



UUCS 2022 Annual Congregational Meeting

Information

Sunday, January 8, 2023

12:00 noon – 2:30pm

This packet contains the following:

Tentative Agenda

Minutes: January 9, 2022

Reports from:

President, Minister, Treasurer

Program Staff and Committees

A second packet will follow with the final Agenda, a copy of last year's minutes (January 9, 2022) ballot information, instructions for voting, and the 2023 budget proposal. You will be approving the minutes from the 2021 meeting, voting on the slate for the Nominating Committee, the Board and finally voting to approve the proposed 2023 Budget. Thank you for reviewing this information, and for attending and participating in this important meeting.

**Unitarian Universalist Church/Surprise
Annual Congregational Meeting**

**January 8, 2023
12:00 PM (in person)**

AGENDA(Tentative)

AGENDA

Call to order	Sherry
Determination of Quorum -	Susie
Lighting of the Chalice and Remembrances	Sherry/Sam
Minutes of the 2021 Annual Meeting – 1-09-2022	Susie

REPORTS/INFORMATION

Minister's Report	Sam
President's Report (Goals for 2023)	Sherry
Treasurer's Report for 2022	Jan
Pledge Update	Janet
Ministerial Search Committee Report	Juliet/Brent

NEW BUSINESS:

Report from Nominating Committee Chair	Maggi/Reggie
Congregational Vote	Brooke
Motions from the floor –	
Nominating Committee -	
Board Members -	
Introduce the Board/Nominating Com	Sherry
Presentation of the Proposed 2023	Janet
Operating Budget /Vote (Motion from the Floor)	
Recognition of Volunteers	Sherry
Volunteer of the Year Award	Brooke

CLOSING:	Sherry
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January 9, 2022
Minutes of UUCS Annual Congregational Meeting
For Year 2021

Present: President Sherry Robinson, Vice President Brooke Gaunt, Treasurer Margaret Leahy, Secretary Susie Cole, Interim Minister Sam Schaal, Trustees Patricia Balfour, David King, and Liz Thomas

The meeting was called to order at 2:03 p.m. Sherry Robinson lit the chalice. Reverend Sam Schaal read the Roll of Remembrance of the congregants who passed away in 2021. It was determined that a quorum was present at the meeting. After voting procedures were explained, the minutes from the January 8, 2021, annual meeting were approved (Yes- 38 poll, 6 in person, 6 in chat; No- 0; Abstain-6 poll).

Reports/Information:

Sam sent out his **Minister's report** prior to the meeting. He is pleased that we are now fully staffed with the addition of Paul Yoder as Music Director and Judy Gilmore as Congregational Administrator who join Lisa Lawrence as the newly titled Director of Family Ministry. Lisa is in her 11th year serving the congregation. Sam has been trying out new things, particularly in the area of ritual, using experience he has garnered through working with different congregations. He is particularly pleased with the work in membership and outreach and the participation of the youth and families in community events. A lot of what is going on now is providing the invisible infrastructure to move forward as we start our search for a settled minister.

Paul Yoder said he is looking forward to serving the church as Music Director. He is anxious for the Board to give the green light for the participation of the choir in the Sunday services.

Lisa Lawrence reported that, because of Covid, she is still providing children's education on multiple platforms. She is adapting the new curriculum for our use. She has an active teen group that has participated in the Pride Parade and the Surprise Winter Carnival. They will soon join others in the congregation at the Surprise Martin Luther King celebration and volunteer event. Family events coordinated by Lisa include a Spring scavenger hunt, fall trunk or treat and the annual holiday play. Along with her new title, Lisa has a desk and office space she shares with Paul. She will be looking for new opportunities under her new title at events such as Pastoral Care for Religious Educators.

Sherry sent out her **President's Report** prior to the meeting. Rather than repeat all the activities in the report, she just commented that there had been a lot going on with adjusting to Covid, Terry and Kathryn retiring, bringing on Sam, Paul, and Judy. All the committees have been very active getting up and running again. She thanked all the committee heads and members: the sound crew, Lois with building and grounds, the King's and Berta with hospitality, Joan, and Sharon with pastoral care, MaryAnne with the library, Maggie Mahan with the choir and music program,

Juliet with Questers, Suzi with stewardship, Tom with social justice, Sharon and Mary Ellen with ushers, Nancy with greeting, Amy with worship associates. She gave a special thanks to Brooke for the selection and installation of the new management system, Breeze.

Margaret sent the **financial reports** prior to the meeting. Final numbers for the year 2021 will be known when all financial reports and transactions are received. Margaret said it has been an honor to serve as Treasurer. The final report will show that in 2021 revenues will exceed the expenses by about \$9,000, which is better than last year. This is due to several factors, including the forgiveness of the 2021 Payroll Protection loan, timing of new hires and timing of receipt of funds. Margaret thanked Bob for his help with investments, Suzi for the stewardship work and Sally Thomas for her weekly help.

Suzi Walling reported on the 2021 Stewardship campaign. She thanked her committee for all their work. The 2021 goal for pledges was \$201,000. Revenues from pledges, cash donations and memorial bequests totaled \$220,649. There were 133 donors and 81 pledges. In 2022, the Stewardship Committee jumped in sooner to work on the \$225,000 budgeted pledges. She was pleased to report that we have received pledges totaling \$122,005 as of this meeting - well above last year's pace.

