsors 2 CDA young girls and a number of individuals in the Congregation also sponsor young girls, which makes their education possible.

Barrio Edgard Lang Sacasa (BELS)

In May the Social Action voted to add an additional Nicaragua project to its agenda. BELS is developing a Communal Health Project in a barrio in Managua, Nicaragua. This will include a clinic with a full time physician and a pharmacy for a neighborhood of over 5000 that are currently without medical care. The SA Committee believes this is an important development project to support. George & Jane Pauk will visit the site during the summer to assist in its development.

New Day Center (Mary Dokes and Heather McLellan)

Monthly meals on the first Sunday continue at New Day Center thanks to the labors of many UU members, youth groups, the hiking group and organizer Mary Dokes. Heather has faithfully done the shopping almost every month. At Christmas time toys were donated for the children of New Day by many in the Congregation. Souper Bowl Sunday, an annual tradition in which youth from the Congregation collect donations into soup pots to fund meals, raised \$150.

ICM (Heather McLellan)

Collections continue of non-perishable food, personal items and gently used clothing.

SOCIAL WITNESS

We witness by participation in UU Day at the Legislature, Tax Credits for Schools & Welfare Tax Credit, support of New Day, ICM and Booker T Washington

ACTION FOR CHANGE

Again this year, many UUCP members attended the 10th annual UU DAY AT THE LEGISLATURE on President's Day to witness, learn and advocate for social change. Fred Rozum & Jane Pauk cooperated with Tucson and Green Valley UU's in planning. The SA Committee is large & so many participate in so many ways that we can not begin to recognize them in our report. They know and we know that they are very much appreciated.

Submitted by Social Action Co-chairs Jane Pauk and Kathy Kruse

Music Committee
**2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

The Music Committee oversees anything regarding the performance of music in this Congregation. It also submits music-related budget items to the church and acts as liaison between the Board of Trustees, the Music Oversight Committee, and the adult choir.

The Music Committee meets once a month on the first Sunday the choir sings. Additional meetings are scheduled as needed. The Committee officers are Jerry Whalin, chairperson, Richard Jahrmarkt, vice-chairperson, Joyce Short, secretary, and Pat Shannon, treasurer. Also in the committee are Connie Clemons, our music director, Ruth Thistlethwaite, our long-time choir librarian, and Gail Paul.

During the 2001-2002 year, we have accomplished the following:

- We submitted an annual budget to the church.
- We participated in the Fellowship Dinner on October 20 for the pledge drive by hosting two tables.
- Many of us who sing in the choir have difficulty understanding some of what is said during the church service. Much of the Committee's time was spent discussing the sound system, particularly with regards to making the service understandable to the choir when they are in front of the congregation.
- Terry Robinson wanted to donate robes for the choir. The Committee and the choir agreed to accept his offer, so sometime in the coming year, you should see the choir wearing robes!
- Our annual fund-raiser "Cabaret", ably hosted by Karen Cook, was very well performed by the choir and soloists and was very well received by the audience.
- Our choir is combining with the choir of the Valley Unitarian Universalist Church in Chandler to perform Vivaldi's *Gloria*. The combined choirs perform this work in Chandler on Sunday, May 12. They will perform it at the Unitarian Universalist Congregation of Phoenix in June.

Committee meetings are open to anyone who wishes to attend. We would like to have more members in the Music Committee; anyone in the Congregation is welcome to join.

Respectfully submitted,
Jerry Whalin, chair

Outdoor Group
2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The Outdoor Group, in its 11th. year, is primarily a day hiking group. Members also participate in service activities, provide greeters for Sunday morning services once a month, prepare and serve dinner at the New Day Center one day a year and meet usually twice a year (over food, of course) to develop a calendar of hikes for the next six months and elect coordinators for the group. Hikes generally take place the second and fourth Saturdays of each month, as well as New Year's Day. We usually have 10-15 hikers but have had as many as 35. The group also participated again in the American Cancer Society's annual fundraiser, the Climb for the Cure in Phoenix South Mountain Park, raising \$700 in honor and memory of Hanna Parker.

Hike leaders during the year included Ron and Laura Rohlfing, Pauline Peverly, Elaine Knights, Suzanne Baird, Frank Ashton, Kathy Kruse and Gail Paul, Bernie Hall, Sue Glassman, Mary Plettenberg, Jan Kaplan and Helen Walker, Gary Ezzell, George and Shirley Karas, and Julie and Marshal Smart. Audrey Mawson and Gene Rowley hosted the Planning and Potluck Meetings. Sue Glassman continues to be responsible for communicating via E-mail with group members. All hikes and other group events are announced in this way.

During the year Suzanne Baird produced several printouts of digital photos taken on our hikes. We have used them to publicize our group's activities. George Karas and Marshal Smart served as co-chairs of the group and will continue in that capacity for the next year, although the vote was close to oust at least one of them.

Submitted by: George Karas and Maxwell Smart

Daytimers Group
**2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

The Daytimers breathed new life into their meetings this spring when they decided to adopt the small-group discussions so popular in Sunday services. Breaking up into four or five groups after their brown-bag lunches, the Daytimers covered a wide range of subjects, from “What do you feel most passionate about in your life?” to “Words of Wisdom” for Church Administrator Jessie Shotwell on the occasion of a milestone birthday. “The smaller groups mean we get to know each other in a much deeper way,” said one member, “and we’re always with different people, so we hear everyone’s story.”

Daytimers is for all who are free from 11:30 to 1:30 on the first Thursday of each month. There are no officers, no bylaws, no minutes -- and no potluck dishes to prepare! Anyone who has the time to tuck their lunch into a brown bag and head for the church is welcome to join the fun. Newcomers are especially encouraged to attend – it’s a wonderful way to meet new friends.

The Daytimers would like to send a special note of thanks to Jessie for sharing her talent at decorating the tables and creating highly original postcard reminders and posters.

Ellie Murphy

Women's Spirituality Circle
2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The Women's Spirituality Circle is a magical group of women creating our spiritual path through ritual, creativity, trust, sharing, reading, celebration. The group began over 10 years ago as a continuation of the "Cakes for the Queen of Heaven," "Rise Up and Call Her Name." We meet each Monday evening at the church, year round, though on occasion we will gather elsewhere for a special event such as a house blessing, movie, pool party. A safe, loving environment is provided for members and friends who desire to connect with each other on a deeper spiritual level.

The leadership of the group is shared depending on the evening's theme, and we learn much from our sisters. We have sponsored the beautiful Winter Solstice service of pageantry, ritual, carols and dance for over 10 years attended by many from outside our congregation. We lovingly wash and wax the statues semi-annually, present an annual church service, the most recent, "The Women Who Dared," read and discuss several books a year, as we engage in the passionate pursuit of UU feminist principles.

A peaceful atmosphere is provided in which the brain most easily learns and the heart most readily opens. Over time our search for truth through sharing of personal concerns and beliefs has evolved into a complex, transcendent social entity, which is OUR SACRAMENT, thereby living lives of joy and hope.

We are truly sisters on a journey...

Heather McLellan

Unitarian Universalist Foundation
2001 – 2002 Annual Report to the
Unitarian Universalist Congregation of Phoenix

Members of the Foundation Board for 2001 were Joan Roberts, Margaret Herrick, Margaret Stallworthy, John Warner, Archie Walker, George Karas and Betty Sayler (Board President UUCP).

At the Foundation Annual meeting in January, the Foundation membership elects two board members to replace those board members whose terms have expired. The fiscal year of the UUF is January-December. All members of UUCP have a membership in the UUF. The UUF is a non-profit organization created to accept gifts for the long term needs of UUCP and for the maintenance of the Memorial Garden. The funds are managed by Northern Trust Bank.

The year-end financials are:

Cash (checking)	\$1,653.87
Trust	\$438,723.56
Notes receivable	\$58,858.67
*Land	\$1.00
<hr/>	
Totals	\$499,236.10

**3 land parcels of unknown value)*

For the year 2001 \$20,988.56 was distributed from the General Fund to UUCP and \$892.50 from the Memorial Garden. This represents approximately 5% of the 12/31/01 fund balances.

Joan Roberts
President Board of Directors

Unitarian Universalist Congregation of Phoenix

**Annual Report to the Congregation
2002 – 2003**

SCOPE

The Unitarian Universalist Congregation of Phoenix Annual Report is:

- I. 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.
- II. A compendium of the interests, activities and events in the life of the Unitarian Universalist Congregation of Phoenix over the last congregational year.

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Board of Trustees
2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The 2003-04 Board of Trustees:

- Peter Fears, President
- Melissa Schwartz, Vice President
- Tom Broderick, Treasurer
- Sally Boyd, Senior Membership Trustee
- Debra Daniels, Junior Membership Trustee
- Jeff Newman, Senior Lifespan RGL Trustee
- Tony Banegas, Junior Lifespan RGL Trustee
- Dale Fisher, Senior Buildings and Grounds Trustee
- Don Weir, Junior Buildings and Grounds Trustee
- Gene Cherry, Senior Programs Trustee
- Jan Wise, Junior Programs Trustee

Stewardship Committee
**2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

The Stewardship Committee was formed in February, 2002. Our committee mission is to help create and nurture a congregational culture of responsible and generous giving through education and example to fulfill the larger mission of the Unitarian Universalist Congregation of Phoenix. To fulfill that mission, we established these goals:

1. To review and assess our congregation's ability to financially support our mission.
2. To educate ourselves and the congregation about our stewardship responsibilities and privileges so members can make more informed decisions about their contributions.
3. To provide strategic oversight, guidance, and recruitment of pledge drive leaders, utilizing expertise in fund raising techniques, research into our giving potential, and knowledge of congregational needs and culture.
4. To create a stewardship/fundraising program that will assure that our congregational giving is generous enough to support congregational mission and goals.
5. To cooperate with the UU Foundation in encouraging both current contributions and bequests to the Foundation.

