

2010-2011



Annual Report

This sacred community is rooted in our search for meaning, guided by personal experiences, diverse religious traditions, and scientific discovery. We are varied as the blooms of the Sonoran Desert, yet draw strength from one another. Envisioning a world where justice and compassion cross all borders, we pledge energy and resources to transform ourselves, our community and the world around us.

Unitarian Universalist Church of Tucson
4831 E. 22 Street
Tucson, AZ 85711
(520) 748-1551
Email: office@uuctucson.org

Table of Contents

- ◆ **2010-2011 Church Leadership**
- ◆ **2010-2011 Church Staff**
- ◆ **Slate of Candidates**
- ◆ **Minutes from 2010 Annual Meeting**
- ◆ **Proposed Revision to Bylaws**
- ◆ **Minister's Report**
- ◆ **Empowerment Team Report**
- ◆ **Committee on Ministry Report**
- ◆ **Professional Ministry Assessment**
- ◆ **Finance Committee Report**
- ◆ **Statement of Financial Position**
- ◆ **Grocery Rebate Program Report**
- ◆ **Transition Team for Student Minister Report**
- ◆ **LifeSpan Faith Development Director's Report**
- ◆ **Membership and Community Life Administrator's Report**
- ◆ **Buildings and Grounds Report**
- ◆ **Worship Associates Report**
- ◆ **Friends in Deed Report**
- ◆ **Social Justice Reports**
 - Immigrant Rights**
 - No More Deaths**
 - Balkan Peace Group**
 - Green Sanctuary Team**
- ◆ **Church Community Group Reports**
 - Alliance**
 - Artist of the Month Gallery**
 - Book Club**
 - Bridge Club**
 - QUUilters**

Board of Trustees

Chaz McBride, President
Mickey Dowling
Kim Rogan
John Schaefer
Linda Selsor
Walker Smith

Empowerment Team

Rev. Diane Dowgiert,
Mary Wiese,
Heather Reed
Chris Wallace
Peggy Smith

2010-2011 Church Staff

Minister
Lifespan Faith Development Director
Membership & Community Life Administrator
Ministries Assistant
Music Director
Minister of Music
Office Manager
Custodian
Assistant to Adult Faith Development Director
Accompanist
Nursery Supervisor
Child Care Coordinator

Rev. Diane Dowgiert
Kathleen Hogue
Mary Wiese
Heather Reed
Brian Moon
Agnes Paulsen
Josie Hartman
Jesus Carrillo
Heather Reed
Donna DeHaan
Denise Parkhurst
Heather Reed

The NCLDT presents the following nominees for UUCT Elected Positions for 2011-2012 fiscal year beginning July 1, 2011.

End of Term

Board of Trustees

Linda Selsor	2013
Walker Smith	2014

Committee on Ministry

Chris Sheppard	2014
Terence Sheridan	2014

Nominating Committee & Leadership Development Team

Pat McDaniel	2013
Janet Moore	2013
Chris Wallace	2013

Elected Positions 2011

Board of Trustees

President: Charles McBride	2012
John Schaefer	2012
Kim Rogan	2013
Mickey Dowling	2013
Linda Selsor	2013
Walker Smith	2014
Vacant	2014

Finance Committee Chair:

Margot Garcia	2012
---------------	------

Committee on Ministry:

David Burks	2012
Roger Steenland	2012
Reah Barrows	2013
Steve Cox	2013
Terrence Sheridan	2014
Chris Sheppard	2014

Nominating Committee/Leadership Development Team:

Judy Dare	2012
Sarah Nichols	2012
Pat McDaniel	2013
Janet Moore	2013
Chris Wallace	2013
Vacant	2012

UNITARIAN UNIVERSALIST CHURCH OF TUCSON

Annual Meeting

May 2, 2010, 11:45 a.m. – 1:15 p.m.

Presiding: Fran Brazzell, President

Parliamentarian: Margot Garcia

Secretary: Linda Selsor

Purpose/Agenda Item

Action/Result

Establish Quorum

A quorum was established with 20% of voting membership present. A majority of voting members present must vote to pass a motion.

Approval of Minutes

The MOTION to approve the minutes of the May 2009 annual meeting made by Helen O'Brien and seconded by JD Garcia passed.

Presentation

Fran Brazzell was presented with a gavel in thanks for her two years of service as board president.

Rules for Meeting

The President reviewed the mission statement and covenant of right relations. Rules for the meeting were as follows:

Respect and follow the Covenant of Right Relations

Patience

Timed agenda and use of microphone to speak

2 minute time limit and directed at—

brief question of clarification,

for,

against

Follow Roberts Rules of Order

Committee on Ministry

The Board of Trustees recommend continuing the Committee on Ministry as a pilot program pending incorporation as a permanent committee in by-laws revisions anticipated for the next annual meeting in 2011. Frank Valdes offered a MOTION to accept the Board of Trustees recommendation. The motion was seconded by Cubby Lash and passed

Election of Officers

Election by paper ballot required advance notification and also assures privacy. The MOTION for a written ballot was made by Cubby Lash, seconded by Heather Reed and passed.

The slate of nominees was as follows (year following name denotes end of term):

Board of Trustees

President: Charles McBride—2012

Kim Rogan—2013

Committee on Ministry

Steve Cox 2013

Reah Barrows—2013

Nominating Committee & Leadership Development

Darlene Mathews—2011

Sarah Nichols--2012

65 voted for all candidates; 14 did not vote all boxes.

Minister Emeritus

Margot Garcia highlighted Rev. David Johnson's service to UUCT and outreach to the community. He was instrumental in getting the Pima Council on Aging started and served as its president. He was interested in working with other ministers and got UUCT represented on the local interfaith council. He was also involved in the sanctuary movement. Minister Emeritus is an honorary title that allows the minister to vote at General Assembly although this is not the motivation for bestowing this status on Rev. Johnson who continues to work as interim minister. The emeritus status is founded on a covenant between the emeritus and called ministers. Rev. Dowgiert supports offering Rev. Johnson emeritus status at UUCT. UUA guidelines have been followed by providing notice to the UUA of the proposed congregational action. If conferred, the emeritus status is entered into minister's file. The MOTION by Darlene Mathews, seconded by Margo Garcia to make the Rev. David Johnson Minister Emeritus of Unitarian Universalist Church of Tucson, Arizona passed with no dissent.

Strategic Plan

President Fran Brazzell provided an overview of the strategic plan. The overarching guidelines for the plan are embodied in UUCT principles, mission, governance policy, ends statements, and the covenant of right relations. The proposed plan covers 10 areas: worship; lifespan faith development; community building within the congregation; community building in the district and nationally; leadership; social action; community outreach; facilities; finance; and governance. Gilbert Moore and Patrice Davison provided a summary of the plan for ease of reading.

The MOTION by Heather Reed to approve the plan, seconded by Carolyn Valdes passed with one vote in opposition and 5 abstentions.

Annual Budget 2010-2011

The MOTION to approve the annual budget for fiscal year 2010 – 2011 was made by Chris Wallace and seconded by Natasha Warner.

Discussion following the motion included:

Clarification of the financial relationship with No More Deaths.

Concern that the budget did not include payment of UUCT's fair share of annual UUA and PSWD dues; several members increased pledges to go toward fair share; and, a proposal was offered to pay fair share for the first part of fiscal year and fall back later in the year if the budget is short near the end of the year, cash flow permitting.

Impact of cuts over several years on religious education.

Need to work on means to enhance income.

Relationship of proposed budget to projected year end revenue and expenses for current fiscal year.

Julie Larson called the question. The vote to call the question carried with two voting in opposition. The vote on the main motion to approve the budget carried with 6 voting in opposition and 3 abstaining.

Adjournment

The MOTION to adjourn was made by Cubby Lash and seconded by JD Garcia. The motion passed and the annual meeting was adjourned at 1:15 p.m.

