

# AWE

love  
wonder  
goodness  
justice  
respect  
appreciate  
recognize  
hope  
worship  
humility  
peace

## 2025

# Annual Report



**Casas Adobes Congregational UCC**

# **New Covenant Partners 2025**

**Terri and Paul Andow  
Emily and John Blankinship  
Jan and Charles Bontrager  
Rodney Gonzales  
Caroline and Eli Matthews  
Rebecca McElfresh  
Linda Snider**

## **Beloved Members and Friends Who Have Passed Away 2025**

<b>Barbara Murray</b>	<b>February 23</b>
<b>Robin Rainwater</b>	<b>March 2</b>
<b>Donna Gilson</b>	<b>March 7</b>
<b>Phyllis Gomez</b>	<b>March 7</b>
<b>Jean Stillwell</b>	<b>May 31</b>
<b>Ken Neifert</b>	<b>May 31</b>
<b>Arlene Pacheo</b>	<b>July 30</b>
<b>Jean Biggers</b>	<b>August 17</b>
<b>Anece McCloud</b>	<b>August 5</b>
<b>Ann Rodgers</b>	<b>October 13</b>
<b>Tom Bolen</b>	<b>October 17</b>
<b>Betty Misch</b>	<b>December 18</b>

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## Bearing Witness 2025: Awe and Action

*Therefore, since we are receiving [God's Reign] that cannot be shaken, let us show gratitude, by which we may offer to God an acceptable worship with reverence and awe, for indeed our God is a consuming fire. - Hebrews 12:28-29*

In this past “Sabbatical year,” I first bear witness to the creative and engaged ways the congregation took up the themes that wove together in writing my portion of the Eli Lilly Clergy Renewal Grant – *Awe: Transformation at the Borders*. I am thankful for the Sabbatical team that shepherded the congregation through their part of the preparation process and living into their side of the Sabbatical season. Prior to, during, and following the summer Sabbatical we gave attention to the ideas of “awe” in worship arts, worship themes, Learning@Eleven class series, and the Sabbatical postcard project. We have focused in learning and listening to ways we encounter “borders” in politics, culture, race, yearnings, and more, and considered how awe brings God’s invitations at the borders that immerse us in Spirit and move us to action.

I bear witness that we continued to expand opportunities to study, listen, and spiritually grow in community, which helps us better experience that we are loved by God and helps us better love our neighbors as ourselves in the ways of God’s reign of healing and justice.

- Learning@Eleven: These Sunday classes have included diverse offerings led by me as well as guest theologians, spiritual directors, artists, members sharing their expertise, and professors. We covered areas around Christian Nationalism, Faces of Discipleship, Creativity and Awe, Encountering Tides of Humanity at the Border (U of A panel discussion), David Lamotte book study and in person conversation, Living into our Open and Affirming Covenant with an LGBTQ-plus panel, and an Advent series helping us to live into a more meaningful season.
- New participants have joined weekly study and prayer groups in 2025
- We offered sessions to help interested participants become “Partners in Ministry,” and those new folk have already expanded our ministry and mission.
- Our Sabbatical season formed and shaped the conversation of the Retreat planning team that led us to develop our next retreat with the theme “Awe and Action.”
- One of our CAUCC priorities is to be accessible to people “wherever they are” (geographically), thus 80% or more of our offerings are offered hybrid or online only.
- Our Sunday contemplative service has continued, Communion and Contemplation at 8:30 am on second and fourth Sundays in the Chapel (also lead by Pastor John).

I have also appreciated the opportunity to bear witness to ways I see people offering support and help to others, appreciating the chance to:

- Serve as reading coach with our amazing CAUCC team at Keeling
- Help at one of our Keeling pantry distribution days
- Serving at our POZ Café with Tucson Interfaith HIV/AIDS Network
- Serving as the Chair of the Board for one of our partner non-profits, Our Family Services
- Serving as Chair of the newly launched justice advocacy non-profit, Our Family Advocates
- Being selected to serve on the Grant Review Committee for the Community Foundation of Southern Arizona LGBTQ+ Alliance Fund
- Connecting with ecumenical/interfaith clergy groups seeking to address injustice locally and nationally

I witnessed challenges in many areas, along with people offering mutual support and creativity to address those challenges.

