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.
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- Membership –Deanna Bland: Membership Committee, Data Base, Publicity, Newcomers.
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2019-2020 Church Leadership
Board of Trustees:
Frank Valdes, President and Ways and Means
JD Garcia, VP Finance
Jody Bergedick, VP of Operations
Sam Meyer, Community Life
Deanna Bland, Trustee and Membership
Brad Weeks, Trustee and Religious Education
Gary Luce, Trustee and Social Justice
Mike Greenbaum, Trustee and Worship
Heather Reed, Trustee and Secretary
Minister
Rev. Bethany Russell-Lowe

2019-2020 Church Staff
Director of Religious Education                           Jamili Omar
Congregational Administrator                          Mary Wiese
Music Director                                          Brian Moon
Accompanist                                              Leeza Beriyeva/Chris Tackett
Custodial and Maintenance                                Jesus Carrillo
Nursery Staff*                                          Lily Waer, Julia Nichols, Sarah Nichols, Ceighley Wiese,
                                                        Cassandra Olivares, Judith Piorkowski

SLATE FOR ELECTION AT UUCT ANNUAL MEETING
2020

BOARD OF TRUSTEES                        TERM ENDS
Nominated
Rex Graham, Board President              2022
Heather Reed, VP of Finance              2021
Beth Britton, Trustee                     2021
Mike Greenbaum, Trustee (2nd Term)       2023
Deanna Bland                             2023

Continuing
Jody Bergedick, VP of Operations         2021
Brad Weeks, Trustee                      2021
Sam Meyer                                2022
Gary Luce, Trustee                       2022

NOMINATING COMMITTEE/ LEADERSHIP DEVELOPMENT TEAM
Nominated
TBD 2022
Carolyn Saunders 2022
Alma Byrd 2022

Continuing
Robert Schultz 2021
MaryHolly Allison 2021
Liz Ravenwood 2021

COMMITTEE ON MINISTRY
Nominated
Jan Mulder 2023
EJ Millstone 2022

Continuing
Howard Tolley 2021
Randy Springer 2021
Wendy Gordon Weeks 2022
Julie Olson 2022

Article VII Section 4. The NCLDT shall nominate one person for each office or position to be filled. At least twenty-eight days prior to the Annual Meeting it shall notify by mail the Congregation of these nominations and the procedure for nominating by petition. Additional nominations require a petition with signatures of at least twenty members and the nominee’s agreement. The Congregation must receive notification of these additional nominees by mail at least fourteen days prior to the Annual Meeting.

Minister’s Report

Submitted by: Rev. Bethany Russell-Lowe, Minister

Minister’s Annual Report, 2019-2020

I write this Annual Report from my dining room table while quarantining in the midst of the COVID-19 pandemic. So much has been impacted by this pandemic. It is difficult to know where to begin my report to you all.

Here, it feels like a good place: I am incredibly proud of UUCT.
I am proud of the way we have met the challenge of continuing congregational life while most of us are quarantining in our homes during this COVID-19 pandemic. I am proud of the ways we are rising to the sacred task of caring for one another in chaotic times. I am proud of the trust the congregation has built over the past few years to bind us together in this time of social distancing. I am incredibly proud of you, and also humbled by the resilience you have shown in the midst of this time of disruption and transition.

I have heard it said that a congregation that learns together, weathers change together more easily. We have certainly been learning together these past few months, and before that, this past year. And this learning together has made it easier for us to face the challenge of continuing congregational life under a pandemic. I want to draw attention to the ways in which we have learned together, and weathered change together, this year:

We learned together, spent time in fellowship, and offered our service to the outside world through 2nd Hour lifespan faith development programming this year. Very early on, this program became part of what we do and a great container for us to experiment with faith development.

We learned more about radical welcome through the work of our vibrant Welcoming and Membership Team. Through the work of that team, our congregation is becoming a place where everyone in our community is an agent of radical welcome in the congregation.

This year, our Finance Committee and Facilities Team were both strong and worked together well to make some much needed repairs to our campus. This year we: replaced the fascia around Holland, replaced half of the electrical box outside Goddard, and more! Bravo to both groups! We are making moves towards ensuring the sustainability of both our finances and our buildings.

This year, we spent considerable time learning about covenants and what it means to be a healthier congregation.

In November, we had a Covenanting Workshop attended by 40+ members and staff who helped us focus on the things our congregation values. Then, a Covenant/Agreements Team of six people (Chris DeLeo, Dennis McRitchie, Janice Hayhoe, Julie Olson, Watercolor Golightly) was empowered to lead the congregation through a process of creating a Congregational Covenant/Agreement. This Team drafted example covenants to be presented to the congregation on March 15th. Unfortunately, that was the day we had our first online worship due to the pandemic. This work was put on hold for now, and will be re-started as soon as the Team feels it can complete its work.

Last Fall, the Board of Trustees and Minister recruited five people to serve on a Healthy Congregations Team (Aston Bloom, Berk Meek, Bob Gordon, Carolyn Cooper, and Marsha Newcomb) which is tasked with facilitating conflict transformation/resolution between members of the congregation. This team began its work in earnest this winter and is just beginning to hone its understanding of its role in the life of the congregation.
A Healthy Congregations Workshop led by Pacific Western Regional staff was scheduled for March 21st, and then postponed due to the pandemic. A workshop will be reimagined for the future.

Though this particular learning was not “seen” by many in the congregation, the reinvigorated, and soon to be renamed, Committee on Ministry (Howard Tolley, Julie Olson, Randy Springer, Walker Smith, Wendy Gordon Weeks) did intensive and good learning this church year. Given the charge to discern what it is they do, they started their work by learning about the roles of similar committees in other congregations. They then discerned what of those roles (if any) it should play in the life of our congregation. They were thoughtful in their work of learning about the history of Committees on Ministry at UUCT and they were wise in their evaluation of what work the congregation might need from them right now. Look to their Annual Report for more details. I am excited to see their vision come to life through their work.

In addition, here are some things of note in our congregation this year.

**No More Deaths on Trial**
Of particular note this year, our partner in ministry, No More Deaths, experienced a huge win for humanitarian aid in Sonoran Desert and around the country! Dr. Scott Warren, a volunteer with No More Deaths, was found not guilty by a jury of peers of two felony charges pursued by our government for a second time this fall. I and other clergy from Tucson, Arizona, and farther away were witnesses at the courthouse the day of the not guilty verdict. It was a joyous occasion. And an historical moment. In addition to the not guilty verdict from the jury, Judge Rainer Collins, who presided over the trial, upheld Dr. Warren’s claim under the Religious Freedom Restoration Act that his spiritual values call him to offer humanitarian aid in the Sonoran Desert. The RFRA is often upheld to support conservative religious values, and recent attempts to have it uphold progressive religious and/or spiritual values have not been successful. This time, we won!

**Congregational Response to COVID-19 Pandemic**
At a Board meeting on Thursday, March 12th, just as we in the United States were beginning to realize the seriousness of the pandemic, it was determined that we needed to move worship online in order to do our part to protect our community. Between Thursday evening and Sunday morning, staff and tech-expert lay leaders worked all hours of the day to livestream worship from Holland on Sunday morning. It was well attended and, all things considered, a great success. After March 15th, the Baja 4 congregations in Southern Arizona moved to do collaborative worship online to leverage our shared resources and produce collaborative worship each week. With that shift came many changes in the way we worship, as we were all now leading worship from our homes, rather than from our sanctuaries. This has been received relatively well, although some, understandably, miss some of the particularities of how our different congregations worship.
Alongside the shift to online worship, our faith development efforts shifted from an hour on Sunday morning for those under 18 to Circles of Care and Connection. Jamili will tell you more about those in her report. I can say that the stories emerging out of some of those Circles have been life-giving. Stories of church neighbors shopping for one another, fixing broken things in one another’s houses, offering poems and spiritual support to one another, hosting game nights…etc. From the beginning, it was suggested that these Circles continue beyond this time of pandemic. I am comfortable saying that these structures for connection in our growing congregation will continue in some form. It is clear that the need is there.

In addition to worship and faith development, staff meetings as well as numerous committees, teams, groups, and clubs have shifted to Zoom meetings. We have learned that we can do things online that we could not easily do in person. Plus, many are commenting how the lack of travel time allows them to more easily participate in committees and teams. I expect that these experiences will inform how we choose to gather well beyond this time of pandemic.

I began this time of COVID saying that we should not start anything now that we could not imagine continuing in the future. Live Streaming and/or recording worship, will continue. Geographical-based groups to get to know your UU neighbors, will continue. Opportunities to zoom into small group meetings, will continue. All around the country, congregations are being affected by this time of social distancing and societal upheaval. The congregations who are rising to the task of connecting and worshipping in innovative ways are the ones that, I believe, will thrive in the future. I am so proud of the ways our congregations have met this challenge with gusto.

In many ways, in those two weeks from mid to late March, we became the 21st century congregation that our community has been needing for years. As Jamili has said to me, “we rolled the rug up really fast!” And now, soon, the work of unrolling the rug will begin. It will happen more slowly, thankfully. And we have time to intentionally think about what of our congregational culture we will keep, and what of this COVID-induced “new normal” we will keep. Then, the work of rebuilding will begin. We have not lost the core of who we are these past few months. And, nothing has been untouched by the transitions happening all around us. We – as individuals and as a community – will be forever changed. The time is now to discern what we will do with all we have learned in the midst of this pandemic.

**Rites of Passage**
Each year, the membership of our congregation shifts and changes. People come and people go. Some leave us through death, and others come to us through life.

Rev. David Johnson, Minister Emeritus of our congregation, died on July 22, 2019. He served UUCT from 1973-1988 and was beloved by many members. I had the privilege to meet with Rev. David a few times before he died, while he was in Tucson visiting family and friends. Rev. David told me on multiple occasions that if he could have stayed in the Sonoran Desert, he would have. He loved this place and the people here, including our congregation. We had a memory circle in July, and also a small gathering with members of Rev. David’s family in early fall to remember him. He has been, and will continue to be, dearly missed.
Only a few beloved members died as of the writing of this annual report. They include: Erin Wharton (friend and wife of member Jerry Wharton), Devonna Cooke (d. March 25, 2020), and Carol Hubbard (d. May 14, 2020). Celebrations of Life for those who died during COVID quarantine will be planned when we can gather in person again, or possibly before online, depending on the families’ wishes.