Respectfully Submitted,
Linda Selsor, Secretary

PROPOSED REVISION TO UUCY BYLAWS FOR ADOPTION AT ANNUAL MEETING MAY 2011

The Committee on Ministry was a three year pilot project scheduled to end in 2010. The Board of Trustees recommended continuing the Committee on Ministry (COM) as a pilot program for another year pending incorporation as a permanent committee in by-laws revisions anticipated for the next annual meeting in 2011. The congregation voted in support of the board's recommendation last May. While other bylaws revisions are still pending, the Board of Trustees did not want to further delay formalizing the establishment of the COM. At its March 22nd meeting the Board of Trustees voted to place an amendment to the UUCT bylaws adding the Committee on Ministry before the congregation at its annual meeting in May of 2011. The proposed bylaws revision adds a new Article VIII. The current Article VIII on Ministers will be renumbered to IX and Article IX on Amendments becomes Article X. The language of the proposed new Article follows:

Article VIII

Committee on Ministry

Section 1. UUCT shall maintain a Committee on Ministry (COM) to enable the highest possible fulfillment of its congregational and professional ministries. The COM shall also provide the primary means for establishing ways to resolve conflicts among parties associated with the church using our Seven Principles and Covenant of Right Relations for guidance.

Section 2. To achieve its purpose, the COM shall provide assessments and recommendations to the congregation, minister(s), and Board of Trustees.

Section 3. The COM shall consist of six members elected by the congregation to serve staggered terms of three years each. Members shall serve no more than two consecutive full terms.

Minister's Annual Report
Submitted by Rev. Diane Dowgiert
May 1, 2011

What a momentous year it's been! As a congregation we:

Said final farewells and mourned the loss of Bill Bland, David Kopplin, John McDaniel, Pat Kulinovich, and John Stevens.

Said good-bye to Lisa McDaniel-Hutchings in her position as Lifespan Faith Development Director (LFDD) and wished her well in her continuing seminary studies and preparation for UU ministry.

Said good-bye to Mike Greenbaum in his position as Assistant to the LFDD.

Welcomed Kathleen Hogue as Acting Lifespan Faith Development Director (LFDD.)

Welcomed Heather Reed as Assistant to the LFDD.

Installed Rev. David Johnson as Minister Emeritus.

Hosted a successful Indigenous Market, with all proceeds going directly to the artists and the communities they support.

Came together as a church community in response to the tragic shooting in Tucson that killed 6 people and wounded 13 others, including congresswoman Gabrielle Giffords.

Hosted a contingent of UUA board members and others from the UUA, totaling 17 people. We took 41 people across the US/Mexico border. Well over 250 people from 4 area UU congregations participated in activities related to the board visit.

Removed all the dead trees from the property.

Hung a huge Flaming Chalice in the previously empty bell tower.

Hosted a PSWD sponsored Leadership Day.

Hosted the PSWD Human Rights at the Border trip. 20 UU's from around the country participated.

Added a mid-week alternative worship service.

Moved into the world of new communication technology with updates to the church web-site and the addition of a UUCT Facebook page.

All of this while keeping a vibrant program going, including worship every Sunday, 2 choirs, religious education for children, youth, and adults, Sundays Together Lunch, Covenant Circles, Our Whole Lives Comprehensive Sexuality Education, Getting to Know Us Orientation Classes, Newcomer Potlucks, The New UU Class, Artist of the Month Gallery, Quilters, Book Group, Men's Group, Alliance, Hospitality for the Homeless, Food Bank, No More Deaths, Immigrant Rights, and the Green Group – not to mention special events like Cabaret, the Annual Auction, and a huge Rummage Sale.

We've been hard-pressed to do keep our ministry going at this level. The deep recession in the U.S. is felt especially hard here in Arizona. Reductions in the budget have resulted in staff cuts, but the level of programming has remained the same. This has put an undue and unfair burden on the staff. In addition, cash-flow is an ongoing problem; having enough money in the bank to meet payroll and pay our bills.

And yet, the need for our ministry is greater than ever – a place of acceptance, a voice of reason and tolerance in these tumultuous times. With a can-do attitude and a spirit of cooperation, we'll get through this rough time.

Personally, this has been a year of expanded professional responsibilities for me. I am in the first year of a three-year term as president of the Pacific Southwest chapter of the Unitarian Universalist Ministers Association. I've been involved in pre-planning for General Assembly 2012, Justice GA. Due to all the immigration legislation coming out of Arizona, the shootings in January, and the UUA board visit, UUCT is in the national spotlight. As such, I've been fielding many phone calls and emails from around the country. My *Pastoral Letter in Response to the Tragic Shootings in Tucson* was read from a great many UU pulpits, reprinted in newsletters, and posted to web-sites around the country. I was invited to help the First Unitarian Church of Albuquerque kick-off their new Social Justice initiative. Our ministry together here in Tucson is having ripple effects around the country.

Within the Tucson community, I continue to be part of a coalition of faith communities working on immigration issues. In addition to regular meetings with them, I participated in two interfaith prayer vigils and participated in the non-violent protest on July 29, the day SB1070 went into effect. I delivered the invocation for a Pima Council on Aging dinner honoring John and Helen Schaefer.

Here's what else has kept me busy this year:

I prepared and conducted worship services on 33 Sundays, 7 of which were Extended Family Worship, and 4 of which were 2 service Sundays. I prepared and conducted 2 Christmas Eve services and 4 mid-week evening services. I officiated at 3 memorial services, 3 weddings, and dedicated 2 children. I attended 15 Empowerment Team meetings, 12 Board of Trustees meetings, 9 Committee on Ministry meetings, 16 Staff meetings, and 6 Covenant Circle Facilitator meetings. I attended retreats with the Board of Trustees, the Empowerment Team and the Staff. I participated in 4 Courage and Renewal Retreats. I met with the LFDD search committee 3 times. I conducted 3 trainings for Worship Associates. I participated in 3 Getting to Know Us Newcomer Orientation classes. I conducted 5 New Member classes. I held 2 Minister's Roundtable discussions. In addition, I met with various leaders of the congregation on a regular basis. I made many visits and calls to members in the hospital and counseled several others either in person or by phone.

Denominational events included 2 meetings with the Unitarian Universalist Minister's Association, 3 cluster meetings of Unitarian Universalist congregations of the Pacific Southwest District, and 1 meeting with the General Assembly Planning Committee. I attended District Assembly in Santa Barbara, CA and General Assembly in Minneapolis, MN. I also attended the first conference of the Institute for Excellence in Ministry in Monterrey, CA. At General Assembly, on behalf of UUCT, I received the Bennett Award for Social Justice, which was presented to UUCT. I was also instrumental in drafting the resolution that was adopted for Justice GA 2012 in Phoenix, Arizona.

Much of the work of ministry is invisible. I've included a spreadsheet that I put together for the Committee on Ministry so they could better understand how I use my time. It is included here, too.

The church is an institution unlike any other in society. It asks us to look higher. The church exists for a transcendent and holy purpose, which is to grow souls and transform lives within its walls and beyond. Fulfillment of this purpose is the one and only true measure of success.

It is with honor and pleasure that I serve in this ministry with you.

Fondly,

Rev. Diane Dowgiert

Minister's Schedule

Weekly

Sunday Worship	3 hrs.
Meditation	1 hr.
Choir	1-1 1/2 hrs 1/2 - 1 hr.
Mary	hr.
Kathleen	1 - 1/2 hrs. 1/2 - 1
Brian	hr.

Bi-weekly

Staff	1 1/2 - 2 hrs
ET	2-3 hrs.

Monthly

Board of Trustees	2 hrs
C.O.M.	1 1/2 hrs
Area UU Ministers	2 1/2 hrs
C.C. Facilitators	2 hrs 1 1/2 - 2 hrs
New Member class	hrs
Personnel	2 hrs

Tasks

Order of Service	3 hrs
Sermon writing	8 + hrs
Email	8+ hrs
phone calls	3-5+ hrs
Pastoral care	3 - 8+ hrs
Misc. meetings	2-3 hrs.
Study and reading	5-6+ hrs.

Tasks

Newslet- ter Col- umn	2 - 4 hrs.
-----------------------------	------------

Tasks

Sermon Descriptions	3 - 4 hrs
Covenant Circle Session	5-6 hrs
Board Report	3 hrs
Discretionary Fund Report	1 hr

Quarterly

AZ/LV Cluster	8 hrs
Worship Associates	6 hrs
Minister's Roundtable	1 1/2 hrs
PSWD UU Minis- ters	2-4 days
Courage and Renewal	6 hrs
Getting to Know You	2 hrs
Friends in Deed	1 hr

Annually

UUCT Annual Meeting	1 1/2 hrs
District Assembly	2 days
General Assembly	4 days
Covenant Circle Training	6 hrs
Staff Retreat	8 hrs
Board Retreat	8 hrs
ET Retreat	8 hrs

Tasks

various community events	10 + hrs
various district events	10+ hrs
Various workshops, etc.	10+ hrs
Memorials and weddings	20 - 80+ hrs

Tasks

Annual Report	5-6 hrs
Budget	20 + hrs
Staff Evaluations	10+ hrs

Empowerment Team Annual Report 2010-2011

The Empowerment Team of the UUCT is the management arm of the Board of Trustees. While the board focuses on long-term goals, strategic planning, and over-all monitoring, the executive and day-to-day management operations of the church are delegated by the board to the Empowerment Team (ET).