- A car accident and a family health crisis left us with just 1/3 of our Administrative staff as we moved into Advent/Christmas. Anne Bailey did as much as she could while caring for Bill. Jay Deskins continued to support crafting of worship bulletins, etc. Pastoral and other staff did our best to keep our commitments and provide promised content and opportunities as we struggled with the “perfect storm” of those challenges and the holidays. Thankful to the congregation’s understanding, compassion, and prayers. And, as of this writing, we are fully staffed in the office!
- Non-stop chaos and challenges to the vulnerable by various governmental leaders, programs, etc. have created high anxiety, depression, and even despair for many in the congregation. As a pastor for 32 years, I, of course, have moved through many times of accompanying people in personal crisis (physical, emotional, spiritual) and in seasons of collective crisis (9-11, mass shootings, pandemic). Never before have I experienced accompanying so many in a congregation experiencing collective distress and trauma (either feeling personally threatened or perceiving threats to vulnerable people, the democratic process, etc.) on a daily basis for an entire year. This has been a draining experience, even with the gift of the Sabbatical allowing for a “break” from the responsibility (but not a break from my own response to the daily threats being made to vulnerable people and democratic systems and institutions). I am thankful for the mutual support the staff team offers to one another, my Ministerial Relations Committee, and many in the congregation for offering care and prayers in these challenging times.

Other Ministry and staff reports will offer you plenty more detail, so, I will refrain from commenting further on those various areas, but know I am grateful for the incredible work of our Council, Ministries, and Teams/Committees.

I bear witness to the gift of continuing to work with a great staff team, who not only do great work within their job responsibilities, but offer great kindness and support to one another and partners in ministry within CAUCC.

I bear witness, with gratitude, that in the midst of this chaos in our nation and around the world that I have experienced in and through Casas Adobes Congregational UCC the creative goodness of God. There are days in which I am in awe of God at work. Thank you for the gift of serving the Spirit and being the body of Christ together.



**Pastor Michael at Sabbatical  
send off party**



**Pastor Michael at  
Easter Sunrise service**

# Spiritual and Community Relationships Minister

In 2025 I saw the dedication of our community to go deeper into what it means to be a “church.” I especially saw it during the summer when Pastor Michael had his sabbatical time. I felt incredibly supported by Owen Clymer and our church council, the Sabbatical Planning Team, Christian Development, and the congregation. Brigid Waszczak and John Cheek both helped with preaching and leading worship; Rev. John Cheek did pastoral care, and Brigid did adult Learning@Eleven during the sabbatical. From June until September, I was able to grow as a preacher, a teacher, and a pastor. I appreciated the opportunity to “fly solo” and come out stronger.

I saw we were willing to be vulnerable. We were willing to advocate. We were willing to explore new spiritual dimensions and practices together. Here are some examples of where we journey together:

- **Hybrid adult classes**, including Tuesday and Thursday Spiritual Groups with Pastor Michael. and *Learning@Eleven* on Sundays, led by pastors, professional educators and lay leaders (hybrid);
- **Ponderings with Pastor John** weekly online current events, church history and theology discussion class using video media (Wednesdays online);
- **Weekly Funday School** had Bible centered discussions (Sundays online);
- **Centering Prayer Group** connecting participants from AZ, and other states (Wednesdays online);
- **Centering Prayer group** (Tuesdays in-person);
- **Weekly Interfaith Prayer Group** with participants in AZ, CO and CA; (Thursdays online)
- **Interfaith Prayer Services** with leaders and members from other traditions;
- **Scholarship Committee Ministry** supporting higher education and vocational learning, expanding into mentorship and spiritual support with our students and congregation;
- **Christian Development initiatives** connecting families and youth through service projects, seasonal activities, outdoor recreation, and spiritual practices;
- **Turbo Time** starting in worship is a chance to Turbocharge the message of the Sunday Sermon through applied values and relationship building done through games, shared experiences, music, and indigenous people’s story telling by Bob Sutherland (the first and third Sundays of the month);
- **YouTube “Quicktake” moment** that briefly covers the scripture of the week from the lectionary. (Weekly, about three minutes on my YouTube page)

Our Ministry of Christian Development is truly intergenerational; engaging people of all ages and distances. I am deeply grateful for the wisdom and hard work of our Ministry of Christian Development (MCD): r, Bob Sutherland, Team Chair; Patrick Angiulo, Jean-Marie Huisjen, Wes Ward, and Marilyn Weleck.

Turbo Time is being supported and envisioned by Marilyn and Steve Weleck, along with Eva and Lily Weleck; two of our young people stepping into teaching leadership.

There will certainly be challenges ahead, as many churches face in these changing times. Yet I am confident we have the purpose and spiritual energy to continue growing.

