

Unitarian Universalist Congregation of Phoenix

**Annual Report to the Congregation
June 2003 – May 2004**

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, published at the end of April 2004.

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Board of Trustees
2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The Board of Trustees is the principal policy framing and administrative body of the Unitarian Universalist Congregation of Phoenix. With the support of the Members of the Congregation and the authority of the bylaws, the Board acts on the business affairs and program of the Congregation.

The twelve Members of the Board are elected to a two-year term, and the youth representative serves a one-year term. The two-year terms are staggered, so that 6 new Members are elected each year. Officers of the Board are designated to preside over the meetings, maintain records of the proceedings, and to perform financial tasks.

The following members of the Unitarian Universalist Congregation of Phoenix served on the Board of Trustees from June 2003 to June 2004. It was especially gratifying to have a youth trustee for the first time in several years. The Board experienced no turnover during the year, one of many signs of the commitment of the participating individuals.

Don Weir*	President
Ellie Anderla*	Vice President
Tom Broderick*	Treasurer
Gail Paul*	Finance, Junior
Tony Banegas	RE, Senior
Eugene Cherry	Adult Programs, Senior
Debra Daniels	Membership, Senior
Gary Ezzell	RE, Junior
Greg Holmberg	Adult Programs, Junior
Jeff Metcalf	Building & Grounds, Senior
Gail Paul*	Finance, Junior
Tim Tilton	Building & Grounds, Senior
Janet Wise	Membership, Junior
Geoff Comp	Youth Representative
*Officers	

The Board met ten times from June 2003 to April 2004 and meetings are scheduled for May and June 2004. In addition, a Congregational meeting was held in January 2004 and a second meeting is scheduled for June 13, 2004. A summary of each meeting is presented below.

July 14, 2003. Eleven Board members attended the initial meeting, even though it was in prime vacation season. John Burciaga, Jessie Shotwell, Connie Clemons, and Kim St. Clair also attended for staff introductions. Each member was polled for desired accomplishments and the results were documented. The list will be revisited at the

June meeting. The budget for the newly integrated Early Education Cooperative (EEC) was approved. The draft Personnel Manual was circulated for review. A search committee was formed for a new EEC director.

September 8, 2003. Eleven Board members were present. Approval was granted for Wendy Metcalf's holiday fundraiser to sell gift cards. The Committee Chairs were approved for the 2003-2004 season. The title of our "Lifespan Religious Growth and Learning" program was changed to the "Religious Education" program. It was announced that the EEC is now fully staffed.

October 6, 2003. Ten Board members were present. The UUCP fiscal year was officially changed to July 1 to June 30 to be consistent with the election of Board members and the budget of the EEC. The Acceptance of Gifts policy was signed. The creation of a classroom for the Plaza Comunitaria and the relocation of the Music Office be approved. The Minister's agreement was signed and the Board toasted the agreement and John's upcoming wedding.

November 3, 2003. Eight Board members were present. The Board approved the recommendation of the Universal Access Committee to hire Doug Sydnor as the Architect for the building improvement project. Dave Rickard was hired as a consultant for the operational canvass in the Spring of 2004.

December 1, 2003. Eleven Board members were present. The contract with architect Doug Sydnor was approved. Anne Ezzell was designated the "webmaster" for the UUCP site. Initial plans for the Campus Ministry program were discussed.

January 5, 2004. Eleven Board members were present. The six-month budget continuation for Jan-June 2004 was presented, discussed and approved. The agenda for the Congregational meeting on January 18 was approved. Plans for the Spring Canvass were discussed. A special Board meeting was scheduled and held on January 12, 2004 to review the building plan and fundraising issues for the Congregational meeting.

February 2, 2004. Twelve Board members were present. The 2003 fiscal year was ended with a \$4000 deficit. The loan application for \$50,000 to support the building improvements was completed. The selection of Robert Porter as General Contractor for the building improvements was approved. The Board approved that the interest on the UU Foundation loan should be paid from operating funds and that the 2003 and 2004 principal payments should be made this year. The NON-fundraiser was approved. The financial commitment for Campus Ministry/Young Adult program grant was made.

March 1, 2004. Nine Board members were present. A plan for a grant application for support to the Plaza Comunitaria was approved. A contract attorney, Brad Holm, was hired to review and make recommendations on the contract with Robert Porter.

April 5, 2004. Ten Board members were present. The meeting was held with a split Board format as recommended by Rev. Charles Gaines. The selection team for the new

Administrator was appointed. Approval of the Contract with Robert Porter as recommended by Brad Holm was approved. The Employee Handbook was approved. The web site guidelines, privacy statement, and 50/50 fundraising policy were approved.

Respectfully submitted,

Don Weir

President

John Burciaga
Called Leader of Ministry
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This has been among the busiest of congregational years in my career. Admittedly, some had to do with other events, such as being married, and the time, travel and related matters of preparing our home for shared living and settling Linda Lu into congregation and community. We both thank you very much for your warm acceptance of her and your obvious delight in what she brings to my life. I am gaining a better balance of work, love and play, and can only hope that I am helpful to her transition and adjustments to Western living after long and deep connections of work, family and friends in the Boston area. We continue to seek your goodwill and understanding as we establish ourselves with you as a couple.

In review of the congregational year past, I recall many wonderful Sunday celebrations, due to your appreciation not only of the time and effort I put into my sermons, but to fine member and guest presentations from our pulpit, including the development of our Worship Associates. Special events such as Cabaret, and our annual fellowship dinner to kick-off our Canvass to support next year's mission, have revealed high morale among our members. We continue to grow at a wise, steady rate and those who join us are broad in age, lifestyles and interests—giving us a rich blend as a congregation.

We said goodbye to our Administrator, Jessie Shotwell, though happily we keep her as member and friend; she served us so well and brought professional quality and good office volunteer relations along the way, while supporting my ministry and work needs too. During her departure, many of our office volunteers stepped up to assist the transition, and Karin Metcalf has added her good work ethic and technical ability to the temporary position until we identify a new, permanent administrator. Connie Clemons continues not to fail to inspire and delight us with special music in so many services, and is a valued member of our staff that meets weekly in long but productive sessions to plan and execute our roles and duties as your overall paid ministry. Kim St. Clair has moved so quickly to broaden our educational ministry at every level, while bringing with her enthusiasm and exceptional ability. Please read her report closely to see the progress in our Religious Education programs. Michele Rutin has been crucial to the transition that brought the UU Early Education Cooperative preschool fully under our wing. She is wonderfully cooperative, also a good addition to our staff, and deserves our ongoing support as we strive to be the best employers we possibly can be for the preschool ministry: this includes deserved compensation and benefits for talented, hardworking teachers.

Along the way we welcomed helpful new ideas and strategies both for growth and development, and I add thanks again on behalf of all to David Rickard of the UUA and to Rev. Charles Gaines of Turnabout Consultants for their time and wisdom. The longest significant effort towards major changes here has been by the Universal Access Committee, convened regularly by Julie Smart but given much in terms of creativity and ideas by its other members. Due to their efforts we soon expect to adopt a plan to make our space more

functional for the needs of all, hence more democratic and more public, while bringing an aging building to code and into proper repair.

I wish for all of us a coming congregational year that may be less demanding and with perhaps more time and energy to enjoy our religion and its faith. Concluding words of mine to a recent Sunday service was my wish that we not mistake anxiety about super-growth for the essence of religion, which is to do all we can for our faith. All other success we possibly could care for will follow.

Respectfully,
John E. Burciaga

**Minister's Advisory Committee
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The Minister's Advisory Committee has been in existence for two years. The Minister nominates Members of the congregation through the Board of Trustees. Members serve three-year terms automatically becoming Convener in the third year. The Advisory presently assists the Minister in maintaining focus on his primary agreement with the congregation.

During the Fall of 2003, the Minister's Advisory assisted in re-negotiating the congregation's *Agreement* with the Minister.

During this church year, the group met with Rev. Burciaga to discuss confidential matters suggested by the Minister and/or by Members of the Advisory.

Brenda Hoskins, Convener 2003-2004

Bob Revette

Marshal Smart, Convener 2004-2005

Committee on Ministry
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Pursuant to its Charter, the Committee on Ministry's ("COM") broad purpose is to use the Congregation's mission statement "as a standard by which to gauge the effectiveness of our ministry and to make recommendations to enhance the quality of this ministry."

The members of this year's COM were Jeremy Mussman (Chair), Tom Brookshire (Chair-elect), Ruth Amster, Betsy Kammerle, Dale Fisher and Kathy Kruse.

We focused on a number of areas referenced in our Charter, including: promoting Congregational awareness of shared ministry; educating ourselves and the Congregation about trends in ministry among UUs; assessing congregational goals and needs for new structures to promote goals; and facilitating effective communication among various parts of the Congregation.