The team includes the minister, one professional staff person and three board-appointed lay leaders. Members of the team hold portfolios in the following areas: Leadership, Program, Facilities, Finance and Communications. We meet twice a month. We report on a regular basis to the Board of Trustees.

The portfolio holders are as follows:

Leadership: Rev. Diane Dowgiert

Program: Heather Reed

Facilities: Mary Wiese

Finance: Chris Wallace

Communications: Peg Smith (Peg took a leave of absence due to pressing family needs)

Some major accomplishments this year include:

- The formation of a Personnel Committee
- Coordination with B&G for tree removal
- Established a UUCT Facebook presence
- Established on-line survey capability and guidelines
- Published newsletter articles on each ET portfolio
- Publicized monthly Share-the-Plate recipients
- Purchased patio heaters and kitchen equipment (thanks to the Quinn Free Fund)
- Reported monthly to the Board of Trustees on strategic plan
- Posted minutes and ET reports on the UUCT website
- Negotiated a new copier contract for less cost

Supervised reorganization of office files

Respectfully submitted on behalf of the Empowerment Team,
Rev. Diane Dowgiert

Committee on Ministry 2010/2011 Report

At the annual meeting in May 2007, the congregation voted to establish an interim Committee on Ministry (COM) as a pilot project for three years. This project was extended for an additional year at the 2010 annual meeting. Since its establishment, the COM has functioned as an agent of the church to achieve fulfillment of the congregational and professional ministry as stated in our mission-covenant and strategic plan. The committee also has a role in conflict resolution for parties of the church who have grievances. A formal process is used, as documented in the COM Policies, and guidance is provided by the UU seven principles and the UUCT covenant of right relations.

The six members of the committee are elected by the congregation to serve three-year staggered terms. The COM members this year were Reah Barrows, David Burks, Steve Cox, Joyce Hardin, Roger Steenland, and Terence Sheridan.

The COM held monthly meetings with the Rev. Diane Dowgiert present to accomplish the goals stated in our policy document. The COM also monitored the Board's meetings during the year and, where appropriate, gathered information, made suggestions, and worked with various church ministries to further the overall goals of the congregation.

The COM advised the Board's ad hoc committee on bylaw revisions including the structure of the Committee on Ministry and the finance organization. We have also discussed how the church uses computer information and how this could be shared among committees to improve communication, but did not arrive at specific recommendations.

This year the entire policies document of the COM was reviewed and updated by the committee, and submitted to the Board for approval. Because the conflict resolution process is a key part of the committee's work, we plan to make this responsibility of the committee better understood by the congregation.

As defined in our policies, the COM must conduct annual evaluations of the church ministry, alternating every other year between the congregation's ministry as a whole and the professional ministry. Because only one ministry assessment had been done in the past, focusing on worship, this year we considered the professional ministry assessment a priority. We explored various methods to do this using the resources of the UUA, our district director, and many publications. We then used a self-evaluation of Rev. Dowgiert, performed interviews with her and discussion of the whole committee to complete the assessment. We recognize the challenge of getting representative feedback from the whole congregation that is needed to do any meaningful assessment. We are working on development of tools that will invite all who care about the church to help us understand how to better support our mission-covenant, the church goals, and to help each other.

We invite anyone to contact members of the COM to express matters of concern and appreciation of the outstanding efforts of our people.

Respectfully submitted by David Burks, Chair, UUCT COM

Professional Ministry Assessment

In 2011, the Committee on Ministry conducted an assessment of the effectiveness of the ministry of Rev. Diane Dowgiert. We focused on six areas that were recommended as being most important in a professional ministry. A summary of this evaluation is found below and the complete report is available from the COM.

Worship Services - Rev. Dowgiert prepares and delivers well thought out sermons, oversees and conducts Sunday services, recruits and trains Worship Associates in addition to performing much daily work that is required in preparation to conduct services. Recently, she has established a weekday worship service for those unable to attend on Sundays. She plans to continue to bring her own study, meditation, and life experiences into worship services; and to recruit and train more Worship Associates.

Ministering to the Spiritual Lives of the Congregation - Rev. Dowgiert conducts a weekly meditation group; trains leaders and provides support for three Covenant Circles that attract a membership of over 30, has started a new program of courage and renewal retreats based on Quaker personal clearness committees, and plans to train more laypersons to conduct pastoral care. She facilitates leadership in maintaining RE despite our changing demographics and is mindful of the needs of the UUCT neighborhood. She hopes to expand current programs, especially courage and renewal retreats, and to address more needs in our UUCT neighborhood.

Administration - Rev. Dowgiert participates in the operation of UUCT using policy governance to clarify the administrative role of the minister. She encourages church leaders to take increased responsibility, learn from successful congregations, and move us ahead in program and financial viability. Her plans for the future include strengthening UUCT by increasing her administrative responsibility and helping others to learn from the experience of successful congregations.

Social Action - Rev. Dowgiert is a leader in keeping UUCT involved in four matters that were targeted in the 2007 UUCT Social Justice workshop: immigrant rights (through No More Deaths); a green and sustainable planet (through a plan to attain a UUA Green Sanctuary Certificate); economic justice; and peace. She is planning to help initiate additional social actions directed toward economic justice and peace.

Tucson Community - Rev. Dowgiert is active in the community by participating in a group of Presbyterian, Methodist, United Church of Christ, and Roman Catholic clergy connected to No More Deaths. She is continually deepening her relationships among Tucson clergy and churches.

Health - Rev. Dowgiert takes care of her mental, spiritual, and physical health through a daily regimen of reading, meditation, and exercise. She understands the importance of maintaining a focus on good health.

Finance Committee Annual Report for 2010-2011

The Finance Committee met monthly during the year to review the financial reports prepared by the treasurer and recommend them for adoption by the Board of Trustees, monitor the Endowment Fund, deal with financial procedures, oversee fund raising, set in motion the Stewardship Campaign, develop the budget with ET and staff to present to the Board (who brings it to the Congregation for adoption), and begin development of a Planned Giving Program for the church.

The Finance Committee undertook an internal audit of procedures in June of 2010 and found that the church procedures are in line with accepted church accounting and financial management as defined by the UUA. They also brought the cash management policies to the Board of Trustees in June for their concurrence.

The church is ably served by Carolyn Saunders as Financial Secretary (handles deposits) and Larry Newhouse as Treasurer (handles expenditures, develops financial reports, and supervises Michelle Mannenbach, the paid bookkeeper). Paul Barby of No More Deaths sends a monthly report of their income and expenses that are incorporated into the church financial reports. Voting members of the Finance Committee are: Lorinda Pierce, Paul McIlrath, Marion Leonard, Craig McComb, Mary Brodesky, Manny Mariscalco (assisted by Eric Garrett). Chris Wallace is a member of the ET with liaison to the Finance Committee.

Respectfully submitted,

Margot Garcia, Elected by the Congregation as Chair of the Finance Committee.

