



Annual Report 2018-2019



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We spent 7 months this year with a two Services Sunday schedule.



VUU Annual Meeting Agenda June 2nd, 2019

Call to Order – Establish Quorum (LDC) (70 members)

Invocation – 2 min

Housekeeping – 2 min

- Approval of 2018 meeting minutes
- Approval of meeting agenda and timeline

Elections: Board, Special Funds and LDC (8 min.)

- Any nominations from the floor (2 min.)
- Voting Instructions (2 min.)
- Candidate Introductions (2 min.)
- Collecting Ballots (2 min.)

Minister's Report – 5 min

President's Report – 5 min

Special Funds Report – 5 min

- Presentation, Questions, Discussion

Budget Approval – 5 min

- Presentation – 2 min
- Questions, Discussions, Vote – 3 min

Election Results – 5 min

Adjourn 1:30

Minutes
Valley Unitarian Universalist Annual Meeting
June 03, 2018

Call to order/Establish a Quorum (LDC)

Paul presiding

12:00 – Call to Order – Paul Schneider
123 members present - quorum established (approx. 165 total)
Invocation - Rev Dr Andy Burnette

Housekeeping - Minutes Approvals

Minutes from last year approved
Karl moves, DeeAnne 2nd, all in favor, aye – passed

Elections: Board, Special Funds, and LDC

12:06 - Tom elections
Annual elections for 3 organizations (special funds, leadership dev. committee and board of trustees).

- Tom explained rules about making sure you vote according to ballot directions and introduced the candidates: Bob Fabre, Paul Schneider, Musette Steger, Joanne McGrath, Ann Schneider, Tom Briggs, Regina Colburn, Lynn DeMuth, Susan Lacy, Beverly McCormick, Rebecca Riggs and Charlie Thomas
- Tom thanks the candidates for running.
- Open nominations from the floor. There are none.

Minister's Report

12:09 - Minister's report
Accomplishments of Congregation and Gratitude

- Record setting attendance
- Strong participation in programs
- Leading congregation in gathering signatures for Education Act
- Thank you: Kellie for a robust music ministry program with now 4 adults program; Kellie schedule will change, split time between here and Prescott so choir will meet on Tuesday
- Thank you: Sue R. is doing great work not only with our annual reports but is also now the coordinator for I-Help
- Faith Formation: 36 went to Mexico and 63 K-HS (plus parents) attended OWL;
- Thank you to all other volunteers: staff, congregation for their social action participation, serving on committees, donating time, etc..

President's Report

12:15 – The Board had 3 main goals:

- 1- Plan for VUU's growth
- 2- Define "Ends Statement"
- 3- Create central repository for board documents

Plus, the Board is reviewing Policies, Processes, and Volunteer Job Descriptions. We are tackling a few every month with the goal to go thru and revise, change or keep. Some items haven't been reviewed since 2014.

12:17 Last call for ballots

Special Funds Report

12:18 - Chris Sar

- Annual report has totals as of last month (May). Figures through the end of May are now available.
- \$414,000
- Reviews and revise charter as issues have been found since last revision 2012 on how grants are given. Because growth is faster than what they've been allocated for grants available. Bylaws are restrictive by design so endowment continues to grow. Limits what the funds are available to spend on.
- Question: Of \$414K, how much is from original donations vs. appreciation?
Answer: \$168K was from the outright, untouchable principal money. The rest is interest and dividends (grant funds). Original committee set up targeted percentages in different types of funds.
- Proposed making up to 4% of total value available for grants each year, unless 3-year avg. gains are less, which make larger grants possible annually, but also protects the fund long term - Needs $\frac{2}{3}$ vote
- Keep up with investments realities
- Honor donors' intentions
- Update names of committee, Nominating changed to Leadership Dev.

12:22 Paul - Board moves that VUU adopts the changes to the SFC as proposed during Cong. Conv.; passed

Budget Presentation & Approval

12:23 - Finance update Karl W.

- Regarding Compassion in Action: we are way up this year, so thank you everyone for participating
- 120% up for FUUND together
- Regarding expenses, we cont. to keep them down
 - No big unexpected expenses
 - Staff has been amazing
 - Only 94% used our operational expenses, so \$56,000 in black
- Regarding Fundraising: we are doing well which allows for specific programs, youth trips, outreach and community participation, and other items within our church
- We cont. to grow there are 150 are here today and 123 are members.

12:27 - Budget update DeeAnne M.

Summary budget was passed out. Full budgets available and also had been emailed out prior to meeting.

- Proposing to add Faith Formation Assist.



- Valley Interfaith Project membership - SF whelp us get started last year, and now can include in operation budget
- Adding a 2nd service come Oct. – April
- This year projecting \$8,000 ahead on revenue. (We have the surplus due to people pre-paying their contributions in December because of the new tax laws.) Proposal to carry over revenue from this year to next year, in past we have put surplus in reserve.
- For the last one and next 2 years, board has committed to putting \$10,000 in to reserves.

Major New Expenses -

- Faith Formation Assistant (part-time)
- Valley Interfaith membership
- Second Service
- Seed money for East VUU \$1000

DeeAnne talks about new budget, showing new items as well as general items that just are normal increase, change in interest vs principle we calculated incorrectly last year so they are getting it correct this year.

Board of Trustees - Moves that we carry over our surplus of next year; Passes DeeAnne moves to approve 2018-2019 budget; Karl 2nd, all in favor, aye – passed. BUT a typo is found so...

DeeAnne proposes to amend \$28,400 to \$26,800 for \$28,400 (on the PDF/screen) was a typo. Amendment was accepted, 2nd. All approved. Passes. Any other questions about the budget? None

Architecture Presentations and Explanation

12:40 - Wendel -

Started in March with 1st mtg of staff and board.

- How does our Congregation and campus have more impact and serve community better?

During vision and programing sessions asked questions, solicited lots of notes and ideas. Many comments and ideas came out of these meetings. Wendall went over a few of the highest vote getters and other noteworthy comments

- Multipurpose use of church and space
- What is a sanctuary?
- We need more unity in seating layout
- How can it be different, so we are looking at each other?
- Flexibility and adaptability of fellowship and sanctuary - need to be adaptive for weddings, cotillions, and co-sharing with other congregations
- Inclusiveness, other events
- Building a community interfaith oasis
- Children and parents separated by the parking lot – after service parents pick up kids and they are gone
- Lack of casual social spaces
- Lack of a threshold to come in
- Lack of a space to hang out
- People arrive from Ray Rd. our landscape is not fully utilized or inviting



- More unity, more impact, more community
- Expand the impact of UU; welcoming space, social connection across generations, building for growth, safe connections across parking lot, create a welcoming entry; green room, restrooms with showers, facilities space for co-share; commercial kitchen

Counting cars, attendance, chairs and Faith Formation attendance (avg attendance 208) - all that data was used to project growth for 2028.

- Data: grow by 35%,
- Faith Formation has fallen 35% to 25%, avg. 68% increase on peak days and special events.

Wendel and his team came up with 4 projections on our growth (low, medium, high and very high)

- Recommend design for a 56% of attendance growth in 10 years
- Recommend designing a new sanctuary
- Present space would be remodeled for FF and fellowship
- 400 seat capacities for new sanctuary: meets the high growth number w/ 538 projected during peak and special events, also reflects projected FF growth
- Square footage now in present space would not change much but would need to be up to daycare standards (like having own restrooms), and correct square footage per child.
- 28% increase in growth sq. feet mainly in fellowship space and sanctuary
- Present Adobe Montessori school, RE and admin space not efficiently utilized, has more than 40% than normally required; RE is 30% larger than needed; there is a lot of storage areas.

