

The background of the cover is a complex, multi-colored abstract painting. It features a central, somewhat human-like figure with a face, rendered in a style that blends realism with surrealism. The figure is surrounded by a dense field of swirling, organic shapes in a wide array of colors including red, blue, green, yellow, and purple. The overall effect is one of intense energy and visual richness.

# ANNUAL REPORT 2019-2020

**Unitarian Universalist  
Congregation of Phoenix**



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# MISSION, VISION, CONVENANT, & SCOPE



## MISSION, VISION, COVENANT, & SCOPE

### MISSION

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

### VISION

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

### COVENANT OF COMMITMENT TO OUR CONGREGATION

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

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

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

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

I affirm our flourishing religious community, therefore:

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

Thus, do I covenant.

### SCOPE

The Unitarian Universalist Congregation of Phoenix Annual Report is

- A mission-based annual report to the Congregation by the groups, committees and staff positions within the Congregation, which describes how each group, committee or position supports the goals and mission of the Unitarian Universalist Congregation of Phoenix.
- A compendium of the interests, activities and events in the life of the Unitarian Universalist Congregation of Phoenix over the last congregational year, published in June each year.



# CONGREGATION ANNUAL MEETING MINUTES



# CONGREGATIONAL MEETING MINUTES: **Congregational Annual Meeting of June 2019**

**June 9, 2019**

**Board members in attendance:** Jonny Lifshitz, Vince Waldron, Mary Dawes, Larry Reed, Kim St Clair, Sarah Moore, Phoebe Dubisch (absent: Bunny Hodas, Christine Marshall)

UUCP Members in attendance: 102 Meeting called to order 11:50 am

Mary - Review of agenda

- Call to Order/Quorum check
- Rules of Procedure
- Introduce Board of Trustees
- Approve Jan 28 minutes
- Board report (Mary/Vince)
- Financial /Budget (Rev. Margret)
- Accomplishments (Rev. Margret)
- Construction update (Duke)
- Elections (Kat Dickson)
- Adjourn UUCP meeting
- Call UU Foundation meeting
- Adjourn
- Vote to approve

Review of procedures

Introduction of current board

Motion to open the meeting - Pierre Tariot

- second by Jerry O'Neal
- approved unanimously

Vince - What does board do? What did the board do?

- Review key tasks
- Revise governance - added advisory committees
- Manage budget challenges
- Amp up communication
- Transforming Hearts Collective
- Inclusion initiatives
- Construction
- Successful stewardship campaign
- Called Christine Dance as settled minister

Lora - Financial report

- Projected to end year with small profit
- 92% of pledges are paid
- \$59,000 still outstanding
- Capital Campaign - 77% paid



Rev Margret - Budget Review

- Anticipated income \$739,765
- Anticipated expenses \$725,381

Motion to approve budget by Board of Trustees

- Seconded by Terry Lockwood
- Questions -
- Pledge discount explained and accounted for
- Where do other contributions come from? Leases, rentals, random donations, number in current budget is based on previous years
- Budget for Justice projects? Share the plate (pass through)
- How is budget tracking going? better

Congregation vote on budget

- Budget passes unanimously

Membership cleanup - numbers are closer to 350

- Children's ministry attendance is down (national trend)
- Participation in programming very strong

Duke - construction update

- HVAC completed June 2019
- Upper parking lot/patio July 2019
- Front entry renovation Fall 2019

Kat Dickson - Nom Com

- Motion to elect to Board of Trustees for 2-year term - Kim St. Clair, Jenny Jones, Sarah Moore
- Seconded by John Moats
- Motion passes unanimously
- New nom com members
- 2nd by \_\_\_\_\_
- Motion passes unanimously

Motion to adjourn - Jerry O'Neal

Second by Dale Fisher

Meeting adjourns at 12:40 pm

## Congregational Mid-year Meeting of February 2020

**February 9, 2020**

### Agenda

- 10:30 UUCP mid-year meeting call to order
- 10:31 Board Members and Board activities
- 10:35 Mid-year financial report (Jonny/Larry)





10:45 Business administrator update  
 10:47 Nominating committee process  
 10:48 Meeting close  
 10:51 UUFP meeting (Diana Ashley)  
 10:55 Celebrate Lora  
 11:15 Second Service Starts

### **UUCP Board of Trustees (board@phoenixuu.org)**

Jonny Lifshitz - President  
 Bunny Hodas - Vice-President  
 Kim St. Clair - Secretary  
 Larry Reed - Treasurer  
 Mary Dawes - Trustee-at-Large  
 Sarah Moore - Trustee-at-Large  
 Christine Marshall - Trustee-at-Large  
 Jenny Jones - Trustee-at-Large  
 Dylan Lifshitz - Youth co-Representative  
 Alex Marshall - Youth co-Representative  
 Rev. Christine Dance - Minister /Ex-Officio

### **UUCP Board Shared Governance**

The board continues to work with Rev. Dance to advise on the fiduciary responsibility of UUCP, primarily through committees under our purview.

#### Board Committees

- Finance Committee
- Governance Committee
- Personnel Committee
- Membership Team

### **2019-2020 Board Activities**

- Transparent communication
- Financial stability, clarity, and process development
- Document and clarify Board processes through policy
- Manual
- Update the personnel handbook
- Go paperless
- Advise on completing the construction
- Put structure around a revised membership program
- Joy in being a community

### **Finance: Lean and Stable**

- Financing is stable and monitored regularly
- Living within the means of our lean budget

### **Finance: A little surplus... with roof problems**



- Income is ahead of budget because of strong congregation support
  - Gratitude to all generous individuals and 35 new members!
- 2019-2020 Budget: \$560,000 (May 2019)
- 2019-2020 Actual Pledges: \$601,202 (Jan 2020)
- Budget assessment: Operating at 10-20% under budget
  
- Roof deterioration from Johnson Room to Room 15
  - ~\$57,000 to restore and repair
  - Financed through existing operations and construction budget

### **Finance: We remain under-staffed**

- Fiduciary responsibility continues, with not enough income to support staffing levels recommended for a congregation our size
- Positive signs of growing even bigger
  - 430 current members
  - 35 new members (25 in Nov; 10 more this week)

### **Finance: Ongoing financial activity**

- Working on a competitive application for a new mortgage
- \$200,000 loan from UU Foundation Phoenix until mortgage secured
- Under consideration for 501(c)3 status
- Establishing financial checks and balances, with online banking
- New bookkeeper
- Building financial reserves for next year and beyond
- Budgeting process that supports a 3-5-year plan

### **Business Administrator**

- Thank you, Lora!
- A temporary office administrator has been with us since last week.
- The personnel committee prepared a job posting, received at least a dozen applicants, revised the job description to align with our needs and UUA guidance, and is in the process of doing initial video interviews with applicants.

### **Nominating Committee Process**

Process outlined in the by-laws:

- Nominating committee will identify individuals and accept nominations
- An independent slate of nominees/candidates is developed to be voted on by the congregation at the annual meeting
- If willing to serve, make it known. If the nominating committee call, please answer!

### **What You Can Do**

- Serve/Volunteer -- "lean in"
  - Look at the volunteer board along the hallway
- Complete capital pledge payments
  - Let the office know if your commitment changes
- Pay pledges



- Support stewardship into next year
- Continue to human together!

## Questions/Comments

Talk with a Board member

Send the board an email: [board@phoenixuu.org](mailto:board@phoenixuu.org)

We'll reply to you with a specific answer and we'll share the information with the congregation through Compass or a letter.

## UU Foundation of Phoenix Board of Trustees

Diana Ashley - President  
 Terry Lockwood - Treasurer  
 Pierre Tariot - Secretary  
 Michelle Morgan  
 Diane Targovnik  
 Dan Hunn  
 Jonny Lifshitz  
 Rev. Christine Dance – Minister / Ex-Officio

## Foundation Board Meetings and Event Highlights

Board Meetings:

- Typically, first Sunday of each month at 12:30 pm.
- All are welcome! All members of UUCP are also UUFP members.

Event Highlights:

- Host UUCP Family Picnic at McCormick-Stillman Railroad Park
  - Sunday, March 22nd, 2020. Everyone is invited!
- Hosted Trust and Estate Planning Seminars in October 2019
  - Coming again on April 16th and 18th, 2020

## UUFP Treasurer's Report June through December - 2019

Beginning Balance	\$1,185,577.55 (As of April 30, 2019)
Ending Balance	\$1,035,062.11 (As of December 31, 2019)
Change	\$ -150,515.44 (Detail provided upon request)

Notes:

1. June 2019: UUFP paid the final \$150,000 pledge balance to the Capital Campaign
2. UUCP requested \$200,000 equity from UUFP to cover roof repairs, to be repaid with interest once the mortgage is secured. (Transferred to UUCP in Jan. 2020)
3. Annual disbursement to UUCP from UUFP paid in Jan. 2020: \$52,222



# BOARD OF TRUSTEES REPORT



## **BOARD OF TRUSTEES REPORT**

### **Summary:**

This congregational year started with renewed energy, momentum, and optimism as a 3-4-year interim period concluded. For approximately two years, our focus was on celebrating and supporting our lead minister Rev. Susan Frederick-Gray's campaign for UUA President. For the past two years, our Interim Lead Minister Rev. Margret O'Neill guided us through uncomfortable self-reflection on our governance, goals, and administrative process. The 2019-2020 congregational year welcomed our new settled lead minister, Rev. Christine Dance, into her first called ministry. As is customary, the official programming year began in September, which allowed time for Rev. Christine to ease into full ministerial duties. The president of the Board met with Rev. Christine as an introduction before the Board retreat at the end of August. Together, we established priorities to set achievable expectations, be comfortable 'bookmarking' suggestions that cannot be achieved immediately, operating a lean budget considering prior financial stresses, conducting business with transparency, and rebuilding relationships with staff.

As a Board, with our minister, we led the congregation into a new era of shared ministry. Our protocols and procedures as a board went paperless, with increased communication with the congregation through announcements and letters. Rev. Christine and the congregation quickly learned how well-suited we were for each other.

And then, in March 2020 the global COVID-19 pandemic was upon us. Arizona, Maricopa County, and Phoenix issued 'shelter-in-place' orders, with restrictions on gatherings among people. The Board and staff immediately began discussions about how to continue programming and support the UUCP community in these challenging times. The staff and Rev. Christine pivoted to pastoral care, online communication, digital services, and implementation of new software and technical equipment. The response to virtual services and community events has been great in terms of number of attendees and frequency of usage. In no way are virtual services equivalent to in-person services; however, they fill a need in the current climate. Specific details about personnel, governance, finance, the campus, and goals are listed below.

### **Members of Board of Trustees:**

Jonny Lifshitz (President)  
 Bunny Hodas (Vice President)  
 Kim St. Clair (Secretary)  
 Larry Reed (Treasurer)  
 Mary Dawes  
 Sarah Moore  
 Christine Marshall  
 Jenny Jones  
 Dylan Lifshitz (Youth Representative)  
 Alex Marshall (Youth Representative)  
 Rev Christine Dance (ex officio)

### **Special Events:**



The Board held a retreat in August 2019 to develop a working relationship between us and Rev. Christine. Most notably, we agreed to go paperless, with documents shared on a cloud network and via email. A covenanting process developed a new relationship for the Board and the minister, which adheres to the 7 Principles of UU. Priorities were set to be achievable, focused on internal UUCP operations, and transparent. Among the key events organized or supported by the Board this year, working closely with Rev. Christine, were:

- Visit by Sarah Gibbs-Milspaugh of the Western UUA District for a Board Startup Workshop.
- Board Chats – Monthly opportunity for open discussion
- February Congregational Meeting: Addressed communication, transparency, financial outlook, and construction update.
- Navigated the departure of Lora Gustafson as our Congregational Administrator. Welcomed Stephanie Breidel-Vigil as a new Business Administrator. Clear communication allowed for a smooth transition, despite the COVID-19 pandemic.