We agreed to conduct the 2003 canvass and pledge drive as a committee function and those results are in the Canvass Committee Report to the Congregation.

Members Jesse Hise and Chuck Ivey attended a Pacific Southwest District workshop on "Congregational Giving" in Pasadena in October, 2002.

The 2002-2003 committee members are Sue Baird, Jesse Hise (chair), Jan Kaplan, Howell Lind (mentor), Glen Lockwood (advisor), Jim Lynch, Chuck Ivey, and Kathy Ivey.

Many thanks to Jesse Hise who organized the committee and was its first chair. His thorough research of the topic and thoughtful leadership have been invaluable.

Acting Chairperson

Chuck Ivey

Treasurer's Report 2003
2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix

Role of Treasurer

The Treasurer function directly facilitates the preparation of the annual revenue and operating expense budget, monitors and explains actual expenses as compared to budget and assists the congregation with establishing its financial priorities. The congregation's endowment is managed separately from the Treasurer's role.

Highlights of our 2003 Budget: \$360,000

- 71% of our total revenues are contributions by members or visitors.
- 62% of our total expenses are salaries and benefits to our staff and minister.
- A \$6,000 surplus from 2002 carried over into the 2003 budget – a tremendous thanks to those responding to our 4th quarter 2002 call to help overcome the then emerging deficit.

Challenges for 2003

- Helping the Congregation choose funding sources for improving our building's accessibility.
- Encouraging meeting our revenue targets, including the \$20,000 plus "dollar a day" pledge target, the \$15,000 fundraising goal and the \$10,000 food coupon target. Each of these represent a significant increase over 2002 actual results.
- Integrating the Co-op into our financial system.

People

Members of the canvas committee deserve our thanks for a successful pledge drive: Chuck Ivey, Jesse Hise, Sue Baird, Tim Tilton, Jan Kaplan, Howell Lind, and Jim Lynch.

In early 2003, Kathy Ivey stepped down as Treasurer and moved into a lay leader role. Many thanks to Kathy for the successful 2003 canvas and budget.

Our Administrator, Jessie Shotwell, prepares all budget and actual reports, balances all the accounts, prepares all the bills for the Treasurer's signature and assists the Treasurer in many ways large and small.

Your Treasurer

Tom Broderick

Pledge Drive, 2003
**2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

With Board of Trustees approval, the Stewardship Committee conducted the 2003 pledge drive.

In mid-October, 32 board members and committee chairs were invited to one of three home meetings. In late October, 261 members and friends were invited to 24 home meetings. Our purpose was to provide a forum to discuss our congregation, present and future, and to pledge support for the congregation.

The leaders' response was almost 100% attendance, but we had to cancel all but nine home meetings due to poor response on the part of other members and friends. The home meetings that were held were, for the most part, positive and uplifting experiences.

Pledge mailings and personal contacts followed, and again response was slow, so the canvass was extended until mid-January.

As of 1/18/03, we received 200 pledges for \$218,000 compared to the 2002 canvass results of 264 pledges for \$228,000. Our average 2003 pledge is higher but we had almost 50 members who did not respond. Our best explanation is that difficult economic times are upon us. **THE GOOD NEWS IS THAT 20 NEW MEMBERS HAVE PLEDGED.**

The fall, 2003 canvass will be chaired by Tim Tilton. This will cover a 6-month period as the Board of Trustees approved plans to change our fiscal year from a calendar year to a program year (July-June).

Committee members were Sue Baird, Jesse Hise, Jan Kaplan, Howell Lind (mentor), Glen Lockwood (advisor), Jim Lynch, and Chuck Ivey (chair).

Chairperson,

Chuck Ivey

Called Leader of Ministry
2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix

Each year exceeds the previous regarding our mission and ministry. Despite the economy we look ahead and accomplish much. The task force on Accessibility has proved to be The Book on how to create a proposal of achievable magnitude to bring our building into the 21st century. The Board and others have heard and perused the design, and all have opportunity to view and encourage this visionary plan.

Another major achievement is merging of the preschool with our church. Desert View's rental arrangement affords a clean-cut relationship, but which exists between us and the preschool has been neither fish nor fowl, ranges from impractical to debilitating to the operation of both, and not a little damaging to our relations. Neither wishes this, and under a new plan the school becomes fully a part of us and our mission, with unified leadership and control while retaining the cooperative nature of the school and its staff and parents.

Our Religious Growth & Learning (RG&L) program faces necessary change. The loss of Lisa Casey closes a brief but transformative chapter in our education ministry, but leaves much to build on. The search for her successor was brief and highly successful, selected from a talented pool of potential leadership in our congregation. Kim St. Clair will assume the director's role, bringing a wealth of experience in education. She will have time to work with Lisa before assuming the job on her own. We are indeed fortunate to avoid the anxiety of a hiatus in leadership during the transition. Lisa deserves our heartfelt thanks for quickly building a quality and exciting program, and as a valued member of our exceptional staff.

A critically important task was harmonizing separate documents relating to the role of ministry. Congregational bylaws, charter and the minister's agreement were at variance since before my arrival here, and we have operated on a good-faith "handshake" until now. My thanks especially to those who have brought these into accord.

Our Justice and Community ministries have made considerable progress this year. Recent services accelerated our vital support for programs in Nicaragua and Honduras, including large, generous free-will offerings, every nickel of which directly serves an array of ministries, including a new "Materno"—center for birthing and postnatal mothers. And we are closer to a center for immigrants right here at UUCP, after Sunday services acquainting ourselves with this opportunity, and meeting and knowing those who will benefit. We welcome the cooperation of the Mexican Consulate, through which the educational part of the center will be sponsored.

Along the way, I have been able to increase my own witness as part of press conferences seeking justice for immigrant roofers and on behalf of the *matricula consular*—an important means of identification that serves the best interest of migrants, law enforcement and the general community, but which has opposition based on mis- and dis-information from certain political forces in our state.

I am thankful for all the leaders and devoted members of this congregation for supporting all our visions and bringing them to reality.

By now you have met the person to whom I am engaged to marry—Linda Lu Schulz of Boston, MA, a dedicated UU, long active both in districts and denomination, and who will be a great asset to us. Thank you for your initial welcome and we will need your support and goodwill as we begin life together here and in the community.

Respectfully,

John E. Barciaga

Music Director
**2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

When I look back over the year I am amazed at the accomplishments of the musicians and the Music Committee of UUCP this past year. During the summer months we received our new choir robes, thanks to a generous donation from Terry and Barbara Robinson. We have worn them several Sundays and for special services this year.

The music committee sponsored the Sublime Summer Concert Series. Monthly concerts in June, July and August were coupled with a luncheon. Artists were guitarist, Alex Zawilak, pianist, Lynne Haeseler and the band, Europa. Audience for the first two concerts averaged 20-25 in attendance. For the final concert attendance was about 150.

This past summer also brought us the first "Hymn of the Month." With input from the Sunday Services Committee, I chose a hymn to teach the congregation every month, July-December. The program was enthusiastically received by members of the congregation.

The last Sunday in December we culminated the program with a Hymn Sing service. We reviewed all hymns learned since July and sang requests from the congregation. It's interesting to note: the most requested hymn is still *Amazing Grace*.

We began the year in August a week early to prepare selections from the Mozart *Requiem*. Choirs from every time zone were coordinated by a "Rolling Requiem" group to perform the Mozart work for 24 hours around the globe. This was coordinated to mark the first anniversary of the tragic attacks of September 11, 2001.

During September through the first of June, the Congregation Choir provided anthems in 2-3 Sunday Services per month. The Family Choir provided special music monthly. Both choirs provided music for the special Christmas eve pageant, *Would You Like to Hold the Baby?* by Joyce Poley, a UU Music Director in Vancouver.

Our all-music service on December 8th featured both choirs and chamber musicians performing music from cantatas and oratorios by Benjamin Britten, J. S. Bach, G. F. Handel and Dave Brubeck.

Both the Congregation and Family choirs were instrumental in leading the congregational singing and performing music for the Intergenerational service, *Snakesong*. Lisa Casey, RGL Director and I worked closely to plan this service with much help from cast members and those who worked behind the scenes.

We have hosted several choirs this past season. The first was in September: the Family Singers of the 22nd Street UU Church in Tucson, directed by Agnes Paulsen. This 50-voice choir gave us a taste of what is possible in our Family Choir as time passes and the program builds. In December we hosted the Grand Canyon Men's Chorale. They provided music for the Sunday service and held one of their annual holiday concerts in our sanctuary that afternoon.

On May 4th the choir from the Valley UU Church joined us in our sanctuary for the all music service, "Multi-cultural Musics - the Human Response to War." Kellie Walker and I planned the service which included music and hymns of Cameroon, Israel, South Africa, Native Americans, Russia, Latvia, Canada and the United States of America. Readings from the hymnal and the poem, *Peace* by Ellen Bass stirred the emotions of many of those present. Possibly the most moving moment was at the reading (by Kermit Butler) and then singing of "In Flanders Fields" as directed by Ryan Marvel, the pianist at Valley UU Church.