Wendel and his team presented 3 sketches:

1st Rendering- Re-do fellowship hall and make a green space

- Questions: Are we hitting the major needs? No. We will have a pretty Fellowship Hall and our outside will be inviting

2nd Rendering - We are meeting a few more of our needs with expanding our present space and the request for a new campus

3rd Rendering - We hit all the major needs and request; addresses all the goals and criteria that came out of our mtgs.

- Fellowship Hall
 - adaptive reuse of this existing building with Faith Formation K-5
 - true community fellowship hall
 - proper foyer with seating and doors (informal space and sitting)
 - fellowship center area
 - restrooms
 - proper indoor showers
 - storage
 - green room
 - commercial kitchen
 - choir rehearsals
 - 180 seats for new fellowship hall



- New Sanctuary
 - Across the way (where the drainage area is and the Zen Garden)
 - Better parking
 - Interconnected space indoor and outdoor with green area
 - More park than parking lot
 - More parking w/ shade trees
 - Main sanctuary with green room
 - Foyer - doors fold all the way open, bring in south light
 - Indoor-outdoor flow
 - Ability to expand outside
 - Town square

Other items address in the 3rd rendering”

- Parking is now like a park (shaded)
- Fellowship hall expanded with exterior screen to mimic new sanctuary
- Kids are just walking across courtyard to their Sunday School class. Then after service, parents just walk thru courtyard to get kids and stay to socialize
- Comfort level will increase
- Rent area out for special events
- Co-sharing will also bring in extra revenue
- Stronger curbside appeal from Ray/McKemy
- True entry point

Cost:

- New sanctuary 2-3 Million
- Green space \$150,000
- Fellowship 1-1.2M
- Parking \$120,000 (\$500,000 to do the parking lot right)
- \$3.4 - 4M direct and indirect cost

Phase 1 building new sanctuary

- we stay in fellowship hall
- do not lose people

Phase 2 we move into sanctuary

- Fellowship is renovated
- RE stays where they are until phase two complete

Open to Questions

1:27 open to questions

Board has done all that they can do and have explored all options

- We need to know if we need to start a capital campaign
- Form a planning committee and a fund-raising committee
- Form a Capital Campaign committee

The Board moves that the congregation votes to begin a Capital Campaign, and form two committees (planning and financing). Hand vote: passed unanimously.

Election Results

1:30 election results - Tom Briggs

- Recognized Linda Horton who will be leaving this year from the Leadership Dev
- Board of trustees: Paul S., Musette S. and Bob F.
- Special Funds: Ann S. and Joanne M.
- LDC: Tom B., Lynn D., Beverly Mc. and *Rebecca R., **Charlie T
-

Questions

1:36 - Q & A

- When and what was the last CC fund? – The last CC was to make the debt more manageable and we accomplished it so that CC fund was completed.
- Added: Mortgage paydown was 2012

Adjourn

1:38 - Paul moves to adjourn meeting, DeeAnne 2nd. All in favor, aye. Passed unanimously.

*Rebecca Riggs sent in her resignation from the VUU Leadership Development Committee for she is caring for her ill mother and is unable to commit the needed effort to LDC at this time. The LDC recommends the appointment of **Charlie Thomas to the vacant LDC position created by the resignation of *Rebecca Riggs.

**The Board approved the recommendation and Charlie Thomas accepted.



ANNUAL REPORT
Board of Trustees
2018-19

Members and Friends,



desired outcomes.

The work of VUU's board is performed through "Policy Governance," a governance methodology that defines and guides appropriate relationships between an organization's owners, its board, and its chief executive. The board is accountable to the "moral/legal owners" of the organization, working to translate the owners' wishes into organizational performance, using "Ends Statements" to quantify those

For this congregational year, the board had great stability with virtually no change on the board from the prior year. Our stated goals and measures for the year are below, with some commentary on our progress with each.

1. The VUU Board will support the capital planning and fundraising for campus improvements, provide charters to the Capital Planning and Capital Campaign Committees, and ensure that a feasibility study is completed by end of 2018. Each trustee commits to make personal financial commitments to the Annual Operating Campaign and to the Capital Campaign on or before November 1, 2018.

We will have met this goal if by spring 2019 these two committees are operating independently, indicate they have the support and resources they need, and have made significant steps including having kicked off a capital campaign with a time-frame and goal, and enumerated phased building steps with an architect on contract.

[We have met this goal.](#)

2. The VUU Board will work to transition board meetings from primarily business focused to primarily learning, skills training, mission stories, and generative discussion, focused on the mission of the congregation. Each trustee commits to spending more time offline and in advance of board meetings to read, study, generate and ask questions, and obtain answers, so that business proposals and reports may be voted on during meetings, but without taking up meeting time for related discussion.

We will have met our goal if one-half or more (45 minutes) of each 90-minute board meeting includes these items, and less than half is devoted to business (reports, finance, minutes, policy detail, etc.)

[We have made significant progress towards this goal, spending time in advance for preparation, and more meeting time discussing bigger picture items. We have additional work to do to turn this vision into a norm.](#)



3. The VUU Board will work towards a revision to Board By-Laws and Policies, with a focus on simplification, the elimination of redundancy, and improved usability. We will commit resources to this project, including using third-party consultants to review, make and present recommendations for change.

We will have met our goal if we have a revised, cleanly-formatted, approved set of by-laws and policies, on or before June 30, 2019, that users deem clear and usable.

Thanks to our policy committee, this goal is nearly met, and should be finalized by June 30. No changes have been made to the By-Laws (which require congregational vote); policies have been updated and made cleaner and more accessible in hyper-linked and searchable form. Policies are posted under "Resources" on the website.

4. The VUU Board will finalize ends statement measurement. A continuation of last year's goal, the board will study "The Math of Mission," and work to create both qualitative and quantitative measurements that help to define the progress VUU is making toward fulfilling the mission and vision set forth in 2016.

We will have met our goal if we have created a comprehensive rubric that may be used over time to show and monitor progress toward congregation's end statements, on or before June 30, 2019.

This goal was carried over from the previous year and continues to be difficult to meet. We spent time in multiple board meetings on this, and Rev. Andy held a separate study session for us. We are closer to meeting this goal, in theory, but have not yet created a comprehensive rubric to measure our progress.

Submitted by DeeAnne McClenahan, President
May 2019

For the Board of Trustees 2018-19:

- DeeAnne McClenahan, President
- Bob Fabre, Vice President
- Karl Hurstwicker, Secretary
- Paul Schneider, Financial Analyst
- Maria Dixon
- Mary Erickson
- Musette Steger
- Rev. Dr. Andy Burnette (ex-officio member)

DeeAnne McClenahan
Board of Trustees President
deeannemcc@gmail.com
602.214.4608

Vision

We are a vibrant, inclusive community, inspired by many spiritualities and theologies, caring for one another through life's challenges, and bending the moral arc of the universe toward justice.

Ends (and Interpretations)

- 1. We challenge each person to discover, experience, and be transformed by the deep and mysterious.**

We pursue spiritual growth as individuals and as a community. Congregants and other members of the communities we serve engage Unitarian Universalist spirituality throughout the week in a variety of ways including worship services, religious education, music, and service.

