This month at a glance:

3—Jubilate Choir
6—Auction
7—New Day Center Meal
8—Pathway to Membership Class
8—Outdoor Group Potluck
9—Interweave
12—Family Choir Rehearsal
16—Outreach Music Ministry Rehearsal
17—MUUvie Night
19—Music Night
20—Circle Dinner
21—Empty Bowls & Social Action Luncheon
30—New UU Workshop

Look for more details on each of these events and opportunities throughout Horizons, as well as in Compass and Sunday announcements.

Fedoras, Flappers and Fundraisers: 1st Annual Auction

Join us on Saturday, November 6, at 6:00 p.m. for a night of silent and live auctions, rollicking music, food, fellowship, and fun. Get your Roaring ’20s costume from Easley’s (go early!) and they’ll donate 10% back to UUCP! Auction tickets are available for $15 (or $50 for four) in the foyer before Sunday services and in the Johnson Room between services. If you have a last-minute auction item to donate, contact Mary Dokes ASAP at mgdokes@cox.net! Childcare is available at the event: contact Tiffany Mendez for reservations: childcare@phoenixuu.org.

Introducing our Social Justice Director, Sun Principe

It is my great pleasure to welcome Sun Principe to our congregation and our UUCP staff. Sun will be our Social Justice Director and this represents the first time we have had dedicated paid staff for the justice work of our congregation. We have funded this position through the some congregation operating support, a grant from the Unitarian Universalist Fund for Social Responsibility and the generous bequest from Don Fenily, who passed away in September 2008. We have a plan to have this part-time position for the next two years, but hope that with Sun’s leadership we will be able to extend and grow this position. Together we can make a positive impact in Phoenix, in Arizona and even for our country for justice and equity for all people. Now, I will let Sun introduce himself to you.

~Rev. Susan

(continued on page 2)
Greetings Phoenix UU Family,

My name is Sun Principe and I am your new Social Justice Director. It is such an honor and privilege to be in this exciting new position that I find myself searching for words to adequately describe how I am feeling. This is new as I am usually quite chatty.

On that note I have been enjoying meeting all of you one at a time, and getting to talk to many of our neighbors in the surrounding areas of greater Phoenix.

Recently I relocated from Northern California's Sacramento region. My home was close to the Sierra Nevadas. For the last eleven years California has been my home. Prior to CA I lived in Provincetown, MA, where I worked with a community ministry and an amazingly talented group of UUs who were responding to the HIV/AIDS epidemic. I was witness to what can be accomplished when love is at the center of a Social Justice movement. In the early days of HIV/AIDS, there was little talk of finding a cure, drugs were not tested on women and people of color were virtually ignored. Wow, did we have a lot of work to do. From the simple act of cooking a hot meal and delivering it to someone who was dying, to lobbying our legislators for change, I have been on the front lines of grassroots "change" for the better part of the last 20 years.

When I arrived in CA in 1999 to work for another community ministry, I was shocked and dismayed to see that our beautiful neighbors south of the border were not always treated with the same grace and respect that I had imagined in a nation that was built on diversity and religious freedom. The indigenous people who once lived in CA were relegated to second-class citizens. I was confused and a bit too idealistic, but that soon changed. The reality of Compassionate Immigration Reform is that we need a movement that has a heart at the center.

When I arrived in CA in 1999 to work for another community ministry, I was shocked and dismayed to see that our beautiful neighbors south of the border were not always treated with the same grace and respect that I had imagined in a nation that was built on diversity and religious freedom. The indigenous people who once lived in CA were relegated to second-class citizens. I was confused and a bit too idealistic, but that soon changed. The reality of Compassionate Immigration Reform is that we need a movement that has a heart at the center.

Tomorrow I will meet some of the representatives from the AZ-NV Cluster Group and discuss the latest news on the Immigration Reform front. This week I will get to know more about the Social Action Committee, Immigration Task Force and brand new Interweave Group. Soon I will find out what the local agencies that feed the hungry might need from us. This is an exciting time for me.

There are many gifts that we all bring to this work. What are some of yours? I would love to know. Feel free to contact me at JusticeDirector@phoenixuu.org.

We will see justice done, it is just a matter of time. Keep the faith. Si se puede!

In Community,

Sun Principe
Social Justice Director

From Our New Social Justice Director...