Specific actions engaged in included: initiating contact with Committee Chairs and the Board to encourage use of the mission statement and committee charters; continued work on Personnel Handbook; coordination of efforts with Minister's Advisory, Conflict Management Advisory Group, and Leadership Training Committees; assistance with reception to celebrate John and Linda Lu's marriage; involvement in expanding scope of Church's website; and gathering of information, coordination, and follow-up of Rev. Charles Gaines' March 2004 Assessment Workshop.

With regard to this last item, we are continuing to work with members of the Board on strategic planning to build upon a number of Rev. Gaines' excellent recommendations. The COM will continue with this effort in the coming year by initiating efforts to reach out to individual members of the congregation, including those who do not continue to regularly attend Sunday Services; attending Board meetings and other Committee meetings; creating and implementing assessment tools to gauge ongoing progress that the Congregation and Minister are making toward our goals.

**Sunday Services Committee
2003 – 2004 Annual Report to the
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The Sunday Services Committee has accomplished another successful year with extraordinary talent from our own church community and from the greater community. Your comments and feedback are always appreciated and assist us in planning future services, and indeed we look forward to another great year. An updated Service Leader's Kit has been prepared and is made available to all service leaders. Jim Lynch, having retired from the committee, was presented with a plaque at the November Americana/Barbershop Service. It wasn't easy filling Jim's shoes but the ubiquitous Dick Gray joined the Committee and his talents and creativity have been invaluable to us. Sadly, Committee member Dick Campbell passed away within a short time after his August 31 "Knights of Labor" Service.

Janice Brunson began our summer 2003 series on a Unitarian Hadj in Transylvania; we heard Pima and Maricopa creation stories by ASU's Dr. Donald Bahr; a panel of UUCPers explored their UU journey; Sevak Khalsa presented a Sikh service; a Baha'i service, Habitat for Humanity, Pagan and Animals and Spirituality were also presented.

We are eternally grateful to the following church members for their participation as presenters or as service leaders: Janice Brunson, Dale Fisher, Sandy Weir, Fred Rozum, Dick Gray, Jay Alagia, Bronwynn Torg, Pam Defrates, Denise McConnell, Terry and Glen Lockwood, Kathy Ivey, Heather McLellan, the Women's Spirituality Circle. And of course Ms. Connie who, with the patience of a UU saint, keeps us musically tuned. If I've forgotten anyone, I apologize, but you know we love you too!

As Chair for the past three years of this creative Committee it has been challenging but extremely rewarding. Now is the time to pass the torch to the one and only Sandy Weir who will lead us to new heights.

A moving Memorial Day service by Dick Gray, "Lest We Forget," paid homage to the fallen, yet begged to end once and for all the conditions that call for the ultimate sacrifice.

Summer 2004 planning is well underway ... poetry, a Civil War diary reading, AZ Healthcare, Campus Ministry, a UU family history of struggle for equality, etc.

Sunday Service Committee members: *Dick Gray, Joyce and Fred Rozum, Archie Walker, Sandy Weir and Heather McLellan, Chair*

Aqui Alli Alla
Community Ministry
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The centerpiece of John Burciaga's calling and installation as UUCP's minister was his personal dedication to community ministry. An important part of realizing this more focused direction of our social activist traditions was the creation of this new social justice umbrella.

Celebrating our continuing focus on interaction and activism with the Latino/Hispanic community in this border state, it was natural to choose Spanish words for our title.

- Aqui ~ (near) refers to ministry at our church home
- Alli ~ (just over there) refers to ministry away from our address, but within Arizona's borders
- Alla ~ (far away) refers to ministry outside of Arizona's borders.

Activities with other UUA and related organizations and ministries are not included in this congregation's unique projects. The Aqui ministry operates as UUCP Neighbourhood Center.

A number of projects discussed in the 2002-2003 UUCP Annual Report, continue to be goals. That list included a Spanish-language resource library, and a credit union among others.

Through our continuing commitment to Valley Interfaith Project (VIP) and its process, we came to understand the self-interest of our congregation and its members. Initial communications within VIP nurtured these projects, and we continue to work closely with VIP to promote and develop our interactions in these and other projects.

These two projects currently absorb most of our resources. The Neighborhood Center's UUCP home this year has been in Room 9. We are open Monday and Tuesday evenings 6-8 p.m.

- Hosting a Plaza Comunitaria is the centerpiece project. Informally inaugurated at UUCP on 2 December 2003, our Plaza Comunitaria was recognized by the Mexican Consul General and dignitaries representing supporting institutions of the Mexican foreign office in inaugural festivities in April 2004.
- Plaza Comunitaria curriculum, training for facilitators and textbooks are furnished by the Mexican authorities free to Plaza Comunitaria hosts. All students attend the classes without cost. At UUCP, we offer the curriculum free to both Spanish-speaking students (whether or not they are pursuing certification from Mexico for their progress), as well as to UUCP members and friends who are learning Spanish. Even with loyal volunteer support, there are costs to conduct the programs. We have applied for two grants from the UUA Funding Panel and have other discussions underway to realize sustaining funds.

- Our ministry goes beyond supporting students to building and celebrating bi-lingual community among us. Our program includes free childcare and an evening meal.

Hosting the Arizona Attorney General's Maricopa County pilot project, to bring access to recent immigrants and migrant workers, is an exciting social justice opportunity that our congregation and volunteers have embraced.

- Attorney General Terry Goddard and his staff have created this program in response to very serious justice hurdles facing recent immigrants and migrant workers. The AG staff has made it very clear that U.S. immigration status is not a consideration. Arizona laws protect everyone within our borders without favor or prejudice.
- In addition to UUCP volunteers, we anticipate that volunteers from other VIP member institutions will assist at UUCP, and on occasion, opportunities may arise to 'take the show on the road' to other locations to broaden access to the AG's program.
- Volunteers will be trained by the AG's office to process intake claims. Those whose concerns are outside the AG's province will be routed to other agencies and resources.

Coordinator for the AG's project is Sally Boyd.

Numerous volunteers are involved in this project. Listed below are those without whose participation and support this project could not have moved forward during this church year. Rick Atkinson, Childcare Provider; Charlie Lynch, Dinnertime Coordinator

Tony Banegas, AG Project volunteer; Jan Montana, Curriculum Coordinator

Sally Boyd, AG Project Coordinator; Ellie Murphy, Plaza volunteer

John Burciaga, UUCP Minister; Mary Ellen Mussman, Plaza volunteer

Brenda Hoskins, Chairwoman; Angel Ortiz, Spanish-language teacher

Kathy Ivey, Math teacher; Tom Parker, Computer Specialist

John Johnson, AG Project; volunteer Bill Wardlaw

Jan Kaplan, AG Project; volunteer Mary Wardlaw

Patricia Lomeli, classroom facilitator; Greta Woods, AG Project Volunteer

We send special appreciation to our first and most dedicated adult student, Cecilia Franco, and to her son, Luis Alberto who is our most enthusiastic supporter.

Music Director
2003 – 2004 Annual Report to the
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The Congregation Choir has provided choral anthems and led hymn singing for two to three Sundays during this past season. We have also provided music for the annual Christmas Eve Service and building dedications for two other UU Churches.

As always a variety of music is chosen for performance over the course of the year. This year I have tried to bring more music to the congregation from UU composers, both within our congregation and from other congregations. Because of the help we receive from Ed Grobe regarding pronunciation and proper diction, we are able to and have sung in many languages other than English. We also have several experts in Spanish, French and now Serbo-Croatian.

The Congregation choir has gained several new members this year and we are happy to have members return after several years of absence. We have all been saddened by the loss of our long-standing member, Hubert Gay. We hope our fondness for his family and our appreciation of their continued contributions do justice to his memory. When the Congregation Choir is not present in services, we are fortunate to have many fine musicians who provide special music.

The Family Choir has involved five to six different family units, mostly only one or two families at a time during rehearsals. However, when performance time arrived, everyone rallied to bring meaningful, and beautiful music to services and our cabaret performance.

In December we performed an all-music service for the holidays. This service featured different styles of music from our Latin neighbors.

The hymn-sing service again still brings rave reviews from congregation members. This season we are bringing two hymn-sing services to the congregation.

One of the highlights for me this year was the Solstice Celebration, sponsored by the Women's Spirituality Circle. *Europa* played traditional solstice music and music from Transylvania, as well as from other parts of Eastern Europe. We also led and taught dances from Bulgaria, Armenia, and Serbia. A special thank you to Marshall Smart who ran the sound system for this event.

Cabaret this year was the most successful of several years back. Our Country-Western theme was enthusiastically performed and received. Musical selections were varied, well rehearsed, and all in fun. Dusty, Lefty, Minnie and Grandpa added humor to our evening. Many thanks to all who worked behind the scenes. This year's event was an excellent showcase of the many talents of choir members, congregation members and guests.

This was the year when other UU Churches in the valley celebrated the dedications of new facilities. Our Congregation Choir rehearsed with choirs from West Valley UU Church and the Valley UU Church in Chandler, forming mass choirs at both events, one in February and one in April. Performances included a guest appearance by Linda Bunyard, and the music of Brahms, and that of Ryan Marvel, Valley's UU's pianist.