Our Congregation and Family Choirs performed "on tour" as well as "in house." In October the Congregation Choir along with members of the Valley UU Choir performed for the first time on stage at Music Hall, in downtown Phoenix as part of the Interfaith sponsored concert "Voices of Faith." The concert was a tribute to the musical beauty which comes from Phoenix's religious communities. We were some of over 300 singers from various faith communities who participated.

Our choirs traveled to Valley UU Church in Chandler to participate in the "Multi-cultural Musics - The Human Response to War" when it was performed on April 27th in Chandler.

The year continued with both choirs organizing and performing in Cabaret 2003. The theme was International Pop music. Everyone enjoyed the French, the German, the English, the Ukrainian, the Irish, the jokes, the international spies and of course the food.

The grand finale of the season will be the concert with Jim Scott, famous UU musician, on June 6th. Jim has played here before and we are looking forward to this return engagement, where members of both choirs will join him on stage.

In February, I played an organ recital to a small but enthusiastic audience. The services of Erin Mussman for this recital were invaluable. She acted as my assistant, page-turner and guest musician. The duties of the assistant are to set up the stops on the organ, which leaves the organist free to share verbally with the audience information regarding the concert repertoire.

As always we are very indebted to the generosity of Ed Grobe, our choir accompanist. His musical skills, knowledge of language and wit keep us singing more beautifully than we otherwise would. (Thanks, Ed.) We are also very thankful for our dedicated and hardworking librarian, Ruth Thistlethwaite. Many hands behind the scenes make our music program possible and rewarding. This year we've seen more music from our youth in the congregation. It's been a rewarding year. Thank-you to everyone.

Respectfully submitted by
your Music Director,

Connie Clemons

Administrator
**2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

Staffed by a part-time paid professional, and nine volunteer professionals, the UUCP Administrative Office supports the mission of the congregation, by, as efficiently and effectively as possible, operating as the hub of activity, communication, and business.

This office is responsible for fulfilling those functions not otherwise covered by lay leadership such as:

- maintaining the member database
- keeping the accounting books (including posting pledges, other revenues and all accounts payable)
- producing financial statements
- editing and producing the monthly newsletter “The Horizons,”
- administering payroll and employee benefits
- keeping the calendar of events
- performing some property management
- supporting the Finance Committee at budget time
- supporting the Stewardship Committee during the pledge drive
- assisting in special services (Christmas, Flower Communion, etc.)
- overseeing all room rental and use
- producing the Annual Report
- maintaining the computer network
- performing various miscellaneous administrative and maintenance tasks.

Additionally, this year, we took on the responsibility of producing the Annual Directory, and keeping the accounting books for the Early Education Co-operative Preschool.

Since our biggest challenge is getting all this work done with minimal payroll dollars, we are proud to report that a significant percentage of our work is done by volunteer labor. Each office staff member takes their volunteer job as seriously as if it were their full-time paying job and our ability to run such a large administrative office with only one part-time paid person is based on this attitude. Nowhere else in our operation does the impact of volunteer effort translate more dramatically into dollars than in our Administrative Office.

I am pleased to report that we retained our entire volunteer staff this year and reaped the increased efficiency inherent in a large well of corporate-memory. We all owe a big thanks to this team:

Bill Parker who keeps the membership database and bola ties current, while dealing with me first thing every Monday morning (not a pretty sight.)

Lynne Powers who keeps all the revenue posting current, a huge job.

Bernie Hall who audits the FUUd CUUpon sales and usually does the bank run.

Charlie Lynch who runs the office on Tuesday mornings while I am in staff meeting.

Sharon Hise who inputs payables, freeing up loads of time for me.

Julie Smart who is my organizing soul mate and is both the brainpower and elbow grease behind many of our efficiency-enhanced systems.

Peggy Paden who pops in on Wednesday afternoons to watch the office while I run errands.

Ellie Murphy, who is still my a stalwart supporter and mentor. Some days, it is only Ellie's perspective of years that keeps me sane.

I also want to thank John Burciaga, for his leadership and support throughout what has been, in some ways, a challenging year. Thanks too, to this incredible professional staff: Connie Clemons, Lisa Casey, and Manuel Gomez. This year we wrote our Staff Covenant together, and put it to good use as we learned what it means to be a team. I am honored to serve the UUCP mission as part of this fine group

I look forward to a joyful 2003-2004 Program Year.

Jessie Shotwell

Administrative Director

Unitarian Universalist Congregation of Phoenix

I look forward to an efficient and effective 2003-2003 Program Year of employing the solid systems we've built and enjoying each other as we do this good work.

Jessie Shotwell

Administrative Director

Unitarian Universalist Congregation of Phoenix

Lifespan Religious Growth & Learning Director
2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix

This has been a wonderful year of growing and changes at UUC P in both the Adult and Children's Religious Growth and Learning programs. Sadly I am resigning at the end of this year, but I am thrilled with all of the progress and growth I have witnessed during my tenure as your Lifespan Religious Growth and Learning Director. Each of the committees has submitted a detailed report on our yearly activities, so I will briefly touch on some of the highlights throughout the year in my summary.

RGL Staff: This year we hired Sydney Riente as the nursery supervisor and childcare coordinator. We also hired another childcare provider so that we currently have six trained childcare providers. For half of the year, we had two part time RGL assistants, Carey Crabbs and Ellie Murphy, whose help and assistance were incredibly valuable to the program. Due to budget constraints come January, they both had to be let go and were both sorely missed. Largely, RGL work is down by volunteers on several committees including the ARGL Committee, the CRGL Committee, YRUU and the COA Committee. Several other ad hoc committees met throughout the year to address timely RGL issues and concerns.

Adult RGL: The Adult committee has grown to become a very strong and effective committee under the leadership of the chair, Gary Ezzell. Gary's management and leadership skills have served the committee well in developing and maintaining high quality adult programs, classes, lectures and book groups. Jay Alagia has offered the majority of ARGL classes and continues to be a wonderful and enlightening presence in ARGL. His offerings are highly valued by all who participate. We have also had several newcomers offer classes, which too proved to be successful and enjoyed by those who attended. Topics included gender issues, pagan perspectives, religion, tai chi and nutrition. We continued with Fabulous Fridays this year and had five separate events and we introduced a Thursday lecture series in January inviting lecturers from Paradise Valley Community College and a local speaker's bureau. The Book Discussion Group continues to be popular, however our Book Table maintains mediocre success. A new plexi-glass display case sits at the Book Table and includes information on upcoming classes and registration forms. Many new ideas are being examined for the fall, including a look at small discussion groups, film as theological text and more lectures.

Children's RGL: Currently we have 103 children officially registered in the CRGL program. Although that is down by seven from last year, there are many new families who are coming regularly who have not yet enrolled their children in the CRGL program. I believe that we have served many more children this year. When I first began working here in May of 2001, there were 65 children enrolled, so we are definitely growing!

Highlights from this year include the new CRGL structure (see CRGL section for details), which included class, Children's Worship, Social Action Sundays, intergenerational services and many special event and holiday services. We continued offering Together Time throughout the year, but only on the Sundays that the children began in the Sanctuary. We also had children light the chalice

regularly and they had a chance to share personal information about themselves at this time. Many wonderful child musicians showcased their talents this year in Children's Worship and in service.

We introduced Our Whole Lives for grade K-2 grade for the first time with Diana Saylor and Tom Brookshire pairing up to teach these youngsters about bodies, babies and families. The children enjoyed the program and ended the class with a celebration. Next year, we plan to offer OWL for to 8th and 9th graders.

COA Highlights We had nine, 7th and 8th grade students dazzle the congregation at the Coming of Age graduation service on May 18th, when these students finished up their year-long program with a bang. To celebrate their rite of passage from child to youth, we are taking the group to San Diego over Memorial Day weekend. Seven of the students have elected to sign the membership book and are now recognized as members of the congregation.

Young Religious Unitarian Universalists (YRUU): Kim and Andy St. Clair have taken the youth group (YRUU) to new heights. YRUU is currently about a dozen strong (with many more part-timers) and have proven to be a driving force in the congregation. They have entertained us at Beatnik Poetry Night, inspired us at the Mind the Gap service, helped us in numerous services with their musical talent, and muscle and have been just a super group to watch grow. Ten YRUU students traveled to Irvine for District Assembly to cheer on the St. Clairs as they accepted the PSWD Award for Youth Advisors of the Year – a recognition they truly deserved. Although Kim is vacating her post as youth advisor to succeed me as the director of LRGL, her influence will be felt for many years to come as this YRUU group continues to grow and flourish. Andy will continue on as a youth advisor with YRUU. (Thank goodness!) Four YRUU members traveled to San Diego to run for the District YRUU Board in May. Results may not be in time to include in this report.

UUEEC: The relationship between the cooperative preschool and UUCP has taken a new turn this year. The biggest news about the preschool is that after many, many meetings and many deliberations, members of the UUEEC Task Force worked together to develop a comprehensive plan to integrate the preschool back into UUCP. This should prove to be a very big step in developing a positive and rewarding relationship between UUCP and UUEEC, and in providing a high caliber education that incorporates Unitarian Universalist principles and values to children between the ages of two and five throughout the week.