Puerto Rico. We learned early the gifts of hard work and community.

These Unitarian Universalists, whose ashes were interred in the Memorial Garden this month in past years, are still remembered...

Alvena Isobel Cranmer
Rose Elfenbein Egeland
William Harold Gooding
Barbara Lusby Hise
Richard Charles Malmleaf
Elizabeth Wright McNeal
Walter R. Pepper
Shirley R. Sarasohn
From the Minister and Board...

Minister’s Musings

While I am away on vacation for a few weeks in October, I have asked congregational leader Susan Goldsmith to be the guest writer for my minister's column this month. Susan Goldsmith is the Chair of the UUCP Council, a body that includes all lead staff, committee chairs and ministry team leaders. In addition, this year, Susan and I are working together to create a Worship Associates that will invite members of the congregation to take part in the crafting and leading of Sunday services. Thank you, Susan Goldsmith!

Yours,
Rev. Susan

Worship is at the heart of our UUCP religious community - the times and place we most have in common. We’ve had some fabulous worship experiences over the years. You probably have your own favorites.

Several services from the last few years continue to resonate for me: Rev. Susan’s Veteran’s Day sermon calling us to return that holiday to a focus on the quest for peace; the African harvest music that ended a service; intergenerational services that bring us ALL together.

Worship Associates is an opportunity to expand the number of people deeply engaged in creating this excellent worship. For UUCP members who would like to explore and define excellence in worship, assist in designing and conducting worship and receive training in leading services, the WA program will be a new opportunity. Rev. Susan looks forward to an opportunity to engage in dialogue and share ministry in ways that enrich her sermons and services. And for all of us, WA will lead to ever more meaningful worship experiences.

Other UU congregations, including Rev. Susan’s previous congregation, have created such programs. Just as each UU congregation creates its own covenant, each creates its own understanding of excellence in worship. We are just beginning to define a UUCP Worship Associates program including an initial description of the program and application and selection processes. In the first year, there may be eight to ten associates.

As the program takes shape, we look forward to ongoing dialogue about questions like: What is excellence in worship? How do you know it when you experience it? What services stand out for you? Why? What aspects of our worship services lead you to invite new people to join us? How does worship lead us to fulfill our mission and achieve our vision? If you’d like to read more about how others have implemented Worship Associates, visit the UUA website at www.uua.org/spirituallife/worshipweb/. Watch for more information about UUCP Worship Associates by January and in the meantime I hope you will engage in the conversation!

Susan Goldsmith

President’s Report

“To accomplish great things, we must not only act, but also dream; not only plan, but also believe.”—Anatole France

Last month I announced that the Board is starting to work on creating a new strategic plan for UUCP. To begin the process we invite you all to dream with us a bit! Our collective dreams for UUCP will form the basis for our plan. Looking ahead about five years or so, what do you see? What headlines might the UU World have about UUCP?

What is a strategic plan?

Our strategic plan is our longest-range plan, going out about five years or so. Our plan will answer the question, “What major choices have we made about how we will fulfill our mission?” Examples of what might be included are plans for developing programs, growing our membership, enhancing our spiritual home, working for social justice, and deepening our spirituality. These are things that take awhile to accomplish.

How will we develop the strategic plan?

The process involves the entire congregation as well as the Board and our staff. We are looking for a fresh sense of our identity and calling, a fresh vision. Between now and the end of the year you will have an opportunity to tell us about your dreams. The Board will distill our individual dreams into the strategic plan, which we hope to complete early next year. The strategic plan will in turn lead us to create annual goals and priorities that focus our attention on the critical steps that will move us closer to our vision, bit by bit.
From the Staff...

How will this strategic plan compare to our last one?

Some of you may remember our last strategic plan, which was developed before Rev. Susan joined us. It was very detailed and represented the most important things that we needed to do as a congregation. The new strategic plan will be different. It will contain few/no tactical, “once and done” items. It will be shorter—probably less than a half-dozen items. Ideally it will contain big ideas and dreams that require sustained effort over time to realize. However, like the previous strategic plan the Board commits to careful monitoring to ensure we are on the right track, and to regular communication with the congregation about our progress.

Paula Kulina
Board President

Greetings from your Music Director!