We are very thank-full for our music librarian, Ruth Thistlethwaite. Her diligence in keeping our music library in order is certainly an invaluable and time-consuming labor of love. (Thank-you, Ruth). And thanks also to Ed Grobe who rehearses with the choir every week and provides accompaniment. Ed also is our main pianist when I am not present in services. His dedication and talents are a wonderful gift.

We have a hard working group of musicians who not only make music, but who do much more behind the scenes. Thank you to everyone for making this year and my work as the director so rewarding.

Respectfully submitted by
your Music Director,
Connie Clemons

Music Committee
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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 Richard Jahrmarkt, Chairperson, Jerry Whalin, Vice-Chairperson, and Pat Shannon, Treasurer. Also, on the Committee are Connie Clemons, our Music Director, Ruth Thistlethwait, our long-time Choir Librarian, Gail Paul, and Joyce Short.

During the 2003 – 2004 year, we have accomplished the following:

- ❖ We discussed ways to recruit new members for the choir, and indeed , we added a few.
- ❖ We set up shop in the former “annex” next the kitchen - music, furniture and supplies were moved upstairs.
- ❖ We sang at the dedication of the new Chandler building on April 18th. We joined the Chandler choir and other singers and musicians in this effort.
- ❖ Our annual fundraiser, “Cabaret,” took place this year on March 6th. The theme was Country and Western. We took in \$1200. Yee Haw!

We are looking forward to a strong Fall-Winter season.

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

Respectfully submitted,
Richard Jahrmarkt
Music Committee Chairperson

**Director of Religious Education
2003-2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

This year has been wonderfully rewarding to me as the new Director of Religious Education (DRE). Thanks to my wonderful predecessor, Lisa Casey, and the support of the UUCP Board of Trustees, John Burciaga, Jessie Shotwell, and the members, I have found my transition from schoolteacher to DRE to be a joy. I am happy to report that many of the goals set for me as the new DRE have either been fulfilled or are in progress. In addition to programs which fall under the groups reported below, I have also had the pleasure of attending a Renaissance Module in Las Vegas for teacher training and have been on staff for two camps at deBenneville Pines. Each of the committees has submitted a detailed report on their yearly activities, so I will simply highlight their various accomplishments in my summary.

RE Staff: Sydney Riente continued as nursery supervisor and childcare coordinator. Due to difficulty in finding volunteers to consistently teach the pre-k Sunday school class, it was decided to hire Arwen Leader as the lead pre-k teacher so that the children would have a consistent face every Sunday morning (so important to this age group). Tiffany Lipkeman was hired as the nursery assistant as Arwen moved to the pre-k class. As is often the case with young people, however, Arwen had to accept a job that required her to work Sundays, so Kiera Thomas was hired to replace Arwen as the pre-k teacher. Both Tiffany and Kiera are college students studying to become teachers; they have been tremendous assets to the Sunday morning program with their knowledge and enthusiasm. Sadly, Sydney will be leaving at the end of May to join her daughter, Lisa Casey, in South Carolina. She will be missed terribly by the parents and other staff members. Tiffany will replace Sydney as the nursery supervisor and childcare coordinator, and I anticipate the need to hire a nursery assistant. Kiera will continue as the pre-k lead teacher next year.

Adult RE: The Adult RE committee has flourished this year! Gary Ezzell and other members of the Adult committee participated in a “start-up” workshop facilitated by PSWD staff members Tera Little and Karla Brockie. One initiative that came out of this workshop was to provide Adult RE at a time when most members (especially parents) could take advantage of the courses and to organize a “core curriculum.” Hence, in January childcare became available from 9:00 a.m. to 1:00 p.m. on Sunday mornings with most Adult RE classes being offered from 9:00 to 10:15 a.m. This change proved quite successful, and the nursery always has a handful of children whose parents are taking an Adult RE class.

Additionally, the Adult committee held a retreat at Gary Ezzell’s home on April 3rd. The committee was taken through a process to define Adult RE, establish a mission, and then to form a “core curriculum” that would provide organization and consistency to the program for years to come. Thus, a calendar of Adult classes has been established for the coming church year.

Another change to adult programming this year was the introduction of the UU Studies Pass (UUS pass). For \$25, a participant can choose any or all of the course offerings for a semester instead of paying a \$10 course fee for each course taken. A number of people have taken advantage of the UUS pass, and we have seen momentum build for adult programming through increased class attendance as the Spring has progressed. Although a great deal of change has taken place, the tried and true have remained. Jay Alagia continues to offer his superb meditation and religious classes. The book table has done well this year and has actually earned a bit of a profit! Both nights of the Hexalogue, an offshoot of the lecture series from last year, was widely attended by both UUCP and outside community members. The book discussion group continues to draw a crowd, especially since parents are able to attend due to childcare being available. With the outstanding leadership of Gary Ezzell as Chair, and the dedication and hard work of Carey Crabbs, Harriet Williams, Sue Kennedy, Rod Fensom, Don Fenily and Lois Leader, I have no doubt that the Fall will bring even more success to Adult RE.

Children RE: We currently have 100 children officially registered in the CRE program, and we have experienced an influx of new families this spring who have indicated that they are pleased to have found their spiritual home! We hosted a successful teacher-training workshop at the beginning of the church year, and instituted a new program of “mentoring” for each teaching team. A member of the CRE committee acts as the “mentor” or “department chair” to a specific teaching team (i.e., Dana Bjornsen is the “mentor” for the pre-k teaching team). The mentors’ responsibilities include helping the teaching team coordinate and communicate a teaching and lesson schedule. The teachers report scheduling conflicts to the mentor, who then facilitates the resolution with the team. This set-up has allowed me to focus more on programmatic issues as opposed to having to concentrate on the week-by-week details of the Sunday school classroom and has proven quite successful.

Similar to the Adult RE committee, Cathy Maxwell (nee’ Masters) and other CRE committee members attended the Fall “start-up” with Tera Little and Karla Brockie. The initiative that came from the Children’s RE perspective was the need to provide increased communication with all families, which the committee has implemented.

Children’s Worship continues to be held on the first Sunday of the month with the children executing the service elements. Since this Sunday is not a teaching for the regular Sunday school teachers, parents and other volunteers often step-in during Children’s Worship to help the children. I have been impressed with the willingness our children have embraced our rituals such as chalice lighting and the sharing of joys and sorrows. They also have an amazing understanding of the Seven Principles. The children also undertook the social action cause of raising money for the New Day Center (“Helping Hands and Caring Hearts”) by selling canned goods on the steps of the church on Sunday mornings and through the sale of their pottery bowls for the Empty Bowls project.

The children also enthusiastically participated in Pets 911 and the intergenerational “Blessing of the Animals” service, as well as being an integral part of the Flower Communion on Easter; the Water Communion and Christmas Eve services. Our CRE

committee includes Cathy Maxwell as Chair; Tia Stokes, junior Chair, and Terry Lockwood, Diana Saylor, Wendy Metcalf, Dana Bjornsen, and Mary Dokes. This is a truly talented and outstanding committee, and I could not have pulled off this year without their guidance and support.

Fab Fridays: Three intergenerational Fab Fridays (with one more to be held on May 7th at Tempe Town Lake) were held this year, with each one averaging over 40 participants! These events were co-planned by the Adult and Children's RE Committee, which accounts for the increased intergenerational participation. The Halloween Fab Friday included scary stories around a camp fire; the Christmas Fab Friday was celebrated with cookie decorating, singing of carols and the making of holiday decorations; the Chinese New Year was rung in with a dragon costume and the beating of pots and pans. All in all, community was built through these fun events. Additionally after Services, two family picnics were hosted by the Children's RE Committee, which also gave members a time to relax and get to know one another better.

UUEEC: The UUEEC has experienced quite a transitional year with the hiring of Michele Rutin as Director and Nan Wilkinson and Val Bailey as the Four-Year Old class teachers. Although enrollment was down this year, the remaining teachers and parents rallied behind the preschool to make it a true part of the UUCP family. Also, the preschool looks to be at capacity enrollment for next year and has had a wonderful fundraising year. EEC finances are now part of the UUCP accounting structure; additionally, the Unitarian Universalist principles have been integrated in to the curriculum, and, therefore, makes the preschool a reflective mission of the UUCP. The EEC Committee is in the process of rewriting its charter to re-align with congregational structure and bylaws. Two congregation members sit on the EEC Committee (Lani Comp and Lois Fisher), as do Kim St. Clair and Don Weir as non-voting members. Michele Rutin's stellar leadership throughout the transition has been invaluable, and we all look forward to continuing the positive relationship of the EEC and UUCP.