One person came into our community through birth this year. Henry Sage Dewel was born on August 1, 2019 to parents Katie Clarke (member) and Alan Dewel (friend), and older sister Juniper. The Dewel/Clarke family were a most excellent Holy Family in our Christmas Eve pageant this year!

Two UUCT couples became married this year. UUCT members Thomas Hatfield and Samira Farwaneh were married on October 8, 2019 in a small ceremony in Holland. I officiated their wedding, with family, close friends, and UUCT staff in attendance. Two members who met through our Grief Group, Lynnie Bradley and Barry McGurk, were married in their home in Vail on January 4, 2020. I officiated their wedding, which was a celebration of music and love.

A Final Thought
These words from Buddhist poet Mark Nepo have been on my desktop since January 2020, well before this moment when many are still quarantining due to the worldwide pandemic of COVID-19. This moment feels so uncertain, and yet full of possibilities. While an Annual Report is a historical account, it feels important for historical purposes to note how there is both uncertainty and possibility in this moment. So much is uncertain in this moment, about our own lives, as well as the futures of our congregation, society, and world. And, because so much is uncertain, so much is also possible. While “blank slates” have not been created, the tools are there for us to clear away what was before. There is something waiting to break forth in this time.

I have confidence that the Unitarian Universalist Church of Tucson has the resilience, imagination, and wisdom to carry us forward into the unknown future. And I look forward to imagining that future alongside you. It is an honor and privilege to serve as your minister. Where you go, I will go.

Rev. Bethany

Board Portfolio Reports

President and Board of Trustees' Report: May 2019 - April 2020

Year in Review
Submitted by: Frank Valdes, President
The past year had a number of particularly notable events. At the moment the event uppermost in our minds is the COVID-19 pandemic and the disruption to our church. On March 11th the Board of Trustees, in conjunction with the minister and staff, decided to close our campus in response to the "stay at home" protocol for fighting the virus. As of this report it is not clear when we will begin to meet in person as a congregation, though the Board, minister, and staff are making plans for when and how this will occur. The 2020 Annual Meeting will be delayed until the fall, and the basic business of elections and an interim budget adoption will be done by email/on-line/postal mail in June.

In a remarkably rapid and successful pivot, our minister and staff, in association with the other Baja 4 congregations, has kept our spiritual and community life alive with on-line worship services, Zoom gatherings, and pastoral care for those in need. We should all be impressed and grateful to those orchestrating this. A silver lining is that we will have the experience to continue to offer both in church and on-line services and meetings in the future.

Another significant external event was the drawing to a close of the attacks on humanitarian aid directed at our No More Deaths (No Mas Muertes) ministry volunteers, especially Dr. Scott Warren. UUCT and Rev. Bethany's role were contributing factors leading to the acquittal of Dr. Warren and the subsequent judicial ruling that religious conscience applies to humanitarian aid. UUCT was joined by people from across the country and the world in support of Dr. Warren, with many traveling to Tucson during the trial. This year NMD, through UUCT, has received several substantial grants and support from UUSC, the UUA, and other organizations.

A notable internal event was UUCT’s rapid growth in membership. This drove some changes of which the most significant was the Goddard Streaming project. The Board authorized enhancing our technology infrastructure to broadcast the worship services to Goddard. With generous donations from several members of money and time we began streaming in the early fall. Attendance by people who preferred the Goddard environment reached a steady state. A dedicated team of people made it happen, including key contributions from Kassandra Klein, Cynthia Johnson, Byron Skinner, Frank Valdes, Margo Newhouse, and Larry Newhouse. Rev. Bethany, Jesus Carillo, and the rest of the staff provided support.

This year we turned to refreshing our congregational covenants and processes. At the 2019 Annual Meeting we reinstated the Committee on Ministry and created a Healthy Congregation Team. The Committee on Ministry is revising its role, becoming the Congregation Evaluation Team. As the name indicates, this group will evaluate our ministries to make sure they are serving us as intended. The Healthy Congregation Team is charged with helping members live up to our covenant and resolve grievances in a healthy manner. The congregation held a covenaning workshop to start work on a new covenant. A small group of volunteers is crafting the new covenant to be presented at a future Town Hall Meeting. It will then be adopted by a vote at the Annual Meeting. This effort, and a planned Healthy Congregation Workshop, has been delayed by the pandemic.

Our social justice programs were very active this year. These included groups working on LGBTQIA+, migrant, economic justice, community, and homeless issues to name a few. Some
activities included forums, coffee trips and sales, detention card mailings, Opportunity Sunday, and the fun ice cream social. The whole congregation was invited to learn about the community organizations we support monetarily through the "Share the Plate" program. It will be expanded in the next year since we had a good result from our two-month experiment.

There were many educational workshops and activities such as: brainstorming a covenant, orientations for those new to UU and UUCT, Opportunity Sunday with local volunteer organizations, response training for attacks, trips to Utah and Agua Prieta (Cafe Justo) to name a few.

This year saw the introduction of the monthly "2nd Hour" complement to Sunday worship. Each 2nd Hour provided a variety of offerings for varied tastes and ages. We also moved to provide choice to our younger attendees rather than a "one size fits all" grade-based approach to our religious education program. A monthly alternate worship program offered a different style of spiritual gatherings.

An important organizational development was the formation of an active facilities team. It has been meeting monthly to prioritize and act on our many (deferred) maintenance issues. Some of the items addressed were rotting fascia, deteriorating plumbing, and necessary electrical upgrades. There was considerable thought and discussion about our ancient heating and cooling unit, but it is still one of the critical facility concerns for the coming years.

Our minister and staff were stable and did wonderful work for UUCT. This year saw our RE Director Jamili Omar begin seminary. Our pianist of many years Leeza Beriyeva left and Chris Tackett was hired for an evaluation period. We approved supporting a Ministerial Intern to be shared with Borderlands UU beginning this August.

UUCT ended the 2018-2019 fiscal year with a small budget surplus that was used to fund some of needed maintenance. The 2019-2020 fiscal year was on track through March and we have almost paid off our loans. We applied for the Payroll Protection Program funding. The Finance Committee began work on the 2020-2021 budget based on the expected income from pledges, rentals, and donations. Our pledges (from before the economic effects of the pandemic) saw a healthy rise but with some uncertainty due to the effects of a certain economic downturn for our members and friends. What is a clear reality is the loss of rental income until the campus becomes available again and waiting to see if our Children's Center renter is able to survive and return to normal. The rest of the fiscal year is somewhat uncertain due to the economic consequences of the pandemic and the change to on-line and mail only contributions.

In January 2020 the Board held a vision and goal setting retreat. The Board is working to refine the lists of goals into a road map document to focus future work.

In summary, UUCT did well this year with considerable growth in membership, evolution of its programs, accomplishing several maintenance projects, a strong staff, and good financial support. We are facing the challenges of the global pandemic with on-line services and programs. We look forward to returning as one strong body in the coming months.
**Important Board Actions**

- Created the Goddard Streaming Project
- Appointed J.D. Garcia to the Finance Vice President position which was open
- Approved holding a attack response training
- Held an August Board retreat
- Created a Board Covenant
- Approved a policy on expenditures by the Facilities Team
- Approved hosting a shared intern with Borderlands with UUCT funding from the David Johnson Intern fund and the FY2021 budget
- Supported Jamili Omar's application for Ministerial Fellowship
- Allocated 100% of the Christmas collection for the Minister's Discretionary Fund
- Declined to institute a No Guns on Campus Policy
- Approved NMD's accepting use of property in Ajo and providing a loan from NMD funds for property improvements
- Adopted a policy on loitering and camping on UUCT property
- Authorized up to 3 emergency collections per year
- Approved an emergency collection for the UUSC Hurricane Dorian relief
- Approved twice a month Share the Plate in January and February
- Approved twice a month Share the Plate in FY2021
- Approved absentee voting and permanent bylaws changes (to be voted on)
- Closed the campus for the safety and health of our congregation
- Mandated staff employment continue during the campus closure
- Approved application for the Payroll Protection Program

**Worship-Mike Greenbaum:**

**Worship Portfolio Annual Report - 2020**
**Submitted by:** Mike Greenbaum, Trustee

The Worship Portfolio is composed of a number of groups all of which add significantly to the worship experience at UUCT.

**Worship Associates**
**Submitted by:** Bob Gordon, Chair

The Worship Associates have the joint responsibilities of assisting the minister with worship services each week and arranging all worship services when our minister is not in the pulpit. It is different from other committees in that it serves at the discretion of the minister, and as such, does not have open membership.
Working with Rev. Bethany continues to be a joy. She is highly organized, encourages us to be completely involved in the worship process, is flexible, and is very supportive of our work.

Committee members: Preston McMillan, Brenda Lundt, Celeste Rogers, Bert Meek, Betsy McMillan, Brian Moon, Josue Ortiz, Carrie Cooper, Howard Tolley, Nina Tolley, Bob Gordon.

Principal accomplishments during the past year:

- Held 8 two-hour meetings. At each meeting, we included a 20- to 30-minute segment of continuing education for ourselves, often, but not always, led by Rev. Bethany. These have included such topics as how to speak without reading verbatim, and how to sources for worship words.

- Provided a Worship Associate for all worship services (52+).

- Planned 18 worship services when our minister was not in the pulpit. This is a very big responsibility and takes countless hours. Speakers can be Worship Committee members, members of the congregation, visiting ministers, or representatives of community organizations. In all cases, the Worship Associate works with the speaker to craft an appropriate service, and is responsible for developing the Order of Service.

- Coordinated with Rev. Bethany, church administrator Mary Wiese, director of religious education Jamili Omar, Share the Plate coordinator and social action minute coordinator Rex Graham, and powerpoint technicians Larry Newhouse, and Cynthia Johnson Dumond.