The reports were approved as submitted.

New Business:

Steve Calkins reported on the work of the **Nominating Committee**. He presented the slate of nominees for the next Nominating Committee:

- Reggie Johnston – 2nd term
- Maggie Mahan – 2nd term
- Cheryl Garrett – new member
- Glen Grant – new member
- Rich Manalis – new member

Mary Anne P moved, Claudia Y S seconded, and the congregation voted to approve the slate (Yes-42 poll, 6 in person, 4 chat; No- 1 poll; Abstain- 0).

Steve presented the slate of nominees for the five open Board positions:

- Sherry Robinson, President – 2nd term
- Brooke Gaunt, Vice President – 2nd term
- Janet Murphy, Treasurer – 1st term
- David King – 2nd term
- Liz Thomas – 2nd term

It was moved and seconded, and the congregation voted to approve the slate (Yes-42 poll; 6 in person; 5 chat; No-1 poll; Abstain-0).

Sherry introduced the new members of the Nominating Committee and Board and thanked the returning members. We are working to define the duties of the Treasurer, so it is not such a large time commitment.

Presentation of the **2022 Operating Budget:** Sherry prefaced Margaret's presentation of the budget with some observations. She pointed out that this is a budget of hope and energy. We are putting it at the 2019 budget level, before Covid. We have the same level of staff. We have added some programs such as solar check and repair and sound system. Much of the increase came from services we do not have control over. Our landscaping system is on its last legs. Just before the final budget proposal was sent out, we were informed that Lee Ormsby bequeathed us a sum in her will. Using some of this money will allow us to forgo transferring funds from reserves. Margaret answered some questions about budget line items. Juliet said she is used to seeing a Mission line in budgets. We do not show much budget support outside our community. Sam pointed out that we provide more people than money to outside causes. Maggie pointed out we coordinate for individuals to contribute to entities like the Homeless Youth Connection and Valleyview Foodbank. Collectively, we provide a lot of financial support outside our church. Brooke pointed out that our Share the Plate was put on hold during Covid. Suzi thinks we need to ramp up our social justice work and organize on an ongoing basis. People need to get involved. Suzi said UU Santa Fe has a good model.

Maggie moved, Suzi seconded, and the congregation voted to approve the 2022 Budget as presented (Unanimously yes by congregation).

Brooke announced that the **Volunteer of the Year Award** was presented at the end of the Sunday service to Maggie Mahan. This was in recognition of all the work she did in 2021, keeping the music program going, keeping the choir together, serving on the Interim Minister selection committee and the Music Director selection committee. Brooke noted that we appreciate all our volunteers and all the hours they devote to the church. Maggie thanked everyone for the honor. She also honored Lee Ormsby for her smile and enthusiasm and her gift to the church.

The meeting was adjourned at 3:12.

Respectfully submitted,
Susan Cole, Secretary

REPORTS FROM PRESIDENT, MINISTER AND TREASURER

President's Report

Sherry Robinson

Greetings and Happy New Year. This has been an exciting and interesting 2022; anxiety producing when choosing our Ministerial Search Team, comforting to see our members and friends returning, exciting to welcome many new friends and visitors to our faith community and gratifying to know that we are on the downward slope of our journey through transition from retired minister to new settled minister.

We have shared new experiences this year. We had good participation in Gay Pride weekend both in the parade and for the first time at the festival thanks to Mary Ellen Baker and Sharon Stegmann. There was active involvement in this year's UUtheVote making sure our democracy continued and strengthened here in Arizona- thanks to the energy and encouragement of Michael Piper. Our attendance at services is increasing, which leads to additional members thanks to the persistent and detailed attention provided by Libby Christianson. Our facilities management is improving steadily, thanks to the combined workings of Frank Thomas, Jim Gaunt,, Steve Shanklin and Judy Gilmore. (Check out the Building and Grounds report).

I do not need to report on all the activities and accomplishments of our programs and committees as each has submitted information for the Annual Report you have received. They have taken the time to share with us, please take time to review what they have shared. The leadership of our committees and programs is focused and strong as you will note by how involved these groups have been and what they have accomplished. They all deserve our grateful thanks.

The energy put into our committee work, our worship services, our choir, our Children's RE activities and our social events demonstrates continued interest and support in our faith community. We have been fortunate – we have had many memorials, but we have also had new member Sundays, a marriage in our membership and even a baby dedication. We should be proud - our community is coming back to life with current and new members committed to moving forward. I certainly am!

This has not happened in all UU communities in our state. Some have come back more slowly and some not at all, We have been given a special opportunity to reach out to those searching for a new faith home; They have suffered a loss and we are fortunate that some who were searching have chosen to join us. They bring new energy and new gifts to share, and we know we will be better for having them with us. Honor their presence, comfort them in their loss and welcome them into the safety and warmth of our community. We are so glad you are here,

Goals:

I have goals for this coming year – my last- goals that I made when I accepted the Office and before Covid struck and we had to wait. There are many and we will not finish them all ; however, together we can start to focus on those that will help us in continuing to grow our congregation.

Together I see us continuing to nurture the interaction that happens when we are together and to cultivate new ideas and to encourage multi-generational activities. *Together* I see us completing our transition with the successful calling of a new Settled minister. *Together* I see us working to become financially stable so we can enhance our physical environment to create a more attractive and welcoming atmosphere . AND *together* I want us to choose a name that better represents who we are now or who we want to become. If you are ready – so, am I!