I pray that you all be well, be safe, and be blessings to one another and to the world.

Peace,  
Pastor John



# Council Moderator

## Council Moderator

During the 2025 calendar year, the Church Council of Casas Adobes UCC continued to live by our Statement of Purpose:

**Following** Jesus together,  
**Nourishing** one another in the Living Water of the Spirit,  
**Blossoming** boldly with God's abundant love, healing, and justice, and  
**Transforming** lives.

In 2025, the CAUCC Council continued **Following** Jesus Together by providing leadership that abides by the principles of Jesus' teachings and our church by-laws; with decision-making that listens to a Still Speaking God and promotes the health and growth of the ministries and committees that serve the congregation.

Areas of Council's focus in 2025 included maintaining our solid financial stability and sustaining our faith as expressed in Micah 6:8 during a time of national political polarization. We ended 2024 with a deficit less than anticipated which demonstrated the generosity of our congregation. At the Annual Budget Meeting in January, the CAUCC congregation unanimously approved a 2025 budget of \$567K with a deficit of approximately \$20K. At the Annual Congregational Meeting in March, new Council leadership was elected with Owen Clymer as Moderator and Dave Brown as Vice Moderator. In May, our church sent three delegates to the Annual Southwest Conference in Albuquerque; a highlight was the installation of two new Associate Conference Ministers. In June, Council also approved an updated policy regarding financial distributions from the Legacy Fund. I want to express my thanks to members of the Legacy Team (Jean-Marie Huisjen, Wes Ward and Jack Dean) for their guidance in updating the policy.

Council continued **Nourishing** one another in the Living Water of the Spirit by supporting, through the work of the Council's six ministries, weekly worship services, monthly communion, monthly Taize services and Spiritual Life classes. Council maintained a pathway of direct communication with the congregation through our Member-at-Large.

In May, our Senior Pastor began a three-month sabbatical funded by a grant awarded to the church by the Lilly Endowment Fund. By **Nourishing** the spiritual growth and health needs of Pastor Michael we are enabling room for growth as a church. The grant also funded pulpit supply and paid honoraria for staff and for services that were conducted by our Family and Education Minister, Rev John Angiulo, and by the Revs John Cheek and Brigid Waszczak. The grant allowed Rev Cheek to perform pastoral care duties and other staff to perform duties such as hospital visits and allow Rev Waszczak to conduct Learning@Eleven classes. Pastor John preached, with his customary emotional intensity, a series of sermons in May and June on overcoming adversity and building community.

During the sabbatical period, Council and our congregation demonstrated **Blossoming** boldly with God's abundant love, healing and justice by engaging in church-wide activity: a post card campaign asking everyone to respond to structured prompts to elicit insights on the aspirations and challenges facing the congregation. By September, over three hundred postcards were received that revealed three distinct trends.

1. We enjoy being in community— enjoy being in nature, enjoy being with each other at social events, enjoy learning and the arts.
2. We struggle to communicate with others whose ideas of faith and truth are different from our own. We struggle to understand and communicate in a positive way without experiencing conflict in our conversations.
3. Some in our community are struggling with loss of loved ones as well as loss of physical/mental capabilities.

Funds from the grant also supported bringing in author, lecturer, and musician David LaMotte for a weekend of activities at our church in the fall.

*Moderator continued*

### ***Continued - Council Moderator***

In October and November, we successfully completed our stewardship campaign, *God of Awe – Our acts sing your praise*. Exemplifying not only the generosity of the congregation but the **blossoming** of possibilities, pledges exceeded \$460,000. At its December meeting, Council developed a budget for 2026 of \$578K with only a deficit of approximately \$11K which included a cost-of-living raise for staff.

Despite policy changes by the federal government, our mission continues to be **Transforming** lives and fulfilling God's promise for all by doing the work through committees that fund Compassion on the Border, Habitat for Humanity, ICS, and TIHAN.

During Advent, we **Blossomed** in the spirit with a Christmas Toy Drive benefiting children at Keeling Elementary; we held a cookie drive raising money for scholarships and supported the UCC Christmas Fund. A special Ministry of Worship program during Advent incorporated beautiful banners in the sanctuary and an evolving creche scene with handmade figures.

The commitment of Council to support these activities and guide the congregation in **Transforming** lives fulfills Jesus's purpose of bringing the reign of God on the earth.

Thank you for being part of a generous congregation that provides time, talents, and treasury that makes this all possible. I am continually amazed at the number of activities this congregation not only supports but in which it also participates. It is a privilege to serve as your Moderator.