### **Key Goals and Focused Objective for 2019-2020:**

- Build a financial foundation with clarity for the Board, staff, and congregation in order to establish ourselves as a congregation for our time. This goal includes a primary Board responsibility for our financial security.
- The future of UUCP is now. The Board is absolutely committed to launching Rev Christine into a legacy ministry with a firm foundation in process, procedure, shared ministry, and JOY!
- The Board has prioritized membership growth, aligned with three priorities, (1) connecting with visitors and newcomers, (2) attracting new visitors through marketing, and (3) retention and engagement with current members. The Membership Team, as a team of the Board, has constructed plans to connect and welcome potential new members.
- The current size of the congregation teeters on the transition to a program-based mid-sized congregation. Therefore, we need to offer outstanding programs that are developed, advanced, led, and attended by volunteers. And so, the last focused objective for this year is to build volunteer capacity to support the existing staff, deepen engagement, and be the congregation for our time.
- Through the employee handbook and Board governance documents, demonstrate leadership for our time and support for our staff.
- Navigate the conclusion of ongoing construction, which meant a pause in the construction plans for a new front entrance.
- Be transparent in communication (voice, digital, writing) about direction, accounting, staff, and operations of the congregation. Continue to be a Board that speaks with one voice.

### **Key Decisions:**

- Declare a pause in the construction, which delayed the reconstruction of the front entrance. The decision was made based on available capital campaign funds and cost overruns on the patio, parking lot, and HVAC system
- Honor Lora Gustafson's decision to leave her role as Congregational Administrator with care and love.
- Develop a skeleton membership plan and team with Rev. Christine.



- Support Rev. Christine in 'bookmarking' ideas and opportunities for future years when we can increase staffing levels. This decision primarily impacted social justice and community-based events.
- Communicate more and in a transparent manner with the congregation. Deliver these messages in multiple modalities, including email, print, and from the pulpit.
- Authorize submission of a 501(c)3 application for UUCP as a federal non-profit entity.
- Continued oversight on accounting procedures and actions necessary to provide strong accounting checks and balances as well as to secure a new mortgage.
- Take action to replace the roof over the annexes, rather than continue to repair them.
- Support CDC and public health best practices to avoid in-person meetings. Will stay alert to ongoing recommendations about reconvening in-person gatherings, meetings, and services.
- Postponed Minister installation due to COVID-19.
- Continue to pay existing staff at current wages, especially hourly staff who worked in the building on Sundays.
- Support the minister and staff towards UUA fair wage standards in UUA positions according to experience, certification, and congregation size.

### Challenges:

- Staffing is insufficient for the size of the congregation and the breadth of our programming. Staff are supported 100% by stewardship, and it remains a priority to fully fund staff in the budget.
- Reliance on members and congregants to fill operational roles (e.g., Order of Service, A/V) is a wonderful service, however these are operations ideally resting with paid staff.
- Obtaining a federal 501(c)3 status to open opportunities for grants and employer matching contributions. The process is in place and takes time.
- Living into the commitment to reconstruct the front entrance as promised in the 2017 capital campaign. Current fiscal resources may not permit the initiation or completion.
- Recruiting volunteers for Board and Committee work. The Nominating Committee is often faced with declines to serve.
- Communication and marketing are even more important than ever, given the physical distancing imposed by the global pandemic. Forecasting includes a potential part-time marketing individual. Additionally, a new website is necessary to showcase UUCP as a Congregation for Our Time.
- Our new Business Administrator, Stephanie Breidel-Vigil, joined the UUCP staff two weeks prior to the statewide shelter-in-place orders, which strains the introductions and opportunities to get to know one another.

### Gratitude:

The Board is deeply grateful and joyful for Rev. Christine and all our staff. In fact, the Board instituted a monthly gratitude to individuals that serve the congregation, whereby cards are mailed. The manner in which Katie Resendiz and Benji Messer created an atmosphere that permits a new minister to thrive is a blessing upon blessings. Together, the flexibility and innovation of the minister and staff have continued to push UUCP into a congregation for our time. Treasurer Larry Reed continued to lead our financial reconstruction efforts with grace and systematic process to the point where UUCP has real-time financial information and



earnest offers for new loans. Bunny Hodas continues to lead our stewardship effort to encourage members to be even more deeply connected to UUCP. Sarah Moore has taken a leadership role in membership to assure a process exists to welcome new individuals. All our Board members worked incredibly hard this year and we are grateful to each one.

### **Plans for 2020-2021:**

In the coming year, UUCP will have a sophomore minister, with nationally recognized Directors of Music and Children's Ministry. We have an enthusiastic and competent Business Administrator with amazing staff to support ongoing activities and programs. Our minister and staff are committed to sustaining and developing new programs that continue to engage our members and the community. The Board has new accounting practices, an updated governance document, and new employee handbook to guide the operations of UUCP. The Board will maintain frequent communication that is transparent, which builds confidence in UUCP as critical infrastructure for society. The Board goals are to establish action items towards our vision for 3-5 years, which continues to pivot as we navigate the pandemic and related consequences. We recognize upcoming challenges with member health, deaths, financial fallout, shifting member engagement, and ongoing staff support, which push us to repeated definitions of what it means to be a congregation 'for our time.' With the global pandemic changing the world, a community-based reconnection among people may be on the horizon. Just like newspaper advertisements in our early years brought liberal minded individuals forward, digital marketing can increase our reach and diversify our membership. One approach in the coming year(s) likely includes messaging and marketing. Additional opportunities exist in partnering with other social justice minded organizations to bring meaningful change to policies that improve quality of life for all around us.





# MINISTER'S REPORT



## LEAD MINISTER'S REPORT

*Rev. Christine Dance*

UUCP Community Members,

What a year this has been! It would have been enough to have a first year of ministry together, getting to know each other and learning what our potential together could be. It would have been enough particularly since I am new to ministry, determining how my background in business, innovation and facilitation translates to ministry. It would have been enough to work together as a congregation and staff following the pride of Rev. Susan Frederick-Gray's election and a transformative and challenging interim time. We have done all of that AND are in the process of redefining what UUCP and our ministry looks together in a world of pandemic and virtual gathering.

At the writing of this report, I have had the great honor of being your called minister for one year. I have found the Unitarian Universalist Congregation of Phoenix community members to be warm, excited, containing a tremendous personal and collective depth and truly joyful to spend time together. With each month that has passed, I have been more pleased that we chose each other and more excited about our future together.

Early on in our year together, I established some very concrete goals for the first year, with the affirmation of the board of trustees.

- Build trust with the staff and become a solid working team
- Get Phases 1 & 2 of the construction complete and navigate the pause/stop of Phase 3
- Get a clean and clear understanding of our finances
- Put structure around a revised membership program
- Build relationships with congregation leadership
- Offer excellent worship experiences

Within the first month, we also shared the mindset for the year:

- Better communications – within the staff, with congregants, and using a wide variety of tools
- Transparency – building trust in our finances, processes, and teamwork
- Joy in Being A Community – celebrating, laughing, and enjoying each other

I am pleased to say that we accomplished all those goals, although there is still work that we can do on many of them.

We are lucky at UUCP to have the most extraordinary staff. For our team, UUCP is not just a job, but a way to contribute to a mission and community that has meaning for us. It has been an absolute pleasure to work with professionals who are at the top of their game in their professions and who bring their unique skill set and perspectives to their careers. Throughout the year, we have learned to trust each other, lean on each other, share ideas and collaborate. I am particularly proud that Benjie Messer and Katie Resendiz have been recognized by the larger Unitarian Universalist denomination, Benjie as a newly credentialed Music Director and the Music Coordinator for General Assembly and Katie as leader of multiple UUA initiatives and the moderator of the esteemed Fahs lecture at General Assembly. Mid-way through the



year, our Congregational Administrator Lora Gustafson and I came to the mutual decision to end her employment at UUCP and I am proud of how all of us prioritized keeping Lora and her family as community members. With the help of a top-notch Personnel Committee, we hired Stephanie Breidel-Vigil after only two weeks without an administrator, promoting the position to Business Administrator with more responsibility. Stephanie has been a terrific addition to the team, jumping right into new territory. For a congregation this size, we are still understaffed, which sometimes isn't visible to the congregation because of the very high-performance level of all of our staff. In addition, the congregation essentially went from two ministers down to one, with a lot of responsibility concentrated at the minister position. To reach our goals, especially the level of justice work that the congregation expects, and that the legacy of this congregation demands, we will need to find more support.

In every aspect of UUCP, I found there to be several common themes – the integration of all ages into our worship and programming, a joy in being together, and a commitment to justice. This is a congregation that knows our vision and is striving to lean into it. There is still work to do in being radically inclusive and justice-centered but we are using the congregation as a laboratory to do complex work that we can take out into the wider world.

There was a common theme to many of my meetings in the first six months – many groups were waiting for the new called minister for direction. Many leaders came in asking me “what would you like us to do?” and were surprised by my answer of “what would you like to do?” As our ministry together continues to evolve into new uncharted territory and we grow even more into Shared Ministry, we will be asking this even more.

With seven months together under our belts, the entire world changed – dramatically – with the presence of the Corona Virus. Within four days, we made the decision to close our campus and pivot to entirely virtual worship. I think I will replay that week in my head for the rest of my ministry. During those four days, we made many tough decisions, assessed our technology, changed our entire concept of worship and had worship online that Sunday. We have been adapting every week since then. I am grateful to the foresight of our tech team to have virtual streaming within our sights and a very flexible team of staff and volunteers that made the transition look relatively easy, although it was the steepest learning curve I've ever experienced. I am also appreciative that one of the first acts we did was to affirm that we will be continuing to pay our employees, especially our hourly employees – this is an act of justice and reflects our values.

As I write this letter, we are just two months into the pandemic and the economic landslide that resulted. We have responded creatively, compassionately and quickly to the needs of the community. Within two weeks, we had reconstituted the Neighborhood Groups as Pastoral Care check-in teams and several other levels of providing pastoral support. Within three weeks, we had a full program of over a dozen weekly programs for children and adults, including innovative programs like morning meditation, evening vespers, a Death Café and a new take on Community Night. Within six weeks, we had a new tech team who were able to trade-off on managing the complex and ever-changing landscape of virtual worship. And we have a community that is checking on each other, giving generously of their time and money and who are showing a resilience and spirit that reveals the depth of this congregation.



We have no idea what the world will look like by this time next year, but we know for certain that we will be changed by it. We do not know when we will be able to meet and worship together again, but we do know that this congregation's spirit exists beyond the walls of a building on Lincoln Dr. We are a congregation "For Our Time," although what that means is being actively redefined underneath us as we move on the path. We do know that, like almost any action, this time will greatly affect those who are already marginalized – our siblings of color, those with fewer economic resources, the elderly, those with seen or unseen disabilities, those with mental health challenges and so many others. This will affect both our congregation and our wider society, possibly for years to come.

There are many days that I wonder if we all – collectively and individually – haven't been preparing ourselves for such a time as this. Perhaps all that we've been preaching and practicing and reading and singing about is to prepare us to be in a time like this.

It is my great honor to be in a time such as this with you. May we continue to encourage each other, challenge each other, adapt with each other, and find new ways to be a religious community for our time.

With gratitude, respect, and excitement for the future,

Rev. Christine Dance



# STAFF REPORTS



## STAFF REPORTS:

### **BUSINESS ADMINISTRATOR**

*Stephanie Breidel-Vigil*

I was honored to start in this position on Feb 26<sup>th</sup>, and this report was submitted with two months in this role.

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

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

This year has presented many challenges and opportunities compounded by the stress and strain of the COVID-19 pandemic.

#### **Accomplishments in My First Two Months:**

- Started with the Congregation just two and half weeks before the Congregation was officially shut down due to COVID-19.
- Quickly helped shifted Sunday Worship Service from in-person to Zoom due to COVID-19.
- Actively take on a weekly role on with the Tech Team for Sunday Worship Service.
- Manage Zoom for many different staff/volunteer needs and the congregation's weekly activities.
- Finances –
  - Learned how to process the weekly deposit that normally is handled by Don Weir.
  - Finishing the transfer from Mutual of Omaha to Desert Financial Services for all accounts
  - Managed the ownership and coding process for the Bank of America credit cards
  - Moved all automatic payments to new valid credit cards or to Desert Financial directly.
- Taking on and managing Compass, which has been a lot of fun.
- Taking advantage of the closed time to organize offices 1 and 2.

**Challenges in Past Year:** I am adjusting to learning how a congregation works, which is different from my previous corporate environment.

#### **Difference between Congregational Administrator & Business Administrator:**

- This role moved from a Congregational Administrator to the title of Business Administrator. My role involves managing the administrative staff and volunteers, prepares reports, payroll, accounts payable, and record revenue. Also manages human



resources, office procedures, facilities, schedules, purchasing, preparation of budgets, and bookkeeping services. The Business Administrator is in collaboration with the senior minister, manages the administrative and financial matters of the congregation with a high degree of independence and fiscal responsibility. Advises the senior minister and governing board on a wide range of financial matters at both the strategic and operational levels including the operational budget and endowed funds. Typically empowered to sign contracts, negotiate insurance programs and develop financial plans. Supervises building-related issues. Supervises administrative staff, oversees volunteers, and human resources administration.