Unitarian Universalist Church of Tucson Adopted BUDGET 2009-2010 compared to actuals

	2009-2010	Actual 6/2010
INCOME	\$424,735	\$443,598.43
EXPENSES	\$426,122	\$452,720.40
<i>Difference</i>	\$(1,387)	\$(9,121.97)

INCOME

Pledge (includes prepaid and postpaid pledges)	\$300,000	\$282,078.70
Grocery Scrip	\$10,200	\$13,700.94
Donations	\$13,000	\$4,245.39
Plate (+ special offerings)	\$12,000	\$10,314.87
Room Rental	\$44,000	\$48,508.00
Tape/directory/misc.	\$500	\$1,100.27
Sunday Meals	\$8,200	\$7,682.97
Auction	\$21,000	\$18,029.00
General Fundraising, Bookstore, Flowers, Gallery	\$10,400	\$21,998.73
AFD courses	\$1,700	\$2,696.41
RE, OWL, Safesitters, First Friday, Curriculum,	\$1,135	\$2,313.62
Stewardship	\$200	-
Concerts	\$1,200	\$1,931.50
Food Bank, Share the Plate	<u>\$1,200</u>	\$3,179.91
NMD: donations, income for wages, bookkeeping *		<u>\$25,818.12</u>
<i>Total</i>	\$424,735	\$443,598.43

EXPENSES

Administration	\$175,778	\$158,847.92
Minister	\$94,690	\$94,924.61
Lifespan Faith Development (LFD)	\$77,476	\$76,146.86
Music	\$23,074	\$22,258.07
Community Life and Membership	\$53,904	\$70,902.85
Social Justice	<u>\$1,200</u>	<u>\$29,640.09</u>
<i>Total</i>	\$426,122	\$452,720.40

Notes:

*The church handles payment of individuals who work with NMD. This entails paychecks, FICA and federal and state withholding taxes. NMD reimburses the church fully for these expenses. The amount shown in this line is the income to pay the expense. The large amount spent in the Social Justice Ministry is where the church accounts for the expenses (see detail below).

Income for fund raisers like the auction, Gallery, grocery scrip etc. are reported as gross income. To know how much is net, subtract the expenses shown in the expense detail from the income.

The income and expenses for NMD are tracked by their treasurer, Paul Barby. For the year they are:

Income: \$146,140.63

Expenses: \$152,251.17

While they show a deficit, they have reserves in the bank (see Statement of Financial Position).

Therefore the combined financial report is:

Total Income including No More Deaths	\$589,739.06
Total Expense including No More Deaths	\$604,971.57
Net income with No More Deaths	(\$15,232.51)

BUDGET DETAIL OF EXPENDITURES.

2009-2010

Actual 6/2010

Administration

Office Manager:Salary, Benefits, Prof. Development (25 hrs)	\$20,600	\$21,219.51
Custodian: Salary, Benefits (38 hrs)	\$31,869	\$32,772.54
Bookkeeping	\$4,500	\$4,603.69
Facilities Maintenance and Physical Plant	\$20,000	\$12,377.10
Publicity	\$3,400	\$1,097.00
Insurance (including workman's comp)	\$9,500	\$11,462.00
Telephone	\$3,500	\$3,324.28
Electric	\$20,000	\$16,017.89
Gas	\$4,200	\$4,875.26
Water and Sewer	\$3,150	\$3,328.97
Supplies and postage	\$10,013	\$2,913.32
Grocery Scrip	\$6,150	\$8,520.00
Computers, Office Equipment	\$13,000	\$11,187.28
Security	\$500	\$411.83
Bank Fees, Interest LOC, Credit Card Fees, VANCO	\$2,600	\$769.93
Misc, Mileage	\$800	\$246.32
UUA Fair Share	\$15,792	\$15,792.00
PSWD Dues	<u>\$6,204</u>	<u>\$6,204.00</u>
<i>Sub-Total</i>	\$175,778	\$157,122.92

Minister

Salary, Housing, Benefits, Prof Development,	\$90,940	\$90,107.95
Supplies, Staff Development	\$1,500	\$790.28
Canvass	\$500	\$376.38
Sabbatical Reserve		\$1,800.00
Outside Speakers	<u>\$1,750</u>	<u>\$1,850.00</u>
<i>Sub-Total</i>	\$94,690	\$94,924.61

Lifespan Faith Development (LFD)

Director, Ass't(Salary, Benefits,ProfDevelopment,Sabbatical Reserve)	\$44,740	\$43,959.84
RE Coordinator (Salary, Benefits)	\$22,940	\$27,069.64
Child care (Nursery, occasional)	\$5,396	\$782.40
RE Programs - OWL, First Friday, YRUU	\$1,770	\$2,777.81
Safe Sitter	\$275	\$-
AFD Course and program	\$1,205	\$1,557.17
Campus Ministry	<u>\$1,150</u>	<u>\$-</u>
<i>Sub-Total</i>	\$77,476	\$76,146.86

Music

Salaries, Benefits, Prof. Development*	\$19,499	\$19,841.16
Musicians	\$1,775	\$1,260.00
Supplies (sheet music)	\$700	\$442.67
Instrument Maintenance	\$400	\$145.00
Concerts	<u>\$700</u>	<u>\$569.24</u>
<i>Sub-Total</i>	\$23,074	\$22,258.07

*Minister of Music, Assoc Director, Accompanist

Community Life and Membership

CL Staff and Assistant (Salaries, Benefits)	\$41,854	\$43,947.00
Membership	\$600	\$278.28
Kitchen Supplies	\$1,000	\$1,171.76
Flowers, Memorial Serv, Friends Indeed	\$450	\$202.99
Auction	\$3,000	\$2,167.19
Sunday Lunch	\$5,000	\$4,992.04
Gallery	\$1,500	\$2,391.03
General Fundraising		\$15,463.26
Misc and Mileage	<u>\$500</u>	<u>\$289.30</u>
<i>Sub-Total</i>	\$53,904	\$70,902.85

Social Justice

No More Deaths		\$250.00
Food Bank, Homeless Hospitality	\$1,200	\$949.89
Green Group, Peace, Immigrant Rights, Econ Justice		\$686.00
NMD Wages		\$25,639.49
Share the Plate		<u>\$2,114.71</u>
<i>Sub-Total</i>	\$1,200	\$29,640.09

1st Endowment Loan; Principal = \$100,000 at 5% interest

\$417/month, \$5,000 per year

2nd Endowment Loan; Principal = \$100,000 at 5% interest

\$417/month, \$5,000 per year

07-08 loan from Congregationally Restricted Funds

Principal = \$40,000 at 5% interest; \$2,000 per year

08-09 loan from Congregationally Restricted Funds: 31,000

In 2009-2010 nothing has been paid in interest or principal on these loans.

Grocery Rebate Program

Marjorie Smith

Our Grocery Rebate Program total receipts has gone down by \$445 from the past year.

Our total rebate as of March 31 is \$4,547.62. The stores involved do not all gather information using the same time periods to send our rebates. The following, however, are those rebates received from the individual grocers within our fiscal year starting July 2010 thus far. The amount of purchases is identified by parenthesis: Albertsons runs May thru Jan. (\$835.20) - \$83.52 / Basha's thru Feb. (\$4,282.40) - \$256.94 / Frys which runs Feb. thru Jan. with a 6 month check in Aug. and Feb. (\$68,308.60) - \$3,415.43 / Safeway thru Feb. (\$68,749.18) - \$437.98 / Sunflower thru March (\$7,075.00) - \$353.75.

This program is at no extra cost to those who participate and their support is very much appreciated.

Transition Team for Lisa McDaniel-Hutchings, UUCT's Student Minister

The Transition Team provides Lisa McDaniel-Hutchings with support, challenges, and reflection on her journey to ordained ministry, while educating the congregation about the process.

Ministerial education and formation is a continuing process of study-action-reflection. This year Lisa has finished her last courses toward her Master of Divinity degree through Meadville Lombard Theological School! Work completed this year includes four intensive courses at Meadville Lombard [**Walking Your Talk** (communication skills for crucial conversations); **Ministry in a Post-Denominational Age** (studying 13 trends that will impact churches including UUs in the next years); **Professional Ministerial Boundaries**; and **African American History & the UUs** (about racism in our denomination's history)]. She also completed **Christian Church History** online writing a final paper entitled "Christian Church History and the Divergence of UU Theology" about the important places where what is now UU theology broke away from traditional Christian doctrine. Her final course online through Starr King was **Global Religious Traditions**, a world religions class.

For next year Lisa has arranged two simultaneous part-time internships in Phoenix—half-time with the congregation of the UU Church in Surprise and half-time with the non-profit interfaith environmental ministry AZ Interfaith Power & Light.

Submitted by Lisa McDaniel-Hutchings for the Transition Team:

Carol Evans

Michael D. Greenbaum

Kathy McDaniel

Rev. Rod Richards (UU Church of Southeastern Arizona, Sierra Vista)

Randall Springer, Chair

Lifespan Faith Development (LFD) - Kathleen Hogue

The **2010-2011** year was a journey into a new and exciting future for the Lifespan Faith Development program here at UUCT. Following the departure of Lisa McDaniel-Hutchings, I moved from a position as RE Coordinator for Children and Youth, to the position of Director of LFD. The past year has proven to be both challenging and rewarding with a combination of both change and continuity.