Kids Kamp: Last summer was the first year that Kids Kamp operated as an arm of UUCP. By embracing Kids Kamp, the Kids Kamp staff are now contracted employees of UUCP and the directors work more closely with UUCP staff in camp planning and bookkeeping endeavors. This relationship has benefited Kids Kamp, the RGL Program and UUCP, by bringing the camp back into the folds of Unitarian Universalist principles and values and by providing a framework to continue Kids Kamp for many years to come. The plans for this summer have gone without a hitch and we're looking forward to have the walls full of youth at play for the month of June. Jack Putta and Jeff Sadow continue to provide a wonderful, creative and playful learning environment to the many youth who attend as campers and counselors.

I extend a large thank you to the staff, the committees, the congregation, Desert View and the numerous volunteers, teachers and friends who have made RGL so successful at UUCP. I will miss you all and have thoroughly enjoyed my time with you.

RG&L Director

Lisa Casey

Membership Program Trustee
2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The Membership Trustees oversee and coordinate the work of the Unicare Committee, co-chaired by Ellie Murphy and Julie Smart, the Newcomer Committee, chaired by Lynne Powers, Hospitality Committee, chaired by Vicki Sherrill, Publicity Committee, chaired by Carey Crabbs, and History and Archives, chaired by Gretchen Manker. The New UU Class for new and prospective members are also a part of the Membership Trustee's ministry. These committees work to attract and welcome new members and friends, assist and support members and friends in times of personal need and encourage members and friends to participate in the life of the congregation.

This year there were three New UU classes presented. These series of two classes and a pot luck dinner are given on two consecutive Sunday mornings before the service with a potluck party the following Saturday night. This year the classes were presented by Mark Schmitz, Ellie Murphy, Julie Smart and Julie and Rich Wambach. We owe warm thanks to this group of gifted members. Also a big "thank you" to Janice Brunson who graciously opened her lovely home for the potlucks.

Following each series of classes, the new members were introduced to the congregation during a Sunday morning service which included signing the membership book. Each new member was given a flower and a "bolo" name tag. Thanks for Bill Parker for making all the tags.

The Unicare Committee this year accomplished mighty works in assisting and encouraging friends and members who needed physical and emotional fellowship. No request has gone unheeded and those who worked on the committee should take pride in their efforts.

All the committees have worked hard for the congregation and should take pride in their efforts. Thanks also to Rev. John Burciaga for his support and participation in the work of membership.

Senior Membership Trustee

Sally Boyd.

Junior Membership Trustee

Debra Daniels

Unicare
**2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

This year UUs from other congregations have given a whole new dimension to the work of UniCare! Caregivers have been increasingly called on to lend their support to out-of-state's who come to the Valley for medical treatment of one kind or another and need a friendly presence while they're here. Unicare people have answered the calls with enthusiasm, offering to visit hospitals, entertain families, share information and generally be mentors to those undergoing surgery a long way from home. Thank you notes from board presidents, ministers, and patients themselves are a heartwarming testament to the warmth and generosity of our caregivers. Alisa Hawthorne, Libby and Dave Walker, Julie Wambach, Ellen Bauman, Daria Lohman, Charlie Lynch, Bill Walker are a few of the people who've gone out of their way to be supportive and they've made some wonderful friends in the process. All this interstate assistance doesn't mean we've neglected our own members, however. UniCare has been there to assist with memorials, comfort the bereaved, supply home-cooked frozen dinners, do childcare, offer transportation, make phone calls, and send out hundreds of cards and notes with good wishes, congratulations, or sympathy. In reality, everyone in the congregation is a potential member of UniCare, because the only requirement for membership is a willingness to make one phone call or visit one hospital or send one card to someone in need during the year. Here are some of those who have done just that (and remembered to let us know!):

Ellie Anderla, Rick Atkinson, Ellen Bauman, Debra Sparki Bohler, Billye Butler Betty Byron, Eldra & Earl Carney, Carey Crabbs, Ginny DeMarco, Pauline Gay, Jesse & Sharon Hise, Shirley Karas, Jeanne Kelly, Sue Kennedy, Susan Limb, Joanne Michael, Mary Ellen & Jeremy Mussman, Bob & Lucienne Rusconi, , Anita Silverthorn, Julie Smart, Ruth Thistlethwaite, Sandy Thomson Gail Walker

This year UniCare people have had to come to terms with their limitations, too. As Rev. John cautions us: There are some things a church and its UniCare cannot do...Our support can be emotional and relational, but (members) themselves need to take responsibility for making the necessary and proper changes. Round-the-clock nursing care is clearly not possible, nor is major decision-making, household management or direct financial assistance. We are there as friends, to nurture and encourage, but not to take on responsibilities rightfully belonging to others.

Plans to foster small neighborhood groups for purposes of community-building and care-giving, has run into some snags, but hopes are high that we can get this system off the ground over the summer. Ruth Amster, Libby & Dave Walker, Lani Comp, Julie Smart, and Rita van Alkemade & Tim Tilton have offered to serve as coordinators for their areas.

More volunteers are still needed, so if you're interested, don't be shy about sending us your name!

Chairperson

Ellie Murphy.

Building & Grounds Committee
2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The Building and Grounds Committee is responsible for organizing and managing projects to maintain and improve our facility and grounds and for providing guidance for long term planning and projects. In both of these areas, the committee had another productive year.

The present committee, while small (three primary members and a few loyal helpers), has been very active. Janice Brunson continues to be the main energy behind the maintenance of the facility, particularly the grounds. Audry Mawson and Gene Rowley have made significant contributions to the landscape maintenance and improvements to the irrigation system. Bill Roberts continues to be a jack-of-all-trades, whether it is using chain saw or an internal job. Marshall Smart continues to organize the sound system team and keeps the system operating. Jeff Metcalf provided help with the lighting and electrical work.

Two successful general work sessions were held this year. On December 14th, a crew of about 8 gathered to perform internal maintenance of the building. On April 19th, a crew of almost 20 gathered to perform a number of indoor and outdoor maintenance activities. This volunteer support saved the congregation more than a \$1000 in maintenance costs. Also, on November 29th, a hardworking team shoveled rocks to form the decorative border around the main patio.

Projects for this year

The committee designed and contracted for a new sign for the building. Various proposals were considered to meet Town of Paradise Valley requirements, to be attractive to all, and to be within a limited budget. Materials have been ordered and work is expected to begin in June.

The Building & Grounds Committee has worked closely with the new Universal Accessibility Committee (UAC). The UAC was formed after last year's annual meeting to develop plans for solving the needs for building improvements to allow full accessibility. The scope of the UAC has since grown to be the creation of a vision of a new campus for our ministry.

The budget for this year did not provide funds for a sweeping of the steps, patios, and general litter pick-up on Sunday morning before service. A team of 6 volunteers has agreed to perform the clean up on a rotating basis. A special thanks to Audry Mawson, Brenda Hoskins, Greg Holmberg, Lois and Dale Fisher, Julie Smart, and Don Weir for this support.

The congregation felt the frustration of having cold water drip on its heads by the air conditioning last summer. Thanks to the financial support of the UU Foundation, the air conditioner coils have been professionally cleaned. The vendor has been identified to repair the damaged ceiling.

Speaking of ceiling damage, the lobby ceiling suffered from water damage from sudden storm. Water backed up into the Minister's office from the patio and leaked to the floor below. That damage will also be repaired soon.

Activities have started to improve the process to maintain the Memorial Garden. Fees for internment have not been increased for a number of years. The brochure is dated and requires updating. The reflecting pool is in need of maintenance, and a new name plaque is needed since the old plaque has only two remaining spaces.

Plans for 2003-2004

Several major building improvements are needed next year. The new sign will be installed, the roof must be coated, and the Fire Marshall has requested upgrades to our alarm system. The Committee will continue to oversee routine maintenance and housekeeping activities for the building and grounds. The activities to upgrade the maintenance of the Memorial Garden will continue. The committee faces a significant challenge as it works with the UAC to implement the recommendations to improve building accessibility and space usage. There are many investments that should be made to preserve and improve our facilities. In the past we have too often waited until there was a crisis and then dealt with it as best we could. Hopefully, our next budget cycle will include the necessary funds to begin the process to aggressively update our facility to support all of our shared ministries.

How you can help

The Building & Grounds Committee is in desperate need of new members. We cannot accomplish the goals of the next year with the efforts of only three people. If you have one evening available each month, and a few extra hours to take the lead on a project, it is surprising what can be accomplished. Maintaining our facility takes effort as well as money. If we work together we can continue to improve the wonderful spaces that we share.

Building & Grounds Trustees

Dale Fisher, Don Weir

Lifespan Religious Growth & Learning Committee
2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The hallmark of this year in the Children's Religious Growth and Learning program has been the new Sunday school program. The program consists of two all-ages programs and two classes per month for children in kindergarten through eighth grade. Each month the program begins with a Children's Worship gathering for all children, followed by two weeks of individual classes and ending with a Social Action Sunday gathering for all children. The rationale for this structure was twofold. First, it was felt that it would bring all children together allowing for more of a sense of community among them. Older children would have a chance to work with younger ones and the younger children would benefit from positive role models among those closer to their own age. Secondly, it would reduce the need for as many parent volunteer Sunday school teachers because teachers would only be needed to teach two Sundays each month rather than four. For this reason, teachers signed up for an entire year rather than for a semester, eliminating the need for the bi-annual and often daunting search for new Sunday school teachers.