On behalf of the UUC Board, I want to express our sincere thanks for the cooperation, assistance, support and trust we have received this year. It continues to be a joy to serve this community and to now watch it blossom. We (the Board) will continue to do our best to support our movement forward and we will carefully guard the trust you have given us.

Minister's Report

Rev Samuel Schaal

It's been a productive year! UUUCS is a congregation growing in energy, expectant about the future, ready to move forward with creativity and a sense of adventure. Some highlights of our work this past year:

Staffing: Congregational Administrator Judy Gilmore began Jan. 1. Director of Family Ministry Lisa Lawrence continues after more than a decade of managing religious education for children and youth. Music Director Paul Yoder resigned Nov. 15, two weeks short of his first anniversary. Church members Maggi Mahan and Mary Anne Poggenburg then stepped up to continue the program. Going forward, Maggi continues as the volunteer Acting Music Director, delaying hiring of an ongoing music director until your new minister is settled in the fall of 2023. This gives your new minister a voice in the search to build the staff team, and lets the congregation take a breath in the music program to get perspective and move forward creatively.

Worship: We've continued to develop new worship experiences such as water communion for fall ingathering and the first child dedication in over a decade. The possibilities in creating a more diverse music program is promising. I'll soon introduce conversations on evolving how we do joys and sorrows in a way that's more welcoming to newcomers and fitting for a larger worship experience.

In-Reach: To help newcomers as well as those more established find a connection point in the congregation, we have started a Covenant Group as a beginning of growing more.

Outreach: We had a larger presence at LGBTQ Pride in Phoenix, hosting a booth and being in the parade. As minister of the congregation, I now have a seat at the council of the local Arizona Interfaith Movement. This gives an opportunity for your new minister to have immediate connections in the interfaith community, continuing a tradition that Rev. Walt Weider started decades ago.

Deaths: We honor those connected to the congregation who died in the previous year since the last Annual Meeting. All were members unless noted otherwise:

Joe Schulze (family member), -March 31, 2022

Caryl Mroczek- Sept. 1, 2022

Denean Mitchell (Former member), Nov. 1, 2022

Betty Roberts- Nov. 3, 2022

VR Abrahamson-Nov.20, 2022

John Marshall -Nov. 21, 2022

What about the future? The energy and spirit are good. UUUCS has welcomed many from the former West Valley UU congregation who bring new ideas and experiences. Our community of

young families is growing, enlarging our family ministry. In-person attendance is good, perhaps better than some other congregations in these challenging post-Covid times.

Energy and good spirit are not enough. How to funnel this energy so it provides seeds for growth? How to facilitate good process, increase vision and a sense of mission? The Board and I are entering conversations on evolving the governance structure into what's considered a *program-size* congregation as opposed to the smaller more informal *pastoral-size* structure. This isn't rebuilding leadership structure, but articulating boundaries, connections, roles and accountabilities.

All this is seeding growth of the congregation, not necessarily in numbers but in vitality of programming, depth of ministry and outreach to the community. The congregation has the opportunity to not be merely the UU church in Surprise, but a community of Unitarian Universalists *serving* (not just residing) in the wider Sun Valley. The world needs our Living Tradition. This part of the Phoenix area needs you.

Treasurer's Report

Janet Murphy

Since the 2022 books remain open until mid-January, these numbers are preliminary. A final document will be available following the February Meeting.

At this time our financial records show:

Total Expenditures of \$286,023.73

Total Revenue of \$292,312.53

This shows a net positive of \$6288.80

Some important notes for the year 2022:

- We received a gift of \$20,039.54 from the estate of an anonymous donor. There was no designation to a special use so the Board agreed to put it into general operating funds.
- The Investment Committee members chose to move our two brokerage accounts from Vanguard to Fidelity in May. This affords us better flexibility in monitoring and moving funds. There is a more detailed Report of our holdings included in this packet of information. (Check Finance and Investment)
- The Finance Committee is again operational and has met four times this year. Their charter was approved by the Board. A major project of two members is to analyze the expected expenses for the next ten years so we are proactive and not reactive on major capital repairs and replacements.
- We linked 4 of our email addresses through our website domain to increase security and professional appearance.
- We purchased new computers for the Congregational Administrator and the Director of Family Ministry and received the donation of a laptop for the social hall from a member of the congregation. All computers have virus protection

- An independent contractor wired the office area and connected the computers, the newly leased printer in the front office and the HP copier in the workroom.
- Margaret Leahy served as our previous treasurer and spent enormous time as a volunteer doing all tasks connected to finances. I fortunately have help; Mary Ellen Baker, Judy Gilmore, Margaret, Sherry Robinson, and “our counting team” are all important members in our financial processes.

OF NOTE:

- Please check your quarterly statements that we now send by email. Errors sometimes occur and we appreciate hearing about inconsistencies as soon as possible.

Nominations Report:

Maggi Mahan/Reggie Johnston

Committee Members: Glen Grant, Cheryl Garrett and Rich Manalis

The committee is made up of five congregants who serve one year (1 term). Each can be reelected and serve a second term of one year. We do not meet on a regular basis; however, meetings are called when positions need to be filled on the Board or the Nominating Committee. Our responsibility is to recommend candidates to the Board of Trustees and the Congregation.