- 2. We cultivate our inclusive community through radical hospitality and nurturing.**

We share the good news of Unitarian Universalism in our communities and thoughtfully welcome those who come through our doors, tending the path from visitor to member to deep engagement and leadership. We provide pastoral care for one another across the lifespan. We make it known widely that traditionally marginalized populations are welcome among us, and we develop practices which widen and deepen our welcome. We practice radical hospitality in our communities, standing on the side of love in the face of hate and exclusion.

- 3. We prioritize intergenerational experience through increased investment in the faith formation of the next generation.**

Our children and youth pursue spiritual growth. They discover, experience, and are transformed by the deep and mysterious. Prepared for leadership by their experience at VUU, our children and youth counteract hate and live out values of love and inclusion. We joyously create spaces in which multiple generations can worship, learn, and serve together. We realize that this demands resources, financial and other, and we work to develop those resources.

- 4. We engage in partnerships to counter systems of oppression and create a just, sustainable, and healthy world.**

Realizing it is not possible to effect justice alone, we work with partners. Our partners include congregations and other organizations from many faith traditions, and organizations or individuals from traditionally marginalized communities.

- 5. We are an innovative congregation, growing Unitarian Universalism in covenant with our UUA partners.**

We are excited to explore new ways to welcome more and more people into our faith. We foster a culture of experimentation and thoughtful risk-taking. We are committed to being in covenant with other Unitarian Universalist congregations by continuing to pay our fair share to our district and the association, and by working with them to implement programs and strategies which further our faith.

11/29/16



Senior Minister's Annual Report
Valley Unitarian Universalist Congregation
June 2019



Dear Fellow Members of Valley Unitarian Universalist Congregation:

Thank you for the privilege of serving as your settled minister for the past seven years. I consider it a deep honor to be working alongside you for justice, leading you in worship, being with you in times of celebration and sorrow, helping mark your biggest life transitions, and learning with and from you. The 2018-19 congregational year was full of blessings and challenges.

I want to thank Willa Cree, whose term as social action coordinator ended this past congregational year, for helping shepherd our social action efforts to a new level. Under her purview last year, several new initiatives were born, including Spectrum, an LGBTQ+ advocacy group; a new team focused on reproductive justice; the Citizens Climate Lobby at VUU, which is leading us into the hard work of preserving our shared earth; and an immigration team that is organizing our efforts to help minister to asylum seekers. Thank you to all of you who are working to put our Unitarian Universalist values into action.

Our worship services were well-attended last year, including a high of 440 people on campus for our Easter services! However, the second service experiment did not have the intended effect. We hoped that families would choose to attend faith formation then worship services together, making Sundays more multi-generational, but we learned that for most families this design actually became a roadblock to worship attendance. There were fewer children in our services, not more as we had hoped. In addition, overall Sunday attendance dropped over the last few months as a number of us seemed to be 'over' the experiment.

We did learn something important from trying two Sunday services, namely that the adults at VUU are hankering for more adult faith formation opportunities on Sunday mornings. We will be creating more of those chances next year. Still, for the 2019-2020 congregational year we will be sticking with one 10:30 service. I am grateful to you for hanging with us as we gave a new model a shot.

Since we are sticking to one service, there are a couple of cultural changes that we need to make. 1) We need people to sit toward the middle of the seating sections. Think Arrid Extra Dry: Get a little closer! Don't be shy! There's plenty of



room for all who want to join us if we make sure to have spaces at the ends of the aisles for latecomers to sit. Parking is a different story. So 2), if you are able-bodied, it will help if you park along the street, leaving parking spaces for those with mobility issues and first-time guests. These actions are part of our ministry of hospitality. Thanks for helping widen our welcome in these ways. We're all on the welcome committee!

This Fall, we will be hearing much more about the capital campaign to construct a new sanctuary, additional classrooms, and other campus improvements. I encourage you, when you are approached by one of our trained stewards, to consider how generously you can give toward this latest chapter in VUU's nearly 55-year story. Big thanks are due to all those who are already working behind the scenes to get the project rolling. We are well on our way!

As we move toward the most active phase of our capital campaign, I am excited about the future of our congregation. Our mission of greater love, service, and justice will be better served by increased space for classes, community conversations, and worship services. I can't wait to see what comes next!

As we say in our new member welcome, our congregation was started by a group of visionaries meeting in a pizza parlor. We carry on their questing spirit and their vision of a valley transformed by Love Itself. To quote the Unitarian Universalist hymn, "what they dreamed be ours to do." May we be faithful stewards, always ready to empower the next generation to carry the vision well beyond our lifetimes.

With love and gratitude,
Rev. Andy



blessed are you who are raging.
blessed are you who are mourning.
blessed are you who feel numb.
blessed are you who feel sick, and tired, and sick and tired.
blessed are you who refuse to turn away.
blessed are you who need to turn away.
blessed are you who keep breathing deep.
blessed are you who are tending to your own needs.
blessed are you who are tending to the needs of another.
blessed are you who have been calling.
blessed are you who have been organizing.
blessed are you who have been testifying.
blessed are you who have been hearing.
blessed are you who have been resisting.
blessed are you who feel broken open beyond repair.
blessed are you who are raw beyond words.
blessed are you who are working hotlines and crisis care centers and bearing witness to the forces of violence and trauma unleashed and unloosed.
blessed are you who are marching.
blessed are you who are weeping.
blessed are you who preach and know that divinity resides in despised, abused, violated flesh.
blessed are you who know deep in your bones that you are good, and beautiful, and beloved, and sacred, and worthy, and believed, and held, and capable of healing beyond your wildest imagination.
blessed are you who remind others they are good, and beautiful, and beloved, and sacred, and worthy, and believed, and held, and capable of healing beyond their wildest imagination.
blessed are we when we dare to dream of a world without sexual violence, without white supremacy, without misogyny, without police brutality, without anti-trans and anti-queer violence.
blessed are we when we stay tender.
blessed are we when we stay fierce.
blessed are we when we dare to imagine repair, and transformation.
blessed are we when we labor together to make it so.

- Rev. [Anna Blaedel](#), Theologian In Residence [enfleshed](#)



MUSIC MINISTRY & MEMBERSHIP -ANNUAL REPORT 2018-19
Submitted by Rev. Kellie Walker Hart

Music Ministry Highlights:



The Cabaret theme in September 2018 was "# One Hits," and as usual was a fun event! Special thanks to Rick Hinrichs, Ken St. John, the Cabaret Band, and the Adult Choir for all their hard work and talent.

In this congregational year we hosted two concerts featuring pianist Michael Lewis, and he and CodyRay Caho also led the Longest Night Service in December, featuring songs of Trauma and Healing.


We welcomed 6 new members to the Adult Choir this year, and the Chalice Ringers also welcomed several new players.

The Adult Choir's annual end-of-the year potluck in May was perhaps the best attended ever, and the Chalice Ringers' April concert was a highlight. The Children's Choir (Chalice Singers) finished out their season with a favorite song, *Rainbow Connection*.