Coming of Age/Our Whole Lives: Despite neither one of these programs being offered as part of the RE program this year, the members of these two groups have been working all year with an eye toward strong programs next year. The COA curriculum is undergoing revisions, and mentors and teachers are now being recruited. Robbie Kern will serve as the Chair of the COA Committee next year. The OWL program has two new trained facilitators – Karin Metcalf and Jaynn Truran, who nicely round out the team with Tom Brookshire and Lani Comp. Due to scheduling constraints, the group decided to offer senior high OWL as the YRUU RE curriculum for the 2004-2005 church year. Plans are underway for designating a trained facilitator for adult OWL for the future. The adult and youth members of OWL also did a fundraising activity in conjunction with the Pets 911 Adopt-a-Thon.

Kids Kamp: Jeffrey Sadow and Jack Putta continue to run an outstanding Kids Kamp. The integration of Kids Kamp into the UUCP organizational and financial structure went smoothly last year. Plans are underway to provide a structured Counselor-in-Training program for the teen counselors, which will be co-planned with Jack, Jeffrey, and I. Such plans are another example of how both programs benefit from Kids Kamp being part of the UUCP RE

program. The camp is at capacity for this year, so June should prove to be another time of the congregation bristling with the joyful activity of children.

Young Religious Unitarian Universalists (YRUU): Another busy and productive year for our youth! Four members of our YRUU group were elected to the PSWD YRUU Board (Michael Slugocki, John Kammerle, Mallary Owen and Geoffrey Brookshire), and I have served as the PSWD YRUU adult-at-large. We have traveled to California a number of times for PSWD YRUU Board activities, and our four representatives have provided exemplary leadership at both the district and congregational levels. We also had the pleasure of hosting a PSWD YRUU Board retreat during the weekend of the Canvass dinner, at which the teens provided insight into their activities and entertained all present with wonderful music. Geoffrey Comp has also served as the youth representative to the UUCP Board of Trustees, a duty that he has executed with great commitment and maturity. YRUU continues to serve the congregation in many ways as they further strengthen their personal UU identities under the guidance of Jaynn Truran, Andy St. Clair and Kathy Ivey. On any given Sunday, as many as 20 teens can be found in Room C discussing religion, politics and other time-honored subjects of interest to teens. We all should be proud of the youth ministry that the congregation has built and nurtured here at the UUCP.

Young Adult/Campus Ministry Group (YACM): After some fits and starts, the YACM group has finally gotten some legs! The Mind the Gap service held in October 2002 provided the genesis for this group, but what we needed was young people between the ages of 18-35 to get it going. In September 2003, Daniel Mendez received a scholarship from the YACM office at the UUA to attend Regional YACM Leaders Training held at Starr King Divinity School in Berkeley, CA. He returned with the tools to begin a group, which finally began meeting this spring and whose members have been visible as Sunday morning greeters. We have eight regular members of the group, four of whom will attend District Assembly (DA) in April and will participate in a YACM task force meeting held during DA. The congregation has also applied for a \$3,000 grant from the UUA in order to fund this fledgling program. During the Charles Gaines' Growth & Assessment Workshop held in late March, congregational leadership gave this new ministry priority, and the Board of Trustees has approved a 5-year financial commitment to the group. The group hopes to spread onto several community college campuses and Arizona State University during the next academic year.

This has been an amazing year personally, professionally and spiritually as a result of the congregation selecting me to succeed Lisa Casey. It is a joy to serve the congregation in this capacity, and I hope I have met and will continue to meet the expectations set for me as your Director of Religious Education.

Respectfully submitted,
Kim St. Clair

**Adult Religious Education Committee
2003 – 2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

What is “Adult Religious Education” and what does it mean in the context of a UU Congregation? Our committee believes that ARE is a structured program guided by UU principles that provides opportunities to explore diverse ideas, promote and support personal growth, and nurture our sense of community. Our goal is to offer classes, workshops, activities, excursions, and celebrations throughout the year that cover seven basic content areas:

- Life passages – what are the changes that we go through as adults and how can we respond to the challenges positively?
- Belief systems – how have other peoples and cultures responded to the world?
- UU-ism – what is the core of our chosen faith, one that favors deeds over creeds and celebrates questions more than answers?
- Social justice and cultural perspectives – what needs are there out in the world and how can we respond to them?
- Spiritual growth – what tools can we use to fulfill our own individual potentials?
- Natural world and the web of life – how can we experience, nurture, and safeguard our precious home?
- Recreation and community building – how can we come together for fellowship?

This understanding of what we are and what we try to do is the result of a planning workshop our committee held this Spring, and it exemplifies the progress, optimism, and real accomplishment that have marked this year. We have an excellent and active Committee with both new and veteran members: Carey Crabbs, Don Fenily, Rod Fensom, Sue Kennedy, Lois Leader, Harriet Williams, Gary Ezzell (Chair), and Kim St. Clair (Director of Religious Education). We have also benefited from the enthusiasm and energy of many other congregation members who have taught classes and led discussions this year, including Jay Alagia, Betsy Kammerle, Rick and Julie Wambach, Terry Simmons, Ellie Murphy, Roy Miller and Pam DeFraitcs-Criswell.

Classes and activities this year have included, among others:

- UU Parenting; Age-ing and Sage-ing (Life Passages)
- Topics in Comparative Religions; Hinduism and Buddhism; Reading the Bible Again for the First Time (Belief Systems)
- Film series with “What Do You Believe?”, “Battle for the Minds”, and “Not the Numbers Game” (Belief systems and Social justice)
- Talking About God; Art and Soul workshops (Spiritual growth)
- New UU; A Chosen Faith (UU-ism)
- Fab Friday celebrations (Recreation and community building)
- Spiritual Paths discussion group (Spiritual growth)

Another highlight of this year was the collaboration with the Arizona Foundation for Contemporary Theology that allowed UUCP to host two evenings of interfaith “Hexalogues.”

In these, representatives of six religions spoke on their understanding of the causes and nature of evil and on the sources of hope. We will continue that collaboration next year and will host a “Jesus Seminar on the Road” in October.

We introduced several changes in the second half of the year that make it easier for more members to attend classes. We began offering several of our classes at 9am on Sunday mornings since many people find it simpler to come earlier on Sunday than to return on a weekday evening. We also always have childcare available now on Sunday mornings, thus making the classes more accessible to parents. We also introduced the UUStudies pass (or “UUS pass – rhymes with “bus pass”) that for \$25 admits the purchaser to all the classes offered during a half-year program.

Some things have not changed, and for that we are also pleased. The Book Table continues to offer titles relevant to our mission, and Harriet Williams has made that her special task. The Book Discussion Group, which meets religiously (i.e. with invariant consistency) on Sunday mornings, continues to delve into and dissect texts that range from theological history (“The Gnostic Gospels”) to psychology (“The Blank Slate”) to sociology (“The Rise of the Creative Class”).

In summary, the Adult Religious Education program has continued to evolve and progress this year, and the long-range planning initiative we have recently begun should advance and solidify the program further. Finally, our committee wants to acknowledge with gratitude the enthusiasm and leadership that Kim St. Clair has provided in her first year as DRE. It has been a joy to work together, and we look forward to next year.

Gary Ezzell

Chair, Adult Religious Education Committee

**Children's Religious Education Committee
2003-2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

The Children's Religious Education Committee is charged with the oversight of the religious education program for children and youth from nursery age through twelfth grade, organization and direction of the program, special programs for children and youth, and the integration of the children and youth into the greater congregation.

This year we welcomed Kim St. Clair as the new Director of Religious Education. The baton was passed from Lisa Casey to Kim during the CRE retreat in June 2003. Last year (2002-2003) we added two special Sundays each month for our children to have a chance to join together as a group to share experiences, focus on our UU principles, become energized with UU music and song, and be involved in social action geared just for them. Although these received rave reviews, we also got feedback that the children missed getting together more often with just their age level groups. In response to this feedback we revised the calendar for 2003-2004 and reduced the Social Action Sunday schedule to the months that have five Sundays. Children's Worship continued to be held once a month.

With teams of four teachers for each grade level, the implementation of this program allowed teachers to still have lots of opportunity to attend the adult service, or go out of town, as classroom time averaged 1.5 Sundays each month per teacher. However, many teachers chose to teach more often during each month.

Social Action Sunday influence was expanded by the addition of the Helping Hands – Caring Hearts program. Each Sunday, food donations were available for purchase by the children. The children donated these canned goods at the beginning of each Together Time in the Sanctuary. The children also painted ceramic bowls and mugs that were sold as part of the Empty Bowls project; these funds also went to the New Day Center. The proceeds to date for the New Day Center are over \$400.00.

The Children's Worship Services, held the first Sunday of each month were enhanced this year by having the children lead the Services themselves. We provided a felt board with removable icons for each segment of the service. Each Sunday school class from pre-school through eight grades had a chance to be the service leaders for one Children's Worship Service. Using the felt board, they could amend the order of the Service segments and class members presented each segment. The Service music was provided by the children; piano, guitar, violin and singing has become a regular part of their service. Each service is designed to focus on one of the seven principles of Unitarian Universalist beliefs. The Peace Pole, which was dedicated and placed in the Sanctuary, was the result of the children's study of the sixth principle.