After many (15, I think) years of service, hard work, trouble-shooting, consulting, plugging in wires, adjusting stands, inserting batteries, setting levels, re-adjusting levels, bringing up the treble, taking out the mids, writing schedules, attending Cabaret rehearsals, oh and did I say Volunteering at the sound board, Marshall Smart has retired from the essential position of Sound Reinforcement Coordinator. The staff and congregation at UUCP cannot begin to thank Marshall enough for all he has done. He has done many tasks as in this position, more than any of the rest of us will ever know. So

“Thank you, Marshall Smart!”

Setting up and monitoring our public address system on Sunday mornings and for special events is often a thankless job. When there are any issues with the sound, everyone looks and some even glare in the direction of the sound volunteer. When there are no issues, everyone hears clearly, no one notices.

So the next time you sit in our sanctuary and hear feedback, know that feedback is a sign that you are witnessing a live, once in a lifetime event—not a recording. And the next time you don’t notice anything but the content of the speakers’ words and the beauty of the music, thank the sound volunteer.

We are also saddened that Don Weir, dedicated sound volunteer has resigned from that volunteer position. Although we are sorry to see Don go, we are excited that he will be playing more percussion to enliven our services. Many thanks to you, Don.

We are very happy to have three new volunteers to help in the area of sound reinforcement. Chris Snyder is a professional engineer with awards for his work in the recording studio. He has graciously volunteered to act as our Sound Reinforcement Coordinator. Also new this year is Steve Jurewicz and Jennifer Lynne MacVean. Welcome and thank you. Your contribution to our services is invaluable.

Connie Jahrmarkt, CML
Kudos, Care, and Clarifications

Kudos to Angela Jansen, Chair of UUCP’s Membership Engagement Committee! What a wonderful job she did coordinating the October Opportunities Fair. Thank you, Angela, and helpers Greg Cline, Gary Lawrence, and Laida Restrepo. I also offer special thanks to UUCP member and office volunteer Lisa Katz for making creative signs and sign-up sheets for the tables, and I send a big, cheesy smile of appreciation to Charlotte Carl-Mitchell for taking photos. Finally, to all the committees and activity groups who participated and to all who took the opportunity to learn more about UUCP, I congratulate you for reaching out, connecting, and celebrating all the things that make our community a great one.

Returning visitor Pete Creelman won the Opportunities Fair drawing which entitles him to lunch with our minister. Congratulations, Pete! Pete writes, “I found out that at the UU Church of Phoenix there is actually something called a ‘free lunch’ which restores my faith in religion once again!” Thanks, Rev. Susan, for arranging this lunch with Pete and for agreeing to be the “prize” that we all think you are.

I am especially grateful to Dean Clarke Taylor for overseeing the Welcoming Ministry while I was away for a few weeks. After struggling for some time with a decision about traveling, a good friend reminded me that: (1) sometimes family just has to come first and (2) caring communities are there for us when we need…well…care! With Angela putting the finishing touches on the Opportunities Fair, and with Dean and the Welcoming Ministry volunteers making sure that things went smoothly on Sunday mornings, I felt I could be away to tend to family needs.

And I felt well cared for. Thank you all so much.

Finally, I’d like to clarify something for those who may be confused by class titles. Pathway to Membership is the name of the two-session orientation the Membership Committee offers four times per year for people who are considering joining our congregation. It ends with a special joining ceremony for those who have decided UUCP and Unitarian Universalism are the right choices for them. New UU (which I’ve renamed Not Necessarily So New UU) is a six-session Adult Faith Development program for anyone interested in a bit more in-depth look at various aspects of our congregation and our faith tradition. Still confused? Please give me a call, send me an email, or grab me on a Sunday morning and we’ll get it straightened out: Linda Lawrence, Membership Coordinator, at membershipcoordinator@phoenixuu.org or 815-218-3148.

Calling All Ushers: Old Hands and Wannabees!

You are invited to a potluck dinner in the sanctuary on Tuesday, Nov. 16, at 6:00 p.m. (beverages provided). Following a time of fellowship, you will receive an updated usher job description. We aim to simplify! You will have an opportunity to ask questions and get clarification on what is required to effectively engage in this ministry of welcoming and worship service support. Whether you are considering signing up as a new usher or have been at it a long time, you will enjoy this evening and probably encounter a few surprises.

Please sign up no later than Nov. 14 by going to the following link: http://doodle.com/hhcwhiv249mxxf3z.