**Living Scars:
Songs of Trauma
and Healing**

a recital with CodyRay Caho and
Michael Lewis

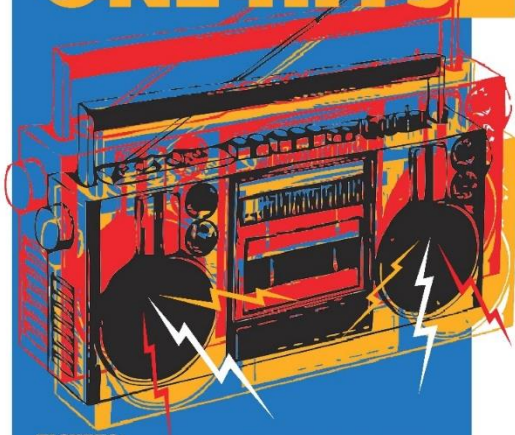
Music and Lyrics by:
James Agee
Matthew Arnold
Samuel Barber
Benjamin Britten
J. Fred Coots
George & Ira Gershwin
Julien Green
Thom Gunn
James Joyce
Joseph Kosma
Libby Larsen
Michael Lewis
Sam Lewis
Johnny Mercer
Mary Oliver
Jacques Prevert
Ned Rorem
William Shakespeare
Judith G Wolf



Valley Unitarian Universalist Sanctuary
6400 Del Rio St. Chandler, AZ 85226

Saturday, December 1, 2018 | 7:30 PM

CABARET 2018
NUMBER 1
ONE HITS



TICKETS:
\$10 ADULTS
\$5 KIDS UNDER 12
\$25 FAMILY
AVAILABLE IN ADVANCE
AND AT THE DOOR

**SATURDAY,
SEP 29, 7 PM**
VALLEY UU
6400 W. DEL RIO ST.

Valley Unitarian Universalist Congregation
ANNUAL REPORT

The Adult Choir particularly enjoyed singing *For Unto Us a Child is Born* from with a small orchestra in December, and *Go Out With Joy* for Easter Sunday. A group of choir members also sang with others at the Installation Service of the Rev. Bethany Russell-Lowe in Tucson in January.



Minister of Music Kellie Walker Hart again headed up the Worship Design Team at the annual UU Musicians Network (now changed to AUUMM, the Association of UU Music Ministries) in Portland in July. She also gave a workshop on Meditative Music at the Pacific Southwest District Annual Meeting in Long Beach in April. Another highlight for her was attending the first ever "Train the Trainers" retreat at Lake Tahoe with the Worship Design Studio in May.



July 2018 – June 2019 we welcomed 36 new members!

August 2018 we welcomed 13 new members: Jeanie Sullivan, Molly Cooper, Christopher Vehon, Diane Hansen, Sara Simmons Kaufman, Israel & Noell Hyman, Blake Hyman, Mary Wolf-Francis, Irene Krull Vitullo, Sharon Boyer, Janet & Frank Biondo.

In November 2018 we welcomed 5 new members: Haleigh Farrelly, Lorraine McNeeley, Sara Teets, Kevin Guhman, Desna Wallin Jarrett.

In February 2019 we welcomed 9 new members: Shari Melton, Meredith Milowski, Andy Boutcher, Sara Taylor, Kelly Mott Lacroix & Patrick Lacroix, Robert Taylor, Licia & Matt Bailey.

In May 2019 we welcomed 9 new members: Jill van Oss, Carol Corsica, Elizabeth Wyman, David Boyles, Allison Robinson, Edie Lopez, Pamela Thomas, Corissa & Mike Ruggiero.



On Sunday, January 27, 2019 our morning service considered "The Diversity of Grace - Greek Goddesses of Kharities." Presenters were Frances Campos-Outcalt, Katie Hurstwick & Roz Hawkins




FAITH FORMATION 2018-19 ANNUAL REPORT

CLASSROOMS


- ❖ Our theme this year, for all ages was Unitarian Universalism. Preschoolers curriculum worked on connections, Kinder – 3rd grade classes had lessons connected to our principles, 4th-5th graders delved into 8 different social justice issues. Our middle and high school aged youth dove deeper into their understanding of what it meant to be a Unitarian Universalist.
- ❖ As of the middle of May, we have had 2171 children and youth signed into Sunday morning classes, an increase of 21% over last program year. Our average youth attendance vs worship attendance dropped this year to 21% (19% during the 2-worship time frame.)




A HUGE Thank You to our exceptional lead teachers!! 2nd/3rd grades: Teri McGovern-Nintzel and Jessica Nierad, 4th/5th grades: Sharon Hagen, middle school: Dave Merrill and high school: Rebecca O'Rourke and Julie Tregloan.

-  **PROFESSIONAL GROWTH** - I attended the LREDA Fall Conference in Houston and the Pacific Southwest District Assembly in Long Beach, Ca.



-  **COMING OF AGE** – Seventeen 9TH & 10TH grade youth participated in this 5-month long program. Youth attended 10 Sunday afternoon workshops, 1 weekend workshop, a team building and high ropes course in Tucson, collaborated on 4 social justice issues. All 17 youth presented their thoughtful credo statements at the banquet for families on May 4th and to the congregation during the service they prepared and presented on May 5th.

15 of the youth, together with the facilitators (Alexander Fuller, Carl Anderson, Rebecca O'Rourke, & Marci Beaudoin) will travel to Boston for our Heritage Trip June 4 – 10.

-  **ADULT FAITH FORMATION PROGRAMS** - Adult faith formation programming was very popular during our Faith Formation hour. We had difficulty providing enough variety to offer seats to everyone who wanted to participate. Going forward, our goal for 2019-20 is to offer more programs that are open to large groups and to find locations on campus where we can hold these programs. Programs that have continued from last year include; Spirit of Life Reading Circle, Dalai Lama and Friends workshops, Page Turners book club, and the environmental group, now known as 7th Principle (now includes 2 programs: My Impact and Climate.)

-Submitted by

Marci Beaudoin, Director of Faith Formation

**Congregation Administrator 2017-18
Annual Report**



This August I will celebrate 4 years as your Administrator. And they said I wouldn't last!

My job here at VUU is to manage the day-to-day operations of the office, streamline processes where possible (incorporating technology and best practices), improve communications and help coordinate volunteer activities. I'm also the staff liaison to both the Facilities Team and the Finance Team. This past year along with overseeing/coordinating I-HELP, I started working on Sundays as the go-to staff person on Sundays for coffee, snacks, tables, chairs, questions. I support the welcome team and all who serve. We welcomed a new hospitality <<<<coordinator this year, Regina Colburn. <<<<<<

Day-to-Day Office Operations: This year VUU accounting and payroll continues to be outsourced to JDP Accountants. Brenda Patton and Danielle Lawrence are our liaisons and they take care of our accounts. Brenda and Danielle are wonderful resources to us! We continue to have a great relationship with those who rent our space – Adobe Montessori, NefeshSoul, Counselor Jane Baker and Desert Lotus Zen. We were able to rent our classrooms this past year to our Turkish Muslim friends at SEMA for their children's Saturday school.

Communications: We continue to use a one-page Order of Worship that is available on a link on the home page of the website, vuu.org: just click on *Order of Worship* and there it is. The Sunday bulletin is also linked to the top of the home page. It includes a calendar for the coming week and other important info for both seasoned VUU attendees and newbies! The links are also published every week in the Wednesday email blast called *VUU Happenings*, our weekly email reminder (thanks Sharon Kopina!). We continue to publish our monthly newsletter, *VUUPoint*, with many thanks to long-time, awesome editor Gilda Czerwonka. I'm also more involved with our Social Media (Facebook) presence now. Our software system, Breeze has allowed us to keep better track of your giving record, your pledges, your contact info and what skills, interests and experiences you want to share with this community.