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

- **Special Thanks:** I will start with Rev. Christine for giving me this amazing opportunity to work with so many wonderful people. Her openness and heart-felt demeanor is a breath of fresh air. Gary Ezzell, Kim St. Clair, and Katie Harris for an interview process that did not feel like an interview process. It felt more like a gathering you have with longtime friends and just catching up. Gary Ezzell for also learning and managing Realm for me/us right now while I am learning the ropes of the role and Congregation. Karen Schultz & Dale Fisher for volunteering their time to take care of the property, construction projects, and answering all my questions. Leslie Stallcop for managing our website and working through everything so quickly as its rapidly changing. Belinda Clark and Cayla Clark for coming in and doing a deep cleaning on the Congregation's Kitchen. Thanks to Carol Benwell for managing Compass for as long as she did and showing me manage it now. Thanks to Larry Reed & Phil Slater for walking me through the Congregations finances and teaching a different way of thinking through things. And a special thank you to all the volunteers that help make Sunday's Worship Service via Zoom possible each week!

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

*Katie Resendiz*

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

**Members of Group:** First and foremost- all the children of UUCP! The kids of UUCP are integral to every decision we make, so they are our most important committee voice!

**Staff:** Rose Pascoe, Jezz Putnam, Chris Aiken, and our community childcare workers

**Lay Leaders:** Cherilyn Walley, Mikall Foerster, Laurie Arora, Bob Davis, Jonny Lifshitz, Lora Gufstafson, Sydney Harrison, Sam Kirkland, Jeff Newmann, Christine Marshall, Sarah Montgomery, Ceyshe Napa, Frances Wiget, Pat Reed, Joseph Benesh, Robert Eland



**Young Community Members Who Assist the CMC:** Dylan Lifshitz, Adri Iyer, Kendra Mann, Ashley Perez, Mary McManus, Chloe Stephenson-Brown, Sara Iyer, Collin Lifshitz, Collin Boecker-Grieme, Annalyse Foerester, Leo Stephenson-Brown, John Ventura, Addison Smith, LeahHaddas Jacobs, Christopher Phillips, Alina Danforth, and Ari Maestas

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

**Accomplishments in Past Year:**

Overview		
Programming	Children Served	Adults Engaged
Weekly: 8 programs for children 2 programs for adults/ families 3 childcare events  Plus 2-4 special events each month	Average Weekly attendance (September-March): 54  Overall Number of Children Served (Through March 5th): 228	28 on an at least monthly basis

This year was marked by some very big community shifts, both expected and unexpected. The Children’s Ministry Team worked to ensure that a sense of normalcy and reliability was maintained through these changes. Within the context of welcoming a new minister, moving back into spaces previously under construction, and the disruption presented by Covid-19, the team was able to provide much of the rhythm of events of a “normal” year.

For the 2019-2020 congregational year, in addition to overnights, classes, OWL curriculum, parent education, etc (please see previous years’ annual reports for more details), the Children’s Ministry Team choose to focus on:

1. Creating sustainable and dynamic structures to keep the kids integrated in the community,
2. Welcoming our new minister within the children’s context, and
3. Teaching kids how we as UUs worship and specifically how we at UUCP worship together on Sunday mornings

**Programming and decisions aligned to these goals are listed below.**





### Creating sustainable and dynamic structures to keep the kids integrated in the community

- Establishing the Jen Hempel Children's Ministry Award: In November of 2018, our community lost a leader. Jenn Hempel had worked in the children's ministry in the congregation for over 13 years. Jenn was the Goddess of Glitter in the Children's Ministry program. Jenn participated as a teacher, mentor, and leader. Every child knew her patience and compassion. Her commitment to UU values shone through when teaching our youngest congregants early OWL curriculum. Her love has left an indelible mark on the community. Her humility and grace amplified her loving presence and she has been greatly missed.

To honor Jenn's memory and in recognition of the amazing work of the volunteer member of the Children's Ministry team, we established an annual award in her name and named Cherilyn Walley the first recipient (please see "Thank Yous" section for details of Cherilyn's service).

- The conversion of the nursery into the Sensory Room and the establishment of the sensory needs resource shelf at the back of the sanctuary
- Implementing Wednesday evenings as a time for monthly meeting for adults and involved in supporting children's ministry efforts

### Welcoming our new minister within the children's context

- As Rev. Christine helps the congregation move toward a better understanding of our staffing and capacity, the Children's Ministry Team has begun to re-envision the role of lay-leaders and embarked on a restructuring process. This year, the OWL team has taken on a greater sense of autonomy (with oversight from the DoCM) and responsibility, the Children's Ministry Program Assistant, Rose Pascoe, has deepened her professional development work and joined the Liberal Religious Educators Association, the meetings of the team have shifted to include a monthly Logistic and Planning Meeting that focuses on the committees "big goals."
- In a departure from our monthly theme-based lessons, K-5th grade programming was shifted into 3 week topics using specific goal based workshops. Progression through the topics mirroring the message of each weeks' worship service.
- Rev. Christine encouraged the youngest members of our community to share the pulpit with her. High School age youth led an amazing Social Justice service in November, the 5th and 6th graders led the traditional Children's Ministry Worship service, and youth now serve as readers and worship



associates. This year, children have been truly invited to preach and the community has embraced their words for their deep spiritual teaching.

### **Teaching kids how we as UUs worship and specifically how we at UUCP worship together on Sunday mornings**

- Integrating children into the Summer services
- Moved offering to before Together Time in Sunday Worship so that children understand the role it plays in community
- Establishing second service as a time for kids to join in the entire service and have an adult guide to explain various elements of community worship

### **Children's Ministry in the Time of Covid**

With the closing of UUCP campus in March, much of CMC's work became tending to the community in a whole new way. Programming shifted online, connecting with families over the phone, and meetings moved to video conferences. The Children's Ministry Committee showed an extreme level of adaptability, commitment to the work, and compassion for the UUCP community as a whole.

- Weekly Together Time Videos from the Director of Children's Ministry
- Desert Kid Videos
- Weekly online programming for all age levels
- Check-in calls with "UU Buddies" to ensure kids and families are able to stay connected
- Weekly UU parenting meetings
- Celebrating Graduates
- Starting the Coming of Age year early to support middle schoolers

### **Individual Accomplishments and Recognition**

- Cherilyn Walley was awarded the First Annual Jenn Hempel Award.
- Adri Iyer served on the PSWD Youth Board
- 3 Youth served in leadership roles at Camp Benneville Pines
- Alex Marshall and Dylan Lifshitz served on the UUCP Congregational Board
- UUCP's "Studio Model" was the subject of a LREDA sponsored webinar
- Katie Resendiz participated in Fah's curriculum think tank, served on LREDA Nominating Committee, appeared on the Church of the Larger Fellowship's web show "The VUU," and served youth and young adults nationally as faculty for Thrive and Meaning Makers.
- Rose Pascoe began national work with LREDA

### **Challenges in Past Year:**

- Teacher Recruitment: We saw a loss of teachers due to; folks taking board and other leadership roles in the congregation (this is a good thing), harm done during the interim



ministry period, and increased financial strain on households. We worked to restructure classes to need less teachers, created a workshop format that allowed for shorter commitment periods (3 weeks at a time), and recruited from non-traditional pools such as choir members, new members, and community elders.

- Integrating non-UU parents: Every other year, when OWL is offered, families from outside of the UUCP community are welcomed. This presents a challenge, as these families often have negative feelings about organized religion. This year, rather than expending lots of staff and CMC time creating events catered to this demographic, the OWL families were given the full responsibility of planning retreats and overnights for their children's classes. This was a great success in that it created a work project that required collaboration across the various aspects of our community. Allowing UUCP OWL families to introduce non-UU families to community values, expectations, and resources.
- Healing: With the joy of welcoming our new Minister, the Children's Ministry Committee also found themselves beginning the work of healing from a stressful and harmful 2 years of interim ministry.
- Valuing the spiritual paths of children: The CMC noticed language and behaviors within families and on campus that was dismissive of the important work children as people of faith. While this challenge only focused on a small number of families, it was a very important one to address and the CMC continues to work to ensure that children are supported in their faith journeys.

**Challenges for The Coming Year:** Looking toward next year, we are faced with questions; what extent will be online? How much will we be able to do in person? How will we be sure that we are accessible? Without definite answers, we are setting goals with an eye toward capacity, accessibility, and practicality.

In the 2020-2021 congregation year, we hope to be able to:

- Help our kids face the trauma of corona and reopening of communities. Be responsive to their spiritual needs and their families capacity for time/community commitments.
- Navigate the major logistic and curriculum challenge presented by the need to run OWL and Coming of Age concurrently this coming year (in the wake of corona-disrupted classes)
- Increase representation of PoC among adult leaders in Children' Ministry Programming. While children's ministry has always been a more racially diverse population than the congregation as a whole, this has become an issue of urgency for the incoming middle school classes, among the 17 regularly participating 9-11year old's, 10 identify as children of color. Meanwhile, among CMC team members we have only 1 regular workshop leader identifying as a PoC and 1 sub. While representation is better among our OWL team, we want to push further into this work because representation matters.



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

### Thank yous:

- Cherilyn Walley, Recipient of our 1st Annual Jen Hempel Award for Children's Ministry. Cherilyn has been a dedicated member of the Children's Ministry Committee for many years. In leading our 3-4-5 zUUm class this year, Cherilyn has officially served as a facilitator for every age group of children's ministry programming. She is creative, enthusiastic, and invests deeply in each child she serves. When our programming shifted online in the Spring of this year, Cherilyn was quick to create a twice weekly meet up for our pre-school and kinder aged kiddos. This format served as a template as we began to move all programming online. She then further volunteered to assist in multiple age groups, working to ensure that all UUCP youngsters had access to their faith community. Cherilyn's work with the children has been a huge boon to the entire UUCP community.

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

- Rev. Christine for a wonderful first year of ministry in our community!
- Pat Reed and Joseph Benesh for leading the 6th grade curriculum on Dismantling White Supremacy.
- Our new high school facilitators Lucia de Vanai and Chris Mann
- The Entire OWL team for their work, dedication, and the willingness and enthusiasm with which they approached a year of increased responsibility, need, and expectation.

## MUSIC DIRECTOR

*Benjie Messer*

UUCP's music program came out of last year in a strong groove. I was proud to welcome our new lead minister, Rev. Christine Dance, and let her hear all of the variety and beauty in our program. In the fall and early spring, much of my work was building trust and planning worship with her. As I write this in May, the 2020 U.S. coronavirus pandemic has led UUCP to cancel all in-person services and programming, and instead offer "virtual" or "online" services and programming, and of course this completely changed our music program. Here are some highlights of our year, from both before and after UUCP went "virtual."

**Choir:** I worked with Director of Childrens' Ministries Katie Resendiz to invite children, youth and parents to sing with the choir for Water Communion. Several youth stayed in the choir, and others wanted to but weren't able. Later that month, the choir sang for the memorial service of Gretchen Manker, widow of Rev. Ray Manker, whose memorial we had sung at the previous year. In November, our singers sang at Valley UU in Chandler for the retirement service of their music director, Kellie Walker, to honor her many years of musical service and collaboration. In December, for the first time, we rented a bus for our annual Christmas caroling trip. The bus eventually broke down, but not before we had a great day of singing



together! The choir spent much of the spring rehearsing and preparing the Vivaldi Gloria for an all-music service on Easter, and even though that service was canceled due to the pandemic, I think both our singers and I enjoyed and learned from those rehearsals.

Since going virtual, the choir has continued to meet on Zoom every Wednesday night. Much of our time together is spent singing along to fun songs. Because of the time delay on zoom, everyone but the song leader needs to be muted, so it's a pale comparison to singing together. But our singers love to see each other and to sing, even in this format. To create music for services, we have produced one "virtual choir video" (a video that includes individual videos of our singers), and we're preparing several more.

**Participatory ensembles:** We have two ensembles that prioritize playing together, not just performing in service: our Ukulele and Friends Song Circle, led by Carolyn Allenby, and our percussion ensemble, Drummunity, led by Carol Benwell. Both engage many musicians in the congregation on a regular basis, and I'm grateful to both Carol and Carolyn for their leadership and initiative. During the fall and early spring, Drummunity met every other Monday in the sanctuary, and the Ukulele Circle met occasionally on Sundays between services on the patio. Since going virtual, both groups have continued meeting on Zoom, which speaks to both the personal connections and the tenacity of their leaders and members.