If you will need childcare, please sign up on the above link pronto and let Linda Lawrence know the number/ages of your children ASAP: membershipcoordinator@phoenixuu.org.
From the Staff...

Come As You Are, Leave Different!*

New Orleans, a sense of place through food:

This year, the LREDA (Liberal Religious Educators Association) fall conference was held in New Orleans, wow! This was my first time visiting that wonderful city, and as I left I knew the experience had changed me. I hope that I will be able to return very soon.

I met other DLREs from all over North America. Some of us explored extensively, finding cultural richness like nowhere else. Music, art, architecture, history, food…we ate amazing food!

The theme for this year was based on “Solidarity Not Charity, The New Orleans Community – Serving, Learning and Advocacy.” Some of us volunteered at the Second Harvest Food Bank, where we prepared bags of food for the Backpack Program (Lagniappe Pack).

The Lagniappe Pack program “addresses the needs of school children at chronic risk for hunger by providing backpacks of food for consumption during non-school times. Backpacks are stocked with 10-12 nutritious, child-friendly, easy-to-prepare items from each of the food groups and are distributed discreetly on Fridays or the last day before a school break. Currently, 986 children at 13 schools are receiving backpacks weekly and funding is being sought to expand this program to the 48 schools on a waiting list throughout south Louisiana.”

We learned that: “In the United States, more than one out of six children lives in a food insecure household, which means they do not always know where they will find their next meal. According to the United States Department of Agriculture (USDA), 16.7 million children under 18 in the United States live in this condition – unable to consistently access nutritious and adequate amounts of food necessary for a healthy life. Louisiana is ranked among the top ten states with the highest rates of child food insecurity with child hunger rates at or above 20 percent (children under 18). Louisiana tops the nation with one in four children ages 0-5 who are at risk for hunger.”

My only wish is that we had been able to do some direct service to those in need, building solidarity through human connection, and hearing their stories.

I would like to return with the youth from this congregation and perhaps others in this district to help build houses with Habitat for Humanity, help feed those in need, and bring back the stories of the people that we meet in solidarity and return with the youth, changed!

Let’s all practice solidarity, not charity. Our own Empty Bowls project is happening Sunday, November 21st—sign up to help, bring a bowl to donate, come as you are, leave different!

Victoria Capon
Interim Director of Lifespan Religious Education

*2002, Louisiana Tourism Board

The (Not Necessarily So)

New UU:

Tuesdays, Nov. 30, Dec. 7, 14
6:00-8:30 p.m., Annex B
Facilitator: Linda Lawrence

The next three sessions of this interactive curriculum will begin with a simple soup supper. Participants are encouraged to bring finger foods to share. Bottles of water will be provided. You can register for Sessions 4-6 even if you did not attend the first three sessions. All six sessions will be repeated in 2011 (see note below). The cost of all six sessions is $10 payable on the first evening of class. UUCP passes get you in the door too!

Session 4: Social Justice Philosophy and Practice – Learn about our UU theology of engagement and reflect upon ways that you bless the world.

Session 5: Social Justice Panel – How does our congregation “stand on the side of love”? Hear from a panel of leaders who will give you plenty of time to ask questions.

Session 6: Our Covenantal Relationships – What does it mean to be a free congregation? What are the covenants within and beyond our congregation? How do the answers to these questions impact UUCP organization and decision-making?

Note that Sessions 1-3 will be offered again in February and Sessions 4-6 will be offered again in April. Please register in advance for the Nov./Dec. sessions to ensure that sufficient materials are available. Register at http://doodle.com/ve67pxvskkzs8, or by contacting Linda Lawrence at membershipcoordinator@phoenixuu.org or 815-218-3148.
Ministry and Committee Reports...

Finding Yourself at UUCP

You’re a seeker. Maybe you’ve been coming to Sunday services or trying out other UUCP activities for awhile. Perhaps you attended or even belonged to another Unitarian Universalist congregation at one time—or you might be brand new to UUism and like what you’ve seen and heard so far. So what’s next? Consider attending Pathway to Membership to learn more and see if membership is the right next step for you. There is no fee for this two-part series.

Sunday, Nov. 7, 9:00-10:30 a.m. – Sharing the journey and orientation to membership
Saturday, Nov. 13, 6:00-8:30 p.m. – Potluck, more info, meet the minister, and joining ceremony

To register, contact administrator@phoenixuu.org or 602-840-8400 or sign up at the Welcome Table on Sunday. Need free childcare? Please request it when you register.