The committee work has been reduced somewhat this year as the board and nominating committee operated without changes. However, in October we began the process for changes beginning in 2023. Two board positions and two nominating committee positions expired.

For the Nominations Committee: Maggi Mahan and Reggie Johnston will be ending their terms this year and Cheryl Garrett, Rich Manalis and Glenn Grant will be returning for a second one-year term. The remaining two open positions recommended by the Nominating Committee are Claudia Yaeger-Smith and BJ Martindale. These candidates have been approved by the Board of Trustees and if approved by the Congregation, will begin their term in 2023 along with Cheryl, Rich, and Glenn.

For the Board of Trustees: Only two board positions expire this year. Patricia Balfour has completed two full terms of office and will be leaving the Board to participate in other activities of the Congregation. Her presence on our Board will be missed. The second position is our secretary – Susie Cole and she is open for a second term, and willing to stand for reelection. The new Trustee recommended by the Nominating Committee is Emily Whitman, a new member of our community but one with experience, knowledge, and enthusiasm. Sherry Robinson, Brooke Gaunt, Liz Thomas, David King and Janet Murphy will continue in the second year of their term. Your Ballot information will be sent later this week.

STAFF AND PROGRAM REPORTS

Family Ministry:

Lisa Lawrence

My role as Director of Family Ministry oversees the educational and spiritual needs of young families while helping them fit into the greater church community. This year's highlights fall into three distinct categories: the classroom, special projects, and social events.

The classroom continued to be presented both in-person and via Zoom for families who had not yet returned. Last season we used a combination of curriculums throughout the year starting with Soul Matters and ending with a Tapestry of Faith class called "World of Wonder." This season, class is all in-person, and the curriculum is called "Navigating the UU Universe." With our current increase in students, we will now be able to divide our classroom into more appropriate age groups. My preschool assistants have received the new job title of "RE Teacher Assistants" since they have been consistently teaching in multi-age classrooms and assisting elsewhere as needed. They also now receive babysitting certification training as a safety requirement.

I spend my summers on special projects and planning. This past summer I organized our participation in UUJazz's Biodiversity Sunday Community Art Project. The art we created was sent and displayed at General Assembly. Next, I created a curated, resource library to assist families with life's many mental, physical, and spiritual developmental stages and challenges. The Family Lending Library resides in a bookcase right outside the nursery and contains over a hundred titles related to various helpful topics, including UU Identity. Finally, regional DRE's and I began planning a multi-age-level "Our Whole Lives" facilitator training for this coming March. OWL is a series of sexuality education workshops for children through seniors. UUC Surprise will be sending two participants to be trained to teach 7th-9th and 10th-12th grade O.W.L. and one participant is being sent to be trained to instruct adult and senior O.W.L.

Lastly, it was a joy to be able to plan, organize and assemble for various in-person family friendly gatherings. During 2022, Family Ministry organized: the White Tanks Cookout, Eco-Olympics, Easter Egg Hunt, an Ice Cream Social for the stewardship committee, Trunk or Treat, holiday potluck and the presentation of a "some-what-traditional" holiday-service called "Would You Like to Hold the Baby".

Music Ministry:

Maggi Mahan(Acting)

As Covid-19 infections began to ebb, the UUUCS choir resumed singing for services early and a full schedule was reinstituted in October 2022 under the leadership of Music Director Paul Yoder. We

celebrated Martin Luther King, Jr. Sunday by inviting Jimmy Boyd to play for our Sunday services. His gospel renditions were exhilarating.

Linda King joined the Music Program as accompanist in late fall 2022. In late October, members and friends of UUCS contributed their musical talents to the Coffee House sponsored by the Stewardship Committee. And the choir members sang for Joe Schultze's memorial service in the late spring.

Paul Yoder resigned from his position as Music Director in late November. As chair of the Music Committee, Maggi Mahan stepped in to guide the choir through the holiday season. Rosemary Schroeder became our second accompanist in December 2022, only to have to resign soon afterwards due to severe back problems. We currently have one paid accompanist and are actively seeking a second .

As we enter 2023, Maggi Mahan has picked up the mantle and offered to continue serving as the Acting Music Director, until such time as more permanent arrangements can be made.

GOALS for 2023

1. Enhance the music program by inviting members and friends to contribute their musical talents to Sunday morning services.
2. Hire outside musicians, as appropriate, to provide Sunday morning service music as well as additional concerts.
3. Collaborate with the Stewardship Committee to promote musical events aimed at raising funds for UUCS and community charities.

COMMITTEE/TEAM REPORTS

PHYSICAL CAMPUS

Aesthetics:

Carol Calkins/Priscilla London

Committee members: Joye Melby

Statement of Purpose:

The Aesthetics Committee's purpose is to enhance the appearance of our building including sanctuary, social hall, classrooms, offices, and multipurpose rooms. In the sanctuary we want to create a meaningful place for worship, in the social hall a warm and inviting place of inclusion, in the classrooms a place that encourages learning and in the offices a place where staff enjoys their work environment.

Work of the committee:

The Aesthetics Committee was just recently chartered under the direction of President Sherry Robinson and the board. Up until now the aesthetics were managed by various volunteers, but primarily one person who had skill and interest in decorating the church. It is felt that in the effort to build community we needed a chartered committee to oversee aesthetics at UU Church Surprise. By having a committee, we will be able to involve more people and get a greater representation of what the church community is all about.