*In Christ,  
Owen Clymer*



**Owen at Compassion on the Border  
with Elinor Redman and**



**Owen at David LaMotte's concert  
in the sanctuary**

# Treasurer Report and F.A.R.M. (Finance Advisory Review and Management)

## **Treasurer**

*A God of Awe- Our Acts Sing Your Praise*, supported by an active, vibrant and supportive congregation. Many thanks to our congregation, friends and visitors for your support of time, talent, and financial resources.

## **Highlights of 2025 include:**

### **Supporting the Congregation and Greater Community:**

An important part of our budget is the direct financial contribution to the UCC Southwest Conference, as well as the multiple local charities that we collectively support. Direct financial support from the CAUCC budget totaled \$31,681.

There are many additional mission projects that you support directly. Your financial support for these important missions, including Compassion on the Border, Helen Keeling Elementary School supplies and Christmas gifts, Primavera desserts, Scholarships and Rummage Sale proceeds, generated another \$48,949 financial support. Overall, the budget, Southwest Conference, cash and non-cash donations total \$80,710. Now that is truly our acts in praise!

### **Annual Financials:**

I am always awed by the level of this congregation's continual financial support. We started with an approved 2025 Budget that anticipated a - \$20,000 deficit. Between exceeding combined total budgeted Pledge and Plate (non-pledged) donations, and savings across the Ministries, we ended 2025 with a positive \$477 surplus. Thank you all for this generosity and management of our expenses.

### **Investment Portfolio:**

2025 was an Awesome year of financial support from our current congregation, friends and visitors, as well as from several of our departed members, who met the call to support CAUCC for the long run. During the year we were blessed to receive \$359,006 in nondedicated estate gifts to the Reserve Fund and \$299,537 from designated estate gifts to the Legacy Fund.

We were blessed with investment growth of over \$118,000.

After capital repairs and improvements our Total Investments increased from \$1.254 million at the end of 2024 to slightly over \$2 million at the end of 2025. CAUCC has a strong financial base for the future.

### **2026 and Beyond**

Leadership, Council, the Finance Advisory Review and Management Team (F.A.R.M.) and the future Treasurer will continue to be good stewards of our financial gifts. Communication of our financial results and outlook for CAUCC will continue. We are truly blessed to witness the Awe of our God in Action!