November Muuvie Night

Adult Faith Development Committee will present the film Pressure Cooker (2008, NR, 99 minutes) on November 17th at 6:00 p.m.

Watch three Philadelphia high school students negotiate the challenges of the inner city and the demands of their tough-minded culinary arts teacher, Wilma Stephenson, to become contenders in a citywide cooking competition. Charming and surprisingly hilarious, Jennifer Grausman and Mark Becker’s inspiring, Emmy-nominated documentary showcases the heights young minds can reach, regardless of their environment, when they’re expected to succeed.

Food and discussion included for this Thanksgiving culinary documentary.

New Name Tag Racks

UUCP has Richard Dewitt to thank for the elegant new name tag racks in the sanctuary. He designed, built and installed the new system which makes finding name tags much easier and adds considerably to the ambience of the space.

Social Justice News

SOCIAL ACTION LUNCHEON

The November luncheon is tentatively scheduled for Sunday, October 17th at 12:30 in the Johnson Room. We are still working on confirmation of a speaker, so please watch the Compass and Announcements for further information.

HOLIDAY DRIVES

The holidays are approaching and the Social Action Committee will again be coordinating food and book drives for Interfaith Cooperative Ministries and Booker T. Washington Head Start school, respectively. Please start gathering items and look for our collection boxes in the back of the Sanctuary as the holidays approach. The Social Action Committee can be reached at socialaction@phoenixuu.org.

NEW DAY CENTER

Volunteers are needed to help with dinner preparation and serving for New Day Center on Sunday, November 7th and Sunday, December 5th.

For the meal on November 7th, one more cook and one more server are needed. The meal is prepared at 10:30 a.m., right after first service. The group serving meets at the north side of the church, outside the double gates, at 4:15 p.m. to load the food and caravan to New Day for serving.

If interested, please see the sign up board in the back of the sanctuary or see Katie Raife or the folks at the Social Action table.

IMMIGRATION TASK FORCE

The Immigration Task Force is working to promote the passage of comprehensive immigration reform at the federal level which aligns with Unitarian Universalist values. We are also active in working towards the repeal of recently passed Arizona laws adversely affecting undocumented immigrant families. We continue partnering with local and national groups to solve the immigration issue that affects Arizona and the United States in numerous ways.

After a very busy summer, we are fostering ideas on how we and the congregation can best navigate in the increasingly difficult environment of immigration reform. We look forward to working with Sun Principe, our new Social Justice Director, and will continue to keep the congregation informed and engaged in pursuit of reform. You can contact the task force at immigration@phoenixuu.org.
Ministry and Committee Reports...

UNITARIAN UNIVERSALIST SERVICE COMMITTEE

Guest at Your Table boxes will be distributed at the November 21 church services. Each family is requested to take a GAYT box and use it by depositing a coin or bill each day in gratitude for the blessings of that day. GYAT contributions foster understanding and awareness of UUSC’s human-rights work around the world. The boxes will be returned in January.

UUSC works to advance human rights in 23 countries. Join this 70-year-old organization. Our goal this year is to increase our membership to at least 25% of us so that we will be listed in UUSC’s annual report. Most UU congregations in Arizona are recognized with memberships from 25-74%. It would be wonderful to see the largest congregation in Arizona listed in this directory. This year, with your participation, UUCP can be recognized too. Come to the Social Action table for more information and membership application.

Heather McLellan
UUSC Representative

YIKES! WE NEED BIKES!

The Eritrean Refugee Initiative (ERI) welcomed new refugees in October. Several young men could use bikes. ERI is also looking for English teachers and people who want to mentor refugees. Contact Brea Burgie or Libby Walker at eri@phoenixuu.org

Women’s Spirituality Circle

WSC meets the third Monday each month at 6:30 in annex B. You are welcome to join the sisters on a spiritual journey anytime. We love to have fun as well as learn from each other. For more information call Carolyn Allenby at 623.398.6765 or Heather McLellan at 480.941.1038.