Along with these positive benefits, there are some problems that will need to be addressed next year. One concern by teachers was that they did not have enough class time to properly present a curriculum. Some also felt that their few times in class with the children (once a month for each of a team of four) was not enough to ever get to know and bond with their students.

The new program certainly presented the children with a busy calendar, however. On Children's Worship Sundays the children gathered in the Johnson Room for a worship service much like the adult version, including music, sharing of joys and sorrows, and a lesson on a different one of the seven principles of Unitarian Universalist beliefs. Diana Saylor made beautiful banners reflecting each of the principles for each of these services. By the end of the year there were seven beautiful banners hanging during the children's worship.

Social Action Sundays fell on the last Sunday of each month and included lessons and activities promoting various forms of community awareness and participation. Thanks to the many volunteers who brought their energies and expertise to these activities. Topics and activities included voter awareness, UNICEF and Pumpkin Sunday to raise funds for UNICEF, Empty Bowls project to raise money for the Westside Food Bank, the New Day Shelter for Homeless Families, and a Blessing of the Animals. Many valuable lessons and UU values were shared during these days.

The year's activities did not stop there, however. There were many other special events presented and coordinated in part or wholly by Lisa and the committee for the children. These included five intergenerational services: Water Celebration, Day of the Dead, Blessing of the Animals, Flower Communion, and Snake Song – an intergenerational play. Other special events included Secret Pals, Spring Celebration and Egg Hunt, Ice Cream Sunday, and Water Day.

In December a special event was planned for each Sunday, each celebrating a different December holiday. For this month the regular schedule was suspended and the children began each Sunday in the sanctuary and then went to the Johnson Room for their weekly celebration including a lesson

and an activity. The holidays celebrated were Ramadan, Hanukah, Kwanzaa, Winter Solstice, and Dia de Los Reyes. Christmas was celebrated with an intergenerational Christmas Eve service and pageant.

Added to this very busy calendar, there were some other highlights. The nationally acclaimed UU program Our Whole Lives (OWL) was offered for the K-2 class for the first time. Nine children graduated from the seventh-eighth grade Coming Of Age program. And, under the enthusiastic and effective leadership of Kim and Andy St. Clair the high school youth group (YRUU) has blossomed into a close-knit, active, and vital part of the UU community here. Members of the group attended District Assembly, and four are running for Pacific District YRUU Board. Lisa nominated Kim and Andy for Youth Advisors of the Year, a recognition that they certainly deserved and won!

We also hired a new Nursery Supervisor and Childcare Coordinator, Sydney Riente, whose help has been invaluable with our youngest children from birth to three years of age.

Finally, a sure sign of a healthy program, parent involvement is up. Approximately 75% of children enrolled had parents participating as volunteers.

One sad note is the resignation of our director, Lisa Casey. We are thrilled that we have hired a wonderful replacement, Kim St. Clair. Not to worry, Andy will continue as Youth Advisor to the YRUU.

Senior Chair

Children's Religious Growth & Learning Program.

Linda Maley

Adult Religious Growth & Learning Committee
2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix

This has once again been a year of mixed success for the ARGL committee. We have had a number of class offerings that were well attended and generated significant enthusiasm, and we have had others that were cancelled because of lack of interest. Among the most successful ones were “The Wisdom Tree” offered by Rev. Burciaga in November and “World’s Saints and Mystics” offered by Jay Alagia in February and March. Determining topics that engage a sufficient number of participants continues to be a challenge.

We continued the Fabulous Friday sequence that we began last year, and had sessions in September, October, January, March, and May. These have been reasonably well attended and provide a good opportunity for intergenerational activities. Providing the food has been a problem since we have rarely known how many people to expect; typically we have had more food than needed and suffered financial loss as a result. At the May session (to happen later this month) we are dropping back to drinks and dessert only. This seems to be a worthwhile activity but we need to find a way to involve more people in the planning and preparations since it is a drain on the ARGL committee’s energy.

A major accomplishment this spring has been the initiation of a monthly lecture series. Faculty members from Paradise Valley Community College gave five lectures in January through May, with the June lecture to be given by a member of a local speaker’s bureau. Rob Fensom from PVCC was instrumental in organizing the PVCC contributions. Carey Crabbs has done a fine job of preparing press releases and posters, and we have had attendees from outside the congregation. However, attendance at these lectures has been disappointing, typically on the order of 10-12, notwithstanding the efforts made to publicize them both internally and externally. As a result, we have not covered the cost of the honoraria paid to the speakers. The committee would like to continue the series next year and is looking for ways to reduce the cost and capture more audience.

The Sunday morning Book Discussion Group has continued throughout the year with much success and has attracted a variety of congregational members and friends. Several titles have been examined throughout the year including, “Religion Explained”, “The Botany of Desire”, “Germs, Guns and Steel” “The Moral Animal,” and even “The Velveteen Rabbit.”

The committee members this year have been Sue Kennedy, Lois Leader, Chip Haubrock, Don Fenily, Harriet Williams, Gary Ezzell (chair), and Lisa Casey (RGL director). Chip and Don joined the committee during the year, and Harriet joined in June 2002. We hope to attract some new members in the near future as we prepare for the next church year. We do have a number of ideas for next year and look forward to continue our efforts to provide meaningful ARGL opportunities to the congregation.

Chair, ARGL committee

Gary Ezzell

Individual ARGL Class Reports Submitted:

Meditation - Entire year

During the last year, 21 members attended one hour class introducing them to meditation. Some of them continued to do meditation with the group on a weekly basis. The weekly meditation group met through out the year every Tuesday evening. The attendance varied to up to ten, averaging at six. Half hour activity between two fifteen minute meditation sessions ranged from watching inspirational videos, doing Chi Gong, doing walking meditation, reading spiritual writings and conversations about spiritual topics.

Bhagavad Gita, Fall/ Winter:

These classes were attended by up to eight members. Every one read the text and participated in discussions. The class members were encouraged to have a lunch together after each class. About half the attendees stayed for lunch and got to know each other better.

World's Saints and Mystics, Winter/Spring

This was the most successful class I have conducted. Five couples and two friends attended most of the time. Each pair selected a Mystic to study and report back to the group. The students who reported, were very enthused about what they had discovered and shared it with copies of text and pictures. Most of the Mystics selected were from Christian faith. Tibetan, Hindu and Sufi mystics were also included.

Video Series: From Jesus to Christ

The video class on "From Jesus to Christ" had five participants, including two from outside our congregation who found out about it via the website. We had good discussions following each of the four videos.

YRUU
**2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

YRUU has had a productive and exciting year. First, the group met several times over the summer to plan for the year's curriculum and events. The teens chose to study *The Gender Knot: Unraveling Our Patriarchal Legacy*, becoming the first youth group in the UUA to pilot the curriculum. The curriculum sparked insightful conversation about gender relations, and all participants indicate they have grown as young men and women as a result.

The group also were an integral part of the "Mind the Gap" service in October. The service was encouraged by the UUA, and \$1,500 was raised for youth ministries as a result of this special services. YRUU also hosted "Beatnik Poetry Night" in November, which was a fundraiser for YRUU and Teen Lifeline, the YRUU service project. In December, many members of YRUU participated in the Christmas Eve productions of "Do you want to Hold the Baby," and a lock-in was held at the church during this month also. December also brought us our own meeting space in Room C, which was great fun to decorate thanks to the generous support of the Congregation.

The group has been involved in many formal and informal social events. Members of YRUU can often be seen at one another's school performances and sporting events. We also had our annual trek to the Renaissance Festival to support three group members working at the "Ren." February also brought the unexpected gift of Matt Casey's assistance, who has been a delightful addition to the group. Nine members of YRUU, along with their advisors and the Caseys, traveled to Irvine, California, for the PSWD District Assembly. Four group members, along with Kim St. Clair will travel to San Diego for the annual PSWD YRUU elections. All members intend to run for PSWD YRUU Board positions.

YRUU has enjoyed a great deal of financial and moral support from the entire congregation as they have pursued their various endeavors this year. We are excited to welcome seven new members from the Coming of Age group next year and by the overall tremendous growth we have experienced (there are currently 12 regularly attending YRUU members).

The group is looking forward to conducting a youth-led service on June 8th with the help of Rev. John Burciaga. We will also host a district Leadership Development Conference this fall, and hope to repeat our previous success with a follow-up to Beatnik poetry night. The group has chosen to continue their study of *The Gender Knot* in the upcoming church year.

Coming of Age Group
2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix

A group of nine 7th and 8th graders graduated from the Coming of Age Program on May 18th, 2003. This was a year-long curriculum of study and personal growth, requiring a great deal of commitment on the part of each participant. The youth attended 15 classes on Unitarian Universalist history and values, interviewed six adults from the congregation and participated in direct service, with 12 hours of internal and 12 hours of external service required. They attended a board meeting and two committee meetings. They researched religious statements, interpreted three of them and memorized one. They each completed an essay on a topic of religious or personal concern which was printed in their graduation order of service, and gave a short speech about another topic important to them at the May 18th graduation service.