In an effort to keep the goals and vision of the program moving forward, the Religious Education Council and the Adult Faith Development Team came together for a meeting with Tera Little PSWD, Lifespan Religious Education Consultant. As a result of this day long workshop the participants in conjunction with Tera Little and Reverend Diane Dowgiert, the decision was made to create a new Council with a new title: Lifespan Faith Development Council. Why? We believe that everything we do at church is related to faith development.

Learning Experiences

Worship

Leadership

Community Building

Social Action

Combining the adult faith development team and the RE for Children and Youth Council will allow for more defined roles, less work on more people, transparency, and better communication. This new structure will begin for the 2011-2012 church calendar year.

Religious Education for Children and Youth

Currently our RE Program for Children and Youth is serving forty two families. We had a total of sixty two children registered in the program with average attendance of twenty five attending each service. These numbers are up from last year's totals of thirty four families, forty five registered and twenty three attending. Obtaining and retaining volunteers seems to remain an issue during these tough economic times and with increased work and family responsibilities. We currently have only ten volunteers working with our children and youth from preschool through high school. This led to more staff hours being used in the classroom.

Summer Program

During the summer months children in first-fifth grades learned about our Unitarian Universalist roots through our Movers & Shakers Program. Each Sunday children "met" a different Unitarian or Universalist (or Transcendentalist), and learned about their life, their passions and accomplishments, and their contributions to society and to our faith. Leaders ("Host/Guest") provided the program's content by relating the life story of a UU mover/shaker and how they lived their principles through stories and dramatizations, music and arts, games and activities. Children and Youth Middle School through High School participated in our Ministry Rotation Program. This program allows participants to become involved in the many aspects of the life of the church. Participants volunteered in the kitchen, the nursery, the classroom and in the sanctuary as ushers. The Ministry Rotation Program was facilitated by Kathleen Hogue and Mary Wiese.

Yearly Programming

Our program year began with community building in our UU Community Program. This program, though it has the same theme of building community in our children is constantly changing in content and presentation. This year the children from preschool through high school learned about art through sound and meditation. They also adopted plots of their own which are located outside the LFD office in an effort to make their physical community a better place and to learn cooperation skills. The last class in this section focused on creating a welcoming community to all. UU Community is such an important topic for our youth today that we are now having "All RE" Sundays about every six weeks that cover a community topic.

As usual we also had our RE Safety Sunday including a fire drill and popsicles for all. We hold these fire drills annually to increase awareness of safety issues.

Spirit Play

There has still been an increase in families with young children causing this to remain a classroom of growth. Volunteer teacher recruitment is still an area of concern. Due to family issues and other commitments we are still missing a teacher for this class. Thus far we have been able to cover the Doorkeeper role with use of occasional parent volunteers and our very versatile volunteer Jimmy Ranieri. Last year Margo Newhouse added stories to the program about friendship and life transitions. For this we added the curriculum DR. SEUSS AND UNITARIAN UNIVERSALISTS. These stories are fun and engaging. But even more important, they are based on life situations and experiences and give us a way to reflect, to talk about things that are part of our lives and apply them to our UU Principles and beliefs.

Primary/Elementary (1st-5th)

This year due to continued volunteer shortage we have once again combined our Primary (1st-3rd grade) class with our elementary (4th-5th grade) class in order to have necessary teacher/student ratios. In an effort to make the class more engaging for such a large age span, we have used Picture Book UU and We're on Our Way. Picture Book UU taught the children about their UU heritage in a fun and engaging manner. We're On Our Way is a program that teaches diversity using the topics of race, class, gender and ability.

Middle School (6-8)

This year we returned to Neighboring Faiths. This curriculum explores the diversity of religions in our world. Children, advisors and parents visit other faith communities and worship with them. They experience other traditions as they are practiced in our surrounding communities. The children clarify their values and beliefs in the context of Unitarian Universalism and an increased familiarity with the world's religions. This allowed participants to explore their own Universalist Identity and Beliefs and demonstrated the many Sources of Wisdom that our faith draws from. This class boasts the fact that it is the only class with a full teaching team!

Coming of Age

This program is offered every two years and this is the off year. Beginning in the fall we are anticipating that six to eight children will be participating in the program.

Young Religious Unitarian Universalists (YRUU)

This year has been even more challenging with the loss of three teachers. As a result, the class is being led by the LFD Director along with one volunteer teacher. In order to encourage and accommodate youth participation, we have experimented with different meeting times. The group now meets on Monday evenings. Highlights of the year have been the auction, participation in the alternate Wednesday evening service, co-teaching classes for the younger children and growing a vegetable garden.

Extended Family Worship (EFW)

EFW for the year included Water Communion, Blessing of the Animals, the Christmas Pageant MLK (Let freedom Ring), Purim, Easter, and the Service of Rituals. Many of these services included involvement from children, youth and teachers from the RE Program.

Childcare

Lynn Healey stepped down from her position as Childcare Supervisor. This responsibility fell on our Assistant to the LFD, Heather Reed. This has been challenging as Heather was only given one additional hour per week to do this job which is averaging about 2 hours of time per week. Heather has been in charge of all childcare requests that cover events during the week. She also hires the Safe Sitters and provides childcare during and after services on Sundays. Denise continued her role as the Nursery Supervisor, in charge of the Nursery during worship hours and providing childcare whenever requested. The Nursery provided a safe environment for young children to play while their parent (s)/caregiver(s) attended the church service. We now also have two other adults, Jimmy and Tammy, working with our Safe Sitters in the childcare department.

First Friday Parents' Night Out

First Friday Parents' Night Out was held every first Friday of the month from 6pm – 10pm in Blackwell. An adult and a Safe Sitter provided a safe and entertaining environment for children while their parents enjoyed a night out. First Friday events included playtime on the playground, a craft activity, a snack and an age appropriate movie. First Friday continues to be a self-sustaining program.

Religious Education Council

This committee continues to offer support to the RE program while it is transitioning into the new LFD Council along with the AFD team.

Members:

Heather Reed, OWL

Kathleen Hogue, LFD Director

Thelma Diaz –Chair

Margo Newhouse -Family Ministry

Poonam Bhola- Curriculum

Radka Hart- Curriculum

Paul McIlrath- Social Justice

Needs Filled- At Large

Needs Filled- At Large

Needs Filled- Secretary

Our Whole Lives (OWL) Comprehensive Sexuality Education

Our Whole Lives (OWL) is a series of sexuality education curricula for five age groups: grades K-1, grades 4-6, grades 7-9, grades 10-12, and adults. OWL is a comprehensive sexuality education program that focuses on accuracy, respect, and responsibility. Classes are led by specifically trained facilitators. These classes are offered in alternating years outside of Sunday school classes. This year we held classes for two groups: the 7th-9th grades and the 10th- 12th grades.

Adult Faith Development

These are just a few of our offerings throughout the year. A more complete list is available upon request.

Covenant Circles- Our Covenant Circles are now in their sixth year. They help people develop the skills of deep listening and deep sharing and promote bonding and fellowship among the members. We did not have two Sunday Covenant Circle groups this year due to a lack of volunteer facilitators. Interest in this offering remains strong however and we offered Sunday, Tuesday and Wednesday meeting times.

Exploring Spirituality as a Unitarian Universalist- The Sunday morning Exploring Spirituality group continued throughout the year with monthly themes, such as spirituality in daily life, spiritual practice, ancient sources of wisdom, spirituality and world community, science and spirituality, and transcendentalism. Attendance Averages 6-8.

Listening for the Spirit- Listening for the Spirit is a group for UUs interested in looking for and discussing elements of spirituality found within the context of modern literature. Average attendance 5 (Ongoing)

Men's Group- The Men's Group provides an opportunity for men to share their issues, concerns, and celebrations in an empathetic setting in which everyone can engage in supportive conversation about what is most central in their lives. Rick Meyer- Facilitator average Attendance 11 (Ongoing)

UU Christians- This discussion group is for those interested in discussing Christian ideas and concepts within the framework of Unitarian Universalism. This group has moved to Wednesday Nights following the Alternative Worship Service.

Drum Circle- this group continued through the fall offering a fun experience as well as the opportunity to explore one's creativity, improve wellness, build community, and enhance one's spirituality.