- Helped to plan and implement the now successful live-streaming of worship services to Goddard Hall.

- A sub-committee composed of Kat Nickola, Rev. Bethany, and Mary Wiese developed a new format for the Order of Service.

- Helped to implement the addition of some Spanish into our worship services. Currently, this is limited to bilingual Chalice Lighting and Extinguishing, and some hymns.

- Developed a land acknowledgment statement to be included in the service.

- Recruited and trained several new Worship Associates.
**Music staff and choir**  
**Submitted by:**  Brian Moon, Music Director

"The Desert Chorale thrived in the early part of the season/year. Between August and March 1st, 41 different people sang in the choir at least once. On those Sundays when the choir sang, there were always 25 people or more. Most rehearsals contained a smaller number (18-25 people)."

"This year’s All-Music Sunday focused on Stephen Sondheim, and was one of the more well-received music Sunday’s in my memory. Overall, the choir’s ability to sing more difficult repertoire was stretched this year. At the same time, they have all become better at leading congregational singing on Sundays."

"Congregational singing in general has improved. More people sing more loudly and in voice. I attribute this to more intentional programming of hymnody between Rev. Bethany and myself."

"Leeza Beriyeva was the church accompanist through December. She’s moved to Massachusetts. In the short run, Chris Tackett was hired on contract. He’s extended his service through the quarantine, and may decide to stay with UUCT beyond that."

"The open mic performances lasted through the Fall of 2019. Ideally, in the Spring, a new version of those social gatherings/informal music making was to continue, but of course COVID-19 has changed all that."

"The choir had dinner out once a month before quarantine."

"In the absence of being able to rehearse together. The choir has gathered for Zoom rehearsals. They’ve been made available to any BAJA 4 church, and a few singers from Borderlands and Sierra Vista have joined us. We are working on our first virtual choir piece, and are planning to move a social hour event into our regular meetings soon."

**Welcome Team**  
**Submitted by:**  Carolyn Valdes and Kate Schleinkofer

During 2019-2020, the Usher/Greeter Group has remained stable, and the current members are reliable in their attendance. However, we can always use new people in our Group, especially with needing one person in Goddard.

There were some changes during the year to the Greeter and Usher routines.

1. We now need five people per service:
2. Two Greeters (one is a “Flex” Greeter) who assist with paper name tags and the visitor log. They also answer questions.
3. Two Ushers hand out Programs and help with seating.
4. At 10:30, the “Flex” Greeter joins the other two Ushers to help during the service and take the collection.
5. A fifth person is a Greeter/Usher for the entire Goddard service.

We have recently been transitioning to a new leader, Kate Schleinkofer.

**Flower Program**  
**Submitted by:** Nancy McKean

Members of the congregation periodically brought flowers throughout the year. More offers and likely a permanent committee of at least 5-6 people are needed so that we will have flowers every Sunday. We now have vases in the kitchen cupboards in Holland.

A total of 22 poinsettias were purchased by the congregation and graced the sanctuary for a month over the holiday season and those not taken home after the season ended were gladly received by a senior care center in Tucson.

If you wish to bring flowers, kindly TEXT Nancy McKean at 301 802-4683 by Tuesday of the week prior to the Sunday you wish to bring them. Leave your name, phone number, the person or organization you want to donate the flowers in honor, or in memory of, in your message.

**Projection/Streaming Team**  
**Submitted by:** Larry Newhouse, Cynthia Johnson, Kasandra Klein

As everyone must be aware by now, the projection and streaming team has been very busy this year and a modern projection and streaming setup is the result. For those interested in the specifics, this is an account of the process.

In Goddard:

1. Installed TV for streaming services and presentations in Goddard.
2. Cabinet was built by Byron Skinner and installed to protect the TV.
3. Cable was strung from the streaming and AV center in Holland to the TV in Goddard.
   - Kassandra Klein and Cynthia Johnson initially installed a wireless HDMI link but found it unreliable.
   - They converted the transmission to SDI (Serial Digital Interface) which is the system used by your cable company. This required an HDMI to SDI adapter for transmission and SDI to HDMI adapter for receiver. They strung a cable to Goddard that had better shielding and less signal loss than the previous one.
4. Exterior network cables at Goddard were refastened and secured.

In Holland:
1. The projector for video and PowerPoint services was ceiling mounted and connected to the streaming center.

   - As with Goddard, a wireless HDMI link was installed, but reliability and switching issues were encountered and there was a noticeable delay in the signal. The delay, which is inherent with wireless communications, made displaying the camera image on the screen unacceptable.
   - After installing the SDI to Goddard, the same was done for Holland. It required running an SDI cable along one of the beams and drilling thru the large main beam.
   - NOTE: We still need an outlet for the projector and SDI receiver. They are currently connected to an extension cord that drops down behind the screen.

2. Ceiling microphones were mounted for choir area and piano by running 2 cables for each microphone, one for power and one for the mic.

3. A new laptop was purchased and configured for Power Point projections for services and other presentations in Holland.

4. A camera was mounted and configured for connection to streaming for services and transmission to Goddard TV.

5. Various new electronic controls and switching equipment was installed in the electronics cabinet to support the laptop's and camera's streaming and projection.

6. Currently Kassandra and Cynthia are implementing a recording and upload process to live stream the service on YouTube which involves a recording device and an “encoder” for transmission/upload to YouTube.

Audio Team
Submitted by: Byron Skinner and Cubby Lash

We added Bryan Russell-Lowe to the sound crew this year so now we have three people in our monthly rotation. The majority of the changes to the sound system have been to accommodate the video production and streaming to Goddard. We added two hanging mics, one for the choir and one for the piano to provide better sound for the Goddard streaming.

With the additional equipment the sound cabinet is way over crowded. This cabinet was built by Lyle Paulsen about 30 years ago. The audio equipment in the sound cabinet is old and getting tired. One example is the wireless microphones going dead at some places in the sanctuary, this was not a problem before all the extra equipment was added. If we have a capital campaign we need to include money to rebuild the sound system and cabinet.

Southern Arizona Covenant of Unitarian Universalist Pagans (SAZCUUPS)
Submitted by: Julie Olson, Carrie Cooper, E.J. Millstone

Mission: We Connect and Celebrate. Formally sponsored by the Unitarian Universalist Church of Tucson and approved by Covenant of Unitarian Universalist Pagans (CUUPS) Continental, this group is an active part of the worship experience at UUCT. The mission of the
Southern Arizona CUUPS chapter is to connect UUs and Pagans of many different faiths in an inclusive, welcoming space. We celebrate our earth-based faith traditions in harmony with our UU principles.

**Administrative Council** : SAZCUUPS is governed by an Administrative Council whose officers must be active members of a UU congregation and CUUPS Continental. Current officers are Julie Olson, coordinating officer; EJ Millstone, public relations officer; and Carrie Cooper, recordkeeper. The Chapter will hold elections in April 2020 to elect the next coordinating officer (terms are staggered).

**Spiritual Council** : The Chapter has 3 designated clergy members (2 Wiccans and 1 Druid) who lead worship and who have signed a covenantal agreement with Rev. Bethany Russell-Lowe. A 4th clergy member is slated to join our chapter in 2020.

**Members** : Chapter members must support the mission of the UUA and of UUCT or their home UU congregation. Currently, the Chapter has 22 members and is working with UUCT to develop a path to UUCT membership for people who don’t attend Sunday services.

**Activities** : SAZCUUPS continues to lead Sunday services at least once a year and hold monthly educational programs that are open to all. The Chapter offers regular ritual services, also open to all, to celebrate various Pagan holidays.

- In 2019, about 380 total people attended the Chapter’s worship services and educational programs.
- In 2020, about 112 people so far have attended the Chapter’s worship services and educational programs.

Due to the COVID-19 outbreak, effective March 19, all rituals and classes are being offered online until further notice. Upcoming rituals are scheduled as follows:

- Beltane – Saturday, May 2
- Midsummer – Saturday, June 20
- Lammas/Lughnasadh – Saturday, Aug. 1
- Fall Equinox – Tuesday, Sept. 22
- Samhain – Sunday, Nov. 1
- Repose (meditation night) – Saturday, Nov. 21
- Yule – Monday, Dec. 21

More information about SAZCUUPS can be found on the UUCT web site: (https://uuctucson.org/worship/sazcuups.html) or on their Facebook page: (https://www.facebook.com/SAZC)
Operations – Jody Bergedick:

Administration/Office:

Submitted by: Mary Wiese, Congregational Administrator

Room Usage and Rentals:
2019/2020 was a very busy year, until COVID. Many events were canceled in March, April, and May that had been scheduled.

There were several groups that rented rooms on a regular basis for their activities such as 3 twelve step program groups, The Tucson Fiddlers, The Tucson German Club, LD 10 Tucson Group, and Vendanta Hindu Group.

Last year we rented Goddard Hall to many private groups for weddings, quinceaneras, and birthday parties.

Sundays were always busy with RE, OWL, 2nd Hour, Grief Group, and other various meetings and classes. During the week, there was choir practice, and committee meetings.

We still rent to the Children’s Center M-F, 6-6. They too had financial troubles when the COVID shutdown began. They applied for the PPP loan and were approved for it about the same time the church was. They were only able to pay reduced rent for the months of March and April, but were able to pay their full rent for the month of May. They qualified for a new, higher, National Child Care certification in February. It was a 6 month process, but was well worth it as they now qualify for more funding from the state. 60 percent of the children enrolled in the daycare fall under the federal poverty level guidelines.

Office:
The work of the office keeps humming along, even during COVID, but it is lonely. I miss all of my wonderful office volunteers: Gail Ringer, Judy Dare, Wendy Annis, Heidi Edwards, Carolyn Valdes, and Athena Garcia. You made the workload so much lighter, but what I really miss are the shared bits of wisdom, the wonderful chats, and the laughter.

I attend a few weekly Zoom meetings with Rev. Bethany, the staff, committee meetings, and meetings with my colleagues. I also have phone meetings with some of the members who do not use Zoom.