*Respectfully submitted,*  
*Dennis Thomas, Treasurer*

# 2025 Profit and Loss Actual versus Budget

2025 Profit and Loss		Actual Jan - Dec 2025	Budget Jan - Dec 2025	\$ Variance
<b>Income</b>				
	Pledge Income	458,151.58	462,932.00	(4,780.42)
	Plate Income	55,680.00	40,000.00	15,680.00
	Targeted Reserve Income	20,000.00	20,000.00	0.00
	<b>Total Income</b>	<b>533,831.58</b>	<b>522,932.00</b>	<b>10,899.58</b>
	Total Misc Inc. Flowers, Office	446.40	1,600.00	(1,153.60)
	Parish Nurse Fund Income	6,300.38	6,313.00	(12.62)
	Total Room Use Income	3,085.16	3,200.00	(114.84)
	Singers Income (U of A)	4,098.06	8,520.00	(4,421.94)
	Special UCC Offerings			
	Christmas Fund Income	1,850.00	1,750.00	100.00
	Neighbors In Need Income	1,450.00	1,250.00	200.00
	One Great Hour Income	2,500.00	1,300.00	1,200.00
	Sow the Seed Income	100.00	100.00	0.00
	Spread the Word/SW Missions Inc	100.00	100.00	0.00
	Strengthen the Church Income	450.00	600.00	(150.00)
	<b>Total Special UCC Offerings</b>	<b>6,450.00</b>	<b>5,100.00</b>	<b>1,350.00</b>
	<b>Total Income</b>	<b>554,211.58</b>	<b>547,665.00</b>	<b>6,546.58</b>
<b>Expense</b>				
	Total Payroll Expenses			
	Total Minister Expenses	224,558.83	227,250.03	(2,691.20)
	Parish Nurse Salary Expense	6,300.38	6,313.00	(12.62)
	Payroll Taxes Expenses	15,347.64	16,676.97	(1,329.33)
	Hourly Employees Healthcare-1/2	8,887.92	8,888.00	(0.08)
	Salaries and Wages Expenses	144,778.33	145,135.00	(356.67)
	Worker's Compensation Exp	1,683.50	2,400.00	(716.50)
	<b>Total Total Payroll Expenses</b>	<b>401,856.60</b>	<b>407,163.00</b>	<b>(5,306.40)</b>
	Ministry Physical Resources Exp			
	Insurance, Property Exp	20,534.00	19,936.00	598.00
	Landscapers Exp	8,060.36	7,351.00	709.36
	Repairs and Maintenance Exp	12,060.42	12,076.00	(15.58)
	Utility Exp	42,468.38	46,522.00	(4,053.62)
	<b>Total Ministry Physical Resources Exp</b>	<b>83,123.16</b>	<b>85,885.00</b>	<b>(2,761.84)</b>
	Total Office and General Expenses	17,423.62	17,546.00	(122.38)
	Council Expenses	0.00	100.00	(100.00)
	Finance Exp (F.A.R.M.)	100.00	100.00	0.00
	Total Good News Cte/Pub Expenses	3,535.38	3,894.00	(358.62)
	Total Ministry Christian Com and Care	1,358.75	1,650.00	(291.25)
	Total Ministry Christian Devlp Ex	274.14	1,000.00	(725.86)
	Ministry Just Adv and Mssn Exp			
	MJAM Expenses	1.00	100.00	(99.00)
	MJAM Local/Keeling/Natl Exp	7,498.40	10,200.00	(2,701.60)
	MJAM Primavera (Meal Exp)	1,671.74	1,803.00	(131.26)
	OCWM and Conference Exp	16,039.88	16,040.00	(0.12)
	Special UCC Offerings	6,450.00	5,100.00	1,350.00
	<b>Total Ministry Just Adv and Mssn Exp</b>	<b>31,661.02</b>	<b>33,243.00</b>	<b>(1,581.98)</b>
	Total Ministry of Stewardship Expense	519.69	1,450.00	(930.31)
	Total Ministry of Worship Expenses	13,882.48	15,429.00	(1,546.52)
	<b>Total Expense</b>	<b>553,734.84</b>	<b>567,460.00</b>	<b>(13,725.16)</b>
	<b>Budget Surplus or Deficit</b>	<b>476.74</b>	<b>(19,795.00)</b>	<b>20,271.74</b>

## Casas Adobes Lay Ministries (CALM)

The Casas Adobes Lay Ministries (CALM) provides a way for members of the congregation to connect. The CALM Team is co-chaired by Spencer Elliott and Rosalie Shelton, with assistance from many other congregational members. Services offered include phone calls and birthday/holiday cards. Home visits, home communion, and hospital visits are coordinated with the Ministerial Staff and the Parish Nurse upon request from a congregant through the church office or a CALM volunteer.

CALM is evolving to meet a request from the church, as identified in the Congregational Conversations Report of February 2023. This report identified “Being in touch with one another via ministry of cards, emails, and phone calls” as one method of building relationships.

In 2025, CALM sent 231 birthday cards and over 462 Christmas and Easter cards to members and friends of the congregation. This ongoing contact from our church is appreciated, as reflected in the comments we have received. We hope this has encouraged other members to reach out to one another. If it has, please let us know. Our CALM volunteers are folks you probably already know.

Pastor John Angiulo  
Patty Angiulo  
Kathy Boelte  
Joan Brundage  
Fran Crisman  
Owen Clymer  
Suellen Dean  
Hank Dimlich  
Laura Dimlich

Spencer Elliott  
Kay Harbert  
Jean-Marie Huisjen  
Gypsy Lyle  
Bonnie Mardian  
Sue McLaren  
Darlene Picraux  
Rosalie Shelton  
June Stoffel-Skwartz

Chris Sternberg  
Linda Stratton  
Sonya Valentin  
Marj Wippermann

*Submitted by Spencer Elliott*

## Coffee and Community

The Coffee Team has had a good year, dispensing drinks and refreshments every Sunday after church service with a lot of great help from teams, committees, the choir and interested individuals. Thank you all for your support of this fellowship.

The number of people signing up to host coffee has diminished over the last few months and we are looking for some creative ways to address this.

Globally, the production and availability of coffee has diminished, and the costs have been increasing. Our current coffee provider has been unable to get us our usual orders, and we will be looking for another source in the near future.

We would like to thank everyone who has baked, served refreshments, cleared tables, washed dishes, done laundry and emptied waste baskets. We are a fellowship of support and caring.