**Other ensembles:** Many services featured other groups of member musicians, including a woodwind quartet, a jazz combo, the ReSisters vocal trio, the Open Strings, and bands of varying instrumentations. As we've done for several years, Christmas Eve involved a large chamber orchestra made up completely of members and friends. These groups didn't meet outside of preparing for their one or two services, so each was a short-lived excuse to create a little bit of joy, connection, and beauty.

Pianist Mary Cota continues to be a wonderful accompanist. At a time when most musicians are out of work, I've been very pleased to be able to keep hiring Mary. She now plays piano from her home for our services on both Sunday mornings and Wednesday evenings, and she records videos for the congregation and for use in virtual choir projects. When Mary has been unavailable this year, her ASU colleague and UUCP member Masaru Sakuma has often played in her place.

UUCP hosted four concerts this year. Igor Glenn, Alisa Phoenix and Carolyn Allenby put on a trio concert as a fundraiser for the congregation. Masaru Sakuma coordinated a recital of piano duets, which drew a large audience and also involved UUCP member Devon Kehler. Phoenix Symphony cellist Melita Hunsinger played a short Thursday night recital. And our spring stewardship drive was kicked off with a Sunday afternoon string trio concert led by member Glenn Stallcop.

**Technology:** Early in the year, our biggest technological change was that Dale Fisher donated a desktop computer to the congregation to be used in the A/V loft. This made our new projector much more usable. Dale also donated a camera and began leading a video team to record and post videos of our sermons. I'm grateful to him for both his generosity and his awareness of the importance of video in our community.



Later in the year, of course, technology became a focus of the entire congregation and the staff. Congregational programming is now all in video conferences (Zoom), and worship is a webinar livestreamed to YouTube. Because my job description includes supervising our A/V team and equipment, I've taken a leading role in learning Zoom's features and settings, choosing settings to keep our meetings and worship both safe and welcoming, and being a key point person for our Sunday morning Zoom team.

All musicians who are sheltering in place have been forced to use audio and video production to share music and collaborate, and that's certainly been true at UUCP. In order to perform live during choir rehearsals and Sunday morning worship, and to make video recordings to share with the congregation, I've spent a lot of time learning new skills and improving my home studio. And to take part in collaborative videos, UUCP's choir members have spent hours learning how to take video of themselves singing while listening to background tracks, and how to share those videos.

I just turned in the last work for the final year of the UUA's Music Leadership Certification Program, so I should be receiving my certification in June. This year required me to apply UUCP's musical resources toward a project of social justice outside of the congregation, and I used this as an excuse to dig deeper into environmental activism. I led a service of hymns about the earth in August, emphasizing the need to follow indigenous leaders in environmental work. I also got involved with Sunrise Movement and led music at a Sunrise protest at Phoenix City Hall.

This spring, I was hired to be the music coordinator for the UU General Assembly. Normally, this job would have been filled much earlier, and in a different way, but the Association of UU Music Ministries had been in negotiations with the GA planning committee until very late in the year, and by the time those negotiations ended, it was very late in the year and the job was looking very difficult. On the recommendation of Rev. Susan Frederick-Gray, I was invited to apply, and then I was hired. Like UUCP's services, this year's General Assembly has committed to being a fully online event, and I'm busily brainstorming music with UU ministers from around the country and recruiting UU music directors to create videos of themselves leading music



# COMMITTEE AND TEAM MINISTRY REPORTS



## COMMITTEE AND MINISTRY REPORTS:

### BOOK DISCUSSION GROUP

**Name of Group/Team/Committee:** Book Discussion Group

**Name of Leader(s):** Mike Peterson

**Members of Group:** We have about 18 regular attendees.

**Group's Main Purpose:** Learning and fellowship through reading and discussing ideas from books chosen by the group.

**Accomplishments in The Past Year:** We have attracted new members while continuing to appeal to many long-term members. Many members have taken responsibility to lead discussions.

**Challenges in The Past Year:** Occasional, but rare, disruption by a visitor required a review of our covenant.

**Goals for Next Year:** Continue having informative and enjoyable discussions.

### CIVIC ENGAGEMENT

**Name of Group/Team/Committee:** Civic Engagement

**Name of Leader(s):** Susan Morris

#### Members of Group:

Brad Chapman  
Daisy Danforth  
Paisley Rossetti  
Mike Sheffer  
Sandy Weir

#### Group's Main Purpose:

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

#### Accomplishments in The Past Year:

- Helping congregants find their legislative representatives and senators (also legislative & congressional districts)





- Providing workshops for RTS (Request to Speak) training from Civic Engagement Beyond Voting
- Supporting the local IRC Welcome Center for asylum-seekers, including volunteering by 8 UUCP members
- Advocating for the eventual adoption of a civilian review board within the Phoenix Police Department
- Visit to the Eloy ICE Detention Center to listen to Asylum Seekers tell their story about their journey to the US and time spent in detention. Their stories were made available to the UUCP congregation and Puente.

### Challenges in The Past Year:

- Along with the rest of the congregation, we have had to find ways to provide actions without face-to-face interactions & physical products such as postcards, letters, and petitions
- Rev. Christine has been extremely supportive by ensuring our messages appear in Compass and are occasionally mentioned during pulpit announcements (now online)

### Goals for Next Year:

- Maintain a strong connection with UUJAZ
- Continue partnering with local human rights groups
- Participate in UUJAZ's 'Issues and Actions Day'
- Participate in 'UU's Day at the Legislature'
- Facilitate opportunities for grassroots, oppressed communities to speak for themselves, and/or convey their messages when authorized by them

## COMMUNITY NIGHT

**Name of Group:** Community Night

**Name of Leader:** Daisy Danforth

**Members of Group:** 30-40 mix of adult and children attend regularly

**Group's Main Purpose:** The purpose of our ministry is to support enhance the ministries of the congregation by serving healthy delicious food. We believe food provides the perfect opportunity for fellowship among our members visitors and guests.

**Accomplishments in Past Year:** Community night dinner evolved this year into a potluck sponsored by members of community night. Leftovers from dinners provided a robust coffee hour after services Sundays.

**Challenges in Past Year:** We were without a sexton for a couple of months making for a challenging clean up. Recruiting volunteers remains a challenge.

**Challenges for The Coming Year:** With the virus challenges, there is an unknown of how we will gather and what the restrictions will be around food.



**Goals for Next year:** Brainstorm Creative ways to gather around food to build community and fellowship.

## FINANCE COMMITTEE

**Name of Group:** Finance Committee

**Name of Leader:** Larry Reed, Treasurer

### Members of Group:

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

**Group's Main Purpose:** To review operating statements for accuracy, assist in reviewing budget presentations, maintain operating controls and sound procedures, review contract proposals such as insurance coverage and school leases, negotiate borrowings for funding projects.

**Accomplishments in Past Year:** The committee was able to initiate and complete a major project Involving moving to a new on-line accounting system which enables everyone with responsibility and interest to view the financial details of UUCP's operation and provides a platform for greater internal controls. Much credit goes to Phil Slater of our congregation who applied his experience and knowledge to this conversion.

**Challenges in Past Year:** The congregation is without permanent long-term financing to pay for our recent construction. Several matters required major changes to satisfy the requirements of lenders who were considering our loan application. These changes have been made and we are now being given positive Consideration by at least two lenders.

**Challenges for The Coming Year:** With the impact of the virus which has changed everyone's life and caused pauses in immediate plans the committee must help to chart a new and interim way for UUCP to operate and serve the congregation. Plans to develop a formal long-term plan for the congregation have been placed on hold until we can be more certain of what is to come.



## FRIENDSHIP PARTNERS

**Name of Group/Team/Committee:** Friendship Partners

**Name of Leader(s):** Caroli Peterson

**Members of Group:** N/A

**Group's Main Purpose:** To provide members/friends of UUCP with visits/contacts by other congregants. Currently, there are 8 active partner relationships. There are 8 visitees on the list who do not have partners.

**Accomplishments in Past Year:** I took this over in January 2020. The list of visitees/visitors was long and out of date. I updated the list and called visitors to see if their Friendship Partner relationships were still active, and if inactive, to see if visitors would like to have another partner.

**Challenges in Past Year:** There are people on the list who are not in Realm, therefore no contact information.

**Goals for Next Year:** Update the list to include those visitees who are not in Realm; recruit new visitors to partner with the unmatched people on the list; increase awareness of Friendship Partners in UUCP community.

## EARTH JUSTICE MINISTRY

**Name of Group:** Earth Justice Ministry

**Name of Leader:** Laurel B Hardin, Chairman

**Members of Group:** The Green Sanctuary group has 76 members, with about 3-5 being more active. We hold monthly meetings which are attended by about 5-8 people. Thanks to Leslie Stallcop, we now have a part of the UUCP website which has some of our history, our mission statement, and Green Hero stories (highlighting what we and individuals have done to reduce their carbon footprint. We work with and are informed by community partners: Chispa (Latin-X arm of the League of Conservation Voters), the Interfaith Comite of Chispa (primarily AZIPL), Cherish Creation Collaborative (formerly Earth Care Commission) of the Arizona Faith Network.

**Group's Main Purpose:** To educate our congregation about environmental causes. To that end we hosted a number of Justice Lunch Talks. In July, Doug Bland of AZIPL showed the film "From Paris to Pittsburg", and guided the discussion afterward. 35 people attended. In August, Nigel Forrest from ASU spoke about Cooperative Business Models to an audience of 16 people. In September, Anne Lackey spoke about why animals for food are so polluting and unhealthful: "Heal our Planet, Heal Ourselves" to 22 people. Then on 10/13/19 Carol Manetta spoke to 20+ people about her exciting work with Food Forests and swale building in her talk "Solutions Now: Greening Planet Earth, Abundant Food, Clean Waters". And on



February 6, we put on a vegetarian/vegan Community Night Dinner and followed it with a showing of the film “Last Call at the Oasis” featuring Erin Brockovich. 25 people attended the film.

We also worked with some of our community partners to educate and advocate. In September we participated in the march to the Capitol conducted by the Youth Climate Strike group. We painted a 25-foot-long banner that said “50% Clean Energy by 2030” and carried it in the parade. In September with AFN, we helped table at a talk sponsored ultimately by ASU, by Dr. Katherine Hayhoe, well known Climate Scientist. It was put on at Pilgrim Rest Baptist Church downtown and was attended by over 200 people. Then on October 10, we assisted Chispa, AZ Faith Network and the Interfaith Comite to put on an event called “Right to Breathe”. We presented Dr. Darshan Karwat’s research about where the dirtiest air in Phoenix is, and supported Chispa’s request for electric school buses. It was held at the Crosier Village, with music and food, and was attended by about 100 people.

We also advocate for the environment. We created and sent to our congressional delegation on 11/20/19 a sign-on letter in support of the 100% Clean Energy Economy Act that was in the legislature. It was signed by 62 people and supported by our than 84-member group. Then in March, we presented to the Arizona Corporation Commission our sign-on letter (with 155 names or signatures) in support of Sandra Kennedy’s proposal to increase the Clean Energy Standard to 50% by 2030, 100% by 2045, and 10% distributed plus 35% energy efficiency standard. Laurel attended the meeting and spoke/sang in support of the standards. We’d like to work with the UUMFE (UU Ministry for the Earth) and/or the Sierra Club to develop a letter and/or postcard- writing campaign to keep reminding our legislators that we need to emphasize environmentally beneficial practices.

We wanted to plant environmentally friendly and/or food plants on the UUCP campus. One idea was to build a monarch butterfly garden. Kay Welch, who volunteers at the Desert Botanical Garden, was given 12 milkweed plants to create it. She worked with Lora to place them properly. Then she and Jerry planted them in November. We were going to take a field trip to Tucson Mission Gardens and Native Seeds to research other plants for UUCP, but that got interrupted by the COVID 19 virus.

## GOVERNANCE ADVISORY COMMITTEE

**Name of Group:** Governance Advisory Committee

**Name of Leader:** Glen Lockwood (In Name Only)

### Members of Group:

Dan Coleman

Sarah Carlson

Mary Dawes (Board Liaison)

### Group’s Main Purpose: [From the Board of Trustees Policy Manual]

“The overall purpose of the Governance Advisory Committee (GAC) is to assist the Board of Trustees in its oversight of governance matters.”