Weekly office work includes:
• Answering phone messages and returning calls, including pastoral ones
• Bank deposits
• Mail sorting
• Check requests
• Working with vendors
• Working with the custodian to address facilities maintenance issues
• Working with the bookkeeper
• Filing
• All church emails
• Management of the church database
• Processing new employees
• Scheduling room requests
• Producing the Order of Service
• Working with various volunteers from almost all of the ministries of the church
• Working with our custodian to make sure the campus is clean, orderly, and maintained

Custodian
Oh Jesus, what would we do without you. Jesus continues to come into the church 3 days a week during the shutdown. At this time, the only people using it are the daycare center, which includes 4 rooms, the Goddard kitchen, and office space. He makes sure that any of the shared spaces are cleaned and sanitized every time he is on campus. He is working on some extra projects at this time, which include coating the Goddard roof, and landscaping since none of our volunteers have been around to do it the last few months. He continues to do most of the minor maintenance around the church campus, as you can see in the facilities notes below. Jesus will be coming up on his 20 year anniversary with the church this summer. What a milestone!

Facilities

July 2019

• Backflow test performed and passed
• United Fire inspects all fire extinguishers and the kitchen hood suppression system is inspected
• The Fire Marshall performs annual inspection of the campus
• Gas lines are tested by a licensed plumber
• Pima County Health Dept will inspect the kitchen
• Plumb Plumbing will be installing new toilets in both Goddard Bathrooms on June 13.
• Plumb Plumbing will be installing a new water heater in the Goddard Kitchen on June 13
Byron installed a new children’s toilet in the Thoreau building that had been damaged. Jesus will do the drywall repair behind the children’s toilet that was damaged while removing the other one.

Jesus replaced cords on the window AC units that are in the classrooms that the Children’s Center uses.

We had a major electrical outage the day after Memorial Day. It was due to some vandalism, area outages, and electrical panels that are outdated and need to be replaced. Byron and Jesus were able to fix it that day, but the panel will need to be replaced soon. The electricians we had been using, RH Electric, are too busy with other commercial jobs to help us now or anytime soon. Mary is looking for new electricians and is planning on getting bids after she returns from GA.

Vandalism occurred on Memorial Day when no one was on campus. Water was left running on the playground, the electrical boxes were messed with, and gate alarms were broken. The gate alarms, which are required by the city of Tucson FD, have been replaced.

Cooks Sign Company is working to secure a bid to convert our current sign on 22nd street to digital. It has been advised that we go with higher resolution for ease of visibility since 22nd street is such a busy street. When the bid is in, there will be a meeting scheduled with Jody.

Rev Bethany has requested to have a window put into her office door. Mary will get a bid from Tucson Glass to have this done.

August 2019

- All floors in classrooms and in Goddard have been stripped and waxed
- Carpets in the sanctuary and Holland office were cleaned.
- A window was installed in Rev. Bethany’s office door
- There was a break in two of the classrooms and two security cameras were broken. We agreed to pay for one of the cameras. The owner of the childcare center has gotten a bid on installing an alarm system for all of the classrooms. The bid was forwarded to Frank, Jody, and Rev. Bethany
- A new laptop was purchased for worship to use on Sunday’s.
- New GFI’s were installed in the courtyard bathrooms
- Judy Dare paid to have all of the century plants that had fallen over, removed and hauled away.

September 2019
A large truck, possibly a semi, damaged the exterior beam on the south side of Holland. A police report has been made and an insurance claim has been filed. Frontier Adjusters will be coming to assess the damage on Monday 9/16. Our deductible is $1000. They also asked us to get a second estimate and Jody is going to get one from the company that is doing the fascia. BTW, the first insurance rep asked me if we had cameras installed so we could see the vehicle that did the damage. They do offer discounts for security devices so it may be something we want to consider as we look at upgrading our security system.

- Sandy Ongley has painted the accessible bathroom in Holland.
- Sam Meyer is working on painting and sprucing up the Welcome Center with input from the Membership Committee.
- We have been having issues with mice in Goddard Hall, especially the kitchen. Jesus is working to eliminate the issue along with input from our pest control company.
- The Facilities Team met on Sunday September 8. They are scheduled to meet again on October 6.

October 2019

- Update on the solar: Enlightened Solar who we lease the system from, came out to look at the boxes that continue to be vandalized last Friday. They said it was fine to put padlocks on the boxes as we have done to the other electrical boxes. I also mentioned the possibility of a fence and they thought that was also a good idea as they are not responsible for acts of vandalism. A U-Haul truck dropping off donations for the church yard sale on Sunday, ran into the solar panels that are on the shade structure in the parking lot in front of the Lincoln Building causing damage. Three or four solar panels were damaged as was a portion of the metal structure and wiring. The Solar company came out Monday afternoon to assess the damage after pictures of the damage were sent by me. They deemed the damaged panels unsafe and came to remove them. The solar is off for now and they will come back tomorrow to continue the work. I will send updates as they become available.
- The water meter has stopped running. The next meter read is October 15. If they see that our usage is back to normal, they will discount a future bill by crediting us with up to 50% off. October's bill was $1323.00
- The City of Tucson has cut back on their residential recycling program and will now only be picking up twice a month. The two bins that we use fill up quickly, so I have told Jesus to put other materials in the dumpster after they are full. Previously the Facilities Team investigated acquiring a commercial recycling bin, but it was too expensive.
- The fascia on Holland was installed and the request for the final payment has been made.
- The toilet that kept running in Goddard has been exchanged as it was under warranty and replaced.
- Jesus has turned the water off outback due to the homeless leaving it running.
- The projection system is up and running. Thanks Kassandra and Cynthia!
- All the required updates were completed in the Childcare Center rooms and they passed their annual inspection.
- Zac and Jesus removed the shelving unit in the foyer and the membership team put a bulletin board up in its place for new member pictures.
- Zac, Jesus and Rex have refitted the old Alliance cupboard in Goddard for the free trade coffee.
- The work in the Welcoming Center is complete. Many thanks to Sam Meyer.
- The damage to the front exterior beam has been assessed by the insurance company and we have gotten one bid to repair it. Another bid will be sought this week. It does not meet our deductible of $1000.
- The Children's Center installed a security system at their own cost. This was done without informing us ahead of time and I have spoken to the owner concerning the lack of communication. While we are grateful to have this in place, there are questions regarding the ownership of the system and how this may impact the renewal of the lease.

**November 2019**

- Update on the solar: Enlightened Solar told us they will let us know when the panels that were damaged by a vehicle last month, will be repaired.
- Toilets in the children’s bathrooms in the Lincoln have been fixed, and/or replaced due to wear and tear.
- Drains were snaked for the Lincoln building.
- The Facilities team met on November 3.
- The Landscape Team has been working to maintain and beautify the church grounds.
- Southwest Solar has submitted permits to the city for the electrical work that is to be done to update our system. They have received the required down payment.
- Watson HVAC replaced some parts on the Holland cooling and heating system at the end of October.
- Zac Annis has been busy repairing and replacing outside lighting around the campus.

**December 2019, January 2020**

- There are no updates on the Solar Panels that were damaged at this time
- The furnace in Holland stopped working before Christmas. Watson HVAC came out to look at it but they do not work on boilers. They drained the system of sediment and it has been working since. They gave us referrals for companies that do work on boilers.
● AZ Southwest Solar and Electric is close to getting the permit from TEP to begin work on the electrical panels. I have also contacted them to repair some faulty outlets in Goddard.
● The commercial dishwasher in the Goddard Kitchen is leaking. It is over two years old so it is no longer under warranty. It is being serviced on Jan 20.
● I met with the Facilities Team in early January.

February-May 2020

● The commercial dishwasher in the Goddard Kitchen was finally repaired.
● The Children’s Center daycare erected a shed behind Goddard Hall to store their outside toys as required by the health department. The Children's Center shed has been broken into 3 times. They are going to put a fence around it, at their own expense, to prevent this from happening.
● There is a very large homeless encampment on the west side of the property. I have called the police department, but new policies have been established because of Covid that prevent them from making physical contact unless it is a threatening situation.
● Our pest control company continues to come once a month, but are only spraying the outside of the buildings.
● We have had some trouble with the alarm systems in both Holland and Goddard. I have been working with ADT to assess the situation.
● Our Annual inspection for our back-flow preventer is due June 1 to the City of Tucson. It is scheduled with our plumber and they will send the report directly to the city, as long as there are not any issues.
● Annual gas inspections and fire inspections are due in June.

Annual Report from the Facilities Team

Submitted by, Margot Garcia, Facilitator

The Facilities Team was reorganized in August, 2019. It is an effort to bring together people working on different repair and rehabilitation projects among which are the Landscaping Group and Rain Water Harvesting Group. The team met on the first Sunday of the month at 9 am for 1 hour.

Building on work already underway or being researched, the team prioritized the many projects both underway and needed. The priority order was:
● Holland fascia
● Repair electrical connections behind Goddard
● Install gutters around Holland for Rainwater harvesting
Fascia repair, repaint on Goddard, Thoreau, Lincoln buildings

Redo bathrooms in Thoreau and Lincoln

Landscaping with new plants, rainwater garden

Holland HVAC; replace and bathroom remodeled

Change sign along 22nd to digital sign.

The team split up to research these projects and get bids:

- Westerner Products bid $3,700 to clad in aluminum the fascia around Holland. This project has been completed.

- Two firms made a bid to repair the electrical connections behind Goddard. The bid from Southwest Solar and Electric Co for $5,440.67 was accepted and a down payment of half the cost was paid. Subsequently there was negotiation around moving the water connection in the same area because it was too close to the electrical connection for TEP to do the work. So the water connection was moved and put underground. The project still has not been completed.

- The Rainwater harvesting group discussed gutters around Holland and subsequent capture of the rainwater and either storing it in cisterns or having it run to rain gardens. Southern Arizona Rain Gutters recommended against putting gutters on Holland because of the irregular roof and that most of the area around the building was hardened. Cutting through the cement to carry the water away would be very expensive. So new plans are being developed.