Yoga- This program promotes a more centered and peaceful attitude as you develop a new relationship with your body, mind, and spirit.

Principled Commitment: A Program for Unitarian Universalist Couples- A Tapestry of Faith Program for Adults *Melanie J. Davis Stephanie Haymaker, Ph.D. Craig Hirshberg, M.Div. Richard Bellingham, Ed.D.* Developed in response to Unitarian Universalist adults' desire to build strong relationships and our congregations' desire to meet that need, the eleven workshops of Principled Commitment provide avenues for growing in faith while nourishing committed partnership. Each workshop connects one of the Unitarian Universalist Association of Congregations' seven Principles with a broad principle, quality, or attribute that participants can cultivate in their relationship. This program had five couples attending.

Man from Magdalena - In November of 2007, Manuel Jesús Córdova Soberanes, a migrant crossing the border, rescued an injured nine-year-old boy whose mother had just been killed in an automobile accident in the desert. This event inspired *Man from Magdalena*, the story of a stranger who reveals himself as an angel in our midst. (October)

End of Life Presentation- Participants learned about the changes in our culture about death, Hospital communication/physicians and patients/patients' rights for medical decision-making, advanced directives & Living Wills Health Care Power or Attorney and more. Nancy Williams- Facilitator

Study Group: Challenging Corporate Power, Asserting the People's Rights- Participants gained a deeper understanding of the evolution of corporate ascendancy, a heightened awareness of the actual challenge to democracy We the People face, and knowledge about what corporate-based factors have been influencing or controlling the political process. Joyce Smith- Facilitator (10 sessions February-April)

Writing Workshops- This class uses writing prompts taken from the *A WRITER'S BOOK OF DAYS* a Spirited Companion & Lively Muse for the Writing Life by Judy Reeves. SHERRILL O'SHAUGHNESSY- Facilitator (February)

"Immigration as a Moral Issue"- This class is based on the UUA curriculum. It included offer two half-day field trips, one to the Federal Courthouse to witness an "Operation Streamline" hearing and talk to a Federal Public Defender, the second one (for those with current U.S. Passports) to meet with No More Deaths, their Mexican partner groups and migrants or just-deported immigrants at the *comedor*, a migrant shelter and other migrant aid sites in Nogales, Sonora. Participants learn about the underlying causes of human migration, the history of immigration in the U.S., the global economics of immigration, security, border enforcement and human rights, who benefits from our broken immigration system and what some of the solutions might be through the lens of "Immigration as a Moral Issue". Sessions run 3 weeks, Saturdays with 12 attending and 6 weeks on Thursdays with 41 attending. Leila Pine- Facilitator (February-May)

Annual Report: Membership and Community Life 2010-2011

Submitted by Mary Wiese, Membership & Community Life Administrator

Membership: The Membership Team is made of four members. The four members this fiscal year are: Myself as the paid staff person in charge; Judy Dare, Membership Chair, Cynthia McDaniel, and Rhonda Walker. The Membership team meets monthly.

Highlights from Membership include:

- Membership certified with the UUA at 292 members in February
- We have held three Newcomers Orientations and several New Member classes
- The New UU class was held in the fall and again in the spring. This five week class was well attended and enjoyed by the participants

New Members:

Julianne Blackwell
Beth Britton
Sandy Cochran
Malcolm Cochran
Eric Garrett
Manny Mariscal
Debbi Meyers
Daniel Poucher
Catherine Safford
Shannon Twilling
Rhonda Walker
Diane Worthington
Barbara Cunningham

Unfortunately, we also lost members this year. Several longtime members and friends passed away. We had some young families leave the state to be closer to their relatives, and we had some resignations from folks who moved to other churches.

Room Usage: Room usage has been very busy especially with internal usage. There was something happening at the church almost daily in the past year. It has sometimes been challenging to find space for the many groups and committees that have had requests. It has also been difficult to keep up with the demand for paper goods, especially toilet paper!

The Children's Center continues to be our greatest source of outside room rental income. We have a very collaborative working relationship with them. Many of our new church families have their children enrolled in the Children's Center.

Kitchen Ministry: Sunday's Together Lunches and Coffee Hour has a wonderful team this year that includes: Paul McIlrath, Judy Dare, Margo Newhouse, Becky Keys, and Rhonda Walker. There are many other devoted volunteers that also help on a regular basis. I continue to do the weekly shopping for the Sunday lunches, Coffee Hour, the Church Food Bank and other events such as the annual Auction, the David Johnson event, memorial services and Cabaret.

Church Food Bank: The demand for food bags from individuals and families in our community continues to grow. The Christmas Eve collection funds this community outreach program. Special thanks to Marge Smith for her tireless work sorting and stocking, and Josie, our office manager for handing out the food bags, and Jesus, who carries the bags to the office. They are heavy! I know because I do the shopping.

Homeless Hospitality: (Submitted by Erin Deely)

Membership and Community Life Assistant: Lynn Healy left the church last summer for a position with the Tanque Verde School District. Lynn worked 4 hours a week in this position. Heather Reed has replaced Lynn but is only working 2 hours per week. Heather has been a quick learner and she and I will be attending ACS training, which is the church data base we use, in Phoenix this spring.

BUILDING AND GROUNDS ANNUAL REPORT 2010 – 2011

The Buildings and Grounds Committee, (B&G) has gone through many changes in the past year. Barbara Tegethoff, passed away last April and had been the active leader of this committee for many years. Richard Brodesky stepped in the role of chairperson last June but resigned in January. Jeanna Jones has taken over the role of chairperson in the interim. I work as the ET liaison to B&G, and the staff person in charge of scheduling repairs and needed maintenance. Many things have been accomplished in the last year:

- Clean up days were held

- The handicapped bathroom in Goddard was painted

- A beautiful new bronze chalice designed by Mark Henson was hung in the Bell Tower

- The Memorial Board plaque was refurbished

- A new bench honoring Barbara Tegethoff was installed in the Memorial Garden and new trees were planted

- The screen in the Holland Sanctuary was repositioned for better viewing and the glass globes were moved

- We made improvements to our fire and safety codes including new exit signs

- Six dead trees were removed from the property

Worship Associates Program

A Worship Associates program is a special kind of shared ministry, in which the minister and associates challenge each other to offer the richest, most diverse, most thoughtful and inspired worship they are capable of. Worship Associates broaden and deepen the worship experience for the entire congregation through the sharing of their gifts and insights. Worship Associates work in partnership with the minister to lead the congregation in meaningful worship and work with guest speakers in the minister's absence.

The duties of worship associates include:

To work with the minister and guest speakers in developing a worship theme through choices of readings, music, and hymns.

To be present in the pulpit as assigned to present various elements of the worship service.

To coordinate with guest speakers.

To submit written order of service for lay-led Sundays.

Worship Associates make the following commitments:

2 years of service

Serve 3-4 Sundays a year

Attend Worship Associate Retreats 3 times a year

Maintain appropriate professionalism (preparation, training, appearance, appropriate attire)

Two Worship Associates retreats were held this year. At each retreat, planning is done for 4 months worth of worship services. Each retreat also includes training.

The following people have been trained as Worship Associates:

Cyndi Clements

Margot Garcia

Gilbert Moore

Leila Pine

Celeste Rogers

Bid Romans

Carolyn Saunders

Terry Sheridan

Walker Smith

Randy Springer

Report submitted by Rev. Diane Dowgiert

Friends in Deed Annual Report for July 2010 through March 2011.

The members are: Rosemary Axelrod, Reah Barrows, Darlene Mathews, Pat McDaniel, Bargie Robson, Byron Skinner and Reverend Diane.

This year we have:

Made hospital visits	5	
Taken people to doctor's appointments, etc	20	
After surgery care	8	
After deaths care	5-6	
Rides to church not go when the ride was attempted)	3	(we have tried others, but some could
Shopping	1-2	
Cards were sent to approximately	14	

If anyone is interested in being on the committee, please let one of us know.

Social Justice Reports

UUCT IMMIGRANT RIGHTS WORKING GROUP 2010-2011 ANNUAL REPORT

June, 2010—UUCT was the 2010 winner of the national “Bennett Social Justice Award” from the UUA, based on the work of the Immigrant Rights Working Group and its No More Deaths ministry. The award, presented at General Assembly by UUA President Peter Morales to Rev. Diane Dowgiert and Leila Pine, included a \$500 grant to be used for continuing our immigrant rights work. The Immigrant Rights Working Group voted to use the grant to order a large banner and as seed money for yard signs and T-shirts for the UUA “Standing on the Side of Love for Immigrant Families” campaign.