This year's work was done largely during the previous program year under the leadership of Dan Coleman (and significantly, the Rev. Margret O'Neill). While our recommendations had been presented to the 2018-2019 Board, it seemed appropriate to allow the new Board and our new Minister, Rev. Christine Dance, to consider the proposed changes. The GAC presented to Board Working Group on Nov. 12, 2019. We discussed recommended updates to Board Policies, including our approach and focus as well as how we intended the these and future recommendations to be considered going forward. The recommendations were considered and incorporated as seen in the 21 Jan. 2020 version of the "UUCP Board of Trustees Policy Manual."

Our intent in creating recommended updates was to address key gaps in policy by comparing UUCP Board Policies to those of other congregations' Boards that were known to have invested recent efforts in Board Policy. We read those congregations' policies and compared them to our own – looking for better approaches as well as obvious omissions. We were especially guided by prior Boards who were looking for more content regarding oversight and a more collaborative tone with respect to delegation to the Minister.

Our areas of focus:

- Proper Board oversight – shifting the balance of accountability explicitly toward the Board – especially in finance
- Improve readability - more emphasis on narrative – less emphasis on being able to identify a specific line or phrase as in a contract (e.g. 1.2.3.4.5.6)
- Shifting language to emphasize trust and collaboration between Board and Minister (especially where the Board delegates responsibility to the Minister).

NOTE: If you're still reading this, you might be interested in joining this group!

- Emphasis on Board engaging in "Open Questions" with the Congregation. The idea here is to get the Congregation used to engaging regularly in "big" topics without expectation of outcome or action – so that when times necessitate, we are more comfortable having "big" or difficult conversations.

Overall, the Governance Advisory Committee (GAC), at the direction of our Board, wants to focus on Community (community building, community engagement, Shared Ministry) and a spirit of YES. That being said, for years, UUCP Boards have been discussing the importance of inclusion and democratic principles and the events of Winter/Spring 2020 (COVID-19) have brought that need into sharp focus. The staff and worship teams have responded in spectacular fashion. We now need to make sure that our Congregational By-Laws and Board policies are in line with our Vision "to be a spiritual community for our time."



## GREETERS

**Name of Group/Team/Committee:** Greeters

**Name of Leader(s):** Cherie Stafford

**Members of Group:** [if more than 10, just list approximately how many people regularly attend] 16

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

**Accomplishments in The Past Year:** I am proud that the Greeters have taken the responsibility for safety as part of their regular duties. They have learned how to use the walkie talkies; at least one will stay at the Welcoming Desk during service; they understand where additional first aid resources are kept. I am pleased that we have a document outlining responsibilities and explanations for all things related to being a Greeter. The document was updated as changes or additions were made, about 5 times last year. We had a training Sunday for new and prospective Greeters in November where sessions were held 3 times in one morning.

**Challenges in The Past Year:** Becoming a safety team as well as a greeting team. (see above)

**Challenges for The Coming Year:** To obtain a clear direction from the Board on the safety responsibilities for Greeters. To consider how Greeters might take part in the changes to worship needed at this time. To continue to promote having a determined schedule for monthly Greeters and for them to find substitutes when needed.

## INCLUSION TEAM

**Name of Group/Team/Committee:** Inclusion Team

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

**Members of Group:** [if more than 10, just list approximately how many people regularly attend]: Roughly 25 people participate via our email distribution list. Attendance at face-to-face meetings ranged from 3-10 people.

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

**Accomplishments in Past Year:** Our major accomplishment has been helping the congregation learn about, and appreciate, neurodiversity. Toward that, end members of the group:



- Researched and shared resources on neurodiversity
- Made recommendations for make services and community events more welcoming for neurodiverse people
- Held gatherings where neurodiverse members could share ideas and experiences, face-to-face or via technology
- Encouraged the development of a regularly-meeting group to support neurodiverse members
- Designed a service in partnership with Rev. Christine and the worship team

Members of the team also accomplished other diversity-enhancing work, such as assessing the status of parking for members with mobility limitations, resurfacing the bannister at the front entrance, and celebrating the existing efforts of Katie R. to create a welcoming environment for neurodiverse youth and adults.

**Challenges in Past Year:** Our long-awaited neurodiversity service had to be postponed due to the Corona virus, but the group realizes this is absolutely necessary.

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

## LAY PASTORAL CARE ASSOCIATES

**Name of Team:** Lay Pastoral Care Associates Team

**Team Leader:** Rev. Christine Dance

### Members of Group:

Anne Chase  
 Chris Mann  
 Donna Featherston  
 Ellie Anderla  
 Gary Ezzell  
 Trudi Murch  
 Vicki Myers

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

**Challenges in The Past Year:** This was the first year for this ministry, beginning under the direction of Rev. Dance. The biggest challenge was introducing the work of this ministry. However, the Lay Pastoral Care Team was identified prior to her arrival and had received an orientation; so, the team made a smooth transition.

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



## LEADERSHIP DEVELOPMENT COMMITTEE

**Name of Group:** Leadership Development Committee

**Name of Leader:** Susan Goldsmith

### Members of Group:

Gary Ezzell  
 Bunny Hodas  
 Sam Kirkland  
 Glen Lockwood  
 Katie Quinn  
 Bonnie White

**Group's Main Purpose:** UUCP has a continuing and vital interest in developing the capacity of our congregation to lean into our mission and vision - as well as developing the capacity of each of us to lean into our values and goals in our lives. While such an effort is often called "leadership development" or "leadership training", in the 2018-2019 congregational year, we began to refer to our team as the capacity building team because we felt those words have both a broader and deeper connotation than "leadership."

The beginning of our congregational year 2019-2020 brought us a new minister, Rev. Christine Dance. In recognition that she had much to learn about who we are and how she perceives our needs for capacity building, it was decided that this team would not be active until mid-way through the year. Given that Covid-19 appeared in March, this team has only met a couple of times, scarcely enough to get a clear sense of the first steps in assessing congregational needs, to say nothing of actually planning for any discussions, training or workshops.

**Accomplishments in Past Year:** We did begin the discussion - involving the inclusion of some of the interested participants participating by Zoom (before most of us knew what Zoom really could do). Some of the questions discussed include how do we engage members of UUCP in the mission and vision at the level they wish to be engaged? how do we know what that level is? how can we use technology to make the opportunities for engagement readily accessible? We began to identify reasons why people may not be finding their level of engagement and possible steps to take to make it easier including an online resource. We discussed how this team might overlap with the membership team and recognized that we need to communicate with that team. We also think that there needs to be a team that focuses on engagement - membership focuses on getting people to the membership level; our team focuses on expanding our abilities to be effective participants. Bonnie drafted an idea for discussion about an engagement team. We discussed how people might get involved in elected congregational leadership. We began to think about holding open meetings for members and friends to talk about shared ministry - what it means at UUCP, how people can engage with shared ministry. And then the virus struck. We have been on hold.

**Goals for Next Year:** We will need to address how capacity building might proceed in this uncertain time of Covid-19. Have the essential goals changed? Or are we mostly faced with different programming if we cannot meet together? In this challenging time, are there





particular needs the congregation has for increased or different skills? What are they? How might they be met?

## MARYLAND SCHOOL TASK FORCE

**Name of Group:** Maryland School Task Force

**Name of Leader:** Cathy Kim

### Members of Group:

Marina Hoffman  
 Gary Ezzell  
 Jan Kaplan  
 Linda Vance  
 Jane Ramsberger  
 Sue Baird  
 Christine Carmona  
 Ruth Crowley  
 Susan Morris  
 Joan Myer  
 Mike Schiff

We participate in the Maryland Elementary School community partnership in collaboration with Church of the Beatitudes and Beatitudes Campus, where a large number of seniors from both congregations reside. This partnership has been in existence for four years with a goal to support the school staff in nurturing students, staff, and families. As a Title I school serving a diverse, challenging population in a lower socio-economic neighborhood, the school needs far more extra resources than are provided in a school budget in Arizona. During the year Maryland staff identifies a variety of needs which we then communicate to our members, in hopes that they will respond to the opportunity to volunteer as tutors, mentors, help with special events, assist in the garden program, participate in teacher appreciation activities, meet with refugees and their families, and donate supplies that have been requested.

### Accomplishments in Past Year:

- Tutor program:  
 About thirty tutors have been volunteering in the classrooms to help students with academics and mentor them in general life skills, the largest number ever. According to teachers these relationships have been so beneficial for students, and volunteers have been grateful for the opportunity to share with them.
- Garden program:  
 The garden program coordinated by the partnership, with raised beds, orchard, and pollinator garden has been offered for about ten years, and the school has grown in its commitment to outdoor education and its value in the well-being of both students and staff. Volunteers help to provide classes on a regular basis, both in the classroom and in the garden with students planting and eating what they harvest. Funds for the garden program come from grants and individual donors.
- Refugees:



With a high number of refugee students, both the tutoring program and providing extra resources for their families is important. The congregation was extremely generous in collecting clothing and gifts at the holiday time for some of the more recently arrived families and gift cards for groceries. Additional gift cards and refurbished computers have recently been donated as parents have lost jobs due to the COVID epidemic. This year an after-school tutoring program started at the Beatitudes Campus with residents meeting with refugee students living in apartments across the street from the Campus.

- Special Events:  
Teacher and student recognition events and evening sessions bringing families to the school are important in the life of the school and need extra funding to take place, which generous partnership donors have made possible.
- Recognition by school of our value as a key community partner  
The partnership and school groups have grown in their learning about the school needs and partnership possibilities to provide assistance, which has enhanced the mutual benefits. -Collecting school supplies, soliciting grocery gift cards, assisting with grant opportunities, special tutoring needs, underwriting of special student programs, making connections to community members with special skills are a few of the activities that have helped this year. The Desert View Learning Center families remain a valuable supporter in this regard.

## Challenges and Goals

- The Task Force is an ad hoc group, responding to needs primarily as individuals and through the coordinator, working together on occasion, but not holding meetings. Enough of the group now has a substantial period of experience at Maryland, and it could be helpful to meet to reflect on successes, challenges, consider strategies for moving forward.
- Such reflection might also help us view the Maryland project in terms of the UUCP overall vision of being justice centered. So many of the Maryland School situations are the result of social and economic injustice systems, as well as the current education model and funding, that need to be changed. We have not had the organization to focus on how be active in that change and determine if we have the capacity to go beyond the service mode. This would again be a goal.
- Planning for ministry intersection would be helpful in expanding our scope and putting more energy into systemic change. Civic Engagement and UUJAZ have provided opportunities for congregation members to communicate advocacy with officials and legislators, which is a good basis.
- There are always ways in which the partnership can grow, and we would like to devise better means to tell the Maryland story, to discover congregation members who might find it worthwhile to use their gifts that could meet needs.

The Maryland Task Force feels strongly about the importance of our connection to the partnership and School. We are very grateful to the congregation for its support of the mission we have committed to, and we celebrate all the relationships that have been created through this effort.



It is with sadness we note how the school came to such an abrupt early end with the COVID-19 virus epidemic, leaving so many things unfinished, including our annual Teacher and Staff Appreciation luncheon to acknowledge the outstanding dedication of this fine community of educators. We hope for a renewed opportunity to continue our relationship with the school when it opens again.

## MEMBERSHIP TEAM

**Name of Group:** Membership Team

**Name of Leader:** Mikall Foerster & Sarah Moore

### Members of Group:

Diana Ashley  
Natalie Fabert  
Katie Quinn

**Group's Main Purpose:** Grow the membership of UUCP and support & encourage new members to become fully engaged with the UUCP community.

**Accomplishments in Past Year:** The current Membership Team formed in the Fall of 2019 and following Rev. Christine's New Member Class model (Fall 2019), we organized a second member class at the end of January which led to close to a dozen new members signing the book. The New Member Class program was designed as a two day (Friday evening/Saturday morning) program, involving members of UUCP and Reverend Christine leading sessions on the various groups at UUCP, the history of UUCP and Unitarian Universalism, as well as discussions about the potential new members' own faith backgrounds and interests in joining UUCP.

**Challenges in Past Year:** Rebuilding a Membership program after the departure of Janine Gelsinger & Phoebe Dubisch, and with the guidance of Reverend Christine in her first year of ministry at UUCP. Due to all of the changes in the previous few years, we had a structure, but no expertise, and as it was imperative that we begin on-boarding new members, Reverend Christine developed a "New Member Weekend" that proved to be very successful in its first session (25 new members joined that weekend). After this first session, the Membership Team took the reins with the plan of creating a semi-regular schedule for new member classes, re-starting the Inquirer's Series, and better tracking of the visitors & potential new members to the congregation.