In pursuit of the integration of the children and youth into the greater congregation, this year we introduced Family Fun Events, a.k.a. Church Picnics. Members and their families gathered at the nearby Granada Park after church for fellowship, food and fun.

As part of our ongoing responsibility for the security of our children, all nursery and pre-school teachers and all teachers who take children on field trips or participate in sleepovers at the church were screened in a security back ground check this year.

A new Summer Sunday school program was implemented in 2003. Replacing the eclectic program that depended on volunteers willing to share their special skills or interests one Sunday during the summer, two summer curricula were purchased. A Dr. Suess program for the younger children and the *Keepers of the Earth* curriculum were introduced with enthusiastic response.

The year saw the continuation of many special events that have become “a tradition” that the children look forward to each year. These included: Water Celebration Ingathering, UNICEF/Pumpkin Sunday, Empty Bowls Luncheon, Secret Pals month and reception, Spring Celebration and Egg Hunt, Ice Cream Sunday, and Water Play Day.

Parents’ and other volunteers’ involvement continues to assure that all of the CRE initiatives and programs continue. A heartfelt thank you to all who participated throughout the year to make 2003-2004 so successful.

Cathy Maxwell

Senior Chair, Children’s Religious Education Committee

YRUU
2003 – 2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The Young Religious Unitarian Universalists (YRUU) reports another year of growth amidst a wonderful flurry of activity! We started the year anticipating an awkward transition as several 2003 Coming-of-Age honorees joined the group, but are tickled pink to report that new friendships have blossomed, attendance is up, and YRUU continues to thrive at UUCP! We had nothing to worry about - our teens are an amazing bunch who also had to adjust to losing Kim as an advisor. The group definitely misses her, but is thrilled that she continues to share her energy in district and other YRUU activities. Former Coming-of-Age teacher Jaynn Truran joined Andy as YRUU co-chair, and Kathy Ivey came on board to help teach RE and round out the group's leadership team.

In September, the OWL committee suggested that Our Whole Lives be offered as the senior high curriculum module for the 2004-2005 church year, so the youth chose to learn about early UU movers and shakers this year with the 10-session Heresy Apparent. The first and second Sundays of each month are dedicated to RE programming, the third is set aside for YRUU business and socializing, and the fourth is reserved for service to the congregation, like preparing coffee hour, teaching in various younger classes, and doing odd jobs around the building. Fifth Sundays are "free" days when the youth are encouraged to attend service or organize outings.

Many of the teens have gotten more involved within the Pacific Southwest District's YRUU program this year - serving on the youth board, attending conferences and camps at DeBennville Pines, and working on social justice projects. Our kids have attended back-to-back District Assemblies, and several will head to Long Beach for the UUA General Assembly in June.

The group has also continued to offer their services (in exchange for a donation to the YRUU fund) to committees and other groups for various clean-up/set-up jobs at the church. The money earned from these projects goes to fund scholarships, transportation and other ancillary expenses in connection with trips and special events.

The YRUU group is the voice of our future. We will continue to balance educational programming with opportunities for socializing and bonding. We will continue to offer a safe place for our youth to express themselves and explore new ideas. And we will continue to observe our UU principles in action as we watch UUCP's teenagers grow, search and BE an integral part of our congregation.

Respectfully submitted,

Jaynn Truran
Andy St. Clair

**Early Education Cooperative
2003-2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

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

Transitions

There were many changes at the preschool this year. The previous Director and both Four's teachers resigned in June. The preschool was fully and successfully integrated into the Congregation as of July 1. A new Director and two new Four's teachers were hired, with the Director also acting as Assistant Two's Teacher. All three new hires were parents and substitute teachers already within the preschool.

Due to the staffing changes and solicitation by former staff members who founded a new preschool, enrollment at the EEC suffered. Although the Two's class filled to capacity by the holiday break, the Threes class was enrolled at thirteen of sixteen spaces and the Four's class only had eight of eighteen students. Although we suffered financially, this year gave us a wonderful opportunity to concentrate on staff development and team building, and to begin to look closely at our physical environment and curriculum. This evaluation and planning will continue into the summer and next school year. This has also given us the opportunity to reintegrate the UU principles and values into the program. We added yoga to our curriculum, taught by Three's Teacher and certified yoga instructor Jane Gleason (pro bono).

Budget

Due to the lower enrollment, EEC income was \$20,000 under budget. We did, however, keep expenses to \$12,000 under budget. Two additional budget categories were created: Fundraising Expenses and Advertising/PR. Two ads were placed in *Raising Arizona Kids* generating many calls and some additional students. Brochures were created and printed in-house to keep costs down. A website, <http://www.uueec.org/>, was also created (with labor donated) to assist with advertising and public relations. An article about the preschool ran in the *Paradise Valley Independent* in the Fall.

Fundraising

Two primary fundraisers were held this year: Rummage Sale in the Fall and the Auction in the Spring. Small events with other purposes netted funds and many significant private donations were received, resulting in a gross amount raised of \$18,285.23. See the detail on the fundraisers below.

	Income	Expenses	Net Total
Rummage Sale	\$2,581.54	\$636.00	\$1,945.54
Spaghetti Dinner	\$408.00	\$132.95	\$275.05
Parent's Nights Out	\$675.00	\$250.00	\$425.00
Suzanne Martinson's Book Signing	\$270.00	\$0.00	\$270.00
Auction	\$14,350.69	\$2,200.88	\$12,149.81
Total for 03-04 School Year	\$18,285.23	\$3,219.83	\$15,065.40

Highlights of the school and each class include:

- All staff members have college degrees (some Masters+) and experience in early childhood education- combined 41 years of experience in all!
- Staff members averaged 24 hours of continuing education during the school year, well exceeding the state requirements
- Two staff members regularly taught in the Children's RE program, served as greeters, presented to Daytimers, participated in the congregation's programs, including teacher training and Together Time
- The Four's class wrote, acted and produced two movies (Thanksgiving and Space)
- Pony rides on the patio for the Three's & Four's classes, provided by a parent
- Four's field trips to a pathology lab, fire station, Mesa Southwest Museum and the Phoenix Zoo
- Pumpkin hunts at the Ghost Eye Tree
- An organ concert by UUCP's own Connie Clemmons
- Holiday caroling parade to UUCP staff offices
- Friday Friends visit to the DVLC Valentine Carnival
- New siblings for many of our students
- Making vegetable soup in the Two's class, including a field trip to the UUCP kitchen, and planting our own garden
- Two chicks hatched after incubating eggs in the Four's class
- Wonderful photos of the students at play were taken and shared by Three's Teacher Josie Young
- Congregation relations and participation in EEC functions were at a record high

Respectfully submitted,
Michele Rutin
 Director, Early Education Co-op

***Membership Program Trustees
2003 – 2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix***

The Membership Trustees oversee and coordinate the work of the UniCare Committee, chaired by Ellie Murphy, the Hospitality Committee, coordinated by Sandy Weir and the Publicity Committee, chaired by Carey Crabbs. These committees work to attract and welcome new members and friends, assist all members in times of personal need and encourage and facilitate full participation by all in the life of the congregation.

Another important function of the Membership Trustees is to coordinate the presentation of New UU Classes for those who wish to become members of the congregation. This year two New UU Classes were presented and 21 people signed the membership book. Another class was scheduled but was cancelled due to insufficient registration.

Facilitators for classes included Ellie Murphy, Julie Smart, Sally Boyd and Janet Wise. Debra Daniels donated refreshments and decorations, and once again Janice Brunson graciously made her spectacular home available for the potluck dinners that follow each class. Thanks to everyone who made these classes and the dinners such a success.

We also appreciate the help of Bill Parker, who made the bola ties for new members, and Debra and Paul Daniels, who purchased the flowers and membership certificates for the welcoming ceremony and took pictures of new members. These are now displayed on the UUCP display board. We are justly proud of the new members welcomed in 2003 - 04, as they are already productive, contributing members of our congregation.

The "Newcomer's Committee" was renamed and is now known as the "Hospitality Committee." This committee was Chaired by Sandy Weir who has performed with exceptional competence. Members of the Hospitality Committee serve as door greeters at Sunday Services and also man the Visitor's Table where prospective members and other visitors are welcomed, asked to sign in and provided with informative brochures. Another function of this Committee is to recruit volunteers to prepare the coffee and refreshments to be served on the west patio following the Sunday Service. Things have run smoothly thanks to Sandy Weir, however, it has been difficult to find regular volunteers for the coffee service and this job function will be separately assigned next year.