- Bids for redoing the fascia around Thoreau ($3,000), Lincoln ($3,800), Goddard ($3,650) from Westerner Products were obtained, but put on hold due to financial considerations.

- Barb Ricca and Carolyn Valdes took on the remodeling and upgrading of the bathrooms in Thoreau and Lincoln. That would include painting the walls, new floor, new fixtures, replacing ceiling tile, new single handle faucets. The bid from American Handyman Services was very high. We had a lot of discussion on how to do it more inexpensively, and what we could do ourselves. There were lots of ideas, but nothing was actually accomplished due to a lack of funding.

- The landscaping changes and new plants were delayed until the rainwater harvest group got a plan approved.

- The Holland HVAC replacement and remodel of the space it now occupies including improving the men’s and women’s bathrooms were estimated at $70-100,000. This is a project that needs a champion to research systems and cost of the project, then to find funding.

- Changing the front sign to digital was an early priority due to safety concerns about standing on a rickety ladder and lifting the heavy glass lids to change the lettering. Costs for a digital sign ranged from $10,000 to $35,000 depending on the number of pixels on the sign face. The group agreed there were much more pressing issues then the sign and no further work was done on this. The problem has been temporarily solved by putting up a website URL for people to consult if they want to know more about the church and the service.

Landscaping:
Barb Ricca, Ken Asch, Carolyn Valdes, Georgia Conroy, Luz Martinez, Eb Eberlein and others have worked to maintain the landscaping, removing weeds, pruning, and cleaning up the campus. They do a fine job.

Rainwater Harvest:
Penny Pederson, Kathy McDaniel, David Forgey, and Margot Garcia have worked as a subgroup on a plan to capture rainwater and use it to irrigate the landscaping as well as put in a swale on the eastern edge of the property to capture the sheet flow coming across the vacant lots to the east. They have met a number of times with the representative from Southern Arizona Rain Gutters and presented their draft plan. Removing the old gutters and installing seamless 6 inch gutters on Goddard would cost $2,975. The 4 poly-mart tanks installed with piping, screens etc. would be $8,979. Adding 30 feet of gutter on Holland at the northwest corner to stop rain from dripping on people as they move from Holland to Goddard costs $874. The rain would be directed by a chain to the plantings north of the office. The cost of the swale is being investigated as well as the need for any permits. Before any work is committed, the congregation will need to see the plans and understand the changes to the campus. The hope is to be ready this fall for a presentation at a congregational meeting.

Other:
In addition, a number of repairs were accomplished when problems came up, like a leaking hot water tank in the kitchen, sewer backup in the playground, and replacing all the incandescent bulbs in the patio area with LED bulbs. Barb Ricca keeps a fine spreadsheet of problems handled and those that need to be done and Susan Call tracks projects as well. Zac Annis has been a valuable helper doing little jobs around the campus like tightening up loose gate latches.

Four solar panels and the supporting metal frame over the parking lot at the Lincoln building were damaged in November. The damaged panels were removed. Darlene Mathews worked tirelessly to get Enlightened Solar who owns the panels to put in new ones, negotiating between the person who damaged them and Enlightened Solar. They are still not repaired but the cost estimate is $4200.

The front beam of Holland was damaged by a truck that hit it. Our insurance adjuster estimated the repair cost at less than $1000 (we have a $1000 deductible policy). Darlene got a bid from Troy of Westerner Products to repair and repaint the damage for $1000. Due to financial falloff from the COVID19, this project is on hold.

The Board (Gary Luce in charge) led a Work Sunday in February. Chairs and tables in Goddard were washed, windows washed, and the grounds cleaned. There were two tours of the campus. People want to do this again.

The Facilities Team wrote a covenant statement that was adopted by the Board of Trustees.
Team members include: Carolyn Valdes, Barb Ricca, Ken Asch, Deanna Bland, Frank Valdes, Penny Pederson, Kathy McDaniel, David Forgey, Eb Eberlein, Zac Annis, Darlene Mathews, Susan Call and Margot Garcia. Mary Wiese, Gary Luce, JD Garcia, and Jody Bergedick attended meetings.

LFD – Brad Weeks

Submitted by: Jamili Omar, Lifespan Faith Development Director

COVID-19 Adaptations
Obviously, the big news for 2020 is the interruption of programming due to the COVID 19 closures. In general, all regular programming paused on March 15. As I write this, we are adapting the rest of 2020 for an online reality. This has meant significant changes and I’m not sure how they will unfold in the 2020-2021 church year.

RE Team
Became Weather Trackers, in order to solicit more and broader feedback. While a general announcement invited the entire congregation, I specifically invited people with knowledge of the LFD programs and those from across the church to "track the weather" in and around Lifespan Faith Development programming (Sunday Morning RE, 2nd Hour, Thursday Night Lights, TUUYA, Parenting Club, and etc.). We met 3 times between December and February.

Re-Visioning Child/Youth RE
At the end of Spring 2019, we began to see some impact of demographic shifts in RE. We were having difficulty recruiting enough adults for each weekend, the children and youth were feeling frustrated with the “story and craft” format of many of the curricula. That spring, we investigated many options for reimagining what our RE program on Sunday mornings could look like. After talking at length with lots of different stakeholders, we agreed on the “RE by Choice” model with the pilot in Summer of 2019. Essentially, we committed to programming 4-5 spaces

- Nursery Open to children birth to 10 years old, we offer a loving and stimulating environment for the very youngest in our church family. Our nursery, staffed by paid and trained caregivers, gives our little ones a place to move around and play with people their size! Parents are welcome to stay with their children.
- Explorers (Blackwell; 3-6 years old, but families welcome): For our children who are ready to experience more formal learning, but not ready for full choices, this
program offers a space where children and families can develop relationships with a consistent set of teachers and peers. Class will be structured around story time, play, and art. **Not offered in Summer**

- **Art and Spirit about the lesso** (Servetus; all ages, under 6 with an adult, please): in this space we’ll tell another story that explores our theme for the day, offering additional avenues for deepening understanding. Following the story, we will wonder as we learn from our stories and engage in self-directed art-making in response to the themes, lessons, or feelings that emerge.

- **Movement and Games** (Awareness; all ages, under 6 with an adult, please): Ready to move your body? This is the place! We will live Unitarian Universalist values through games, movement, dance, and other forms of physical self-expression. Each week the activities will be different, but we focus on learning about our spirits from moving our bodies.

- **Controlled Chaos Club (C^3)** (Emerson; 6th-12th graders, sorry adults, only advisors are allowed): designed for older youth who are ready to really dig deep into the themes and ideas. Discussion, service, leadership, field trips, art, and a good amount of laughter await our oldest youth.

Students quickly learned to sign up for their class before worship on Sunday morning. Then, when we left after the story, we simply sent students to their class. This model allowed children/youth and adults to sign up for the class that best fits them on that day.

It wasn’t a cure-all but addressed some of the ongoing difficulties of RE in this day and age –and offered some unexpected benefits.

- Classes were taught by folks interested in the topic they were leading.
- Combining all the older youth allowed the youth a dedicated place. We recruited a regular following for C^3 because they enjoyed it so much.
- Curriculum was flexible. I was able to tailor the theme of each month to the ongoing needs of the students.
- Lessons were all more intentionally multi-modal.

### Summer By The Numbers

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total kids/youth served</td>
<td>135</td>
<td>149</td>
</tr>
<tr>
<td>Total kids in Nursery</td>
<td>32</td>
<td>68</td>
</tr>
<tr>
<td>“Makers” (all ages)</td>
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<td></td>
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<tr>
<td>“Art” and “Movement” (all ages)</td>
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<td></td>
</tr>
<tr>
<td>Total kids served in Summer</td>
<td>77</td>
<td>68</td>
</tr>
<tr>
<td>Highest attendance</td>
<td>12</td>
<td>15</td>
</tr>
</tbody>
</table>
Lowest attendance | 6 | 4
Average | 8.5 per weekend | 7.5
Adults | 2 plus a guest teacher | 2

“Leaders” (12+ years) | “Youth Focus” (12+ years)
Total youth served in Summer | 26 | 13
Highest Attendance | 6 | 3
Lowest Attendance | 1 | 1
Average: | 2.9 per weekend | 1.4
Adults | 1-2 teachers plus guest teacher on occasion | 2 regular teachers

Academic Years By The Numbers

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<td>Total kids/youth served</td>
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<td>Total kids in Nursery</td>
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<td>502</td>
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<tr>
<td>Total kids (ages 3-11)</td>
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<tr>
<td>Highest attendance</td>
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<tr>
<td>Lowest attendance</td>
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<td>3</td>
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<tr>
<td>Total youth (age 12 +)</td>
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<td>164</td>
<td>69</td>
</tr>
<tr>
<td>Highest Attendance</td>
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<td>13</td>
<td>6</td>
</tr>
<tr>
<td>Lowest Attendance</td>
<td>3</td>
<td>3</td>
<td>1</td>
</tr>
</tbody>
</table>

Nursery
We are offering care for children under 10 years old several times a month other than during Sunday worship. SAZCUUPS, OWL, Parenting Club, New Member Orientations and more have utilized our staff to make their events fully welcoming to adults. In January, I hired a new staff member because 2 regulars moved away. We currently have 5 staff members on the rotation.

Special Services and Events
The Christmas Pageant was held on Dec 24, 2019 with the drop-in pageant. About 20 adults and children were assigned parts in advance and the stage was filled with folks who volunteered from the audience to participate. Additionally, during the Christmas Pageant, we took up a collection
of new or used coats, blankets, hats, beanies, gloves, socks, and sweaters for Operation Deep Freeze, a safe and warm place for those on the street with nowhere to go.

**Our Whole Lives (OWL)**

The OWL program for children and youth has been extremely successful. This year we offered 3 courses starting in January 2020: 1 class of K-2nd grade, 1 class of 4th-6th grade and 1 class of 7th-9th grade. Registration was slow, but without much advertising, we started the classes with a total of 42 students:

- K-2nd grade --8 students
- 4-6th grade --22 students
- 7-9th grade --12 students

Parent orientations wrapped up Sunday, Jan. 19 with classes starting the following Sunday.