Unfortunately, with the Covid-19 shutdown, we have had to reevaluate these plans, and consider how we can continue to grow when we are not able to meet in person. Our Zoom services have been very well-attended, but we must find a way to translate this attendance into active membership.

**Goals for Next Year:** Further develop our Membership Classes, especially with the added component of an all-virtual congregation for the foreseeable future.



## MEMORIAL SERVICES

**Name of Team:** Memorial Services

**Team Leader:** Ellie Anderla

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

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

**Challenges in Past Year:** This team supported nine memorial services in the past fiscal year. While occasionally challenged by a need for additional volunteers, several have always stepped in to assist at short notice.

**Goals for Next Year:** Prepare for, and provide, meaningful memorials while unable to meet in person. The importance of celebrating a life, and being witness to loss and grief, is an important part of our community.

## NEIGHBORHOOD CONNECTIONS

**Name of Group:** Neighborhood Connections

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

**Members of Group:** All Neighborhood Connector Coordinators and Gary Ezzell

**Group's Main Purpose:** In August of 2018 while brainstorming how to carry out the new Stewardship theme of "Building Connections" a small "Connected Conversations" Team was formed to explore the concept of creating "Neighborhood Clusters" of all UUCP Members. The idea was to map out the membership and create 20 "Clusters". What started off as a team of 7, winnowed down to 3 plus Interim Minister Rev Margaret O'Neill. We then recruited at least one, and ideally 2, Connectors in each Neighborhood, developed the definition of a Connector, held Training sessions and kicked it all off in January 2019. The primary purpose was Neighborhood Connections, or "Getting to know your Neighbors beyond the realm of the stewardship campaign. Many of the Neighborhoods held picnics in their neighborhood park, met at Farmer's Markets, held "Meet-ups" in Neighbors' homes and created a fair amount of buzz.

**Challenges in Past Year:** Several things slowed down the momentum of the program: staff changes eliminated the updating and thus the reliability of the REALM database, summer was coming, and Rev Margaret was moving on.

**Accomplishments in Past Year:** Nothing happened until the Coronavirus Quarantine when, Rev Christine was looking for a way to ensure that every member of UUCP was contacted on a regular basis. The original team was invited to a meeting to see if the



Neighborhood Connector program could add a new role. The remaining three Coordinators agreed to re-contact all existing Connectors and see if they were willing to continue with a slightly different temporary goal. The commitment of Gary Ezzell to maintain the database and support the lead coordinators as well as the assurance that Connectors are not there to fulfill needs, only to connect their Neighbors to those programs within UUCP who can fulfill their needs quickly calmed any concerns. Almost all of the existing Connectors were more than willing to stay on, and additional members have volunteered to be Connectors where needed. Since Mid-March most members of the 20 Neighborhoods have been contacted weekly with the information of how to contact the UUCP Help List, UUCP Pastoral Care and Rev Christine. Some Neighborhoods have recaptured the social aspect of the original purpose of the groups by sponsoring Zoom Happy Hours as a way to get together, get to know each other better, and celebrate our contentedness now and in the future. At present 512 Individuals make up the UUCP Neighborhoods whose size range from 9-43 for an average of 27 individuals per Neighborhood.

## NOMINATING COMMITTEE

**Name of Group:** Nominating Committee

**Name of Leader:** Kat Dickson

### Members of Group:

Caroli Peterson  
Val Wylie  
Karen Kurtz  
Betsy Bradley  
Walt Doherty

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

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

### Accomplishments in Past Year:

- Completed our goal of screening, selecting, and obtaining commitments from our new slate of nominees:
  - Board: 3
  - UUF: 2
  - Nom Com: 4
- Assigned positions for board.
- Created and published necessary congregational announcements in order to abide by bylaws, increase awareness and solicit candidates, and announce slate of nominees.
- Ready to present during annual membership meeting

### Challenges in Past Year:



- Transitioning to new minister
- Past relationship issues with some staff
- Obtaining more detail on incorporation specifications for elections and nominating committee responsibilities. Board didn't have the paperwork, had to obtain it from the state. They worked hard to meet our needs and within a reasonable amount of time.
- Particular to this year, the pandemic affected member's ability to commit to long term responsibilities, thus it was very difficult to fill slate of needed nominees. This required about 3 extra weeks of hard work and many extra meetings to determine steps required to reach goals.

**Challenges for The Coming Year:** If the pandemic is still affecting economy and society in general, commitments may be harder to obtain.

## PERSONNEL ADVISORY COMMITTEE

**Name of Group:** Personnel Advisory Committee

**Name of Leader:** Kim St. Clair

### Members of Group:

**Lay Members:**

Katie Harris

Trudi Murch

**Staff Members:**

Rev. Christine Dance (Minister)

Lora Gustafson (former Congregational Administrator)

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

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

### Accomplishments in Past Year:

- Completed the revision of the Employee Handbook, which is now in compliance with Federal and State employment laws and regulations and aligned with UUA recommended best practices.



- Provided assistance and advice to Rev. Christine Dance and Lora Gustafson as Lora transitioned from paid staff member to congregation member.
- Joined in the celebration of Lora's service to the congregation.
- Assembled a hiring team for the new Business Administrator, which included the Personnel Advisory Committee members and Gary Ezzell.
- Hiring team's activities included: researched salary market range for a Business Administrator; created and posted position description on Indeed; vetted approximately a dozen candidates; recommended three candidates for phone interviews and two for in-person interviews; constructed, proctored and reviewed results from the job-related performance task of two finalists. Interviewed and extended offer to Stephanie Breidel-Vigil.
- Researched UUA fair compensation guidelines and made recommendations for bringing the following staff positions within those guidelines: Director of Music (Certified); Director of Children's Ministry; and Religious Education Coordinator.

### Challenges in Past Year:

- Revising the Employee Handbook was a lengthy task as many policies had not been updated since 2015.
- Mid-year departure of the Congregational Administrator.

### Challenges for The Coming Year:

- Ensuring continuous momentum of fair compensation for all staff members.
- Re-imagining staff job descriptions in light of the COVID-19 related closure of the campus.
- Strategically planning for future staffing needs.

### Goals for Next Year:

- Conduct job analysis interviews with each staff member to ensure alignment of job descriptions and to identify gaps and opportunities for future staff needs.
- Collaborate with the minister and staff in reviewing the updated Employee Handbook.
- Review updated UUA fair compensation guidelines in early 2021 to make salary recommendations for the 2021-2022 program year.

## PROGRAM COUNCIL

**Name of Group:** Program Council

**Name of Leader:** Diane Targovnik and Susan Goldsmith

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

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



**Accomplishments in Past Year:** Because of the Corona Virus our last meeting was held via Zoom. I am proud at the nimbleness of the participants who were able to re-adjust expectations and learn new computer skills that helped not only in that meeting but for the months following as we all were in quarantine.

**Challenges in Past Year:** The main challenge was navigating the waters of a new minister and aligning expectations and hopes.

**Goals for Next Year:** This next year will be about connections. Because of quarantine we have lost the in-person touch, which technology can never fully replace. Groups will need to learn how to meet and be active under the new paradigms of post-quarantine Corona times.

## PROPERTY TEAM

**Name of Group/Team/Committee:** Property Team

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

### Members of Group:

Lynn Ellsworth  
Manuel Gomez  
Alisa Phoenix  
Bill Snowden  
Joshua Ventura

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

While the group remains loosely organized (and would welcome new members) it was a busy year.

### Accomplishments in The Past Year:

- Karen and Dale spent many hours as construction proceeded answering questions, dealing with quality issues and talking to contractors.
- We arranged with a new contractor to tackle the replacement of the roof over the kitchen, Johnson Room and RE/EEC classrooms. Work was delayed due to rain and was finally completed after the building was closed.
- Contracted the repair of the hot water system in the bathroom core and the addition of a pressure relief drain for the kitchen water heater.
- Replaced main kitchen faucet with a new improved design which includes a sprayer to make cleanup easier. Thank you to Lynn and Manuel.
- Worked with the Safe Congregation Team to document the location of exits, fire extinguishers, electrical panels and other safety related information to include in a new safety manual.
- Contracted the repair of the rusted base of the signage for our garden statuary thanks to a recommendation from Stephanie, our new church administrator.





- The team offers special thanks to UUCP member, Marina Hoffman, who tirelessly removes trash from the parking lot and fights the endless weeds.

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

- Contract now with a new landscape firm to do weed reduction, repair of the south garden irrigation system and find a way to reconnect the parking lot irrigation system.
- Begin the numerous repair tasks which are delayed due to the building closing.
- Develop long term goals and budgets for regular maintenance.

## RIGHT RELATIONS TEAM

**Name of Group:** Right Relations Team

**Name of Leader:** Sam Kirkland & Trudi Murch - Co Chairpersons

### Members of Group:

Jan Kaplan  
 Michele Morgan  
 Karin Quinn  
 (Vince Waldron & Mary Dawes - Advisors)

**Group's Main Purpose:** Our main purpose has been to act as conflict resolution agent for our Congregation and to remind our beloved community that even when we have disagreements that - together - we are always "UU Through and Through!" - striving to live our covenant.

**Accomplishments in Past Year:** The biggest accomplishment that we made was to recruit Trudi as our co-chairperson. She brings a level of thought and inquiry to the committee that it needs to move forward.

Additionally, on February 23, the Right Relations Team designed a service that explored our most recent Covenant of Commitment which culminated with our entire Congregation being afforded the opportunity to sign the Covenant and our agreeing to display it in a place of honor on our grounds. We also used this service as an opportunity to let the congregation know that the RRM exists as a resource for them.

**Challenges in Past Year:** Our challenges are ongoing. We are set up to assist our beloved congregation navigate through controversy, conflict and disagree. Three areas where our society struggles. Primarily we should be proactive and create training opportunities for handling these three areas within our Congregation and outside the walls of UUCP.

**Goals for Next Year:** Our goals for next year are recruitment of new members and being more proactive in letting congregants know that we exist as a resource. Offering training and workshop opportunities. I have offered to work with Vince Waldron on a reprise of his "Forgiveness" workshop and have spoken with Rev. Dance about presenting a workshop on "Courageous Conversations."



Nothing cast as big a shadow on any of the committee work as large as the impact of the coronavirus on our lives collectively and how to “virtually” meet the needs of our beloved community.

## SAFE CONGREGATION TEAM

**Group Name:** Safe Congregation Team

**Group Leader:** Jan Kaplan

### Members of Group:

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

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

### Accomplishments in Past Year:

- Completed an Emergency Response Manual for UUCP covering the following topics: general campus security, active shooter, fire and smoke, medical emergency and first aid, electrical outage, suspicious odor/ gas leak, AC or heating failure, telephone or internet outage, severe weather, earthquake, bomb threat, hazardous materials, water emergency, snake removal.
- Posted the manual online via Realm password, in addition to updating and distribution of paper manuals throughout the campus.
- Presented ~ 12 active shooter classes, reaching 80 staff and congregants.
- Coordinated a CPR/Basic First Aid Class with 31 participants.
- Attended PVPD Places of Worship meetings and AZ Church Security Network workshops to stay up to date with other houses of worship.
- Began planning for a campus fire drill (interrupted by coronavirus closure).
- Rolled out walkie-talkie usage for greeters and ushers.
- Completed threat assessment application for PVPD/ Homeland Security, as requirement for having a professional assessment of safety and security vulnerabilities on our campus.

### Challenges in Past Year:

- We are ill-equipped as a team and congregation on “security” expertise and bandwidth. Congregants want to be safe and secure (two different topics) but assume this is taken care of. We need everyone to engage in Active Shooter training, and to understand that



UUCP is somewhat unique in the Valley in not allowing firearms on campus and not having an active security team.

- We need to have a robust Property Team as well as sufficient Congregational Administrator time to assure ongoing maintenance of the facility and attention to safety and security details.

### Goals for Next Year:

- Understand what safety and security look like (a “new norm”) in a post-coronavirus/quarantine environment.
- Complete a campus threat assessment and translate it into budget priorities.
- Complete a Sunday fire emergency drill.
- Continue Active Shooter training.
- Develop a “Safety Course” for UUCP.
- Submit regular “safety tidbits” to Compass.
- Coordinate an annual CPR/ Basic First Aid Training course.