*Jenifer Gardner, Becky Woodard and Leona J. Lansing*

## Parish Nurse

The Parish Nurse position at CAUCC was established in 2002 after an endowment was made by a CAUCC member and the Parish Nurse position is paid from the fund. As a member of the church staff, the Parish Nurse attends staff meetings once a month and connects with the pastors and other staff members at least once a week or more often if needed.

The Parish Nurse helps members and friends of the congregation in many areas. The Parish Nurse doesn't provide actual hands-on care but guides members and friends to services in the community that are equipped to provide these. The referrals may include helping find different living arrangements, providers for a specific problem, home care, hospice, or answers to health-related issues. Questions can be asked in person at church, by phone, or email. The Parish Nurse believes “there is no stupid question but the one that was not asked” and welcomes interaction with others.

**Continued - MCC**

...*Parish Nurse continued*...Blood pressure checks are offered on the second Sunday of the month unless in conflict with other church events. The Parish Nurse and other RNs in the congregation help others monitor blood pressure (BP) or have it measured “just to know.” Hypertension (high BP) can cause a stroke or heart attack and is known as “the silent killer.” Many people are unaware they have high BP until they have a problem.

The Parish Nurse helps maintain a Medical Supply Closet with items that can be checked out through the church office or the Parish Nurse. These supplies include wheelchairs, different types of walkers, crutches, canes, over bed tables, and other equipment needed after an injury or surgery. A sign-out involves contacting the office or Parish Nurse to sign the item in and out when borrowed.

*Respectfully submitted,  
Ida Heath, RN, MS, RNP  
Parish Nurse*

**Rummage Sale**

The 2025 Rummage Sale was held on Friday, October 31<sup>st</sup> and Saturday, November 1<sup>st</sup>. Set-up started on Monday, October 27<sup>th</sup> and continued through Thursday, October 30<sup>th</sup>.

Over 40 members and friends of Casas Adobes UCC volunteered many hours of retrieving by truck, accepting, sorting, pricing, and displaying hundreds of items donated by members, neighbors, and friends. Volunteers created attractive displays of all items inside McNear Hall and outside in the church courtyard. Our devoted clothing section staff created and hung up a variety of attractive clothing ensembles which included coordinating jewelry accents provided by our jewelry sales staff. Our expert cashiers accepted cash, checks, and credit/debit cards. The sale opened at 1:00 pm on Thursday for members and friends. Compassion on the Border (CoB) members shopped then, with a voucher, for their needs.

Other volunteers helped by providing snacks and lunch every day, by counting money we took in, or with clean-up after the sale. Unsold items were donated to Big Brothers Big Sisters and the Habitat for Humanity Habistore.

We were able to donate \$8,200 to local charities and to church needs. The 2025 Rummage Sale was a great success due to the dedication and hard work of our volunteers, including members, friends, and church neighbors. Thank you everyone!

Rummage Sale Management Team: Leona Lansing, Amy Lincoln, Karen Nousen, Cynthia VerDuin  
*Submitted by Amy Lincoln*

<b>Charity</b>	<b>Amount</b>
CAUCC Scholarship Fund	\$500
CAUCC Good Samaritan Fund	\$400
CAUCC Office and Campus Needs	\$200
La Casa Shelter	\$800
TIHAN	\$600
Casa Maria Soup Kitchen	\$400
Sister Jose Women’s Shelter	\$400
Primavera Foundation	\$800
More Than A Bed	\$800
Keeling Teacher Appreciation Lunch	\$800
Youth On Their Own	\$800
Our Family Services	\$800
ICS	\$800

## Ministry of Christian Development

I believe that our church community is doing well. Both Pastors John and Michael attend weekly groups which center around prayer practices, current events, historical topics and spiritual scripture study. On Sundays our intergenerational ministry brings children, parents and our members together for online Funday School for fellowship and learning opportunities. Our 11:00 am adult study provides time to engage with visiting presenters and many informational and prayerful topics. Every six weeks or so we come together for special projects that include justice-centered service projects, spiritual practices and games. Every two weeks, during our worship time, we “Turbo” up the sermon lessons beyond Bible stories to find out how we live in meaningful community. We continue making connections in our wider community through our Library and Scholarship Teams, chaired by Bobby Sutherland and Marilyn Weleck, respectively. Our Centering Prayer and Interfaith Prayer groups meet weekly in both online and in-person settings. Our Casas Adobes Lay Ministry is bringing pastoral care through our established networks of friends and giving us the opportunity to make new friends in the congregation.