Each student had an adult mentor, a member of the congregation, whose responsibility was to encourage the student in their progress toward completing their requirements, and to provide a non-parent role model and bridge to the greater congregation. Carey Crabbs, Steve Harris, Jaynn Truran and Harriet Williams were the COA teachers and taught the required classes in groups of two over the course of the year. The program was coordinated by Diana Saylor, Lani Comp, Carey Crabbs, and the Director of Religious Growth and Learning, Lisa Casey.

In addition to fulfilling the above requirements, the students each sat before a five-person panel composed of the Minister, Board Trustees, Coming of Age coordinators, and teachers to answer questions about Unitarian Universalism and their own questions and thoughts on religious matters.

This was a lot of work for these young people, and also for the adults involved with the program. One of the goals of the coordinating committee was to help the kids form a cohesive group. The program was designed with social and group-building events to facilitate this plan. The students spent a day at a Ropes Course in Prescott, and a social evening with their parents discussing rites of passage. But the kids enjoyed the two overnights best, one at UUCP, and one at the UU Congregation in Tucson. They got to spend a lot of unscheduled time together during these weekends, and nurtured their friendships.

They also did several group service projects which they enjoyed, like running the concession stand for the 911 Pet Adoption Event here at UUCP, taking charge of the New Day Center meal, and cooking and serving soup for the Empty Bowls Project. They actively participated in the monthly Children's Worship Services, and led one of the services themselves.

The Coming of Age curriculum is a very intense program that requires a lot of coordination, many involved adults, and a lot of encouragement to help the students complete their requirements. I think that all involved felt that it was well worth the effort. Seven of the nine graduates planned to sign the membership book after their graduation. One young person dropped out of the program in March secondary to many other commitments, but continued to participate in church life.

We hope that this sort of program will help to focus these young people's minds on the values that we cherish as Unitarian Universalists, and the way that our principles can help them in the choices

they will face in their lives. We also hope to encourage their own exploration of their inner truths. And, of course, we hope to grow a few more independent, compassionate, thoughtful Unitarian Universalists. Judging from their thoughtful and intelligent speeches at the graduation service, they are well on their way!

Early Education Cooperative
2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The EEC is the Congregation's parent-participation preschool, which operates Monday through Friday. The preschool serves ages two, three and four and is licensed by the State of Arizona Department of Health and Safety. We have been licensed to have a preschool for over 40 years. The preschool curriculum is based on UU values and provides an age appropriate model of what child-centered, respectful education should be.

Task Force

A Task Force was put together early this year to iron out space and room use concerns and along the way, other issues came before the Task Force. The participants included: Melanie Romero-Preschool Director, Teacher Doug, Paul Meyer-UUEEC Committee Chair, Val Norris-UUEEC bookkeeper, Jeffrey Newman-UUEEC parent and Senior RG&L Trustee for the church, Lisa Casey-RGL Director for the church, Jessie Shotwell-Administrative Director for the church, The Reverend John Burciaga-Minister, Piya Jacob-Desert View Director, Jan Kaplan-congregation member, Brenda Hoskins-congregation member, and Melissa Schwartz-Board of Trustees Vice President as mediator.

The original mission regarding "room usage" was quickly passed on to the existing Universal Access Committee with the church that was preparing an extensive survey and plan to present regarding not only handicapped accessibility plans but usage plans for all inhabitants. The Accessibility Committee surveyed the preschool and requested an additional list of needs and requirements to assist them with their plan. The Task Force has had a chance to preview the plans, voice their concerns and we look forward to seeing the "official" presentation in the up-coming month.

The mission of our original Task Force was therefore changed to the following:

UUCP TASK FORCE Mission Statement

Review, identify gaps and recommend actions needed to complete the integration process of the UU Early Education Cooperative into the ministry of the Unitarian Universalist Congregation of Phoenix as per the Conversation Group Report of October 1998.

The Conversation Group Report is a lengthy document which attempted to define the relationship between the pre-school and the church. It became obvious to the current Task Force that the relationship is still unclear. We came to consensus that rather than define the existing relationship, a new relationship that follows the structure and guidelines of the existing committees and groups within the church should be defined. In other words, integrate the pre-school structure into the church structure. After many long meetings and many debates the Task Force developed a plan that all participants could agree on. The final document was presented and unanimously approved at the May 5, 2003 UUCP Board Meeting. Integration will occur by July 1st, 2003.

The process has been an amazing learning experience for all preschool participants and I am very satisfied with the resolutions that have come from hours of meetings, e-mails and one-on-one

conversations with the many people involved. I have faith that the relationship will not only improve because of the integration, the preschool families and students will thrive within the new structure.

Fundraising

The parents and staff of the preschool held a variety of fundraising events this year. We started out the year with a Vendor Day which was held in the Johnson Room and included Vendors such as Tupperware, Discovery Toys, PartyLite Candles, and Scholastic Books. UUEEC parents held our annual Rummage Sale in early November with the help of many congregation members' donations, time and money. We also planned and presented "Mamas, Papas and Tapas" an auction, in April. Thank you again to the congregation for your support and space to help the preschool! Fundraising was a huge success this year. Our fundraising goal, which is included in our operating budget for the year was \$15,000. We made well over this amount and plan to buy some new equipment, furniture, and toys to improve upon our program and facilities with the extra money.

Thank you to all of the Task Force Participants for your hard work and persistence, especially Melissa Schwarz for mediating. Thank you to all who have shared Room 9 this year as a temporary solution to the space problems. And especially thank you to all the parents, teachers and students who make my job such a joy!

UUEEC Director

Melanie Romero

Arts & Aesthetics Committee
2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The art and aesthetics committee has a two-fold purpose: One to provide art shows for the Sanctuary and two, to act as consultants when decisions are made regarding the building.

This has been a good year. Participation by committee members was generally good although we do need a few more people.

Artists whose work was shown this year were the Society of Book Writers and Illustrations, Jasu Alagia and Mavericks, Betty Bradshaw, Max Kaslo and Norm Wilson, UUCP members, Jay Alagia, Joe Wise and Maleeta Wise, and Dick Phillips.

After three years as committee chair, I am resigning as chair. That job will be taken over by Jay Alagia and I will continue on the committee. Other committee members are Rita Alkemade, Max Coslo, Carol cooper, Cynthia McCrory and Steve Mote (Friend of the Church). Other people help us hang from time to time.

I appreciate being given the responsibility of heading this committee. I am sure we will continue to have shows of quality under Jay's leadership.

-Tish Gauntt

Sunday Services Committee
2002 – 2003 Annual Report to the
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The Sunday Services Committee experienced a slightly different and less demanding schedule this past year. Our Sunday responsibilities were modified to 5th Sunday months, instead of all 4th Sundays, one a month, as in the past. Therefore, our Sundays have decreased a bit and John's have increased a bit, a win-win for all. How have you enjoyed this change, or had you even noticed?

Our services this church year began in September with Board President Peter Fears' "In Search of Our Soul" sermon. Peter's dynamic words created a vision for the emergence of a number of exciting, popular task forces.

Connie Clemons and Richard Jahrmarkt led a relaxed, holiday rat-race-free hymn sing-a-long service in December.

In March, Lisa Casey and Connie produced a delightfully entertaining theatrical intergenerational service "Snakesong."

Our 8-week summer series, entitled "Spiritual Explorations" will begin June 22 with Janice Brunson reflecting on her Unitarian Hadj to our mother country, Transylvania. Additional spiritual explorations and expressions will include Native American, Sikh, Bahai, Pagan, animal spirituality. Touching the depth of the soul through social justice involvement will also be explored.

We welcomed new members Joyce and Fred Rozum this year as several long-time members, Ruth Amster and Jim Lynch resigned. Thank you, Ruth and Jim, for your invaluable service.

To Connie Clemons, Jessie Shotwell, Lisa Casey and Ellie Murphy we thank you deeply for your help and never-ending patience. Many people, many hours and many meetings are needed to create our services, the rewards of which are your kinds words of appreciation. Working with UUs, ever challenging, ever gratifying.

Chairperson

Heather McLellan

Social Action Committee
2002 – 2003 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The **Social Action Committee** shall foster congregational involvement in social issues by creating a balance of four aspects of social responsibility within the congregational community: Social Education, Social Service, Social Witness, and Action for Social Change

SOCIAL EDUCATION

The *Social Action Luncheons* gave members of the congregation the opportunity to share thoughts about different social justice issues. Topics this year were:

- The Arizona Refugee Community Center and current issues in Iraq
- Crisis in Eritrea
- UUCP's Central American Projects
- United Nations Population Fund
- AZ's state budget crisis: State Legislators Tully and Leff, Republican Dan Schweiker
- Honduras: Hogar Materna – a regional birthing clinic

The Social Action Table, facilitated by Heather McLellan & Rick Atkinson provided members of the congregation and guests an opportunity to learn about the kinds of social issues that the Committee focuses on, and an avenue for questions to be asked about these issues and their relationship to UU principles.

11th Annual UU Day at the Legislature, facilitated by Fred Rozum allowed 120 UU's from around the State of Arizona to gain information about some of the key political and policy issues this area is facing. We hope that the knowledge gained empowers UU's to be more politically active.

SOCIAL SERVICE

UMOM New Day Transitional Shelter, facilitated by Loretta Isaac, Denise McConnell, Patrick McConnell, Heather McLellan, and all of you who volunteered (thank you!)