The past year has been a busy one for UniCare with a number of UUCP members experiencing illness, accidents and other life events that have required attention and encouragement. Ellie Murphy has coordinated UniCare for several years with the assistance of a large committee of volunteers. In 2003 – 04, UniCare sent out dozens of get-well, sympathy and congratulatory cards, visited hospitals, rehab centers, homes and delivered many home-cooked meals to people in crisis. Also, several UniCare members

make daily calls to homebound individuals to make sure they're okay. UniCare's service to the congregation is invaluable as no call for assistance has gone unheeded.

As Chair of the Publicity Committee, Carey Crabbs has worked diligently to publicize UUCP's services, activities and special events. Please see her attached report.

Next year (2004 – 05) promises to be especially active for membership trustees as a "New Member Initiative" will be developed and its implementation will begin. Its purpose is to find new ways to attract, engage and retain new members of the Congregation. This effort is the result of recommendations submitted to the UUCP Board and Congregation by Charles Gaines, a consultant who visited UUCP in March 2004. Currently, committee members are being selected for the New Member Initiative and, hopefully, it will begin meeting during the summer of 2004.

Respectfully Submitted,

Senior Membership Trustee

Debra Daniels

Junior Membership Trustee

Janet Wise

Publicity Committee
2003 – 2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix

Publicity was active in 2003 and in to the first six months of 2004. Publicity consisted of paid advertising and press releases issued to diverse media throughout the Valley.

Advertising

Advertising until 2003 had generally been a few selective ads in the *Arizona Republic*. The ads were expensive - \$58.88 for a 1 column, 1 inch ad . The ads were not well placed and difficult to find as the paper did not have a special religious/spiritual section.

Research showed that the East Valley's *Tribune* had a "Spiritual Life" section every Saturday, with reasonable advertising rates, \$15.39 per column inch. The bulk of our members and guests come from the Central and East areas of the Valley, the demographic the *Tribune* reaches. The paper is well used by East Valley churches, so it makes sense that UUCP should use this outlet to reach new people in the community.

Publicity requested a budget of \$3,500 for 2003. This included advertising in both the *Republic* and the *Tribune* twice a month each. In those months with a fifth Sunday, advertising would be in the *Tribune*. Unfortunately, that budget request was not approved by the Board. As a result the *Republic* advertising was eliminated and ads were placed strictly in the *Tribune*. On a positive note, UUCP increased its ad space four-fold for only a few dollars more.

Sunday Services advertised were chosen based on the appeal to a wider audience, demonstration of our principles or special time of year (i.e., Christmas, Easter). The summer, lay-led Services were also advertised for the first time. Previously, there was no advertising during the summer months. However, the congregation is directed by its members and so it only makes sense to include these lay-led Services to the advertising mix.

Unfortunately, while there were requests from other areas of the congregation for advertising, the budget did not permit this.

Once again UUCP advertised in the *Guide to Scottsdale Churches* for both 2003 and 2004. More than 20,000 of these pamphlets are available at area hotels, hospitals, and other special venues. A 1/4 page ad is placed in addition to the listing. The cost is \$175.00 each year.

With the June 2004 issue UUCP will begin advertising in the *PFLAG Phoenix* newsletter. As a Welcoming Congregation, UUCP must work to make this known within both the gay

and church communities. The inherent worth and dignity of all people is our most basic principle.

Press Releases

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

- *Arizona Republic* (including the special local sections)
- *Tribune*
- *The New Times*
- *Paradise Valley Independent*
- *Northeast Phoenix Independent*
- *Scottsdale Views*
- *The Rep*
- *Get Out*
- *AzFCT* (Arizona Foundation for Contemporary Theology)
- *Echo Magazine*
- *PFLAG Phoenix*
- Radio: KBAQ, KDKB, KJZZ, KNIX/KYOT/KMXP/Kez, KTA

The *Paradise Valley Independent* was instrumental in featuring the Adult Religious Education's Thursday Lecture Series last spring. Press releases were sent to all media and the *Independent* printed the information about the series and featured the upcoming speaker. Series attendance built slowly but was well attended by the last session. At least one new member walked through the congregation doors as a result of this series!

Publicity also heard that KJZZ mentioned the series during one of its PSA (public service announcements). PSA's may be heard at any time, unlike paid advertising where a particular time slot is purchased to reach the right audience demographic with the largest number of listeners.

Also, the Sunday Services ads were carried throughout the three summer months by the *Paradise Valley Independent*. Generally, Sunday Services are limited to a listing of churches with address and service times. However, since the summer series was different, the *Independent* featured all of our services last summer.

Other events were featured, usually in the *Paradise Valley Independent*, including: Pet 9-1-1 (also appeared in *The New Times*), Peter Purdy Social Action Luncheon, pianist David Salminen's performance, and the ARE film series.

Since the media is far ranging throughout the Valley and it is difficult to receive all of the publications, Publicity asks that when mention of UUCP is made that members clip the page

and forward to the Publicity Chair. Be sure to indicate in what publication or station the notice appeared and when.

Website

The website was completely overhauled during the first few months of 2004. Publicity worked with various members to determine the needs of the site. Work then began in earnest with Ann Ezzell, a professional website designer. The site was officially launched in May. Some work remains to fill in areas. Publicity welcomes comments about the newly designed site.

Yellow Pages

While not under the purview of Publicity (this is a phone expense and falls under Utilities), Publicity did review our listing as a result of a guest commenting that our address was not listed. UUCP appears in both the Scottsdale Yellow Pages and the Phoenix Yellow Pages, neither of which included our address. This was added with subsequent publications for both versions at no additional charge.

Looking Forward

Publicity will continue to advertise in the *Tribune*, issue press releases about UUCP events and oversee the website in an effort to bring new people to the congregation. Both the website and the Yellow Pages are often mentioned by guests as the source for finding UUCP. As such, the website will be kept current to provide up to date information about the congregation. Likewise, Publicity will explore the cost to add our website to our listing. Lastly, Publicity will request an increase in budget to allow for additional advertising opportunities of special events within the congregation.

The Publicity Committee welcomes all members' comments and suggestions.

Respectfully submitted,

Carey A. Crabb
Publicity Chair

Unicare
2003 – 2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix

UniCare is actually a committee of the entire congregation! That may be a slight exaggeration, but we all do try to look out for each other, and that is UniCare's mission. While UU's seem to be involved in dozens of social actions, forever volunteering for one worthy cause or another, sometimes the givers themselves need attention, and that's where UniCare comes in – it's the way we take care of ourselves.

There is a group of over forty members who've specifically asked to be on UniCare's e-mail list, and these people are the ones we call on first to write, phone, or visit those who are ailing, in the hospital, homebound, or just in need of a friendly exchange. We celebrate with each other, too – a wedding, a new baby, a new job. And we're there in times of grief, whether it's a shoulder to cry on or the organizing of a memorial service.

This year we accomplished two very important goals: the publishing of a UniCare pamphlet (see the pamphlet rack in the foyer) and the production of a printed form on which members can list names and phone numbers of doctors, family, friends or neighbors who should be contacted in cases of emergency, data concerning current medication, etc. – especially important for those who live alone. A file of these forms has been set up in the UUCP office where they can be referred to as needed.

Our friend from Boise, Idaho returned for her final surgery at Scottsdale Osborn this spring and was delighted to be able to attend our annual Commitment Campaign dinner. She must have been impressed with our UniCare hospitality, because she's now officially joined the Boise UU church!

Anyone who asks to be a UniCaregiver is automatically added to our growing list. We have a few volunteers who don't have the advantage of e-mail, and we try to keep them up to date, but snail mail has proved to be frustratingly slow and expensive. Our minister, John B., does a great job of staying on top of things, and many of us in UniCare learn what's going on with our UU friends through Sunday's Joys and Sorrows.

It would be impossible to list everyone who's done a kind deed for another member throughout this past year, but here's a partial list of those who've taken the time to notify me that they were answering a need: Brenda Hoskins, Julie Smart, Ellie Anderla, Rick Atkinson, Ellen Bauman, Billye and Kermit Butler, Barbara Cawthorne, Lani Comp, Enid Jones, Shirley Karas, Bill Parker, Bob and Lucienne Rusconi, Libby and Dave Walker, Phylliss Henry, and Anita Silverthorn. (If I've omitted your name, let me know and I'll list it next time for sure!)

Ellie Murphy
Chair

**Arts & Aesthetics Committee
2003 – 2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

The AAC met several times during the year. Previously the AAC had limited its function to arranging shows and acting as interior design consultant for the Congregation building.

This year we expanded the AAC role to create a way for participation in art by the UUCP membership to be more enjoyable by arranging show and tell meetings of the artists at the same time when the committee meeting is scheduled. Artists attending the show and tell also act as committee members. A directory of member and friends artists has been developed.

AAC organized many successful exhibitions in the year. The 20% commission on the sale of paintings brought \$631 in revenue to the general fund. AAC did not have any expenses.

Meeting dates were:

5/18/2003, 6/25/2003, 9/6/2003, 11/1/2003, 1/10/2004, 2/28/2004, 4/8/2004.