The committee's first efforts were in December 2021 to decorate the church sanctuary, using the stored decorations for the holiday season. This year we will try to expand the decoration to represent more holidays than just Christmas.

The second work of the committee was to declutter and rearrange the social hall. Old cabinets and bookshelves were donated to charities, furniture rearranged, and new table covers ordered. The memorial plaques were moved to free up room on the entry to the sanctuary wall. The committee hopes to create an inviting entry into the church that will appeal to a wide range of people and make a good first impression, but also be a space where other committees such as Questers and Social Justice can highlight their work.

The Aesthetics Committee is working on these long-term projects:

1. Painting the social hall and Offices
2. Hanging artwork that is inclusive of diverse cultures
3. Replacing flooring in social hall and offices
4. Working with staff in to update the look of their workspaces

Projects may have to wait until we have a settled minister, and more financial wherewithal.

Goals of the committee are:

1. To complete the above projects in a way that builds community.
2. To complete these projects in a timely manner staying within our budget.
3. To increase the size of the committee by at least one member.

Buildings and Grounds:

Judy Gilmore/Sherry Robinson

Work Crew: Frank Thomas, Steve Shanklin, Jim Gaunt, Lynn Melby and Jeff London

Buildings and Grounds has been almost a full year without a co leader leaving the work in the hands of our Congregational Administrator, Judy Gilmore. The team has a 4to 5-member crew

that does much of the work that can be done by volunteers, and they have been kept exceptionally busy this year. We also work a great deal through vendors with our annual inspections and required service calls maintaining our building and equipment.

For the first time our Congregational Administrator , Judy Gilmore has assumed responsibility for coordinating with our vendors for required services and inspections and also for notifying them when there is an issue. She is also managing our landscape work and the building housekeeping with both contracted staff. She has scheduled all vendor work including the care of our building when it was defaced and has been diligent about maintaining the equipment in our building. We, Judy, the crew, and I, have had our hands full this year with different projects which are listed below.

We have accomplished the following repairs thanks to the work of our volunteers:

Frank Thomas spent endless hours repairing the fountain in the Memorial Garden and the drinking fountain in the Office area. He was also "johnny on the spot" when we discovered the hot water heater in the Office closet had given way. He not only removed it, but he found the new one and then proceeded to install it.

Jim Gaunt and Steve Shanklin spent their work hours replacing light bulbs around the building over doors including the alcove at the front of the building and in the Bollards on the Patio. Steve built and installed the second banner frame at the north entrance and replaced the banner that was defaced. Jim painted the wall of the building (during the monsoons) to cover the "hate speech" left by our vandal. Jim was also successful at resolving the lighting issues in the sanctuary. We have just one more step to take to be done.

Along with the volunteer work we also had professional in to replace the lettering on the front Monument, pave over the parking lot , install and configure Judy's new computer, hardwire the office areas for more efficient use of the HP printer in the workroom and the new Toshiba Copier in the front office. We also hired out the replacement of the window in the minister's office that was damaged in the vandalism incident.

And finally, we have set up a new contract with Lee Collins to provide a service for our HC & HVAC including the exchange of filters. At a significantly reduced cost per year. And we have a member – Darnell Kirksey , who is caring for the Memorial Garden keeping it clean and free of bird droppings and other trash.

We have been a team Judy and I, and it has been such fun – however; I do not want to continue next year so if there is someone who is willing to work with a superb co-Chair (Judy) and help coordinate the volunteer work on the building – it would be very much appreciated.

Goals 2023:-

1. Replace the irrigation system
2. Update and service the Security Cameras for more efficient monitoring

MEMBER SUPPORT AND SERVICES

Lay Pastoral Care

Barbara Hughes/Sharon Beard

Committee Members: , Reggie Johnston, Liz Thomas, Darnell Kirksey, Marilyn Schulze

This committee was formed to aid the minister to staying informed of the status of the congregational members and assisting the minister in contacting or visiting members who are ill, recovering from surgery or have had a death in the family.

We currently have 8 members, plus the minister, and meet monthly from September through May. Last year we began sending out birthday cards to members, working in coordination with the Membership Committee. We are considering sending out holiday cards this year, and we will make that decision at our December meeting.

2023 Goals

Since we got a late start this year and did not have our first meeting until November, we have not yet settled on our goals for 2023. Much of what we do will be ongoing, regarding staying in touch with members who need a phone call, card, or visit. We are going to explore how to make it easier for members to contact us and to advise them of community services which are available for them to use. . We have also been asked if we could look to find transportation possibilities for those who are unable to drive to services.

Library

Mary Anne Balzer

Committee: Mary Ellen Fosket

Library plans continue to include growth of involvement with the newly settled Minister and with Church partner committees/groups. I envision a return to sermon topical book displays presented in coordination with Minister's Sunday Sermon topics. I wish to return to these monthly. Also, I hope to expand Library support to partner committees/groups to help increase topic visibility and add the reading aspect for congregation consideration.

I plan to continue yearly adding about a dozen new printed books to the collection, so the congregation has access to the most up to date print material of topical interest, which is also the highest rated. This is free access to all members and friends.,

In addition to book displays explained in the first paragraph, I plan to continue to offer new books for congregation display following purchase. I also look for additional ways to display and offer these books, with ease for the congregation in mind. I have this season added a topical table in the library. In addition, new books are featured on a display shelf

for the full church winter season. Book purchase suggestions from the Minister are welcomed and purchase will be fulfilled as budget allows. These recommendations will be displayed with new books and designated as the Minister recommended.