Monthly shopping and preparation for the dinner meal

Monthly serving of the dinner meal on-site

Holiday fundraiser to buy a new warmer and cutting boards

Souper Bowl Sunday Children's Worship session and congregational fundraiser

Letter-writing campaign to oppose State budget cuts

Interfaith Cooperative Ministries, facilitated by Heather McLellan

Delivery of the items from the donation baskets

\$200 donation from UUCP

Booker T. Washington Child Development Center, facilitated by Sandra Lynch

Family Literacy Program: weekly supported by Betty Sayler, Julie Smart, and Robbie Kerne

Capitol Campaign: lead by Nancy Bowen, assisted by Elaine & Everett Warner, Archie Walker, Jane & George Pauk, and Betty Sayler

\$250 donation from UUCP to Capitol Campaign
\$329 from UUCP, \$665 from Desert View Learning Center for the Holiday Book Sale

SOCIAL WITNESS

Committee on Eritrea: this Committee is an independent group who cooperates with the Social Action Committee to write letters and advocate on the behalf of the people of Eritrea who want to become a Democratic nation, and to assist Aster Yohannes with her family's dispute with the Eritrean government as she resides within our community.

Fair Trade - UUSC Coffee Project: the Committee got approval from the Board to change the coffee purchased for the church to coffee from fair trade companies, educate the congregation on the issue of fair trade coffee, and sell some of the coffee to promote economic justice in our consumer habits.

Participation in War Protests at Senator McCain's office and through Move On Inc.

ACTION FOR SOCIAL CHANGE

Circulo de Amigas, facilitated by Jane and George Pauk
Sponsored seven female students' school tuition, books and clothes
Personal visit to site to observe program management

Barrio Edgard Lange Sacasa Medical Clinic and Pharmacy, facilitated by the Pauks
Personal visit to bring donations and assess next steps in project development
\$334 donated from UUCP, \$300 from Desert View Learning Center for the Holiday fundraiser to buy small equipment
Goodwill Offering of \$1915 from UUCP for two Central American projects

Hogar Materna, facilitated by Tony Banegas
Personal visit to bring donations and assist with supplies/purchasing
Goodwill Offerings over \$2000 for general support of the Clinic by UUCP

Service Is Our Prayer: the Committee used this Social Action Minute as a way to get members of the congregation to carry out certain tasks for social justice, including: voter registration, tax credit issues, women's rights, homelessness, and updates about the State budget struggle.

Legislative Unitarian Universalists of Arizona Project: a new initiative of statewide coordination amongst UU's who will take up legislative advocacy from an UU perspective.

Developed a proposal for a *Recycling Program* at UUCP and sent to the Board

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In addition to reaching the goals embedded in its mission, the Social Action Committee did some internal reflection about how it achieves its goals. The Charter was revised to account for recent dynamics and was a reminder that the Committee accommodates having different members of the

congregation involved at their own level of intensity, for a variety of reasons, and projects are either the effort of a few or many. In essence, that means that it embraces the complexity of servicing this congregation's conscious and good will despite that being a daunting task. Committee members are to be proud of their dedication.

Thank you all!

Chairperson

*Karin Metcalf*

*Music Committee*  
**2002 – 2003 Annual Report to the  
Unitarian Universalist Congregation of Phoenix**

The Music Committee oversees anything regarding the performance of music in this Congregation. It also submits music-related budget items to the church and acts as liaison between the Board of Trustees, the Music Oversight Committee, and the adult choir.

The Music Committee meets once a month on the first Sunday the choir sings. Additional meetings are scheduled as needed. The Committee officers are Jerry Whalin, chairperson, Richard Jahrmarkt, vice-chairperson, Joyce Short, secretary, and Pat Shannon, treasurer. Also in the committee are Connie Clemons, our music director, Ruth Thistlethwaite, our long-time choir librarian, and Gail Paul.

During the 2002-2003 year, we have accomplished the following:

- We began wearing the choir robes donated to us by Terry Robinson.
- On October 19, we sang at the Voices of Faith, an interfaith concert in downtown Phoenix.
- We discussed ways to recruit new members for the choir.
- We are attempting to obtain a choir room. This was a frequent topic for discussion.
- Our choirs performed an all-music service jointly with the Valley Unitarian Universalist Church in Chandler. We performed at the Chandler church on April 27, and we performed here on May 4. Our efforts were well received.
- Our annual fund-raiser “Cabaret” took place on May 10, with Richard Jahrmarkt as Master of Ceremonies. The Congregation Choir, Family Choir, and soloists all performed very well to an enthusiastic audience.
- Our choirs will sing with Jim Scott when he comes here on June 6.-

Committee meetings are open to anyone who wishes to attend. We would like to have more members in the Music Committee; anyone in the Congregation is welcome to join.

Respectfully submitted,  
by your Music Committee Chairperson,

*Jerry Whalin*

***Outdoor Group***  
**2002 – 2003 Annual Report to the**  
**Unitarian Universalist Congregation of Phoenix**

The Outdoor Group, in its 12th year, is primarily a day hiking group. Members also participate in service activities, provide greeters for Sunday morning services once every other month, prepare and serve dinner at the New Day Center one day a year, and meet twice a year to plan a calendar of hikes for the next six months and to elect co-leaders for the group. This year the group also planned and served refreshments for the Christmas Eve service. Hikes usually take place the second and fourth Saturdays of each month, as well as on New Years Day. A hike typically attracts 10-15 participants but we have had as many as 48 (New Years Day).

In the past year 23 hikes and two planning/potluck meetings were scheduled. Four hikes during last summer had to be cancelled because of trail closings due to fire danger. Hikes included;

- Butterfly Trail in the Santa Catalina Mountains
- Old Munds Highway Trail near Flagstaff
- Mt. Baldy in the White Mountains
- Peavine Trail in Prescott
- Ballentine Trail in the Mazatzal Mountains
- Pima Canyon in Tucson
- Lost Goldmine Trail near Superstition Mountain
- South Mountain Park in Phoenix
- Thunderbird Park Preserve in Glendale
- Willow Creek in the Gold Field Mountains
- Tonto National Monument near Roosevelt Lake
- Hassayampa River Preserve near Wickenburg (co-sponsored with SAWUURA)
- Butcher Jones Trail at Saguaro Lake
- Wasson Peak west of Tucson
- Parsons Springs Trail in Sycamore Canyon
- Wilson Mountain in Sedona
- Woodchute Trail near Jerome

The Butcher Jones Trail hike was part of the American Cancer Society's "Climb to Conquer Cancer" fundraiser. Sue Baird again coordinated our participation, and \$990 was raised in honor and memory of Hanna Parker.

Hike leaders during the year included:

- Laura and Ron Rohlfig
- Pauline Peverly
- Sue Baird
- Marshal and Julie Smart
- Gary Ezzell
- Bernie Hall

- Penney and John Hill
- Elaine Knights
- Shirley and George Karas
- Jan Kaplan and Helen Walker
- Frank Ashton
- Gail Paul and Kathy Kruse

George and Shirley Karas and Pauline Peverly hosted the planning meetings.

Sue Glassman continued to publicize, via E-mail, all group activities. George Karas and Marshal Smart served as co-leaders of the group. After three years of loyal service, Marshal asked to be relieved of his administrative duties. Pauline Peverly was elected unanimously to succeed him as co-leader with George.

*George Karas*

***Women's Spirituality Circle***  
**2002 – 2003 Annual Report to the**  
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The Women's Spirituality Circle is a magical group of women creating our spiritual path through ritual, creativity, trust, sharing, reading, celebration for more than 11 years, as a continuation of the UUA curriculum "Cakes for the Queen of Heaven." On occasion we will gather elsewhere for a special event such as a house blessing, movie or pool party. A safe, loving environment is provided for members who desire a connection with each other on a deeper spiritual level.

An interesting leadership approach evolved this year. Three women, the Triple Goddesses, share leadership for a three-month period. Our first Trips were Libby Walker, Carol Cooper and Josephine Pina, followed by Pam Defrates, Daria Lohman and Heather McLellan.

Summer Solstice and Inana's descent into hell was celebrated around Margaret Herrick's pool. We sponsored the 10th Winter Solstice, an evening of ritual, Solstice carols and dance, celebrated with harpist, writer, composer Megha Morganfield.

Halloween is always a special time and this year it was celebrated in costume at Ginna Hoff's home. The Sabbat Candlemas, marking the end of darkness and the return of the Sun was celebrated in February. Beltane in May with dancing under the stars around the maypole was a beautiful evening followed by a feast of fine treats. Food, especially chocolate, is an important part of membership! In place of our annual church service, in March we produced a reversed version of the Greek mythology "Lysistrata," where men played the women's roles and vice versa. We will forever remember our minister, John, in (and out) of his toga!

The book "The Red Tent," which several members had read, was discussed. We took inspiration from "The 13 Original Clan Mothers" by Jamie Sams, "Dropped Threads," a Canadian anthology of women writers, "Signs of Life" by cultural anthropologist Angeles Arrien, "The Chinese Book of Animal Powers" by Chungliang Al Huang. Josephine led us in a series of short, innovative drama performance evenings.

"The Hours" was attended and a discussion of the film and Virginia Wolfe followed at our own Mrs. Dalloway's tea party.

Each Spring and Fall we lovingly wash and wax the statues in the Memorial garden. We sing and chant, dance and play, always in the spirit of friendship and sisterhood.