Facilities: Joe Martin continues as our Maintenance Tech and he treats this facility as if it were his home. He had knee replacement in April, and we have sure missed him. He'll be back!



We employed a person, Nathan, who was staying with I-HELP this past year, giving him a chance to work and earn some much-needed work experience and funds.

I am just as excited as you are as we dream about the future of VUU and how we can continue to be a community leader promoting Love-Service-and Justice!

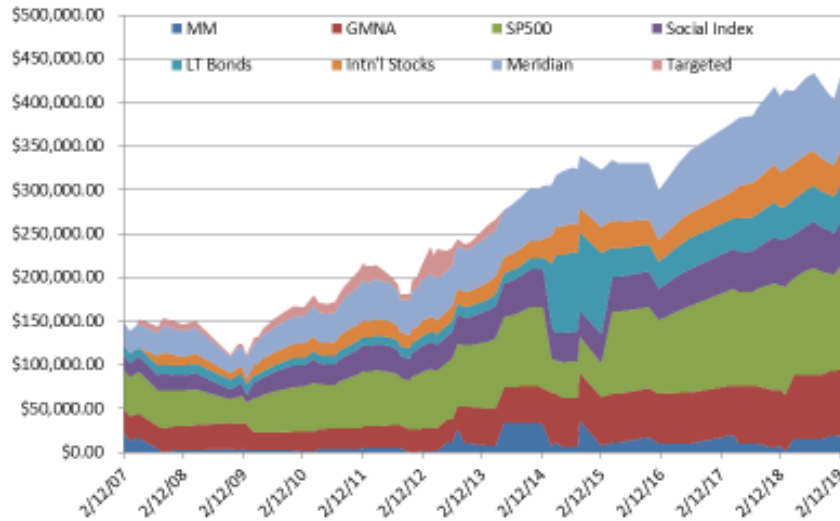
Submitted by Sue Ringler, Administrator



Special Funds Report 2018-2019

The endowment continues to grow, following our diversified investment strategy and a generally strong market. Much of our historical growth was led by very conservative spending policies, and reinvestment. The last few years we have increased the grants to the congregation and are now contributing to more projects than ever before. So future long-term growth will depend more upon member contributions through estates and gift plans.

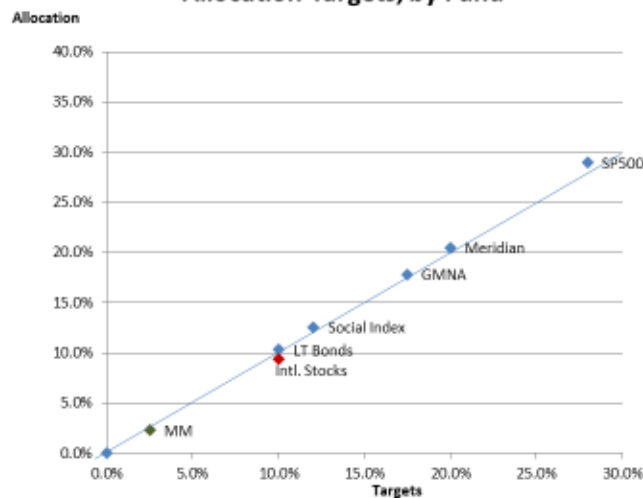
Fund Portions By Fund



Special Funds Report 2018-2019

Committee maintains a diversified allocation strategy, and regularly rebalances against target percentages. Currently we are watching the performance of the international fund, while all others are within target ranges.

Allocation Targets, by Fund



Special Funds Report 2018-2019

- **Year-to-date grants: \$10,000.00** to help fund the Coming of Age program, and their semi-annual trip to Boston; **\$750** to fund leadership development training for social action; **\$1,750** to help pay for guest ministers during Rev. Andy's sabbatical;
- **Year-to-date earnings: \$16,625.54;**
- Our very successful Recognition Sunday celebration in November **raised over \$6,500 to honor Beverly McCormick's** service to the congregation and the community;
- Working to better identify and celebrate those who commit gifts to VUU endowment in their wills or estates.

In the next section we will highlight several groups who are new or who have grown this past year. VUU'ers are a great bunch of folks doing great things together.



collection of VUU residents from east side towns of Mesa, Gilbert, Tempe, Queen Creek, Apache Junction and Gold Canyon. Our purpose is to provide a way for east-side residents to grow in fellowship with other UUs, to develop in our faith and to better serve the greater community through social justice.

This year, our primary focus for social justice has been the plight of the immigrant refugees. We have contributed many carloads of supplies for hungry families, and we have deepened our knowledge about what is transpiring at the border and in the Valley. Some of us have

EastVUU

The EastVUU group is thriving and growing! We now have more than 40 members and our average attendance is 22 people. We meet twice a month—on the second Thursday evening for a potluck and discussion about spiritual questions or social justice, and on the fourth Thursday evening of each month for a fun social gathering

The group was founded two and a half years ago by Reverend Kellie and a



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assisted at sanctuary churches. In addition, our social justice work has included legislative advocacy, voter registration and canvassing.

We have a core group—more than a dozen volunteers—who actively contribute their time on a monthly basis to make the EastVUU experience welcoming, thought-provoking and meaningful. This has had the effect of creating “a UU village” on the east side which is very loving.

Recently we have had members express their gratitude to the group for the outreach and support they’ve received during chronic illness or bereavement. We have grieved the loss of one of our members and held a tribute in his memory. We are bonded in friendship and really care about each other.



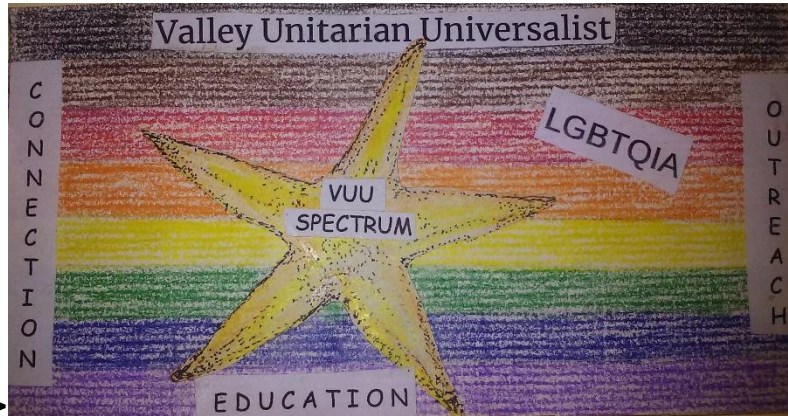
Reverend Doctor Andy and Reverend Kellie have plans to attend a number of meetings this year, and we are developing an excellent line-up of guest speakers. And our social gatherings provide relaxing time with like-hearted people. We welcome all members and friends of VUU. We meet at the Apache Wells Community Center (Maricopa Room), 2223 N. 56th St., Mesa on the second Thursday each month for a 6pm potluck and program. Our venue varies for the fourth Thursday night social--check VUU Happenings.

For more info, email Margaret Stewart at mjs.ontheroad@gmail.com.



EastVUU’s Give!!!