In addition to the above, I plan to continue The Monthly Book Report column in the Church newsletter. I prioritize the new added books first. The past year of newsletter columns is printed and included in a folio on the library table. I will also continue to maintain a welcoming space for reading browsers. I enjoy aiding this with both holiday seasonal and yearly theme decorating.

Another way I wish to raise Library visibility is to add an adjunct badge to my name badge. A badge reading 'Librarian' would ease intro to new members and friends and serve as a reminder that I am always available to my congregation.

Membership

Libby Christianson

Committee Members: Judy Reynolds, Carol Calkins, Ray Mahoney, Lee and Mary Jane Askern, Rev Sam Schaal

Statistics:

Members to date: 129 Friends to date: 28

Visitors since January 2022 - 56

Visitors transitioned to members since January 2022 - 13

New UU Class attendance – 12 (Spring and Fall)

Activities:

Assisted in Two New Member Sundays May and November

Submitted article about Eco Olympics for local newspaper April

Sent Membership Anniversary Recognition letters to members

Worked with Brooke to reclassify profiles of people no longer participating at UUCS in Breeze

Goals 2023:

1. Continue to welcome and track visitors and encourage them to become members.
2. We are seeing visitors from West Valley UU(a sister congregation that recently closed) and hope to be able to welcome more of these individuals into our community
3. Remake our name badges in-house starting December 2022. Cost approximately \$3 per name badge. This will allow us to make them quickly for less money. Previous cost \$7.50

4. Add 2 members to committee 2023.
5. Create automatic email to recognize Membership Anniversaries, and continue to collect birthdays of members/friends for birthday recognition.

The community has come back to life this Fall and it has impacted the number of visitors joining the church. A recent survey and comments from new members confirm, "we feel welcomed." This is in part because of Membership Committee efforts and because many UUCS members are welcoming visitors inviting them to chat on Sunday mornings and at classes and activities outside of Sunday morning. The Membership Committee looks forward to developing a relationship with our new settled minister when they arrive next summer.

Music Committee:

Mary Ann Poggenburg

Committee Members: Maggi Mahan, Patricia Balfour, Jim Gaunt, Lynn Melby, Rev. Sam Schaal ,non-voting ex-officio .

This is a newly developed committee created to assist the Music Director in designing and implementing a Music Program to meet the needs of our congregation. During 2022, this committee met 5 times to:

- Complete a charter for the Music Committee, in order to identify responsibility and define the scope of work for the members.
- Research copyright licensing options and submit a Streaming Policy to the Board which included obtaining a license from Christian Copyright Solutions and creating a position of Permission Monitor within the Choir,
- Coordinate with the Covid Task Force and Choir Members to resume rehearsals and singing in February/March and again in September/October of this year,

We said goodbye to our dear, longtime friend, and accompanist, Connie Jarhmarkt. Maggi assisted with the hiring of a replacement accompanist, Linda King. And then the committee assisted in hiring a second accompanist, who has had to step away due to health issues.

We have recommended a list of responsibilities for our Music Librarian to the Music Director and will follow up to assist when needed. And finally, we coordinated singing at two memorials.

Goals for 2023:

The Music Committee plans to:

- Propose modifications to the Music section of the UUSC website,

- Determine what level is needed for the Music leadership Position
- Propose modifications for the leadership job description to Minister,
- Assist in the hiring process of an Acting Choir Director to fill-in for the Winter/Spring of 2023 or until the search can begin for a permanent Music/Choir Director

Adult Education: Questers

Juliet Gustavson

Committee Members: Carol Calkins, Darnell Kirksey, Joye Kohl, Jeff London

The purpose of the Questers (Adult Education Program) Committee is to serve as the leadership team for visioning and implementing an adult education program that affirms and promotes our 7 Principles, particularly Principle 3 – Acceptance of one another and encouragement to spiritual growth in our congregations and Principle 4- A free and responsible search for truth and meaning.

QUESTERS 2022 OFFERINGS

During 2022, with Covid restrictions lifted, we were finally able to schedule in-person offerings. We continued to promote the ongoing, self-sustaining programs that include the Men's Group, the Women's Group, Insight Meditation, BUUK Circle and the ongoing Hikes.

January's first offering, back by popular demand, was Rich Manalis's "How I Do What I Do," during which Rich shared his love for photography. The popular "Arizona Native American Tribes" presented by Rick Wambach drew forty-five participants. "I Believe: Create Your Own Credo" culminated with several participants sharing their credos in worship. The perennial "Great Decisions – U. S. Foreign Policy" was held via Zoom in February and March. Also, in February, Rev. Sam offered the UUA Tapestry of Faith "What Moves Us" class. In March, Rich Manalis led "Editing Your Mobile Device." April began with Janine Geisinger facilitating UUJAZ Transforming Hearts' offering "Trans Inclusion in Congregations." Libby Christianson led "Living Sustainably" in April.