## SANCTUARY ART TEAM

**Name of Group:** Sanctuary Art Team

**Name of Leader:** William Snowden

### Members of Group:

Ed Cernek

Sam Kirkland

Joan Gale

Sarah Carlson

Possible new members: Anne Oehmke, Bonne’ deBlas, Regina Nelms

**Summary of all Special Event between 7/2019 and 6/2020:** We produced the following art displays in the Sanctuary.

- September – November: UUCP Members and Friends (M&F). This year we invited our artists to bring works of art even if they had been exhibited in the past as a way to show Rev Christine what talent we have in the Congregation. It was a good turnout.
- November - January This holiday show included the decorated trees, including decorations from the children, and wreaths from our UUCP collection. At the end of the show we were able to store the trees and wreaths above the room behind the pulpit in order to make access easier for people who set up the exhibit. We also enlisted a couple of people from the men’s group to help with hauling the trees down from the previous storage area upstairs.
- January - mid March we featured Diversified Artist Collective – AZ. Unfortunately, we were not able to hold a Meet and Greet for these artists, however we did get a lot of compliments and several of the pieces were sold.
- March – May: We were fortunate enough to have several quilters from the Mavericks offer their art quilts for show. We had enough art to totally fill the space. Sadly, due to COVID-19, the Congregation was only able to enjoy the art for two or three Sundays



before services were moved to a virtual platform. The quilts still hang in the sanctuary and the artists, many of whom are out of town, have not requested they be removed. The children's exhibit which normally hangs in the Sanctuary during the summer will not be set up, because the school is not meeting.

**Challenges in Past Year:** The group is in need of new input and we had gotten some interest in being part of planning for next year's exhibits. I had intended to have a meeting in conjunction with the set of the art quilts, but none of the interested people were able to be there on that Saturday morning.

**Challenges in Past Year:** The Sanctuary Art Team doesn't meet as a group. I generally arrange for the dates and supervise the set up and take down. The person who previously contacted the artists, was not able to contact anyone this year. It was luck and sending out a lot of emails that I was able to fill the sanctuary this year.

Also, the members of the team who show up on a designated Saturday morning and use muscle and ingenuity to place the art pieces are getting older and less enthusiastic about the heavy lifting. I may be able to get a few members of the Men's group to help out as I did this year. Generally, if one or more artists we have contacted do not come through, we have used art from the UUCP collection or contact artists who have shown previously to fill the void. We will not be able to continue this practice, however as we have thought it was more appropriate to use that art to decorate rooms in the offices.

**Goals for Next Year:** No plans have been set for the future as returning to the sanctuary for service is on hold until it can be done safely. As noted above, I have a list of several people who showed an interest in being part of the team. If it appears, we will begin service again, I will gather that group and advertise for additional people to arrange for new shows.

## SHARE THE PLATE COMMITTEE

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

**Name of Leader(s):** Leslie Stallcop and Phil Slater

### Members of Group:

Madelyn Doerr  
Charlotte Carl-Mitchell  
Dan Hunn

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

**Accomplishments in Past Year:** This committee served from June 2019 to June 2020. It was very focused on helping groups where we made a significant difference rather than large well-funded groups with highly compensated officers and we made good choices. We also selected a diversity of organizations.



For full transparency, we began listing the groups and the amount provided at the bottom of our church web page, in a table updated monthly at: <https://www.phoenixuu.org/justice/share-the-plate/> This website table displays the rolling last two years of data. There is also a static table at the end of this document with the information for 2019 – 2020, specifically for this annual report.

**Challenges in Past Year:** Ironically, we found it very difficult to find small organizations. Some of them didn't provide financial information, possibly because they didn't have it. We felt a fiscal responsibility to examine something and we were very lenient in what we would accept. We posted notices in Compass soliciting recommendations from the congregation. We also addressed what some members viewed as conflict-of-interest appearances and how to resolve them.

We had to create a new Share the Plate application form (and buy the software) that allowed documents to be attached for Share the Plate (the previous software WooFoo suddenly expired due to nonpayment). We created a new form and put the link on our [Share the Plate](#) web page.

**Goals for Next Year:** In June, our two co-chairpersons will cycle off the committee and will be replaced by three new members. It will be up to the new committee to set the agenda/goal/priorities for next year.

2019/2020 Organizations	Share the Plate Date	Amount Contributed
Black Lives UU	1/20/2019	\$1,693.75
UUJAZ	2/17/2019	\$994.28
Voices for CASA Children	3/17/2019	\$1,261.00
Lost our Home (Pet rescue)	4/07/2019	\$992.00
Black Lives UU	5/05/2019	\$1,099.00
Mulligan's Manor	6/16/2019	\$949.50
Sun Sounds Foundation of Arizona	7/21/2019	\$602.00
Academic & Leadership Accelerator (ALAS)	8/18/2019	\$780.63
Booker T. Washington	9/22/2019	\$2,333.00
St. Vincent de Paul-Urban Farm	10/20/2019	\$937.11
UU Service Committee	11/17/2019	\$953.83
Your Art Your Story	12/15/2019	\$1,158.00
Abolish Private Prisons	01/19/2020	\$1,457.00
UUJAZ	02/2/2020	\$980.60
Chrysalis Shelter	03/8/2020	\$1,299.29
Sunrise Movement Phoenix (Education)	4/19/2020	\$670.00
Minister's Discretionary Fund	5/19/2020	TBD



## STEWARDSHIP TEAM

**Name of Group/Team/Committee:** Stewardship Team

**Name of Leader(s):** Bunny Hodas

We reached our pledge goal of \$560,000 by the end of May 2019, and then proceeded to reach \$580,000 over the next few months. After two highly successful new member classes, an additional \$20,000 was pledged.

In July through September, we worked diligently to clean up our membership roles and records, so that we have an accurate count of our members and to prepare for the upcoming pledge campaigns without wasting energy or resources.

Bunny Hodas and Rev. Christine created a timeline for the upcoming campaign to start preparations after the new year and running through March as our "Stewardship Month". Our theme for this year is "For Our Time", as in our Vision statement, "A spiritual community for our time." We had no idea how prophetic that would become.

Our financial goal this year is \$609,000 and we are still trying for 100% participation from our membership. Last year we were in the 90th percentile for participation. Written materials were prepared and printed, again utilizing the pledge sheet giving chart that we created the prior year, with adjustments for our goals. Gary Ezzell is working with data entry and Realm collaboration behind the scenes. Sarah Carlson was engaged again to create our final party for March 29. The Congregational picture happened March 1 to attract more people to the kick-off. Reverend Christine wrote and delivered an outstanding sermon on March 1, 2020 to kick off the campaign. She got a standing ovation after talking about money!

After our second Sunday of the month, our lives changed completely with the COVID-19 situation and by the weekend, we had become a virtual congregation. The Neighborhood groups that were conceived last year by the Stewardship committee were revitalized and are currently being used to make sure we are all connected and cared for. Appeals continue to be made to wrap up the pledge campaign, and the Board of Trustees, assisted by Vince Waldron, is now in the process of making follow up emails, texts, and calls to be sure everyone is contacted. The final results will be announced after the publication of this report. While many people are affected negatively by the current planetary situation, those who can give have been generous in increasing their pledge for the upcoming year.



## UMOM NEW DAY CENTER

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

## UNICARE

**Name of Group/Team/Committee:** Unicare

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

**Members of Group:** [if more than 10, just list approximately how many people regularly attend] 25

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

**Accomplishments in Past Year:** Unicare volunteers generously cooked, bought, ordered and delivered meals throughout 2019. Volunteers also helped provide transportation to doctor's appointments, grocery stores, and UUCP on Sundays.

**Goals for Next Year:** We would love to see Unicare continue to provide support to the UUCP community.

## WORSHIP ASSOCIATES

**Name of Group/Team/Committee:** Worship Associates

**Name of Leader(s):** Rev. Christine Dance

### Worship Associates:

Gary Ezzell  
 Katie Quinn  
 Sam Kirkland  
 Amy McKlindon  
 Tara Hall  
 Katie Harris  
 Rev. Christine Dance

**Group's Main Purpose:** The Worship Associates team began the program year with six members, which fluctuated somewhat during the year depending on people's availability and



other commitments. The membership reflected the demographic distribution in membership of the congregation in terms of age, sexual orientation, and race.

**Accomplishments in Past Year:** With the arrival of Rev. Dance, the Worship Associates spent time reviewing the Order of Service, giving input on what parts of the service were traditional and what we should explore changing. The role of the Worship Associate remained fairly consistent: help with announcements and offering and offer a reflection on the sermon topic. However, the Worship Associate did take more responsibility in leading and shepherding the services once a month that the minister was away as well as taking an active role in any lay-led services in the summer.

**Challenges in Past Year:** When the pandemic struck and worship became solely on-line, the Worship Associates did not participate initially, but once the process settled into more of a routine, they were re-introduced into the service and have performed the same roles as before, adapting to speaking into a webcam instead of to a room of people.

**Goals for Next Year:** The team would benefit from having more members to better distribute the work and to have more voices participating.

## YRUU HIGH SCHOOL GROUP

**Name of Group:** YRUU High School Group

**Name of Leader:** Jonny Lifshitz

### Members of Group:

**Adult Advisors:** Jonny Lifshitz, Katie Resendiz Perez, Lucia De Vernai, Chris Mann, Janine Gelsinger

**Youth:** Phoebe Dubisch, Chloe Stephenson-Brown, Malcolm Macvean, Emily Deignan, Naomi Dubisch, Adri Iyer, Dylan Lifshitz, Gabriella Gereau, Alex Marshall, Ben Marshall, Ellie Marshall, Ashley Perez, Nancy Schwartz, Colin Boecker-Grieme, Ian Boecker-Grieme, Mary McManus, Alana Olson (North Carolina), Katie Quinn

### Special Events/Classes/Workshops Held This Year:

- Weekly Sunday meetings during second service and/or at ~11:30 AM
- Weekly Sunday meetings via zoom after the 10:30 AM virtual service
- YRUU Convocation
- YRUU Overnights
- UUCP YRUU attended PSWD Senior Camp (December 2020)
- Justice Overnight (February 2019)
- UU Day at the Legislature (February 2020)
- YRUU Sunday Service on topic on civil rights (November 2020)
- Senior Mentoring Meetings
- Virtual Senior Bridging Ceremony and 8th Grade Circling Up
- Friday night Netflix Party youth chat





**Group's goals for 2019-2020:** This congregational year, we had membership across all high school years. The group primarily focused on in-person meetings after service (both in person and virtual) on Sundays. Additional online chat groups, Netflix party, and social gatherings occurred. The members organized an annual service, drawing on a pre-written service adapted to youth messages. Overnights and attendance at de Benneville Pines camp were highlights of the year.

A major goal was to recruit new adult advisors for the group. Lucia and Chris were able to drop in on occasion and provide their perspective. Additionally, other congregation members (e.g. Jan Kaplan, Rev. Christine) were asked to substitute on occasion, which was exciting for both youth and adults. The primary goal to create a peer-group and an environment that allows youth to thrive personally during high school years remains successful.

Additional attention was paid to the recent college students and the seniors who will bridge out of YRUU. A special bridging service was held to honor the seniors.

Youth were encouraged to participate in congregational activities. Youth participated in choir, orchestra, children's ministry, childcare, Kids Kamp, inclusion team, UUCP board, worship planning, community night, and served as staff.

**Key Decisions Made This Year:** YRUU events were added to the congregational calendar where appropriate and a standard format was followed to ensure a rhythm for the freshman and sophomores. YRUU decided to regularly attend first service, which permits conversations on the sermon topic to be extended.

**Challenges in Past Year:** Communication and time remain as the biggest challenge in working with UUCP youth. Our youth have full schedules with school and other extracurricular events. We currently use Google Hangouts for communication, and youth connect through Instagram and TikTok. Many of our youth have transportation challenges and time issues, which prevent regular attendance. Challenges remain with regard to youth prioritizing UUCP and YRUU in their schedules.

With the global pandemic, a social shift occurred. The youth are already digital natives and continued to communicate online. The virtual meeting space is good but does not serve to disconnect youth from their devices for a calming YRUU engagement. The youth are resilient and will continue to set the example of how to engage through technology.


Facilitation of YRUU has continue to be carried primarily by a single advisor, Jonny Lifshitz. While his work with the group has been foundational and created a strong community, community wide efforts are needed to encourage new advisors to join.