THIS>>>>>



BECAME THIS>>>>>

Valley Unitarian Universalist launches “VUU Spectrum”

VUU LGBTQ+ SPECTRUM is scheduled to meet on the 1st and 3rd Sundays each month at 11:45 a.m. in Room 5

Mission: To promote connection, education, and outreach for LGBTQ+ identified members who together with allies and the congregation model fully the UUA principle of justice, equity and compassion in human relations.

Goals:

- 1) provide a welcoming community presence for our members, prospective members, and youth groups
- 2) provide educational materials and workshops to increase awareness and understanding
- 3) Offer opportunities for the entire community to interface, uplift and encourage one another and our youth group members.

“VUU Spectrum” starfish logo and emblem is inspired by the starfish story “It matters to this one”. Returning hundreds of stranded starfish to the ocean may appear futile and laborious but even helping one matters--it would matter if it were you. Starfish are multi-colored, multi-armed (5 to 40) and can regenerate an arm when one is lost---variation, strength, resilience.

(LGBTQ+: Symbolizes various groups; + sign indicating additional groups.)
For more info on SPECTRUM, contact Linda Stenholm lin2159861@gmail.com

Reproductive Justice – NEW VUU Social Action Group



A new social action group started at VUU. The group is forming around the concept of Reproductive Justice, as defined by the national Unitarian Universalist Association:

“Decisions about children, families and sexuality are some of life’s most profound. We advocate not only for the freedom of those choices in each person’s life journey, but also for the ability of all families and communities to realize a sense of wholeness with regard to their sexual and reproductive lives. We create safe and healthy environments for children in our faith communities and campaign publicly for just and compassionate laws for family planning, reproductive health and gender equality.”

Want to know more? – Please contact Lorraine at paisleys@q.com

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VUU's Citizens' Climate Lobby



It was good to visit with Legislative District 18 Senator Sean Bowie, Representative Mitzi Epstein, and Representative Candidate Jennifer Jermaine! Nice of them to drop by and chat for a while.



Gershom Williams Sr., Matthew Whitaker from Diamond Strategies, LLC and EV NAACP President Roy Tatem led **A Conversation About Race** at Valley Unitarian Universalist Congregation, Chandler AZ. March 3 2019 · Chandler · Mr. Whitaker shared, "Thank you Roy Tatem, Vanguard, Gershom Williams, and Valley Unitarian Universalist Congregation, for such a spirited and timely Conversation About on Race!"



VUU AT PRIDE!



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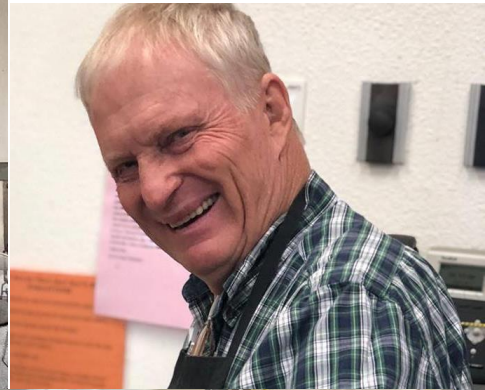
The VUU Immigration Team spent this year learning everything they could about the current border crisis and the challenges refugees, immigrants and asylum seekers face. They also learned from groups who are involved with this important justice and compassion work. VUU is now committed to becoming a host site for asylum seekers and a partner with other hosts sites and supportive non-profits and ministries. This effort will rely on all VUUers getting involved.



Quarterly VUUers meet for a feminine hygiene build-a-bag pack-a-thon party to benefit Women4Women Tempe. W4W makes these bags available – FREE – to low-income women & girls throughout the east valley.



VUU Serves at Paz de Cristo:



UU Day at the Legislature 2019
Monday, February 18th - Presidents' Day





**Lay Pastoral Care Associates (LPCA)
submitted by Randy Galbraith**

2018/2019 Annual Report

The LPCA team assists Rev. Andy with pastoral care. The eight team members, Brad, Carl, Dan, Frances, Janet, Randy, Rosaland and Steve help Rev. Andy by providing caring emotional and spiritual support. Compassionate listening is our central theme. We are assisted by Lauree Perry from the Caring and Concerns Committee.

The twenty-third Psalm containing the words, "he leads me beside quiet waters, he refreshes my soul," may have been inspired by shepherds who tended flocks of sheep. It is our hope to provide such a quiet space to listen and thereby refresh the soul.

During the 2018/2019 year the LPCA team...

- * Was available after our Sunday services to provide a listening ear.
- * In coordination with the Adult Faith Formation hosted the workshop, Owing Your Religious Past.
- * Made several visits and phone calls to congregation members.
- * Welcomed Rosaland Hawkins as our newest member of the team.
- * Attended a training retreat by Rev. Andy and other LPCA members to help us become more effective in pastoral care.

Upon the death of longtime VUU member Virginia Stone, Rev. Andy noted, "these are tender times at VUU." Indeed, the year seemed to bring a number of trying events to the fore for several. In several of these cases, a LPCA team member was able to provide assistance.



LEADERSHIP DEVELOPMENT COMMITTEE (LDC)

The LDC Has been active this year, pursuing our two main goals of:



1. Providing educational opportunities to develop lay leaders within the VUU Congregation.
 - Put on three Sunday Adult Education workshops entitled "VUU 101."
 - Made a "Joy of Service" video highlighting current members of the Board of Trustees. Showed this video as part of two services and a workshop.
2. Recruiting qualified candidates to run for elected positions on the VUU Board of Trustees, Leadership Development Committee and Special Funds Committee.
 - LDC Contacted over 40 qualified members of the Congregation to ask if they would run for an elected position. Since the first response was almost always "NO" we usually had to follow up with further information and testimonials to make people more comfortable with the idea of becoming a candidate.
 - The LDC was pleased that we were able to recruit enough candidates to have competitive elections for the Board (7 candidates for 4 open positions) and LDC (5 candidates for 4 open positions). However, we have had a last-minute setback since two candidates for the Board have withdrawn their candidacy within the past two days.
 - We have improved the visibility of the candidates to the Congregation through publication of "bios" in the May VUU Newsletter and several "meet the candidates' events" on the patio, after service. We also have had a video display of candidates.

Challenges –

- Developing more interest and willingness on the part of qualified members of the Congregation to run for elected positions. Our pool of candidates is very slim. We could soon be in a situation where we will not have enough candidates to fill open positions, especially if we continue to see many incumbents deciding against running for re-election.

Opportunities-

- Finding a way to post links to LDC training and videos on the VUU website.
- Making an updated "joy of service" video.
- Mentoring – Vice-chair position in LDC to lead into LDC Chair position. Ken St. John is currently LDC vice-chair.



And the Capital Campaign begins...shhhh...it's the quiet stage of the campaign



Report of the Capital Campaign Committee

Mission: The mission of the Capital Campaign Committee is to raise funds to support the capital improvements of the VUU Campus to support four (4) major objectives: a more family-friendly environment, more meeting spaces, improved facilities to support mission programs, unify VUU community.