After the summer break, Rev. Sam led a half-day seminar "Seven Stages of Money Maturity," a workshop on understanding the psychological and spiritual issues that surround our money lives. Also in October, Yvonne Bentley hosted the "Meditation Walk for Peace," and Libby Christianson offered "Aging as A Spiritual Practice." "Learning to Play the Native American Flute" was offered by Laura Lee Perkins in October and November. Also in November, Deborah Hansen offered the "Writing Your Story" workshop. Bonnie Saunders offered the timely "Voting Rights in the U.S.: 1787 to Present". Our final offering in December was "Coping with Grief During the Holidays" from the Hospice of the Valley Dealing with Life Challenges series.

QUESTERS 2023 GOALS

1. Conduct at least two brainstorming sessions soliciting innovative ideas for offerings.
2. Review what we offer in the summer and develop a plan for offering easy to execute ideas for those who are here year-round.
3. Increase UUCS community recognition by publicizing offerings with broad appeal through vehicles such as community newspapers.

Social Justice

Tom Reemtsma

Committee Member: Cathy Cowen

A great deal of unseen activity has been in progress throughout the year at UU Surprise. Last February, members agreed that we would support individual passions for justice. As someone 'saw the need, they were encouraged to do the deed'. And people have stepped up to accomplish significant impact to our local and state concerns. Here are those activities in review:

A dozen members attended the Dr. Martin Luther King Jr. Day of Remembrance and Service. Members heard speeches and enjoyed performances. They then went to various sites to repack food and sanitary products for distribution to food banks and other organizations. The group was brought together by Lisa Lawrence and Tom Reemtsma

Our participation in the Phoenix Pride Parade was organized by Sharon Steigmann and Mary Ellen Baker. A large group of members walked in the mile-long line with groups from all over the valley. Sharon and Mary Ellen also arranged a booth at the Pride Festival that same weekend and it was staffed for two days by members from UUCS.

Last Spring Lisa Lawrence and the staff of Family Ministry hosted an Environmental Fair where many in the congregation participated. Games and role plays were used to inspire consideration of our relationship to solutions for pollution and sustainability.

At the request of UUJazz, a collection of foods and supplies gathered by the UUCS members was delivered to the Oak Flats demonstrators. Members of the congregation have attended zoom classes concerning white supremacy, which intensifies awareness of intersectional, structural embedding of racism in organizations across society. Board members and others attended a 6-session experience called Trans Inclusion for Congregations, supported, and guided by Janine Gelsinger through UU Justice Arizona.

One member, Cathy Cowan, was familiar with a more equitable trade arrangement for the coffee growers of Latin America and put the congregation in touch. The trade group's coffee is now used by our hospitality committee and is available for purchase online at the website displayed at the coffee kiosk on Sundays.

Citizenship was carried forward by two members who have dedication to the cause. Michael Piper had an ever-present arm in voter registration and ballot initiatives signature collections. Later he

pulled together Good Troublemakers for letter writing in support of candidates up for election. Another Good Troublemaker, Claudia Yeager-Smith led the drive to recruit poll workers and watchers. As you saw the fall election came off as planned.

Again, this year Maggi Mahan and Tom Reemtsma kept the issue of homelessness before the congregation by intersecting with the Surprise Resource Center and Homeless Youth Connection. A homeless youth was brought back onto a path of wellness. Money was collected and donated to HYC for Thanksgiving baskets and school supplies. The Angel Gift Tree was promoted and yielded 50 gifts of debit cards and requested items for homeless youth .

Goals for 2023:

1. Recruit additional Members for the committee
2. Formalize activities so that they can continue on an annual basis

FINANCIAL SERVICES

Investment Committee:

Steve Shanklin(Acting)

On October 1, 2022, the UUCS had \$430,593 in the Endowment Fund and \$416,016 in the non-endowment fund for a total of \$846,609. On December 28,2022 UUCS had \$450,531 in the Endowment Fund and \$425,823 in the Non-Endowment Fund for a total of \$876,354. This is an increase of \$29,945 or 3.5%.

The markets are still very volatile. On December 1, 2022, UUCS' total investment was \$928,650 and on December 28th we had a change of -\$52,296 or -17.75% decrease (in one month's time). We have watched but not changed our allocations due to market volatility. After following our funds for this past year, and watching the predictions (and confusion) from the financial world, my suggestion to all is "buckle up for the ride" and remember we are in it for the long haul.

On the bright side, since we have transferred our accounts to the Fidelity Money Market Fund, SPAXX is currently yielding 3.83 per annum. We do have over \$100,000 in cash in our non-Endowment fund to meet any unexpected capital expenses so the increase in interest rates is definitely a plus

We can provide Charts and graphs as well as statistics if you are interested, to help you visualize the volatility in the market. We would be happy to share if requested. As an aside we are looking for an additional member or two for this committee so if you are interest and familiar with investment funding and the stock market – please contact our Board President.

Finance Committee:

Janet Murphy

Committee Members: The current committee is composed of five members of the congregation approved by the Board. These five members include: the chairs of the Investment and Stewardship committees, the current and past treasurers and one member at large. The president of the Board and the minister are ex-officio non-voting members.

With the board's recommendation, a new Finance Committee was organized in August of 2022. UUCS has had Finance Committees in previous years, but none had been active for several years.

The first organizational project of the members was to write a charter clarifying our purpose and defining our responsibilities which was approved by the Board of Trustees. The committee met 4 times in 2022, and two of the members are currently working on a long-range plan to analyze expected replacement and repair expenses to be paid out of capital funds. (Reserve Study)

The committee as a whole discussed details of the proposed 2023 budget and forwarded the budget to the Board for their study and approval for presentation to the congregation. . The membership will vote on the budget proposal at the annual meeting.