Our devoted team of leaders in 2025 included Patrick Angiulo, Jean-Marie Huisjen, Dave Jernigan, Bobby Sutherland, Wes Ward, and Marilyn Weleck. Our teachers in 2025 were Patrick Angiulo, Jean-Marie Huisjen, Wes Ward, and Marilyn and Steve Weleck; with special thanks to Lily and Eva Weleck for their leadership in planning and executing Turbo Time.

Opportunities abound to engage and share your time and talents. If you haven’t thought about it before, please consider helping nurture this spiritual garden we have planted.

*Bobby Sutherland, Chair*

## Mason Memorial Library

The Library Team has been meeting twice a month this past year to prepare for the Rummage Sale, to review donated items (books, jigsaw puzzles, items to be archived, CDs and any other items that our patrons donate to us) and to process the new additions to the library.

Processing involves putting on book covers, creating cards and pockets with the Dewey Decimal numbers (which we look up), stamping each book several times with the name of the church, checking on duplicate copies, arranging in order on the shelves, etc.

Puzzles are treated the same way, but we put the pieces in a zip lock bag inside the box and secure with a rubber band.

The Library Team is very active and knowledgeable about most any genre of books.

Our next big task is to examine all of our books and to purge what hadn’t been read in a certain period of time. They will be donated to appropriate organizations, schools, shelters, assisted living properties, etc.

We all look forward to our next projects.

*Jenifer Gardiner and Leona J. Lansing  
Co-Librarians*

## Scholarship Program

Our CAUCC Scholarship Program provides monetary and coaching support for post-high school CAUCC students. It is funded solely through donations designated for scholarships. Any post-high school student who has been an active participant in the CAUCC community **and** is currently enrolled in an education program resulting in a certification or degree may apply. Recipients are assigned a CAUCC coach who meets with their student four times a year, and a mid-year committee/student discussion helps assess needs for on-going educational support.

This year we have two scholarship recipients: one who is completing his teacher certification immediately after earning his bachelor’s degree in history, and a freshman interested in finance.

We are grateful for both our congregation’s support and for the dedicated work of our scholars.

*Marilyn Weleck*

## Ministry of Justice Advocacy and Mission

This congregation generously contributed its time, talents and treasures to mission and outreach activities throughout 2025. CAUCC maintained the same level of financial support for the six agencies this congregation has helped sustain for years, many since their formation, while also assuring that the financial commitment to each remains consistent with the values and priorities identified by the congregation. MJAM also continued to inform the congregation of opportunities to support and advocate for those who are marginalized or dehumanized by policies and practices within our community and nation.

## Mission Outreach

Inadequacy of food and shelter persist as needs within the wider Tucson community. In 2025:

CAUCC's Primavera crew prepared and helped serve a monthly dinner at the *Primavera Men's Shelter*. That meal was funded by a \$1,803 allocation within MJAM's budget, private donations, and dessert and fruit donated by the congregation.

MJAM's budget allocation to the *Casa Maria Soup Kitchen* (\$400) and *Iskashitaa Refugee Network* (\$400) helped to meet an increasing demand for food that was particularly felt at Iskashitaa once legal refugees lost their eligibility for SNAP benefits in 2025. Informational articles in *Tidings* with website links helped inform the congregation of Iskashitaa and ways individuals may help support that group's unique services.

*Interfaith Community Services* (ICS) hosted a cupcake reception after the Sunday service on November 9<sup>th</sup> in celebration of the agency's 40<sup>th</sup> Anniversary and to thank CAUCC as one of its founding faith communities. In 2025 CAUCC continued its annual financial commitment (\$1,600) to that agency while also collecting food donations each Sunday, participating in ICS's Peanut Butter Party in July and promoting ICS's Fall Food Drive. CAUCC's food donations to ICS in 2025 totaled 1,241 pounds.

MJAM, on behalf of this congregation, continued its financial support of *Our Family Service/Reunion House* through a \$500 donation. CAUCC also contributed \$800 to *Habitat for Humanity* and recruited volunteers for building crews throughout the year. Photos and updates of their work are posted in McNear Hall.

Our congregation has supported *Tucson Interfaith HIV/AIDS Network (TIHAN)* since its founding. Each year CAUCC co-hosts a luncheon at TIHAN's Poz Café for those within the Tucson community who are living with HIV and AIDS. In 2025, CAUCC switched its sponsorship month from April to February. As a result of that change, CAUCC shares host responsibilities with one church rather than two churches. In addition to sharing the cost of the meal, each congregation provides volunteers to serve, converse with guests and participate in games.