A peaceful atmosphere is provided in which the brain most easily learns and the heart most readily opens as we engage in the passionate pursuit of UU principles. Over time our search for truth through sharing of personal concerns, stories and beliefs has evolved into a complex transcendent social entity which is OUR FEMINIST SACRAMENT, thereby living lives of joy and hope.

We are truly sisters on a journey ...

*Heather McLellan*

**SAWUURA**  
**2002 – 2003 Annual Report to the**  
**Unitarian Universalist Congregation of Phoenix**



SAWUURA is a beautiful 109-acre wilderness located seven miles south of Young, Arizona, surrounded by thousands of acres of the Tonto National Forest. A 9-member board of directors meets approximately 6 times a year to oversee the facilities and plan opportunities for Unitarian Universalists to experience the wilderness. Our events are open to SAWUURA members and guests. We serve UU congregations in Arizona.

Our board members this year are:

Karen Stucke, President  
Gene Rowley, Vice President  
Paula Kulina, Secretary  
Sue Ellen McGee, Treasurer  
Tom Brookshire  
Paul Daniels  
Eb Eberlein  
Ernie Garcia  
Ray Manker

SAWUURA reached a milestone this year -- the 25th anniversary of the purchase of the property that became SAWUURA. We celebrated with a festive party on March 30th. The important role SAWUURA has played in the spiritual and religious lives of current and past members was evident in the conversations and shared memories.

**ACTIVITIES**

The activities held during the 2002-03 year at SAWUURA included a very successful and enjoyable Labor Day weekend, with nature-centered activities; a vision-quest for the Coming of Age group from the Unitarian Universalist Church of Tucson in March; individual and family camping; a winter solstice campout; and work weekends this the spring. For the first time, our annual Memorial Day event for 2002 was cancelled because of the forest closure due to extreme fire danger.

SAWUURA also sponsored a nature hike and picnic at the Hassayampa Nature Conservancy near Wickenburg, AZ on February 8, attended by over 40 adults and children. There were several requests to offer more activities like this.

We continue to support the community of Young, with donations to the local library, and the medical clinic.

## **CONDITIONS AT SAWUURA**

The drought in Arizona has had a strong impact on the SAWUURA habitat. Water levels in our wells are measuring lower than in previous years. The forest is noticeably drier, the meadows appear to have less grass, and there are signs of dying trees. Large stands of ponderosa on the north facing slope of the canyon have brown tops as a result of the bark beetle infestation which is spreading through Arizona pine forests.

Unfortunately, treatment for bark beetles is not very practical. Until there is a significant change in the rainfall, trees will continue to succumb to the beetles.

Like the surrounding Tonto National Forest, SAWUURA is stressed by the drought and the impact this has on the habitat will be visible for at least the near future. In the spirit of living with and learning from nature, these are natural processes in the forest, and we have this opportunity to observe what will happen next in this mysterious and complex ecosystem.

## **PROJECTS**

We are in the third year of a ten-year study of the effects of excluding cattle from the SAWUURA property. A grant from the US Fish & Wildlife Service helped pay for a wildlife friendly fence and cattle guards. As part of the agreement, we are conducting a study to see what changes we can detect in the habitat and wildlife. Among our projects are recording ground water depth; photographing from selected points from season to season; recording bird and other wildlife sightings; and recording plant species.

The Tonto Forest Service responded to our concerns about cattle in the streambed above our property, and in 2002 completed construction of fencing, a new solar-powered pump for Sparky Spring and a water delivery system to troughs outside of fenced areas of the streambed. This will help ensure safe drinking water and improve water retention.

Although SAWUURA promotes “preserving wildness”, we are not a hands-off group. Our board continues to carry out a ladder fuel reduction project, in an attempt to minimize the effects of a potential wild-fire. Our fire policy acknowledges the benefits of fire to the health of the ecosystem, and at the same time promotes fuel reduction to prevent fire from reaching the crowns of the trees. This is a huge project and more volunteer labor is needed.

Other projects include an upgrade to our outdoor kitchen including a new stove and counter tops.

## **GOALS**

SAWUURA intends to continue growing in membership and to reach out to all UU congregations in Arizona. We want to continue to connect individuals, families and youth groups to “wildness”, and offer a place for enjoyment, education, and spiritual fulfillment.

Thanks to everyone who helped with our activities and goals this year.

President of the SAWURRA Board

(member of Valley Unitarian Universalist Church, Chandler)

*Karen Stucke*

***Minister's Advisory Committee***  
**2002 – 2003 Annual Report to the**  
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The Minister's Advisory has been in existence for one year. Members are nominated by the minister, approved by the Board of Trustees and serve three year terms. The Advisory was proposed by Rev. Burciaga to assist in maintaining focus on his primary agreement with the congregation and to identify and constructively address low-level conflict between the minister and members of the congregation.

Recently, the Minister's Advisory relinquished conflict management responsibility to the Committee on Ministry at their request. This group has met regularly with Rev. Burciaga and he reports that these meetings have been helpful to him both personally and professionally.

*Ellie Anderla, Convener*

*Brenda Hoskins*

*Marshal Smart*

*Universal Access Committee*  
**2002 – 2003 Annual Report to the**  
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On August 4, 2002 the first meeting of the Universal Access Committee took place. A group of people, under the auspices of the Board of Trustees and devoted to the idea that our facility must be made accessible to all, came together to sort through the proposals that had been presented to the Congregation for a vote. Many of us thought that it would be a short process of deciding on the pros and cons of each of the proposals. It soon became apparent that the acceptance of any accessible proposal needed to be thought of in a way that would integrate with the entire building, not just the entry into the sanctuary. Thus began a process that would take many hours of discussion, field trips to neighboring church facilities, development of a mission statement and the creation of a timeline plan to which the committee could adhere in an orderly process of fulfilling its goals.

The UAC agreed on this mission statement: **The Mission Statement of the Universal Access Committee (UAC) is to develop and recommend a comprehensive solution regarding the accessibility deficiencies of the building and grounds at the Unitarian Universalist Congregation of Phoenix to the Congregation, its Minister, and Board of Trustees in order that all may feel welcome to participate in its ministries to the greatest possible degree.**

With our mission in place, the committee gleaned many ideas from literature presented at our meetings and from trips made to other facilities that have incorporated accessible access into their building plans. We then set our goals:

- I. To commit to consensus decisions.
- II. To communicate our process and progress to the Congregation, Minister, staff and trustees.
- III. To Develop a program establishing goals and objectives which included; setting criteria and standards, educating the UAC and Congregation, define and rank needs, have a physical plant walk through and get technical help.
- IV. Develop and Abstract Programming Concept. V. Develop a Design Concept.
- V. Solicit and consider design solutions.
- VI. Decide on solution and Devise a Plan.
- VII. Prepare a Report.
- VIII. Present our plan to the Board of Trustees.
- IX. Present the plan if accepted by the Board to the Congregation at its annual meeting.

During the course of this year, the UAC has met on every Sunday with only 2-3 exceptions and at several night- time meetings to meet our committed timeline plan. We have presented a Sunday service to highlight the great need of an accessible building for those who face a great challenge in accessing this building. We have met with the Board of Trustees on three different occasions to outline our progress and define our goals. At this writing, we have, with the entire UAC in consensus, (a miracle of the UU variety!) a well defined plan to propose to the Board of Trustees, the Minister, and the Congregation for their vote. Between the date of the presentation at the meeting of the Board of Trustees and the annual meeting of the Congregation, the UAC will, with

the goal of educating the Congregation, present our solution to accessibility in three meetings before service on the three interim Sundays.

After an intense and committed year, the UAC has a sense of joy and accomplishment and renewed commitment to the cause of accessibility for all.

Members of the UAC

*Jack Cummings*

*Bill Parker*

*Lois Fisher*

*Julie Smart*

*Greg Holmberg*

*Tim Tilton*

*Brenda Hoskins*

*Don Weir*

***Unitarian Universalist Foundation***  
**2002 – 2003 Annual Report to the**  
**Unitarian Universalist Congregation of Phoenix**

The Unitarian Universalist Foundation of Phoenix is a non-profit, tax-exempt corporation created in 1974 to provide a permanent program for encouraging and managing long range gifts for the benefit of UUCP. The UUF monies are invested with Northern Trust Bank.

The Unitarian Universalist Foundation's goal in 2002 was making the UUCP members aware that they are also members of the UUF. Articles in the Horizons and greeting at the door were two ways of meeting our members.

At the UUF annual meeting in January Archie Walker and Dave Walker were elected to board membership. Other board members are :

Joan Roberts  
Margaret Stallworthy  
Margaret Herrick  
Ed Kolner (who resigned in May due to moving out of state)  
Peter Fears, (Kathy Ivey and Tom Broderick have attended meetings on behalf of Peter Fears)

The fiscal year of UUF is January to December. There are two funds within the Foundation - a general fund and a Memorial Garden fund for the care and repair of the Memorial Garden. The Memorial Garden funds at this time are not adequate to provide for the total care of the Garden.

Gifts to the Foundation may be made for any reason. For further information please contact a member of the Foundation.

A summary of the year end financial statement:

|                 |              |
|-----------------|--------------|
| Cash (checking) | \$788.68     |
| Trust           | \$405,191.74 |
| Notes rec.*     | \$51,817.20  |
| Land**          | \$1.00       |

\*Loan to UUCP

\*\*Land value is unknown - parcel in remote area

President, Foundation Board of Directors,

*Joan Roberts*