Goals for 2023:

1. Expand the activities of the committee to coordinate and collaborate with Stewardship, Investments, and the Board on financial matters of concern.
2. Create and implement Policies and procedures in regard to the handling of funds.
3. Develop a work and meeting schedule for this committee.

Stewardship:

Janet Jeffrey, Interim Chair

Team Members: Steve Calkins, Bill Hughes, Lynn Melby, Claudia Yeager-Smith. President Sherry Robinson and Rev. Samuel Schaal serve as non-voting ex-officio members.

The Stewardship Committee takes leadership in raising funds to support our congregation. The primary source of funds comes from members/friends who fulfill pledges each year. We need your pledges for: supplies and equipment used by programs, professional and support staff, and for upkeep and maintenance of our building and grounds.

In turn, we have wonderful facilities in which to meet and celebrate and where lay leaders create and lead programs, such as, the Questers, Men's, and Women's Groups, BUKK group, Social Justice Activities, Friendship Suppers, and the library. Pledged donations are the largest source of our funding.

The pledge campaign is our primary commitment. The ask for pledges was both in person and virtual (letters and emails) over 2022. We did not meet our pledge goal but hope to do so in 2023 with support of all members and friends. Now that people are gathering and enjoying conversation at UUSC, we hosted fund raising events in Fall 2022. We plan to continue to hold fund raising events in 2023. We hope you enjoyed the ice cream socials, and the coffee house.

As Interim Chair, I am most grateful for our Team's work. I am also most grateful to all of you who gave to support the work of our congregation; it is this generosity that continues to build our community.

Goals for 2023:

1. Sustainable financial support of UUCS by meeting pledge goal.
2. Revive major fundraising event that will include dinner, live auction, and entertainment.
3. Find a person, who resides in Phoenix, to co-chair the Committee, as current co-chair spends most of the year in Canada.

SUNDAY WORSHIP SERVICES

Hospitality/Memorial

David/Janet King & Berta Czeczyk

During 2022 our Hospitality Team continued to provide a variety of treats and refreshments to serve our congregation during social hour following our Sunday service every week. During March of this year, we started serving a special monthly birthday cake to honor those attendees with birthdays for that month. We plan to continue this again in 2023.

We assisted in choosing and implementing a new coffee, Justo Coffee, for our congregation's social functions. Our team assisted with the September 9th youth breakfast, the September 18th Ice Cream Social, and the October 29th Coffee House Evening. We also provided hospitality for three memorial services and one wedding during the year.

During this past year, numerous people assisted us and substituted when we were absent, so we want to make sure that they know how much the Hospitality Team appreciate their assistance. We also have added a new volunteer with "Kitchen experience" from a former UU Congregation - welcome to Kay.

Seeing our members enjoying themselves together every week, and at these special events, is something that we find very satisfying. Thank you for giving us this opportunity.

Ushers:

Mary Ellen Baker/Sharon Steigmann

The Ushers Group is composed of volunteers who help Sunday Services run smoothly each week when we have in-person services. Regular duties performed by the ushers include welcoming congregants as they enter the sanctuary, distributing the Orders of Service and other handouts, collecting the offertory, setting up the sanctuary before the service, straightening up the sanctuary after the service and recycling Orders of Service.

As we began in-person services in 2022, we ran into an usher shortage, as several individuals never returned post-pandemic restrictions; several who returned no longer wanted to usher as duties for ushers kept changing which resulted in their confusion as to what their tasks were. At the recent Volunteer Fair, four new individuals signed up to be ushers. We expect to train them during January.

Goals for 2023,

1. Establish guidelines in cooperation with the new settled minister
2. Retain or increase the number of ushers.
3. Create schedule to be shared with Sunday Support Services team

Thank you to all the ushers who stayed with us through the good and tough times this year despite changing COVID restrictions!

Worship Associates

Amy St Peters/Sharon Beard

Committee Members:

The WSC coordinates various groups who support Sunday worship, including Worship Associates, sound booth, music leadership, ushers, hospitality, and Family Ministry.

Last year we faced a flurry of activity as we continued to come out of the isolation of Covid. Notably, this included reintroducing vocal music to worship. We evolved from no vocal singing to adding in performed vocals by soloists, to the choir performing, to the congregation singing hymns. We are now in full-music mode.

To get proper licensure for performing music that is livestreamed, we researched various options and purchased a music license from Christian Copyright Solutions (CCS) to give us rights to most music we might perform. We provided a structure for summer services when our regular minister was out of the pulpit. This included designing a special chalice logo (thank you, Lisa Lawrence) during the summer to ease the weekly production of the order of service. An expanded and updated Worship Planning, Process and Presentation document gave a guide to summer speakers and Worship Associates.

Goals for 2023:

1. An introductory class for Worship Associates focused on presenting skills in worship as well as basic worship theory and practice. This will deepen the skills of current WAs and invite new people who are curious about serving as WAs.
2. Starting a committee discussion on the place of individual congregants sharing joys and sorrows in worship. Especially, how that affects the experience of the service (for both newcomers/seekers as well as established members and friends) and whether such sharing is best in a small group or a large group. We will likely plan creating forums for this in the wider congregation.
3. Updating and refreshing the Charter to define membership, focus the mission and refine accountabilities, the purpose being to improve the total worship experience.