Responsibilities:

- Conduct a feasibility study – completed in January of 2019
- Create a fundraising plan – completed in March 2019
- Conduct an active campaign to raise funds – currently in the leadership stewarding phase
- Ongoing campaign and follow up – General campaign to begin in the fall and continue through December of 2019 with a three (3) year plan for completion

What we have done

- Feasibility plan suggested VUU ability to raise ~\$1.3M
- Goal of \$2.5M established to support goal of a new sanctuary
- Materials created for stewardship visits including brochure, Leadership Gifts Table, Responses to Likely Questions, Phone call script, Pledge cards, Thank you cards.
- Over 20 stewards were trained and are in the process of being stewarded
- Stewards have been assigned VUU members most likely to give \$10,000 or above to steward for Leadership Gifts
- Leadership gift stewardship has begun
- CCC is pursuing outside sources for funding

What we will do – continue to do

- Progress report to congregation at June Meeting
- Leadership Gift Stewardship through June
- Begin meeting with VUU members during the summer for stewardship visits
- General Campaign to begin in the fall for general congregants
- “Temperature” chart will be posted in the sanctuary for public view of progress
- CCC will continue to work closely with the CPC and VUU BOD to provide progress report



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Oasis Town Square Option 3A.1

Minimally Renovated Fellowship Hall + New Sanctuary
Minor Renovation for Faith Formation Only
lowest budget option for Oasis Town Square

NEW SANCTUARY BUILDING
9,300 SF TOTAL

new sanctuary building

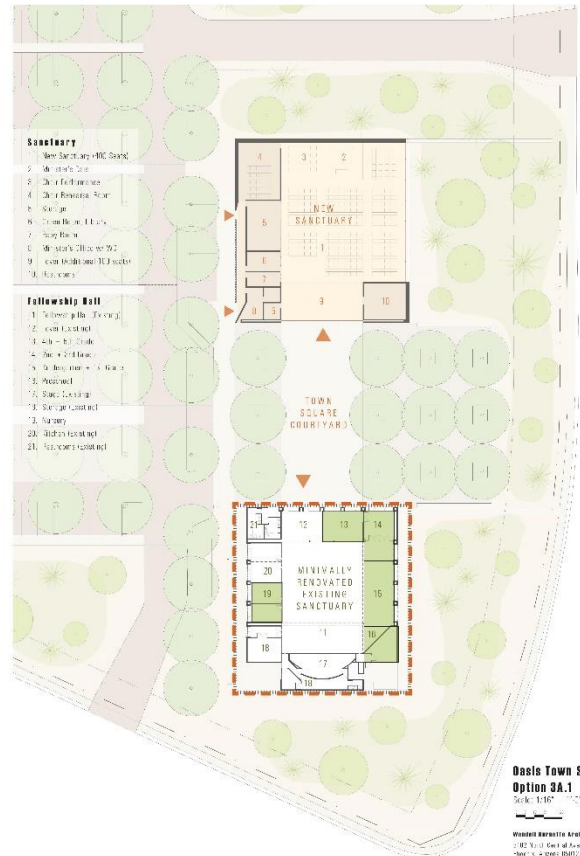
RENOVATED FELLOWSHIP HALL
2,180 SF TOTAL

FF (nursery - 5th grade) / 2,180 sf

DEFERRED IMPROVEMENTS

- unifying town square building scrim
- new restrooms + showers
- commercial kitchen
- renovate fellowship hall / foyer
- parking (resurfacing / reconfiguration)

- new multi-purpose fellowship hall
- new sanctuary
- dedicated foyer, choir rehearsal, green room
- intergenerational connective social space
- sanctuary, fellowship, education, and outdoor spaces connected
- nursery through 5th grade near fellowship / sanctuary
- proper indoor restrooms w/ showers for community outreach
- fully serviced / code compliant spaces for rental / co-share
- central commercial kitchen
- building for growth and the future of the congregation
- welcoming presence through fully utilized entry corner
- unifying town square building scrim



*From CPC January 28 Meeting Minutes: "The Capital Planning Committee sincerely hopes that the Values and Visions for VUU's future embodied in the plan for an "Oasis Town Square" can be realized to the fullest extent possible. We are determined to support the Capital Campaign Committee in their efforts to secure funding to make the vision a reality. We promise the Congregation to be available to discuss your questions and concerns and to keep you informed as we move forward."

Capital Planning Committee Report

Mission: According to our Charter from the Board, the purpose of the Capital Planning Committee (CPC) is to hire the architect(s), contractor(s), and others in furtherance of the capital campaign to build and remodel facilities on the campus of VUU.

Responsibilities:

- Plan for the scope of construction to be included in Phase 1 with financial input from the Capital Campaign Committee (CCC)
- Ensure appropriate permitting and other legal requirements
- Provide outreach to the neighborhood for feedback
- Supervise the architect and contractors
- Approve and submit payment requests
- Communicate with the Congregation regarding architectural designs and timelines

What we have done

- Study the impact of the Feasibility Study on the work of the committee
- Work with the CCC to sort out our roles according each committee's charter from the Board
- Work with Wendell Burdette Architects (WBA) to determine what can be done to keep alive the vision of the "Oasis Town Square" and at the same time cut costs
- Communicate with the Congregation in a variety of ways (Newsletter, Happenings, on the patio before and after services, informal conversations) so that the various options and costs associated with each are fully understood
- Write a summary statement of CPC's standing relative to debate about whether or not VUU will be able to raise enough money to complete the vision of an improved and vital VUU campus*
- Approve a revised Oasis Town Square option, now called "Oasis Town Square, Option 3A.1" which includes the new sanctuary as originally envisioned by WBA and a modified renovation of the fellowship hall including minor renovations for Faith Formation only (deferring restrooms w/ showers, commercial kitchen, the scrim, and parking improvements), bringing the estimated cost down to \$2,497,000

What we will do – continue to do

- Report to the Congregation at the 2019 Annual Meeting and future informational meetings
- Educate CPC members so that we will understand design / construction timelines, costs, and billing in anticipation of the project going forward
- Report congregational and committee questions / concerns to WBA in anticipation of their being "engaged and the project moving forward"
- Work closely with the CPC and VUU Board to see that our shared vision for a greatly improved VUU campus can be realized



Finance Committee Annual Report 2018–19 submitted by David Sheh

The primary role of the Finance committee is to:

1. Monitor VUU finances, discuss and analyze pertinent financial matters and to perform a thorough review of the congregation's finances for the prior month and year-to-date.
2. Recommend a budget for the next Fiscal year to the Board of Trustees.
3. Update financial policies and recommend to the Board of Trustees.

To achieve these goals, we met and reported to the Board monthly. While most Finance deliberations are done out of sight of the congregation, the committee's role is critical to the continuing success of VUU. The accuracy of the congregation's actual results to budget reflect the dedication of the members of the Finance team, the thorough application of sound budgeting principles and practices, and the consistency of our congregation's historical fundraising, spending, and giving habits.

The Finance Committee was chaired in 2018-19 by David Sheh. Committee members included Paul Schneider (Financial Analyst), Bob Fabre (Board Representative), Linda Horton (Recording Secretary), Anne Schneider (Budget Compiler), Richard Bitner, Garry Klepser, Sue Ringler, Church Administrator (Congregational Administrator ex officio), Rev. Dr. Andy Burnette (ex officio). Brenda Patton of JDP Accounting is our part time bookkeeper.

Special thanks go to DeeAnne McClenahan for all her dedicated work in maintaining detailed income projections and to Anne Schneider for serving as budget compiler, allowing this committee to have a clear and detailed analysis of accounts receivable and the budget details as they evolved from January through May.

An Audit subcommittee was not formed this year due to the small number of findings over the last couple of years. The Finance Committee planned resume our tradition of an annual internal audit in the 2019-2020 congregational year.