While the teaching teams for each class are sufficient, it is clear we need to have another round of facilitator training – either at UUCT or by sending folks to a training. The [really big] 4-6th grade class has 3 regular teachers and will have assistance from OWL trained teachers who aren’t currently on the regular teams. The other 2 teaching teams are also full at 4 facilitators each.

We used Realm to register most students and offered paper registrations for those who couldn’t make Realm work. Overall, this process worked well, but we worried that it made registration difficult for some families. We made sure to communicate frequently with families both in the online forms and via email that they would be required to have all legal guardians sign the physical paperwork. I am proud to say that we had all signatures by the 2nd meeting of each class and all fees were accounted for.

Again, approximately 2/3 of the children in OWL classes are community members, not affiliated with UUCT. There is clearly a large unmet need for comprehensive sexuality education in the Tucson community, leading to our very strong registrations. Community families are finding us through word of mouth, from friends whose children have taken the classes. The presence of the community children means we can count on having enough enrollment to run our OWL classes. That is, the fact that so many community children are taking the classes is what makes it viable to keep our OWL program running for UUCT families. Furthermore, the OWL program is serving as very effective outreach to the community, as families in Tucson now know that respect and justice in matters of sexuality and relationships is something UUCT stands for.
For the Adults, instead of offering OWL Curriculum, I hosted 2 OWL Parent Meet Ups for the parents to meet each other in a social/learning context. These were very well received and appreciated by the parents.

Many, many thanks to the program coordinators and facilitators who give generously of their time to bring this program to life. Melissa Brosanders and Natasha Warner both not only coordinated teaching teams, they also both taught a class. Other facilitators were: Arthur Torrance, Susan Proebsting, Claire Bethel, Gina Englert, Beau Finan, Joost van Haren, Janice Hayhoe, Carolyn Valdes, and Allison Lee. Our substitutes who helped us keep the rowdy 4th-6th graders in check were Helen O'Brien and Frank Valdes.

Family and Adult Programming
The Parenting Club has met in September, October, November, March and April with between 10 and 32 people (kids and adults) at each. The format most recently has been a game night with Nursery Staff and Safe Sitters for games, play time, and a very nice conversation. We plan to continue to meet and have a Facebook page: Parenting Club at UUCT.

Tucson UU Young Adults (TUUYA)
Is now a fully functioning group with Janice Hayhoe as its reluctant but vastly capable leader. They have promoted the group as being for anyone who identifies as a young adult, so the age range spans 19 to 50 years old. They have been hosting a variety of events such as

- Rocky Horror Picture Show at the Loft
- TUUYA/Parenting Club Game nights
- Friendsgiving on Nov. 30
- A de-stress party on Dec. 5. --8 people and lots of chocolate

Thursday Night Lights
The other experiment for this year is tentatively being called “Thursday Night Lights.” It will be another open programming time when I will be on campus to help set up, unlock rooms, or even facilitate events. Kicking off in October, the first event was a game night called Fall Festival. A staple on Thursday was MUURP hosted by Jim Myers. He ran the fifth edition Dungeons & Dragons adventure: Dragon of Icespire Peak. Children as young as 12 are welcome to attend with parental supervision.

Building the World We Dream About
“Building the World We Dream About” team headed by Rev. Karla Brocke held a workshop at 2nd Hour on Sept. 8 to advertise the larger, commitment intensive program. The first session of the larger program met on Sept. 12 with 12 participants and Rev. Karla leading. They met almost every Thursday evening through fall and winter and settled with 5-7 people attending weekly.
Evening Worship
The Alternative Worship Committee has been hard at work preparing a monthly service. Our theme this year is “the body” and each month we will reflect on questions about how we relate to a different body part—as a metaphor for our internal, spiritual, emotional lives.

- Oct. 24 --“Heart Space” 23 people attended
- Nov. 14 --“Feeding our Hearts and Bodies” 18 people attended
- Dec. 12 --“Listening Space” with Margo Garcia. 5 people attended
- Jan. 23 –“Lung Space” 18 people attended
- Feb. 20 –Spleen Space 20 people attended

2nd Hour
Hoping to capitalize on the desire for more Adult and all ages programming, we developed 2nd Hour. Typically held on the 2nd Sunday of the month, this is a time for anyone in the church or broader community to offer workshops.

<table>
<thead>
<tr>
<th>Date</th>
<th># Workshops</th>
<th># Participants</th>
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<tbody>
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<td>54</td>
</tr>
<tr>
<td>Oct. 13, 2019</td>
<td>4</td>
<td>30</td>
</tr>
<tr>
<td>Nov. 10, 2019</td>
<td>5</td>
<td>38</td>
</tr>
<tr>
<td>Dec. 8, 2019</td>
<td>4</td>
<td>29</td>
</tr>
<tr>
<td>Jan. 12, 2020</td>
<td>6</td>
<td>44</td>
</tr>
<tr>
<td>Feb. 9, 2020</td>
<td>5</td>
<td>20</td>
</tr>
<tr>
<td>March 8, 2020</td>
<td>5</td>
<td>42</td>
</tr>
<tr>
<td>April 12, 2020</td>
<td>4 offered, due to technical difficulties only 2 ran **All on Zoom</td>
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</tr>
</tbody>
</table>

We had intended to end 2nd Hour in June, but we’ll offer some programming through Summer in this time slot.

Circles of Care and Connection
On March 15, our last worship service in Holland Hall, we launched the Circles of Care. We encourage folks to register via an online sign up. Folks were able to offer to be a Circle Leader, and encouraged to self-disclose the level of technology they were able to use. To date, we have over 75 households in 7 Circles. The focus of the Circles has expanded to be more explicitly
about connection – keeping our members and friends in touch, sharing resources, and offering support. Some of the Circles are more active than others by holding weekly Zoom meetings or grocery shopping for each other.

Online TUUYA and Parenting Club
I have hosted weekly events for these two groups including game nights, open discussions, and art parties. The most successful use of our Facebook page has been in the weekly scavenger hunts: I have been inviting families to create or find images that represent UU values, and post them to FB. We have made beautiful art that was then shared with the Baja 4 in worship on May 10.

Finance – JD Garcia

Submitted by: JD Garcia, VP of Finance

Annual Finance Report

This has been an interesting year [“May you live in interesting times!”]. Our fiscal year started in July 2019, on a very positive note: a successful pledge drive had laid the groundwork for a year of accomplishments. The budget for this year was a balanced budget, with income matching expenditure. And indeed, much has been accomplished. Our debt from past years have been paid off, both to the bank and to ourselves internally (to our Restricted Funds that we hold in trust for groups etc.). Thanks to the generosity of members we also were able to accomplish several improvement projects: the streaming of the service into Goddard Hall, repair of the fascia in Holland Hall, started on consolidation and bringing up to date the electrical wiring servicing our campus, and more. Through most of the year, the financial aspects of UUCT felt very positive. We also had a very successful Pledge Drive this year, giving a solid base for the new budget, thanks to the generosity of our members.

In broad strokes, UUCT has had a cash inflow, averaged over the whole fiscal year, of a total $33,300/month, of which $21,700/mo. comes in the form of Pledges, $8,300/no from Rent, Donations and Plate, and $3,300/mo. is the total of all the rest of the income, including the auction and Utah trip. This being a balanced budget means that expenditures must be equal to the income. Salaries and benefits (average $21,900/mo.) make up about 65% of the $33,300/mo. total expenditure. Utilities average $3,125/mo. (about 9%). Figures 1 and 2 in Appendix 1 show plots of various income/month, groups for the first 10 months of this year. Also attached is last fiscal year’s statement of activities.

We expected to end the year with a positive bank balance, despite the pandemic. But, as we are always open to availing our Church of other opportunities, we applied for one of the Paycheck/Payroll Protection Program (PPP) loans, and very recently we were notified that we have been
awarded the loan. The legislation says those loans will be forgiven at the end of 10 weeks, provided we obey the rules (i.e. use it to pay for salaries). We will be happy to do that!

The year’s last three months are generators of opportunity for using our creative talents. The COVID recession makes it more challenging to work out the budget for next year. Because we always need to deliver a balanced budget, the many uncertainties in our income which are introduced by economic hardships brought on by this recession make our crystal ball very murky indeed. Thanks to a very talented and hard-working Finance Committee, ‘we have developed the budget, which may need a midyear review so we can assess how the economic situation is affecting UUCT’s finances, with a midterm correction if necessary.

Thus, we end the fiscal year on a happy, though somewhat cloudy, note.

Respectfully submitted,

J D Garcia, V. P. for Finances

For the Finance Committee:

Linda French, Cynthia Johnson, Richard Meyer, Janet Moore, Larry Newhouse, Jim Periale, Heather Reed, Byron Skinner

The Next Three pages Include Income and Expense Charts
Ways and Means –Frank Valdes

Submitted by: Frank Valdes, President

Ways and Means Portfolio

The Ways and Means Portfolio covers fund raising for UUCT. We raise funds through pledges, planned giving, donations, "passing the plate" (including "Share the Plate"), campus rentals, and fundraising events. The fundraising events this year included a TUUR to Utah, an auction, and a rummage, book, and plant sale. This year was a good fundraising year. However, with the COVID-19 pandemic, rental income starting in March is non-existent for social functions and greatly reduced from the Children's Center that has greatly reduced children. Fundraising can't be done without the organizers, many volunteers, and the participants contributing items and money. UUCT is very grateful for all those contributions!

The Annual Auction

Auction

The Gala Auction was a success. The auction was held February 8th from 5-8:30pm. The total income was $12,514 (before expenses). There were 127 attendees.
Committee co-chairs: Wendy Annis and Georgia Conroy. Committee members: Barb Ricca, Sam Meyer, Carolyn Valdes, Margo Newhouse and Aston Bloom. Delicious food was provided by the many-talented kitchen crew. Entertainment was provided by Georgia Conroy, Kassandra Klein and Liz Ravenwood.
Our live auction volunteers (Wendy Gordon-Weeks, Brad Weeks, Bob Gordon and Steve Kraynak) did a wonderful job in selling out the dinners at record prices.
There were many, many volunteers from setup, to check-in and check-out, to clean up.