Meetings were attended by: Jay Alagia, Rita van Alkemade, Tish Gaunt, Denise Donato, Larry Thwing, Jan Peterson, Linda and Fred Chamberlain, Sharon Day, Jack and Don Fenily

Exhibitions:

September 2003	Tish Gaunt
October/ November 2003	UUCP Artists
January/February 2004	Arizona Watercolor Society
March	Carol Orr and Jim Ellis
April/May	Jasu Alagia & The Maverick Quilters
July/August	UUCP Photographers

Report submitted by,

<i>Jay Alagia</i>	Chair
<i>Rita van Alkemade</i>	Vice-Chair

Social Action Committee
2003 – 2004 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:

- o Teen Lifeline: suicide prevention
- o Crisis in Eritrea
- o UUCP's Central American Projects
- o Arizona's immigration issues - with R. Pimentel from the *Arizona Republic*
- o Terry Goddard on immigration and consumer fraud protection
- o AZ's State Legislator Deb Gullett and the Morse "Liens Amendment"
- o Honduras: Hogar Materno - a regional birthing clinic

The Social Action Table 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.

Mini-UU Day at the Legislature and the Political Unitarian Universalist Network allows 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, 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 kitchen supplies
- ❖ Souper Bowl Sunday Children's Worship session and congregational fundraiser

Interfaith Cooperative Ministries, facilitated by Heather McLellan

- ❖ Facilitation of the delivery of items from the donation baskets

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

- ❖ Family Literacy Program: weekly supported by Betty Sayler, Julie Smart
- ❖ Community Service Project: Logan Mussman
- ❖ \$1000 donation from UUCP to Capitol Campaign
- ❖ \$230 from UUCP for the Holiday Book Sale

Arizona Refugee Center, facilitated by Heather McLellan

- ❖ Delivery of the items donated during holiday collection and \$142 to spend on supplies

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. Recently, this group has joined forces with Amnesty International's Phoenix office and active students at NAU.

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.

A letter to the Universal Access Committee of our hope that the strategic plan of the building's renovation incorporates our UU principles on the environment and social justice issues.

ACTION FOR SOCIAL CHANGE

Circulo de Amigas, facilitated by Jane and George Pauk

- UUCP sponsored two female students' school tuition, books and clothes
- Individual members of the congregation supported eight other students
- Personal visit to site to observe program management, expenditures of \$999

Nicaraguan Projects, facilitated by the Pauks

- Personal visits to bring donations and assess next steps in project development
- Transition of Barrio Edgard Lange Sacasa Medical Clinic and Pharmacy to Doctors for Global Health permanent funding sources
- \$4300 goodwill offering for Barrio Edgard Lange Sacasa , Nora Estorga in Tipitapa, sewing projects and poultry enclosures
- \$3500 goodwill offering: 1000 for poultry projects,
- 1000 to sewing cooperatives, 1000 to the Maria Ortiz Center, and 500 left in savings account

Hogar Materna, facilitated by Tony Banegas

- Personal visits to bring donations and assist with supplies/purchasing
- Goodwill offering 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, Clean Elections, and updates about the State's political struggles.

Developed a proposal for a Recycling Program at UUCP to be enacted during Summer 2004.

Contributors can be proud of their dedication to and support of UU principles. Thank you all!
Karin Metcalf and Fred Rozum, Co-Chairs

**Valley Interfaith Project
2003-2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

The Valley Interfaith Project (VIP) is a broad coalition of churches, schools, community organizations, and labor unions who work to unite parishes, congregations, synagogues, social, civic, employee, and business groups in the central Phoenix area for the common good. It is part of the statewide Arizona Interfaith Network, with sister organizations in the east valley, northern Arizona, Tucson and Pima county, and Yuma.

VIP teaches local citizen groups to seek and effectively use power at all levels in our democracy. VIP engages ordinary citizens in concerted non-partisan grass roots political action. It is funded with annual dues from its member institutions and foundation grants. The Unitarian Universalist Congregation of Phoenix has been a member of VIP since the early 1990s.

Below is a brief summary of VIP activities over the last year:

- Hosted over forty community forums in support of the Proposition 414 ballot initiative to create the Maricopa Integrated Health Systems.
- Observed the Arizona legislature in session on a daily basis since mid-January. Attendees sat in on party caucuses, observed and testified at committee hearing on issues affecting children and families, and met with their elected representatives in small groups. Towards the end of the session, members from UUCP and the congregation in Surprise began attending on a weekly basis.
- As part of the daily presence at the legislature, the Arizona Institute for Public Life hosted daily noon time seminars with key officials from Governor Napolitano's staff, party leaders from the House and Senate, AZ state department heads, and lobbyists representing a wide range of organizations advocating positions on social and economic issues.
- Hosted an immigration rally on the lawn of the AZ legislature, for clergy from throughout the state. This was followed by afternoon workshop sessions on immigration issues, held at a nearby member institution.
- VIP was instrumental in encouraging the creation of Governor Napolitano's commission on aging, and leaders from VIP and East Valley Interfaith were appointed to the commission.
- Conducted three-day training sessions in community organizing and the theory of grass roots political power, for member institution leaders.

- VIP actively supports the Arizona Clean Elections process. UUCP, along with the Paradise Valley United Methodist Church, is co-hosting a Clean Election rally on May 11 at the Franciscan Renewal Center.

Outdoor Group
2003-2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix

The Outdoor Group, in its thirteenth year, is primarily a day hiking group. Members also participate in service activities, provide greeters for Sunday morning services, prepare and serve dinner at the New Day Center 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. Hikes usually take place on the second and fourth Saturdays of each month as well as on New Years Day. A hike typically attracts ten to fifteen participants, but we have had as many as thirty-five on special days like New Years.

In the past year 22 hikes, 2 field trips, and 2 planning meeting-potlucks were scheduled. The hikes and field trips included:

- Yaeger Canyon near Prescott
- Wet Beaver Creek east of Sedona
- Wilderness of Rocks near Tucson
- Kendrick Peak near Flagstaff
- Kartchner Caverns near Benson
- Widforss Trail at North Rim, Grand Canyon National Park
- Abineau-Bear Jaw Loop near Flagstaff
- West Spruce Mountain near Prescott
- Boynton Canyon near Sedona
- Vultee Arch/Sterling Pass Trail near Sedona
- Boyce Thompson Arboretum near Superior
- Pine Mountain east of Dugas
- Agua Fria National Monument north of Phoenix
- Bluff Springs Loop in Superstition Wilderness
- Go John/Overton Trails Loop in Cave Creek Rec. Area
- Shaw Butte in Phoenix Mountains Preserve
- First Water to Canyon Lake in Superstition Wilderness
- Rainbow Valley-Gadsden Trails Loop in Estrella Mtns.
- Grapevine Trail in Mayer
- Butcher Jones Trail at Saguaro Lake
- Long Canyon in Sedona
- Hells Hole in the Sierra Ancha Mountains
- Six Shooter Canyon near Globe
- West Fork of Oak Creek near Sedona

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 \$847 was raised from the group in honor and memory of Hanna Parker. The field trip to Boyce Thompson Arboretum was co-sponsored with SAWUURA.

Hike and other event leaders during the year included:

- ✓ Penney & John Hill
- ✓ Bernie Hall
- ✓ Joyce Short
- ✓ Laura & Ron Rohlfing
- ✓ Sue Glassman
- ✓ Myra Toussaint-Devine
- ✓ Jan Wise
- ✓ Pauline Peverly
- ✓ Gary Ezzell
- ✓ Toni Colotte & Greg Holmberg
- ✓ Marshal & Julie Smart
- ✓ Sharon Arnold
- ✓ Shirley & George Karas
- ✓ Mary Plettenberg
- ✓ Sylvia Tucker
- ✓ Sue Baird
- ✓ Phylliss Henry
- ✓ Gail Paul & Kathy Kruse

Pauline Peverly hosted both of the potluck-planning meetings. Sue Glassman continued to publicize all group activities via e-mail. At the April 4, 2004 meeting Pauline Peverly and Bernie Hall were elected (unanimously, of course) to serve as co-leaders of the group for the next year. After four years of serving as co-leader, George Karas had asked to be relieved of these responsibilities.

George Karas
Chair

**Women's Spirituality Circle
2003 – 2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

“We are sisters on a journey, though each of us follows her own path . . .”

We begin each of our meetings with these words. Our purpose is to deepen our own spirituality and to support each other in our personal search for meaning. We share our personal concerns, stories and beliefs; and enjoy creative activities. We laugh a lot, and leave each meeting energized and committed. This year's activities included a long look at the story of Little Red Riding Hood, which led to a Sunday Service devoted to this topic; a wildly successful Winter Solstice celebration; an evening waxing the statues in the Memorial Garden; and a “field trip” to hear Judy Chicago. Since Aster Yohannes' detention, we have devoted much time and energy into working with Amnesty International and other organizations to try to get her released, and into raising funds to support her children.