May 1, 2010—Participated in a protest march against SB 1070 with other faith groups and community groups, protesting racial profiling and the unconstitutionality of this bill.

May 29, 2010—March in Phoenix along with more than 500 other Unitarian Universalists, including UUA President Peter Morales, wearing yellow “Standing on the Side of Love for Immigrant Families” T-shirts.

Late June, 2010—We successfully lobbied at the UUA General Assembly (GA) in Minneapolis for the 2010 Congregational Study/Action Issue (SAI) to be “Immigration as a Moral Issue.” Walt Staton and Leila Pine helped the UUA to develop study and resource materials for UU congregations nationwide. The delegates voted to make GA 2012 in Phoenix focus heavily on “Immigration as a Moral Issue.”

July 28-30, 2010, Phoenix—Joined the National Day of Resistance Against SB 1070 in Phoenix, along with 150 other UUs from around the country. Nine UU ministers, including UU Church of Phoenix Minister Susan Frederick-Grey and UUA President Peter Morales, were part of a group of 84 people arrested for civil disobedience by forming a human chain across the garage entrance to Sheriff Joe Arpaio’s 4th Street Jail. All were released from the jail the next day. The rest of us held a candlelight vigil outside the jail that night, singing songs from UU hymnals.

December, 2010—Helped plan and organize a borderlands tour in January for the UUA Board of Trustees and UUs from four congregations in southern Arizona. Organized a trip to Federal Court House and presentation by lead Federal Public Defender on Operation Streamline. Organized trip to Nogales, Sonora, to tour sites where No More Deaths works and lined up five Spanish-English interpreters and four tour guides.

Also organized a trip to South Side of Tucson for presentation on the “We Reject Racism” campaign by Tierra y Libertad Organization and No More Deaths on deportation networks and support networks. Created database for local participants, assembled maps, street directions and numerous handouts for all those signed up for trips.

January 15-19, 2011—Organized home hospitality stays for UUA Board members, matched Board members as they arrived with their homestay hosts. Organized car pools for UUA borderlands tour to Mexico, Tucson and Amado.

Led a delegation of 41 UUA Board members and local congregation members across the border to Nogales, Sonora, and arranged for delegation members to speak with migrants and recent deportees about their life stories through five Spanish-English interpreters. Led a delegation of 37 people to TYLO offices, Court House and downtown Tucson the next day.

February 2, 2011—Monthly meeting of Immigrant Rights Working Group to plan a six-week “Immigration as a Moral Issue” class for congregation members. A record 54 UUs registered for the class, including four UUs from the NW church.

February 6, 2011—Sunday service on Immigration with Diane leading and Leila as worship associate.

February 13, 2011—Sunday service on Standing on the Side of Love (SSL) and presentation of “Courageous Love” awards to Cesar Lopez of Tierra y Libertad Organization and Sarah Launius of No More Deaths for their collaboration on “We Reject Racism” campaign.

February 15, 2011—Immigrant Rights Working Group meeting to continue plans for two Immigration six-week courses, one on Thursday nights and one on Saturday afternoons, with field trips to Operation Streamline and Nogales, Sonora.

February 24, 2011—First Thursday night class on “Immigration as a Moral Issue”. Initially 42 people registered; about 38 people attended.

February 26, 2011—First Saturday class on “Immigration as a Moral Issue”. Initially 12 people registered: about 4 to 10 people attended.

March 6, 2011—First Samaritans/No More Deaths joint training ever held at UUCT for desert humanitarian aid volunteers, from 2 to 5:30 p.m. in sanctuary.

March 9, 2011—Meeting of Immigrant Rights Working Group to plan Sunday service with Cesar Lopez.

March 13, 2011—Special lay-led service on “Building Community from the Ground Up” with Cesar Lopez of TYLO as guest speaker and Leila Pine as worship associate.

March 16, 2011—First Immigration class field trip to witness “Operation Streamline” hearings at the Federal Court House.

March 19, 2011—Immigration class field trip to Nogales, Sonora, to tour the Comedor (soup kitchen), San Juan Bosco migrant shelter, Grupo Beta and the Transporte (bus station) and to talk to migrants about their personal stories.

March 24, 2011—Second Immigration class trip to “Operation Streamline,” followed by a presentation by lead Federal Public Defender Heather Williams and an extended Q and A session.

March 26, 2011—Participated in the 10th Annual Cesar Chavez March from Pueblo High School to Rudy Garcia Park, carrying the new “Standing on the Side of Love for Immigrant Families” banner.

March 30, 2011—Premiere showing of the documentary “The Beast”, about Central Americans who risk their dreams, limbs and lives riding on freight trains across Mexico to find jobs in the U.S. Followed by presentation by the film-maker, Pedro Ultreras. Benefit for No More Deaths.

March 31, 2011—Sixth and final “Immigration as a Moral Issue” class.

April 6, 2011—Meeting of the Immigrant Rights Working Group to plan May 1 march and rally for immigrant rights and worker rights.

May 1, 2011—Will use new “Standing on the Side of Love for Immigrant Families” banner for the May Day march and rally.

2010-2011 Annual Report on No More Deaths Ministry

In the past year No More Deaths has:

Worked in collaboration with a Latino community organization in Tucson called Tierra y Libertad Organization (TYLO) to create the “We Create Racism” campaign, fighting unjust deportations of immigrants who have lived in the U.S. for 20 to 30 years, and whose spouses and U.S. born children depend on them for emotional and financial support. They were successful in letter-writing campaigns to Homeland Security to remove or delay deportation orders for the first three immigrant campaigns they worked on. They also hope to create family support networks for immigrant families left behind.

Won a Federal Appeals Court case for Dan Millis in which the court concluded that giving out life-saving sealed jugs of water for migrants in the desert is not “littering.” The prosecution then withdrew charges against Walt Station and 13 other humanitarian aid workers in No More Deaths, the Samaritans and Humane Borders.

Met with the Unitarian Universalist United Nations Organization in New York and presented a full report to the United Nations NGO Commission on Human Rights in New York about the NMD documentation of human rights abuses against migrants while in the custody of Border Patrol agents near the Arizona-Mexico border. Offered to arrange a border tour of Southern Arizona for the Executive Director of the UU UNO.

While in New York, NMD volunteers also met and started networking with Amnesty International USA and the UN High Commissioner on Human Rights, and was invited to send him copies of migrant complaints filed against Border Patrol agents.

Continued data collection and documentation of human rights abuses and began writing a supplementary report to “Crossing the Line”, to be published in the spring of 2011.

Accepted an invitation to send two NMD members, Walt (Emrys) Staton and Maryada Vallet, to do a presentation on No More Deaths for UUs at the May, 2011 Pacific Southwest District Assembly in Pasadena.

Hosted over 170 volunteers in its 2010 summer camp, including both college students and medical professionals. Hosted over 170 volunteers in its 2011 Alternate Spring Break camps and migrant aid stations in Nogales. Many of these volunteers have continued to organize within their home communities to raise awareness of the human rights crisis occurring along the US / Mexico border region, support local immigrant rights struggles and do national outreach and publicity for No More Deaths.

Obtained a second \$10,000 grant from the UUA Funding Program (for Social Responsibility) to expand its Abuse Documentation Project.

Trained members of O'odham Rights to provide tribal members with "Know Your Rights" training and information on how to deal with human rights abuses by Border Patrol agents occupying the reservation, as well as training on how to fill out complaint forms to be sent to the Department of Homeland Security. Offered to include a report by O'odham Rights members on human rights abuses against tribal members by Border Patrol agents in the supplementary report to be published in late April.

Began planning a second video focusing on forced family separations through lateral deportations by Border Patrol, and some sort of nationwide system of family support networks for immigrant families left behind in the U.S. when a breadwinner has been deported.

Kept water and supplies at the critical water drop points on the migrant trails and maintained the medical aid clinic near Arivaca throughout the winter.