Annual Rummage, Book, and Plant Sale

Rummage Sale

The Annual Rummage, Book, and Plant Sale was held November 1-3. It brought in ~$2500. Thanks to Margi Magruder, a host of helpers, and the item contributors.

TUUR

Julia Mehrer and Carolyn Saunders organized and led a tour of Utah and northern Arizona. The cost of the trip for the participants included a portion for UUCT. This tour brought in more than $7000 to UUCT.

Stewardship

The 2019-2020 pledge campaign team was Margot Garcia, Deb Collinge, Susan Call, and Frank Valdes along with volunteers doing mailings and follow up calls. The campaign total was $256,421. Over the course of the year additional pledges were received from new members and friends.
The 2020-2021 pledge campaign team was Deb Collinge, Margot Garcia, Susan Call, and Frank Valdes along with volunteers doing mailings and follow up calls. The campaign total was $281,500.

Membership – Deanna Bland

Submitted by: Deanna Bland, Trustee

Welcoming and Membership Team

The UUCT congregation continued to grow to a membership of 288 from 229 in 2019. Along with the growth comes the challenge of facilitating new members to integrate into the community and become active participants. The Membership and Welcoming Team plays a vital role in this process.

Our Team consists of the following: Beth Britton, chair, Mary Holly Allison, secretary, Alma Byrd, Betsy McMillan, Carolyn Valdez, Wendy Annis, Joan Feldman, Kathy Hueser, Carolyn Cooper, Carrie Cooper, Dorothy Reynolds, Shirley McLane, Flo Weeks, and Allison Ewoldt. Deanna Bland attends as a member of the Board of Trustees and Rev. Bethany as staff member.

The Welcoming and Membership Team members performed many activities throughout the year, some of which are listed below.

1. Held monthly meetings

2. Staffed the Sign-in table before church services and the Welcome Center after church services to provide packets of information on UUCT and the UU philosophy. While chatting with visitors an effort is made to find out where their interests lie and connect them to that church activity.

3. Refurbished the Welcome Center to make it comfortable and inviting.

4. Held a New Member recognition ceremony on December 8, 2019.

5. Sponsored two UU Orientations in the fall of 2019 facilitated by Mary Holly Allison. An additional orientation is scheduled via Zoom on April 28, 2020.
6. Established a comprehensive Welcoming and Membership Team Charter.

7. Revised the Membership portion of UUCT Bylaws for vote at the annual meeting.

8. Initiated a Newcomers Club which meets on the 4th Sunday of the month and is coordinated by Wendy Annis.

9. Updated the Membership Directory.

10. Worked on updating the Membership portion of our webpage.

**Social Action - Gary Luce**

**Social Justice Council Annual Report**

**Submitted by:** Rex Graham, Chair

Rex Graham facilitated monthly meetings of the SJC, which grew in attendance to roughly 35 participants pre-COVID. Meetings were moved from a cramped classroom to Holland to accommodate the meetings, which grew to more than 40 participants for most meetings there. The meetings have continued on Zoom, and the meeting time was switched to 4 pm on the first Tuesday of the month. These meetings led to the creation of subcommittees, additional volunteers on ongoing projects and passionate discussions of a wide variety of justice topics.

**Share the Plate**

One STP collection per month in the fiscal year saw the 50-percent split to our nonprofit designee organizations rise to more than $550 per collection, with that amount going to both the STP recipient and UUCT. In some months, the two splits were $750 each. This generosity toward local social justice nonprofits is evidence of the congregation’s deep commitment to generosity and to practicing our UU Principles.

The STP Committee’s first “Opportunity Sunday” event on Oct. 20, 2019, brought 30 organizations to Goddard Hall to provide information, seek volunteers and make personal connections. Our second Opportunity Sunday planned for May 2020 was canceled because of the COVID-19 pandemic. Still, a proposal by the STP Committee, endorsed by the Social Justice Council and the church’s Board of Directors in 2020 will increase Share the Plate collections from one to two per month in the 2020-2021 fiscal year.
The election of the recipients for the 24 Share the Plate collections in the year beginning July 1, 2020 was conducted online in May and results were to be announced in June 2020. In a temporary move, the SJC voted to give both monthly collections to one STP recipient rather than two. This change will be in effect from July to December 2020. This method will be re-evaluated for the second half of the fiscal year.

Many UUCT members are deeply moved by the 5-minute descriptions during Sunday services by leaders of our STP organizations. For example, after a Sunday collection for Casa Alitas, a shelter for asylum seekers, several UUCT members began volunteering there. The volunteer sign-ups and generous donations of cash by the congregation has been matched in all cases by equally heartfelt gratitude from the recipient organizations.

**Café Justo Coffee Project**

In support of cooperatives of small-scale organic coffee growers in southern Mexico, a Social Justice Council team of five UUCT members has facilitated the sale of roughly $6,000 in coffee. That level of sales represents the total annual coffee sales for one coffee-growing family in Chiapas, Mexico. It’s called “caffeine with a conscience.”

During the past year, two popular car-pool “field trips” by UUCT members have visited and supported the Café Justo roasting facility in Agua Prieta, Mexico, which is immediately across the border from Douglas, AZ. These visits have deepened the relationship between Café Justo and the coffee-growers’ cooperatives with our church. These trips also were opportunities to initiate a supportive relationship with a shelter for asylum seekers in Agua Prieta and the Presbyterian Church’s migrant ministry, Frontera de Cristo, which is based in Douglas, AZ. Attention Center for the Migrant Exodus (C.A.M.E.) Shelter.

On their trips to visit the Café Justo roasting facility coffee shipments in Douglas, AZ, UUCT members have collected, cleaned and donated several pickup-truck loads of clothing, shoes, books, toys, backpacks and other items for this shelter for asylum-seekers in Agua Prieta. UUCT delivered the items to Frontera de Cristo, the Presbyterian border ministry in Douglas. After accumulating donated clothing and food from southern Arizona churches, Frontera staff and volunteers transport them to the C.A.M.E. shelter. The steady stream of donations comes at a time when the shelter has expanded from 44 beds to nearly 150.

**Homeless**

The SJC’s Homeless Task Force adopted a plan for UUCT members interested in this issue to collectively do 500 hours of volunteering and research over 12 months. This experience and information will be used to plan for consensus goals and a focus for UUCT.

**Detention Center Visits and Support**

In January 2020, UUCT volunteers visited a migrant housed at the Eloy Detention Center. The visit was made in collaboration with UUJAZ and the Phoenix-based Puente Human Rights Movement. Another visit was made in March and more visits are planned.
On 4 Sundays in late-2020, a Holiday Card Program led to the involvement of more than 100 members, friends, and visitors. They decorated the cards and wrote uplifting messages in Spanish. About 270 cards mostly written in Spanish were delivered to migrant inmates held in Arizona detention centers through a collaboration with Casa Mariposa to The Florence Project, whose volunteers addressed the cards and, in some cases, added money for phone calls.

**Justice training**
The SJC and UUJAZ were the primary sponsor of a two-hour (online) May 2 workshop led by Heather Vickery, Coordinator for Congregational Activism at the UU College of Social Justice. Six UUCT justice leaders participated. The title of the workshop was “Organizing Effective Justice Ministry Teams.” Heather is continuing the training with follow-up coaching sessions with even more SJC leaders and volunteers.

**Social Action Minutes**
The SJC coordinated about 40 Social Action minutes throughout the year (pre-COVID) with a multitude of groups and committees within UUCT and outside. These “minutes” highlighted SJC activities, and urgent social justice needs and efforts. Examples included a need for volunteers at shelters for asylum seekers, and the need for support of a Diaper Bank project to provide menstrual products for low-income women in Tucson. Most “minutes” ended with a call to action, such as a request for donations of food and clothing for No More Deaths. Some “minutes” merely raised awareness. In one case, the SJC, working with the UUCT Gallery Committee, helped facilitate the one-month display in the sanctuary of an art exhibit created by migrant children being sheltered at Casa Alitas, one of UUCT’s Share the Plate recipients. That exhibit has gone on to the Smithsonian Institution.

**Other Social Justice**

**Submitted by:** Gary Luce, Trustee

**Interfaith Community Services (ICS)**
Interfaith Community Services (ICS) provides resources for the congregants of UUCT, including financial assistance, food bank, mobile meals, job resource center, caregiving services, and more. In addition, we participated in the Gifts of Love Backpack & School Supply drive and an ICS Mental Health First Aid class was held at UUCT. Event announcements are posted for all to attend: Empty Bowls, Walmart Food Drives, etc. In addition, in January, ICS was awarded the Nonprofit Program of the Year by the 2020 Southern Arizona Volunteer Management Association (SAVMA).

**Tucson Interfaith HIV/AIDS Network (TIHAN)**
UUCT has 2 Liaisons for TIHAN – An annual Holiday Dinner and Dance takes place in December each year. UUCT volunteers support this event each year. Much support and opportunities for service are available through this group. Once the restrictions are loosened due to Covid-19, we will be able to continue to be involved in these future activities. TIHAN information is posted on the UUCT website and on both bulletin boards on UUCT campus.
Social Justice Council (SJC)
SJC is a very active group at UUCT. Typically meet 1st Sundays on the UUCT campus. Check the UUCT website for current meeting places and times during the COVID-19 crisis. The programs listed below are the major projects supported by SJC. There are many other opportunities and smaller efforts SJC supports.

Share the Plate
SJC led the Opportunity Sunday event in the fall of 2019 at UUCT where over 20 non-profit organizations set up information booths at UUCT during coffee hour and UUCT members could meet and ask questions. This effort greatly expanded the network of UUCT with organizations that support social justice efforts in the greater Tucson Area. From this event, SJC asked UUCT members and friends to select Share the Plate recipient organizations for the church year.