Outdoor Group Potluck

The Outdoor Group will hold a potluck to plan the January through June 2011 hiking calendar on Sunday, November 7th after the second service (We'll eat at 1:00 p.m.). Meet at Pauline Peverly’s clubhouse, 1235-B E. Maryland, Phoenix. Bring a dish to share. The main dish, iced tea, coffee and utensils will be provided. Contact Pauline at ppeverly@gmail.com.

Music in the Mountains

Join a memorable weekend of live acoustic music, November 5-7 at Camp de Benneville Pines. Lead a song or just play along. All levels of fiddlers, guitar and ban-jo players, percussionists and singers will be jamming in groups, attending workshops and performing in a Saturday evening hoot (concert). Sunday morning brings all musicians together to share “Songs of Meaning” in the Coffee House.

Seldom will you find such a gathering of “elevated talent” as that which assembles yearly on this crisp fall weekend at 6,800 feet. There is something truly inspiring about the mountains and our beautiful Camp de Benneville Pines that will bring out the creative muse in everyone who attends. For more info or to register, visit http://uucamp.org.

Youth and Family Events at Camp de Benneville Pines

Jr. High Fall Camp, December 3-5—Music leads the way as campers rock, roll, and shimmy their way through worship, cooperative games, hikes, art, and more.

Senior High Winter Camp, December 27-January 1—High school youth leaders organize, plan and run the camp, with the wisdom and support from experienced adult advisor staff.

Family and Elementary Winter Camp, February 19-21—Snow angels, hot cocoa, inspired worship, sled-ding, talent show, wintery hikes—a per-fect weekend planned for you and your family! For elementary-aged campers who wish to attend alone, trained cabin counselors will supervise them all weekend.

For more information on these and other camps, or to register, visit http://uucamp.org.

Save the Date: 2011 Annual Family Prescott Retreat

APRIL 29–MAY 1

Many UUCP members and friends have attended the Valley UU Congregation Prescott retreat over the years. In April 2011, we’ll once again enjoy a fun time in the woods at Pine Summit Camp, www.pinesummitcamp.com. Besides being located in a beautiful forest, they have a mini-golf course, basketball and volleyball courts and an enclosed gym with a rock wall, a zip line, and a game room. Please add this fun retreat to your calendar. More information will come next year. Contact: Nancy Stillings at nstillings1@cox.net.
Celebrations of Life

9:30 AM and 11:15 AM

**NOVEMBER 7: LIVING WITH UNCERTAINTY**
Service Leader: Rev. Susan Frederick-Gray
The future is always uncertain, but sometimes we feel that more closely than others. How do we live with hope, how do we keep ourselves grounded, even when the future seems completely uncertain or even frightening?

**NOVEMBER 14: A VETERAN’S DAY PRAYER**
Service Leader: Rev. Susan Frederick-Gray
November 11th is Veteran’s Day and we remember and honor the servicemen and women who have served and are serving in our country’s military forces. Let us remember to honor their courage and bravery, without forgetting a commitment to a larger peace.

**NOVEMBER 21: ALL AGES THANKSGIVING BREAD SERVICE**
Service Leader: Rev. Susan Frederick-Gray
In this multigenerational (all ages) Thanksgiving Service, we will share bread from our families and history. If you would like to make and bring a bread (whether corn, flour or rice based) from your family, culture or history to share with the congregation, please contact Rev. Susan. Every week our community nourishes our spirits. Through this service, we offer sustenance for our bodies too.

**NOVEMBER 28: GRATITUDE: THE HEART OF OUR FAITH**
Service Leader: Sarah Burchard
Speaker: Bill Sabatino
As we contemplate our lives and place in the universe, we are left with a sense of inexpressible exhilaration at being alive, and of our utter dependence upon sources outside ourselves. This combined sense of awe and dependence engenders in us a discipline of Gratitude ... and the daily practice of Gratitude can make an enormous difference in our lives.
Our Mission

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

President: Paula Kulina
Vice President: Jimmy Leung
Treasurer: Smoot Carl-Mitchell

Minister: Rev. Susan Frederick-Gray
Minister Emeritus: Rev. Ray Manker
Interim Religious Education Director: Victoria Capon
Music Director: Connie Jahrmarkt
Membership Coordinator: Linda Lawrence
Administrator: Heidi Parmenter
Custodian: Manuel Gomez
Early Education Cooperative Director: Jane Armstrong
Nursery Supervisor: Tiffany Mendez
Horizons Editor: Elyse Arring
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