**Special Thanks To:** We are grateful to all the advisors, substitutes, and special guests who attend our discussions. We are grateful to each other for being a social network to guide us.

### Goals for Next Year:

- Develop and maintain a defined calendar of events for 2020-2021
- Lead UUCP virtual variety show



- Engage with seniors and invite experienced members to share in the discussions
  - Move the time, perhaps to Sunday evening now that we have more drivers in the group
- 



# SMALL GROUP MINISTRY REPORTS



## SMALL GROUP MINISTRY:

### BEATITUDES CAMPUS UU SMALL GROUP MINISTRY

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

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

#### **Members of Group:**

Sherwin Berger  
 Ruth Braunstein  
 Billye Butler  
 Phil & Ruth Crowley  
 Tish Gauntt  
 Barbara & Igor Glenn  
 Robert Koth  
 Judy Mawhinney  
 Sandy Thomson

**Group's Main Purpose:** We meet for mutual support, spiritual and intellectual discussion, and to deepen our connection to, and involvement in, UUCP.

Our meetings are held on the third Thursday of every month, including the summer months. Each meeting centers around the same theme that is the focus of other UUCP services and events for that month.

**Accomplishments in Past Year:** Possibly our proudest accomplishment is staying intellectually active and physically independent well into our 80's and 90's! But we are very supportive of the minister, staff, and programs of UUCP and take part in as many activities as we can. Four of our members sing in the UUCP choir, and one of our leaders, Ellie Anderla, also serves as Memorial Service Coordinator. Our other leader, Ellie Murphy, worked for several years as an at-home volunteer for the UUCP office, and when husband Bob was alive, he and Ellie helped assemble the monthly newsletter, *Horizons*.

**Challenges in Past Year:** Our major challenge this year, of course, has been dealing with the social isolation caused by the Corona Virus restrictions. We have managed to stay in touch with each other through phone calls, sharing jokes via email, and occasional six-foot-apart visits, but all are eager for a return to normal retirement living.

## NORTH CENTRAL DINNER GROUP

**Name of Group:** North Central Dinner Group

**Name of Leader:** Joan Myers & Robin Storm

**Members of Group:** 8

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



**Accomplishments in Past Year:** We began in September 2019 with monthly meetings in members' homes. Attendance has averaged about 6 people per month and many friendships have developed.

**Current Challenges:** Continuing on Zoom once a month. Several women have expressed an interest in joining but if the group is too large it makes sharing of thoughts and feelings more difficult. There is less time per person and difficulty developing trust. One thought we had was to break into two groups next year, but it is uncertain how we will progress with social isolation.

## OPEN DROP-IN GROUP

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

**Name of Leader(s):** Linda Vance

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

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

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

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

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

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

## SENIOR WOMEN'S GROUP

**Name of Group:** Senior Women's Group

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

**Members of Group:** Nine



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

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

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

**Goals for Next Year:** To continue this important ministry.



# CREATIVITY- MOVEMENT- STILLNESS GROUPS AND ACTIVITES REPORTS



## CREATIVITY-MOVEMENT-STILLNESS GROUPS & ACTIVITIES:

### OPEN ARTS AND CRAFTS STUDIO

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

**Name of Leader(s):** Jay Alagia

#### **Members of Group/Committee:**

Val Wylie  
 Mark Stambaugh  
 Laurel Hardin  
 Nina Shah  
 Joan Myer  
 Pamela Kielbowicz  
 Debbie Gordon  
 Barbara Danielson  
 Janet Gordon  
 Carolyn Lowther  
 Mel Swan  
 Carolyn Lowther

**Challenges in Past Year:** We created a supply list and a list of Design Principles.

**Goals for Next Year:** We hope to expand our teaching to include peer teaching between members

**Special Thank You:** Thanks to Manuel and Belinda for setting up tables.

## OUTDOOR GROUP

**Name of Group:** Outdoor Group

**Name of Leader:** Bonnie White

**Group's Main Purpose:** The Outdoor Group hikes the second and fourth Saturday each month from roughly October through April. As the weather gets warmer in the valley, we are always looking for volunteers to lead hikes in higher elevations during those warmer months.

**Challenges in Past Year:** The coronavirus has definitely had an impact on our season. The final hike as well as the final campout was cancelled when the call for social distancing was announced. We still have the season opener hike scheduled in October; however, that remains to be seen whether it will be feasible to carry off.

**Goals for Next Year:** The goal has been to grow the membership of our group through more visibility in Sunday Announcements, the Compass, and the Horizon. Several new people have been added to our e-mail list and a few have hiked with us. I have started reaching out to new members whenever I see "hiking" mentioned in their bio. More new





people are starting to show up for hikes as well as assume the lead. We are going to continue our efforts to gain membership in this way.

Another goal is to find more challenging hikes as well as retaining the easier hike option for those members who are not able or willing to do the longer more aggressive hiking. Adding new trails to our usual locations will hopefully be accomplished by new members stepping up to offer to lead hikes they are familiar with.

This is a fun group of people who care about our environment, enjoy being outdoors, find camaraderie in sharing physical exercise with like-minded folks. We are always looking for ways to attract more people to share this great experience with.

## SATURDAY ADVANCED MEDITATION GROUP

**Name of Group:** Saturday Advanced Meditation Group

**Name of Leader of Group:** Jay Alagia

### Members of Group:

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

### Special events/classes/workshops held in Group:

- Drumming circle and meditation
- Singing of hymns and meditation
- Birthday celebrations

**Goals for Next Year:** Continue in the manners of the recent past

## TRAVELING SECOND FRIDAYS

**Name of Group:** Traveling Second Fridays

**Name of Leader:** Barbara Cawthorne

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



**Events/classes/workshops:** We meet the 2nd Friday of every month January through May.

Those scheduled to present: Jan Kaplan, Barbara Cawthorne, Bill and Joy Mee, Todd and Stephany Haughton, and Ruth Braunstein.

We ended our 2020 program after February due to the Corona virus. I'd like to thank Jan Kaplan for her presentation in January. We will continue our Traveling 2nd Friday again with the same format but with those that didn't present their programs and added new ones to complete the 2021 year.

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

**Special Thanks:** I wish to thank those presenting a travel show in 2020: Smoot Carl-Mitchell and Dale Fisher for helping with technology, and all the guests who come to our presentations which make it all worthwhile.

## WALKING CONVERSATION LOVERS

**Name of Group:** Walking Conversation Lovers

**Name of Leader:** Jay Alagia

### Members of Group:

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

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

**Accomplishments in Past Year:** Continuing to walk and talk and enjoying breakfast after the walk at Verandah. This is a simple format and seems to work well.

**Goals for Next Year:** We changed the focus of the group to emphasize conversation while keeping a strong element of poetry reading and discussion. Our traditional breakfast stop was closed so we changed to a new one across the street.



## WOMEN'S RITUAL

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

**Name of Coordinator:** Patricia Reed (Different members lead each month)

**Members of Group:** Most months 12 - 15 half that in the summer

**Group's Main Purpose:** Share women centered rituals and personal experiences.

**Accomplishments in Past Year:** Assisting Rev Christine presenting the Winter Solstice service.

**Challenges in Past Year:** Keeping group focused during ritual. We do go off on tangents at times. Someone usually speaks up and brings us back so we can finish the ritual and then those who wish to can continue talking during feasting.

**Goals for Next Year:** Another Winter Solstice or some other ritual that can be shared with the congregation.

## UU UKULELE AND FRIENDS SONG CIRCLE

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

**Name of Leader(s):** Carolyn Allenby, Joan Gale, & Alisa Phillips

### Members of Group:

Ross Hart

Susie and Robert Bowe

Christine Carmona

Igor Glenn

Mary Dokes

Diana Edwards

Michael McBeath

Pat Reed

\*others drop by as their schedule permits. We often welcome visitors who are new to the congregation.

**Group's Main Purpose:** We gather on the courtyard patio between Sunday services to check in socially and make music together. All levels of musical experience are welcome, and we are happy to share beginning ukulele tips. Some members bring their guitar, mandolin, voice, harmonica, and percussion. "Membership" is open and fluid. Come join us at any time!

**Accomplishments in Past Year:** Most important is the joy of being present together. We play from "Come Sing a Song With Me", a book of 25 favorite UU hymns, as well as popular songs that usually have UU sentiments of community. We are encouraging each other to learn to play and sing these songs without looking at the music on paper to allow us to harmonize, create solos and variations on the spot. The fun part is listening to each other's



music and ideas and trying new things with an open mind. We do play in the Sunday service when requested by the music director. We were in the process of collectively arranging several songs for the Flower Communion when the pandemic ceased our meeting in person.

**Challenges in Past Year:** We happily returned to the patio after the year of construction disruption, but the seating is a challenge since the benches are gone. So, someone comes early to set them up. We tried the enclosed space just beyond the Johnson Room, but didn't want to give an appearance of exclusivity. We hang up signs of welcome. Our meetings depend upon pleasant weather. Our meetings became shorter this year because the worship service became longer. And sometimes important congregational meetings are scheduled for the same time slot between the services. But we continue to meet when possible during the seasons of two services. As of April, and May 2020 we are meeting every two weeks via zoom, on Tuesday afternoons.

**Goals for Next Year:** Our goal is to continue the presentation of UU values through music in community. Strum and/or sing out!



# UU FOUNDATION REPORT



## UU FOUNDATION REPORT:

### UNITARIAN UNIVERSALIST FOUNDATION OF PHOENIX

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

**Name of Leader(s):** Diana Ashley, President of UUF Board

#### Members of Group:

Diana Ashley, President (ending 7/2020)  
 Terry Lockwood, Treasurer (ending 7/2020)  
 Pierre Tariot, Secretary (ending 7/2021)  
 Dan Hunn, Member at-large (ending 7/2022)  
 Diane Targovnik, Member at-large (ending 7/2022)  
 Michele Morgan, Member at-large (ending 7/2021)  
 Rev Christine Dance  
 Jon Lifshitz, UUCP Board Representative

**Group's Main Purpose:** The purpose of the UUF is to support the mission and vision of UUCP through Legacy gifts and other contributions from members and friends.

#### Accomplishments between July 2019 and June 2020:

1. Hosted End of Life Planning workshops on Thursday 10/24/19 & Saturday 10/26/19 with speaker, Emily Kile
2. Finalized Virtual Legacy Giving Tree to acknowledge Legacy gifts by 99designs. To view please follow this link: <https://www.phoenixuu.org/chalice-keepers/>
3. Updated UUCP Web Page with UUF Brochures and events
4. Updated UUF Brochure and Chalice Keeper's Brochure for 2019-2020
5. Supported UUCP Capital Campaign with additional support with \$10,000 for roof and soffit repair and \$200,000 bridge loan to back up new construction lender search.
6. Hosted Legacy Society Annual Recognition Event to celebrate members who have pledged to be Chalice Keepers (signed a confirmation that they have remembered UUCP in their will or estate plan). The event was held at Richard and Susan Plattner's house, Sunday 2/23/2020 and about 25 members attended.
7. Presented Legacy Society Chalice Keeper Gold Lanyards to each documented Chalice Keeper to raise visibility of legacy giving and recognize Chalice Keepers in the congregation.
8. Created UUF Gift Acceptance Policy in conjunction with the UUCP Board to have consistent policy statements.

**Challenges in Past Year:** The primary challenge this year was presented by the COVID-19 pandemic. Activities including the second legacy giving seminar and the annual UUCP Picnic (sponsored by the UUF) were cancelled due to social distancing restriction. Hopefully next year we can resume these vital Congregation events organized and hosted by the UUF Board.

#### Goals for Next Year:



1. Update UUFPP Brochure & Chalice Keeper brochure with new 7/2020 picture & members names.
2. Update Web Page with new brochures and new board members.
3. Schedule End-of-Life planning events in Oct/Nov 2020 and Mar-Apr 2021.
4. Schedule Chalice Keeper's Recognition Event in Feb 2020
5. Schedule Annual McCormick Ranch Railroad Park picnic with bouncy house (Feb/Mar 2021).
6. Establish UUFPP as an integrated auxiliary of UUCP after Congregation 501-c-3 status completed.
7. Monitor Tucker and Flaskered property tax exempt status consistent with item 6 above.
8. Establish documented process for acknowledging legacy and other gifts for donor tax records.
9. Develop value proposition for UUF to support 501-c-3 gifts from foundations.
10. Coordinate with UUCP Board to establish inventory/ valuation process for art and other assets.