Sandra Lynch

Heather McLellan

Daytimers Annual Update

Daytimers is a program begun by Linda Bunyard while she was our interim Minister for the older, retired members and anyone interested in getting together for socialization, discussion and support.

It is a place for friendships, exchange of ideas, warmth and camaraderie while enjoying brown bag lunches in a casual atmosphere. It was named Daytimers since many of the group preferred meeting during the day. It meets on the first Thursday of each month at 11:30 a.m. in the Johnson Room and usually ends by 1:00p.m. Since many of our members are no longer able to attend because of age and illness we hope to be revitalized with the infusion of enthusiasm of new members in the Fall, as well as the return of all original ones.

Submitted by,
Hermit and Billye Butler

**Administrative Director's
2003 – 2004 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 for those Congregational interests not directly related to ministry 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
- producing the Annual Directory
- maintaining the computer network
- performing various miscellaneous administrative and maintenance tasks

Since we are a non-ministry department, we believe our biggest challenge lies in appropriately supporting the mission of the Congregation while minimizing payroll dollars. Once again, we proudly report meeting this goal through our volunteers. Each of these unpaid staff members 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.

We're sad to report we lost one volunteer this year to a re-location. Lynne Powers, who had become our number-one contribution-posting star, went back to her hometown, San Diego upon her father's death. We were very sorry to see Lynne go, and wish her the best back home. In Lynne's absence, the posting fell back on to the Administrative Director, once again emphasizing just how much we depend on our volunteer help. Thankfully, Ellie Murphy soon stepped forward and asked to be trained on this weekly task. Ellie learns quickly and very soon became our star poster. Special thanks to Ellie for this one! Special thanks too, to the entire team:

- Bill Parker who keeps the membership database and bola ties current.
- Bernie Hall who audits the FUUD CUUpon sales and usually does the bank run.
- Charlie Lynch who runs the office on Tuesday mornings during staff meetings. (Charlie is currently on sabbatical, but we're confident we'll get him back.)
- 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 so the Administrator could get-out to run errands.
- Ellie Murphy, who continues to mentor and support the Administrative Directory's position, with experience, empathy, and passion.

Near the end of this program year, our operation suffered a setback in that our Administrative Director, Jessie Shotwell, resigned. We'd been expecting Jessie to move into her new career, Graphic Design, at some point, but she was offered her dream job in March, a bit sooner than expected. Appropriately, Jessie requested to include a few words in this report:

Oh my, how do I put into words what it means to me to leave UUCP? I am excited about my new career, and absolutely floored by the job offer, but sad my time here is at an end. Everyone has been so kind in recognizing the ways in which my efforts here have supported our mission, but it is important to me that you understand I've received so much more than I gave.

These past three years have been nothing short of formative in my life. Being the Administrative Director for UUCP allowed me know how "soul satisfying" it is to make a living serving one's community. It allowed me to work alongside, and count as friends, Bill, Bernie, Charlie, Sharon, Julie, Peggy, and Ellie. It offered me the opportunity to work with the finest staff there is and again, gain lifelong friends. My time at UUCP allowed me to heal from the corporate world, go back to school and re-enter the corporate world in a healthy, sustainable way. It allowed me to get to know John in a way only his Administrator could (and I must say he is the best boss I've ever had.) Finally, my time and experiences here deepened and expanded for me what it means to be a Unitarian Universalist in this world.

Each of these gifts is beyond measure. When you consider them together, they are, as I said, formative. For this, for everything, thank you.

See you on Sundays!

Jessie

Jessie's leaving left a gap in our setup, Karin Metcalf stepped in while we conduct a search for an Administrative Director. Karin (while purchasing a new home and moving!) took over Jessie's duties and is keeping the operation afloat beautifully. As we look forward to the next Program Year, we all owe Karin a huge THANK YOU for getting us there!

Jessie Shotwell
Administrative Director

Sanctuary Team Annual Update

In December 2003, Joan Roberts and Sandy Thomson decided to pool their monies and purchase Winter Holiday decorations on sale. Joan was the shopper. After spending \$120.00 on tinsel, garlands, lights and other decorations, (most of which were 75% off) Joan contacted Brenda Hoskins for ideas for Christmas 2004. Creativity flowed and the Sanctuary decor project began in August.

Brenda and Joan called for volunteers willing to work on the Christmas project and the following people responded: Sandy Thomson, Peggy Paden, Dorothy Manser, Ann Jackel, Ellen Baumann, Jan Wise, Sally Boyd, Charlie Lynch, Richard Jahmarkt, and Tom Parker. Many work sessions were held and you all saw the results, the modern "tube lighted" trees and the exhibit at the rear of the Sanctuary representing the youth project, Hand and Heart.

Peggy Paden and Brenda Hoskins organized the Easter service flowers.

Ellen Baumann hemmed the tablecloths. The tablecloths were used the following Sunday for Jessie Shotwell's farewell reception.

Sanctuary Committee members: Joan Roberts, Ann Jackel, Ellen Baumann, Peggy Paden and Dorothy Manser cleaned and reorganized the store room upstairs so all the decorations and equipment are in boxes ready for the next project.

In the future the committee can be called upon for occasions that require flowers or any other sort of decorations. We are at work with ideas for Christmas 2005. Anyone who wishes to join in the creativity call Joan Roberts 602 943 9841 or Peggy Paden 602 404 2501

Submitted by,

Joan Roberts

**Sierra Ancha Wilderness Unitarian Universalist Religious Association
Annual Report 2004 to the
Unitarian Universalist Congregation of Phoenix**

In its 26th year, SAWUURA continues to serve individuals and families from UU congregations in Arizona. Participation at our major events has been strong, and the Board has launched a website and created new committees. The nine-member Board of Directors met approximately eight times this year to oversee the SAWUURA property, and to plan opportunities for Unitarian Universalists to experience the wilderness. SAWUURA is located 7 miles south of Young Arizona. Our events are open to SAWUURA members and guests.

ACTIVITIES

The activities held during the 2003-04 year at SAWUURA included

- a successful Memorial Day Weekend;
- a Labor Day Weekend with a meaningful program by Rev. Susan Manker-Seale of the UU Congregation of Northwest Tucson;
- a cool and peaceful women's weekend in early October;
- a second annual vision-quest for the Coming of Age group from the Unitarian Universalist Church of Tucson in late March;
- Individual members continued to visit during the year, some even in the cool months of December and January!

PROJECTS

Our Board has accomplished a lot this year. A few highlights are:

- Launched a new web site with information and events at <http://www.sawuura.org/>
- Reduced ladder fuel (fire prevention) around our highest use areas
- Installed two large (bear proof) steel storage containers for the outdoor kitchen
- Established three standing committees: Facilities, Membership/Publicity, and Programs

CONDITIONS AT SAWUURA

The drought in Arizona continues to change the SAWUURA landscape. Large stands of ponderosa on the north-facing slope of the canyon have succumbed to the bark beetle infestation and dropped their needles this season. Water is a precious resource. We are grateful that our well continues to produce water for our events and we attempt to use it sparingly. The forest service road was graded after monsoon rains washed out portions of it last August.

GOALS

SAWUURA intends to continue growing in membership and to reach out to some of our under-represented 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.

Wilderness is good for the soul! Hope to see you at SAWUURA!

Karen Stucke

President of the Board
SAWUURA

Our Board Members are: Marylou Benigno, Lois Fischer, Suzanne Marie, Gene Rowley and Ray Manker from the UUCP; Karen Stucke from Valley UU Church; Eb Eberlein and Joe Stefani from the UU Congregation of Northwest Tucson. Tom Brookshire and Paul Daniels served for part of the past year.

**Unitarian Universalist Foundation
2003 – 2004 Annual Report to the
Unitarian Universalist Congregation of Phoenix**

The Unitarian Universalist Foundation of Phoenix (Foundation) is a non-profit, tax-exempt Arizona Corporation formed in 1974 primarily to provide a permanent program of financial support for UUCP. This is to be achieved through current and long-range gifts.

All members of UUCP are also members of the Foundation. The current Officers and Directors of the Foundation are: Lyman Manser, Chair, Margaret Herrick, Vice Chair, Margaret Stallworthy, Controller, Dave Walker, Secretary, Archie Walker, Richard Jahrmarkt and Don Weir (ex officio).

The Foundation's assets are divided into two funds, a general fund and a Memorial Garden Fund. The latter is used to contribute to the cost of maintaining the Memorial Garden. The Foundation also holds a fund in memory of Audrey Engelen used to provide flowers for the service on the Annual Meeting date. The bulk of the Foundation's assets are invested through Northern Trust which acts as investment adviser.

For information with respect to making a gift to the Foundation, please contact a member of the Foundation Board.

Following is a summary of the Foundation's assets as of March 31, 2004:

Cash and Marketable	\$388,802
Securities	
Loans*	85,108
Land**	1

*Loans to UUCP and Valley UU, Chandler.

** Land value unknown.

Submitted by,
Joan Roberts