Chiapas Coffee Project
This effort supports coffee growers in Chiapas, Mexico and roasters in Agua Prieta, Sonora near the US-Mexico Border. SJC led groups have travelled to Agua Prieta, Sonora, near Douglas, AZ to visit roasting facilities and to buy coffee to be sold at UUCT during the fellowship hour.

Eloy Detention Center
On January 5, 2020, SJC team visited the Eloy Detention Center in collaboration with UUJAZ and the Phoenix-based Puente Human Rights Movement.

Homeless Taskforce
SCJ organized a group of members and friends to respond and support homeless individuals in the immediate area of the church campus

Social Action Minute
SJC works with the Minister and Worship Associates group to incorporate short announcements during Sunday Services.

Unitarian Universalist Justice Arizona Network(UUJAZ)
For the most recent information go to: https://www.uujaz.org/

Community Life-Samantha Meyer
Submitted by: Samantha Meyer, Trustee

Community Life Annual Report

There are many varied activities of the community members of the Unitarian Universalist Church of Tucson. Some things are special events, like the Gay Men’s Potluck and Soirée. Others pick up and end, like Sandy Ongley’s Facebook meet-ups (which ended early this year) and changed to a happy hour group meeting at restaurants to share a meal and conversation. This report only consists of the more organized groups, as many friends from UUCT gather for events that are not sponsored by the Church. In alphabetical order:

Book Club
Book Club continues to meet via Zoom and is welcoming new members. Jan Healy is handling the announcements and publicity for the group, and Margo Newhouse is handling membership e-mails. They averaged about one book a month this year, often with social justice leanings, and have fun discussions and learn new things together.

Care Team
Submitted by: Aston Bloom, Chair

The Care Team has been very busy this year. We have sent many cards to various members who have experienced health crises, including heart attacks and cancer. Sympathy and “thinking of you” cards have also been mailed. Special thanks to Rosemary Axelrod, who has been our principal card-sender.

Several team members have provided meals to a couple who are both experiencing health issues. People have also taken flowers to and visited with those in hospitals and care facilities.

A few members, as well as Rev. Bethany and other staff, attended an all-day workshop on Mental Health First Aid held here in Holland.

With Eve Hady’s skills, and the format from Nina Tolley’s other congregation, we designed a brochure about our team to give to newcomers. We also now have a direct link to our team, found on the home page of the Church’s website. The link provides a way to contact Rev. Bethany and us via e-mail. Also, the care team has begun investigations into offering rides to Church for those in need of transportation.
We conduct much business via group emails so that everyone is kept in the loop regarding various members and their needs. We meet at Church on the second Friday of even-numbered months to have more personal contact (we’re a very friendly bunch) and group discussions.

Postscript: With the advent of COVID related changes, the care team has stepped up their response and continue to make phone calls, write cards, and work to care for those in need.

Conversations with Friends
Conversations with friends is the reimagined version of the Sunday morning Spirituality Group. Gilbert Moore is coordinating it. They paused the meeting in March but began meeting via zoom at 2:30 on Wednesdays, weekly, in April.

Gallery
The Gallery was led by Susan Call this year. They held one art show, “Hope and Healing,” featuring artwork from Casa Alitas migrant children. The artwork was from the time of the occupation of the Benedictine Monastery and displayed as individual drawings or artwork transcribed into quilts. Valarie Lee James and Antonia Gallegos curated this show. The show ran from November 10, 2019, to December 9, 2019. It opened with a small reception and discussion of the artwork on Sunday, 11/10.

Grief Group
Grief group continued to meet nearly every weekend this year and is currently meeting via Zoom. Grief group is for anyone experiencing any kind of grief: a loved one, a pet, a divorce, a job, or a change in lifestyle. Their in-person attendance is between 5-12 weekly, with a group consisting of members, friends, and visitors. Lynne Bradly leads with the occasional stand-in from Cathy Dinsmore. The facilitator checks in with members during the week, and before social distancing, they met most weeks socially for a variety of meals and other activities. They also gather for holiday meals as holiday times can be challenging for people in stages of grief.

Grief Group welcomes all who are spiritually searching for their “church home” and facilitate a positive attitude while supporting each other during challenging times.

Kitchen & Hospitality
The kitchen ministry provided enhanced coffee hours weekly and, lunch monthly. Coffee and snack service will undergo some changes when church services restart due to increased sanitation needs. Hospitality continues to provide small receptions for weddings and funerals as needed.
LGBTQIA+
Submitted by: Jerry Cuffe and Bob Lane, Co-chairs

The LGBTQIA+ group is currently being co-led by Jerry Cuffe and Bob Lane. Several members of the group are working in leading committees for specific events.

In the fall, the Tucson Pride festival & parade were well-attended, with much interest from outside the congregation. Jerry and Bob attend the planning meeting in October TIHAN for the POZ Cafe December dinner and have worked with the board to address future funding for this annual event. The TIHAN POZ Cafe holiday dinner was in December and sponsored by the group.

In January, the group began budget planning for fiscal year 7/1/2020-6/30/2021. A new email address for the LGBTQAI+ group was established, and a weblink was put on uuctucson.org. Frank V. completed upgrades, with assistance from Kathy H. and Eve H. Jerry and Bob were asked to be Liaison between UUCT and TIHAN and accepted the position.

In February, Jerry and Bob attended the liaison meeting at TIHAN. There was also a planning meeting with Rev. Bethany for Welcoming Congregation re-certification. In attendance were Rev. Bethany, Gail R., Marjorie S., Josue’, Bob L and Jerry C. A task committee formed with Gail and Josue. Plans are to look for added people for the committee from the congregation. The Ice Cream Social and Hot Cider social was held on 2/2.

Several planning events are on hold temporarily due to the Coronavirus. Look for more information on these over the summer or fall:

- ISKASHITAA cultural cooking demonstrations
- PRIDE service June 2020
- July themed dinner dance
- Fall Hot Spiced Cider and Gingerbread social
- Humanitarian aid for LGBTQAI+ youth program search
- Welcoming Congregation recertification
- TIHAN POZ Cafe event
- OWL program participation
- New member orientation breakfast participation

Men’s Group
The men’s group continued to gather twice a month as it has for a couple of decades. They stopped meeting in March and will restart when it is safe to do so. Rick Meyer heads the group.
Quilters
The quilters continued to meet weekly but paused activities in March due to the closure of the church building for small groups. They participated in the craft show in December and continue to work towards completing a quilt for raffle benefiting UUCT.

TBIRDS
Submitted by: Howard Tolley, Chair

This year 58 UUCT winter members, visitors, and friends arrived in Tucson from all regions of the U.S. — 18 states — Alabama to Washington, with the largest contingent of 13 rainbirds. Minnesota and N.Y. are next with 7 and 6 snowbirds, respectively. The TBIRD Winter 2020 Who’s Who appears on the UUCT website under programs at: https://uuctucson.org/programs/social-justice-3.html. 22 TBIRDS are UUCT Winter members and 9 are Winter Friends included in the regular church directory that does not include an additional 27 seasonal Visitors whose addresses. Contact e-mails, arrival, and departure dates appear in the TBIRD Who’s Who.

In December, the group began monthly city-wide potlucks at UUCT with 24 attending in January, and the April get together conducted via Zoom. Cancellation of the Book festival resulted in at least one early departure, but many others extended their time in Tucson rather than risking travel to areas impacted by the pandemic. One extending her time has been making masks for St Joseph’s Hospital and TMC as well as UUCT team members making deliveries to shut-ins. Prior to the creation of neighborhood Caring Circles in March, TBiRD hosts on the East and West Side arranged for small lunch groups. One member compiled a list of recommended Tucson restaurants to facilitate dinner dates. Another TBIRD arranged Saturday movie outings followed by dinner at a restaurant, and others connected regularly in a Mah Jongg group. Despite their absence from Tucson for six or more months, some TBIRDS with two U.U. Church memberships have served actively as Worship Associates and on several committees.

Committee on Ministry
Submitted by: Howard Tolley, Chair

UUCT Committee on Ministry Annual Report 2019-2020
UUCT Bylaws call for a Committee on Ministry of six elected members serving staggered three year terms. At the 2019 annual meeting the Congregation voted to suspend for one year the
responsibility for resolving church conflicts so the committee could reexamine its mission. Five
of the six elected members held monthly meetings with Rev. Bethany and collaborated on three
tasks.

1. Congregational Evaluation Process
2. Destructive Behavior Policy
3. Evaluation of Rev. Bethany for Renewal of Fellowship

Details on the COM proposals below can be found on the UUCT website at
https://uuctucson.org/members/congregational-news.html under "Members->Congregational
News"

Congregational Evaluation
The Committee proposes a bylaws amendment for Congregational approval to rename the
Committee on Ministry the Congregational Evaluation Team along with its new mission of
reviewing the congregation's ministries. Conflict resolution is now in the mission of the Healthy
Congregation Team. The CET shall conduct assessments of both lay and staff led UUCT
activities, appraising all programs on a regular cycle in order to provide assessments and
informed recommendations to the congregation, minister(s), Staff, and Board of Trustees.

Destructive Behavior
The Committee proposes Congregational approval of a new Destructive Behavior Policy that
provides for a four member response team appointed by the Board President and Minister to
address extraordinary threats to the well being of UUCT beyond the conflicts addressed by the
Healthy Congregation Team. An accompanying proposed Bylaws amendment modifies the
process for terminating the membership of an individual who threatens the congregation's well
being.

Renewal of Fellowship
To advance into Full Fellowship, all UU Ministers in Preliminary Fellowship are required to
have three approved renewals that include separate evaluations by the Board and COM as well as
a self assessment. The UUA identifies seven competencies that receive separate analysis, and
the COM discussed two with Rev. Bethany at each monthly session before conducting two
members only sessions for drafting a final evaluation for submission to Boston by June 30.

2019-2020 COM Members
  Julie Olson, Walker Smith, Randy Springer Howard Tolley, Wendy Weeks