Finance helped develop the budget for next year. We did not form a budget subcommittee this year, once again simplifying the process. Budget priorities were laid out as part of a 5-year plan going to 2022. FY 2019-20 will be the third year of that 5-year plan. This year the majority of budget increases this year went to staff salaries.



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Finance reviewed credit card policy this year. Along with the Policy Committee we recommended updates to VUU Board polices, which the Board approved. Board policy only contains high level guidance on staff credit/debit cards. Staff has been charged with developing a new detailed credit card policy.

Finance has also updated our committee job description; it can be found online at the VUU website.

2019-2020 will be the first year the UUA Annual Program Fund (APF) assesses congregational Fair Share recommendations (dues) as 6.75% of congregational expenses instead of a per voting member calculation. This change increased the assessment for VUU 10% this year, and it is expected to increase again in FY 2020-21. VUU is committed to continuing our nearly 30-year history as a fair share congregation.

Shown at the end of this report is a summary of the May Tracking Report covering the period July 1, 2018 through April 30, 2019, reflecting year-to-date actuals with comparable budget amounts. This is part of the regular report that has been recommended to the Board of Trustees for its approval.

For this fiscal year-to-date (through April), the congregation's revenue is \$536,493 (Well over the budgeted revenue of \$519,481). Expenses to date are \$496,372 (well below the budgeted \$525,126). The low expenses are largely a result of lower than expected property expenses this year. Pledge income is strong and steady, welcome news to the Finance team! The FY2018-9 operating budget was set at \$624,000.

After consideration of all the variables, we anticipate an End of Year (EOY) operating surplus between \$11 - 21K (depending on EOY expenses), some of which will left in the checking account to cover cash flow. 2018-9 was the last of 3 years in which we added \$10K/year to our reserve account. The current balance of \$40,830 includes \$10,700 of 2019-20 pledge carry forward. It is expected that that money will be withdrawn and some of the surplus from this fiscal year will be transferred into the reserve account in July. The final reserve balance going forward is not known at this time, but will be greater than \$30K, which was the goal for the reserve account set 3 years ago.

The committee has nominated Linda Horton and Anne Schneider for Finance Committee terms 2019-21. Our thanks to Paul Schneider and Bob Fabre who served on Finance this year. Next year's Board will choose a Board Representative and a Financial Analyst for the next congregational year.



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	Jul-Apr	Budget	Difference
Income			
Compassion in Action	5,838	10,000	-4,162
Contributions Named	10,592	20,416	-9,824
Contributions Unnamed	19,371	14,750	4,621
Pledges Operating	378,360	360,600	17,760
Prior Year Carryforward	26,800	26,800	0
Rental Income	75,438	73,667	1,771
Events	18,109	11,749	6,360
Investments	86	0	86
Miscellaneous	1,898	1,499	399
Total Income	536,492	519,481	17,011
Expense			
Capital Campaign	68	0	68
Worship	4,292	9,290	-4,998
Board of Trustees	527	1,666	-1,139
Caring & Concerns	0	84	-84
Chalice Circles	0	208	-208
Expenses - EVENTS	125	0	125
Hospitality/Coffee	1,343	334	1,009
Leadership Dev Council	132	166	-34
Membership	500	584	-84
Newsletter	0	166	-166
Public Relations/Publicity	0	584	-584
Special Funds	0	166	-166
Stewardship	5,007	5,000	7
Music	1,534	1,666	-132
Religious Education	13,470	13,214	256
Social Action	10,646	9,566	1,080
Senior Minister	102,237	102,124	113
Minister of Music	58,948	58,466	482
Payroll & Payroll Expenses	130,484	132,541	-2,057
Health Insurance	10,868	10,923	-55
Administration	19,859	21,494	-1,635
Property	17,049	34,054	-17,005
Utilities	29,879	31,932	-2,053
UUA & PSWD Dues	23,373	23,299	74
Liability Insurance	5,325	5,534	-209
Total Op Expense	435,667	463,061	-27,394
Mortgage P&I	52,065	52,065	0
Reserve Funding	9,000	10,000	-1,000
Total Op Income	536,492	519,481	17,011
Operating Surplus/Deficit	39,760	-5,645	45,405

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Operating Account (checking)*	\$45,643
Reserve	\$40,830
R&D (sweep from ops)	\$63
Restricted & Designated*	\$26,157
Capital Campaign	\$17,910

*Does not include sweep with R&D.



Photograph by Anne Schneider



What follows are snippets of other activities from 2018 - 2019

VUU is a dynamic, passionate community.
So glad you have embraced this Beloved Community.
The best is yet to be...



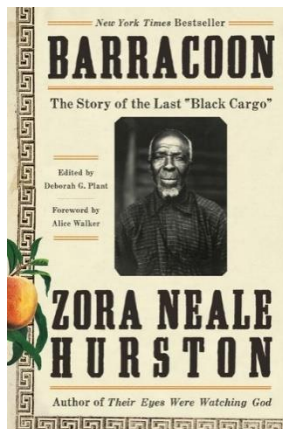
VUU Hosted an Iftar and broke the Ramadan fast with some of our Muslim friends in 2018.



David Sheh
Now that's a Bell!

Three members (Joan Bundy, David Sheh and Jodi Freeman) traveled to Albuquerque for the regional biannual festival & conference in June 2018 for Hand Bell Musicians of America.

We are grateful to all who organize and participate in our Annual FUUNd Together Auction!



A Special Adult Faith Formation Event – we explored the story of the late Cudjo Lewis, who was in the 1960's the last surviving enslaved American. We studied the book "Barracoon: The Story of the Last 'Black Cargo'" by Zora Neale Hurston and we also reviewed contemporary resources to reflect on how the pain of slavery is still affecting us today, and how some bright spots are appearing on the horizon.



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VUU members do good work in the community and...



...as leaders and members of VUU committees and activities!

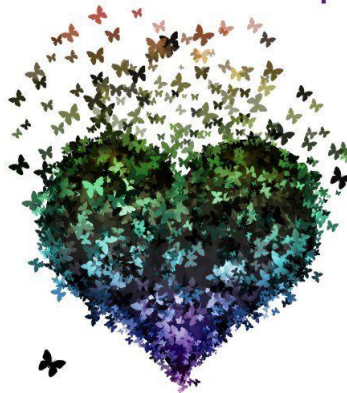


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*May oppressed people and those who oppress them, free each other.
May those who are handicapped and those who think they are not, help each other.
May those who need someone to listen, touch the hearts of those who are too busy.
May the homeless bring joy to those who open their doors reluctantly.
May the lonely heal those who think they are self-sufficient.
May the poor melt the hearts of the rich.
May seekers be truth giving life to those who are satisfied that they have found it.
May the dying who do not wish to die be comforted by those who find it hard to live.
May the unloved be allowed to unlock the hearts of those who cannot love.
May prisoners find true freedom and liberate others from fear.
May those who sleep on the streets again, their gentleness with those who cannot understand them.
May the hungry tear the veil from the eyes of those who do not hunger after justice.
May those who live without hope cleanse the hearts of their brothers and sisters who are afraid to live.
May the weak confound the strong and save them.
May violence be overcome by compassion.
May violence be absorbed by men and women of peace.
May violence succumb to those who are totally vulnerable, that we may be healed.
Amen.*

~Therese Vanier (sister of Jean Vanier, founder of L'Arche)

Love Without Exceptions



Unitarian Universalism.

