

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.

Table of Contents

EXECUTIVE

Board of Trustees	4
Stewardship Committee Report	5
VIP Core Team Report	6
Community Ministry Core Team Report	8
Treasurer's Report	10
Pledge Drive Chair Report	11

STAFF

Minister's Report	12
Music Director Report	14
Administrative Director Report	16
RG&L Director Report	18

BOARD REPORTS

Membership Report	21
UniCare Committee Report	22
Building and Grounds Report	23
Religious Growth & Learning	
Lifespan RG&L Committee Report	25
Adult RG&L Committee Report	27
YRUU Report	29
Coming of Age Report	30
Early Education Co-op	32
Adult Programs	
Arts & Aesthetics Committee Report	34
Sunday Services Committee Report	35
Social Action Committee Report	36
Music Committee Report	39
Outdoor Group Report	40
Women's Spirituality Report	42

OTHER

SAWUURA Report	43
Ministerial Advisory Report	45
Universal Access Committee Report	46
Foundation Report	48

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
Unitarian Universalist Congregation of Phoenix

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**  
**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 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**  
**Unitarian Universalist Congregation of Phoenix**

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  
Unitarian Universalist Congregation of Phoenix**

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*