Tucson Balkan Peace Support Annual Report for 2010-11:

Last summer we held our popular *Balkan Summer Film Series*. As usual, our films which range from all over the Balkans, Central and eastern Europe as well as Russia and the Caucasus drew interested audiences. In October, we met at Amber Polish Restaurant for a lunch and seminar on Central and Eastern European harvest festivals dating to prehistoric times. This event and the "Rites of Spring" event in March at this same restaurant have proven most popular with lively discussions. It has been a source of amazement how interwoven our traditions are. For example, this fall we noted in passing that the Welsh King Lear legend also has a Czech variation called "Salt." We think this may be due to the fact that the original inhabitants of Bohemia, the Celtic "Boii" tribe after whom Bohemia was named, are related to the Welsh. Our UU inter-related Web of Existence is in evidence at our Amber restaurant seminars!

In November, we hosted UA German Dept. Chair Barbara Kosta, who spoke about her book regarding Marlene Dietrich and the Weimar German film, as well as Dietrich's work with refugees in Hollywood. December found our group at the Arizona Inn for our holiday dessert and coffee meeting. We noted the excellent PBS documentary *Cinema's Exiles* that also takes up this period and the refugees from Europe during the Second World War.

In January we celebrated the humanitarian work of Greg Watson, who has helped Balkan states set up ways to foster individual civil rights. Greg reported that this starts with everyone agreeing on the definition of "rights," how much emphasis on individuality vs. community and whether economics are "rights" or not. In February, we hosted UA Russian Prof. Grace Fielder who spoke about her new translation of the Bulgarian comic classic *Bai Ganyo*. In March we had Rites of Spring lunch and seminar at Amber Polish restaurant. In April NW UU member Peter Bekskahazy will speak about Italy's influence on Balkan states. Peter is an ex-State Dept. consular official.

We held our usual monthly spring events, including In May we capped the school year with the **Annual Balkan Scholars for Peace Awards**. Due to our monthly collections, we have reached our modest goal for the cash award to the student. This year's candidates include some top talent in the Gr. K through 12 category. These scholars are the children of immigrants or refugees from the C., E. European, and Balkan states. We hope that many UUs will attend these awards to our three young students and thus encourage the achievements of the children of our Balkan refugee and immigrant populations.

Respectfully submitted,
Gloria McMillan
For TBPSG (Tucson Balkan Peace Support group)

Annual Report: Green Sanctuary Team 2010-2011

This year the Green Group changed its name to the Green Sanctuary Team since we tackled the Green Sanctuary process anew, as mandated in our Strategic Plan. To raise congregational awareness of environmental justice and tie this to our religious values, the Team led worship on February 27 and invited attendees to take the 40/40 Challenge, enlisting over 40 people to commit to one new sustainable practice of their choosing for 40 days culminating by Earth Day.

Engaging the “Assessment” step was challenging! We accomplished three major tasks to discover our baseline, the starting point for our Green Sanctuary process by identifying our current personal and congregational practices through:

1. an **online survey** open to the entire congregation about what sustainable practices they are already following and what energy and water saving steps they’ve already taken personally at home,
2. **interviews** with key committees in congregational life to discover what green and sustainable practices and procedures are already in place, and a pro bono **professional energy audit** by WellHome to assess the current state of each of our buildings and our energy usage. A report is expected by the end of April with suggestions for effective ways to improve our energy efficiency.

Based upon the assessments the Green Sanctuary Team, with the congregation’s input, will design a 12-project plan involving the areas of worship, lifespan religious education, environmental justice, and sustainability as UUCT’s pathway toward Green Sanctuary certification by the UUA.

Submitted by:
Lisa McDaniel-Hutchings, Chair

Church Community Group reports

The Alliance

The Alliance, consisting of women and men of all ages, is now 63 years old and has always been the main service organization of the church. It has conducted numerous fundraisers of its own to help furnish much-needed projects, such as carpets, drapes, clocks, Religious Education, air coolers, tables, chairs, sewer repairs, new roofs, and most recently, a new water fountain in Holland, door mats for Goddard, outdoor benches, hearing-assistance devices for use in Holland, and of course, its annual pledge to the church.

The fundraisers themselves, too numerous to mention here, have consisted of many bake sales, 29 rummage sales, 39 book sales, 40+ years of used magazine sales, and many years of hand-made jewelry and notepaper sales. All of these were accomplished with 100% cooperation from our congregation! Bless them!

The programs encompass speakers or entertainers from all walks of life, including, for 30 straight years, inviting the remarkable Sahuaro High School Chorus to sing at Christmastime – one of the highlights of the church year. Once a year we enjoy an outing of some kind: picnics, visits to museums, and visits to important organizations in town.

It is our intention to “keep on a-keepin’ on”, serving the church as long as we have breath! Come join us for fun and friendship.

Sincerely,
Marcia Schenck,
President for The Alliance

2010-2011 Artist of the Month Annual Report

Our mission statement: The Artist of the Month Gallery strives to bring high quality artwork to the walls of our sanctuary. We invite and encourage artists from a wide variety of media to exhibit in our gallery. Our goal is to enhance the religious experience of the congregation through artistic expression. Sales aid the overall church budget as we bring the attention of art buyers to very good, reasonably priced artwork.

The Artist of the Month Gallery Committee held a full year's worth of art exhibits on the sanctuary walls. They were:

Summer Show	UU Photographers
September 2010	Yun and Mary Ng "Philippine Life"
October 2010	Matt Mathews, "A Retrospective"
November 2010	QUUilters
December 2010	Southwestern League of Fine Arts
January 2011	Mary Theresa Dietz and Students "Discover your Inner Child Artist"
February 2011	Barbara deLosier & Petey Periale "Images from Nature: Collage and Pastel"
March 2011	Betsy Farmer and Nancy Polster "new FIBER ARTS"
April 2011	Ed Warner "A Tree Planted by Waters"
May 2011	Members and Friends Show

We continue to have each show, by name, artist, and media, with the opening dates, appear in Caliente of the Arizona Daily Star and the Gallery Section of the Tucson Weekly. The active and very able committee members are; Carolyn Cooper (contact with artists), Linda Garrett (scheduling), Sheryl Holland (publicity), Silke Hoffmann (labels, pick up postcards), Gloria Marks (getting paperwork from each artist, reception), Peggy McConnell, Petey Periale (receptions, chair substitute), Ed Warner (poster) and Margot Garcia (chair and back-up). Each committee member has an assignment and carries it out so that the whole effort flows smoothly. We were sorry to have the resignation of Mary Ng who returned to the Philippines. She had done a splendid job of publicity and contact with the artists.

The Gallery sold \$ \$2,975 of art from Apr 2010 to March 2011 netting the church \$ 932.77 after expenses.

Margot Garcia, Chair

Book Club Report

The Book Club meets in the Awareness Room on the third Thursday of every month at 7 p.m.

We try to choose a variety of books ranging in subject matter from contemporary to the classics, differing religious statements, political views, and novels.

We always have an informative, interesting and sometimes hilarious good time.

Bridge Club

The Bridge Club at U.U.C.T. has been in existence for at least 50 years, according to old-timers in the church. We met from 12:00 to 2:00 each Monday in the Awareness Room. There have always been more players from the community than from the church, so the club is a form of outreach. We charge \$1.25 per session and make a pledge of this money to the church each year.

We welcome players of all levels, providing they know the basics of the game. This is a convivial group which has resulted in many friendships and a few marriages! No reservations or partners are required; just show up. We play year-round and never cancel unless Christmas is on a Monday.

UU Quilters

The Quilters hVe been meeting every Wednesday since 1993. At that time Jackie Barnes was asked to form an adult education class and we have been meeting since that time. We have twelve members and are glad to welcome more at any time. An ongoing project is to make lap quilts for church members who are Ill. We also show our work at our annual show in November when quilts are hung in the sanctuary. Most of the quilts are for sale and the money is given to the church in cash or gift, such as concrete benches, help with the memorial garden, offering baskets, quilts for the Servetus Room and Goddard Hall, carpet and tile for the Awareness Room, and the banner hanging in the sanctuary. The banner goes to GA and other meetings.

We look forward every spring to our retreat to Portal, AZ. We first were invited to go at the invitation of Alice and Bob Chew and have continued this tradition for 11 years. We rent cabins in the woods and quilt as we watch birds and animals pass by. Gourmet meals Re prepared by Jackie Barnes and Rita Watkins.

If you can thread a needle or just want to check us out, come visit us in Awareness Room any Wednesday from 2 to 4.