Members and friends of CAUCC also donate requested items for guest gift bags and prizes. Private donations from our congregation fully funded CAUCC's share of the 2025 meal and other luncheon expenses. Because of that generosity, MJAM's 2025 budget allocation toward this activity (\$200) along with other monetary contributions resulted in a \$516.62 donation to TIHAN.



**Picture of new location opening.**

***MJAM continued***

**Continued - MJAM**

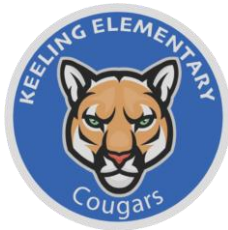
CAUCC has a lengthy history of supporting staff, students, and families at the *Helen Keeling Elementary School* in mid-Tucson. We have watched with pride as it has advanced from being a “D” rated school to, in 2025, being rated an “A” school. Our efforts to assist are financial and, perhaps even more importantly, through volunteer activity. It is a win-win win for the school, its students, and for our congregation. The generosity of the congregation toward Keeling was expressed in 2025 in a variety of ways for a variety of purposes. Because of the generosity of this congregation, MJAM’s 2025 budget allocation for Keeling support was largely unspent and helped to offset CAUCC’s projected 2025 budget shortfall.

Our reading tutoring program named Reading Sprouts, inaugurated in 2014, is particularly appreciated by Keeling staff and families. During 2025, sixteen volunteers and three substitutes provided one-on-one tutoring, twice a week, to sixteen lower-level readers in first grade. This individualized tutoring program assists students whom teachers have identified as needing help to improve their reading levels.

CAUCC continues to organize and support the Keeling Food Pantry held monthly during the school year. A large cadre of church volunteers distribute food provided by the Community Food Bank that is supplemented each month by generous contributions from church members. A new allocation within MJAM’s 2025 budget, as well as fruit and produce donations by members of the congregation, helped to ensure an adequate supply of food for families throughout the school year, particularly after the amount of food provided by the food bank was reduced last fall. For the nine pantries in 2025, an average of sixteen volunteers served an average of seventy-two families per month, with that number including an average of 152 children per month. Total participation over the nine-month period in 2025 as reported to the Community Food Bank was 3,009.

The congregation’s financial support of Keeling began early in the year with unsolicited donations from church members totaling \$2,250. After conversations with school administration, the described donations were forwarded to Keeling with an understanding they would primarily be used to purchase and replenish school supplies, especially those not often purchased in bulk, and to purchase gift cards given staff at the teacher appreciation luncheon that May. Because of these donations, last-minute or unanticipated supply requests could be filled without significant delay and would not be subject to the district’s allocation or replacement process. Just imagine how many batteries, boxes of Kleenex and Clorox wipes a school needs to replace and the expense of that replacement over nine months!

Utilization of *Arizona’s Public School Tax Credit* for the benefit of Keeling was promoted throughout the 2025 individual tax filing season. Cash donations to Keeling that qualify for this credit are used by the school to support field trips and other out-of-classroom enrichment activities. The Arizona tax credit remains another way our congregation confirms its support of public education and Keeling’s staff and families.



**Teacher and Staff Appreciation Luncheon**

A newer commitment to Keeling is the much-appreciated *Teacher and Staff Appreciation Luncheon* sponsored and organized by CAUCC volunteers at the end of the school year. Over the last three years, most of the funding for that May luncheon has come from the profits generated by the church’s Rummage Sale rather than MJAM’s budget allocation. In 2025 other donations also made it possible to purchase token gift cards for the teachers and inexpensive decorations.



# Picture Page



Above: Retreat folk; Easter Sunrise; Kids for Souper Bowl. Right and around: Church sign; Habitat; Dia de los Muertos; folk in classroom; David LaMotte in concert; folk down at the border; Audio Dave Heffelfinger, Patrick Angiulo on Livestream, Diane on organ; Pastor Michael at send-off party. Below: In craft room, Jean Murray; John Cheek



*You're Invited!*  
**COME & SEE!**





# Picture Page



Above: Some staff for Ida's bday; Chris Sternberg preparing Primavera meal; kids at Turbo Time. Right and around: Oracle Road signs; Hiking group; ladies for Stewardship; Choir; Habitat; Rummage Sale Team; Thanksgiving food with the Lyle's; Pastor Michael on his sabbatical; Below: Folk in Keeling gym for school supplies and below, Coffee community peeps;



## ***Continued - MJAM***

Monetary and supply donations to the *Keeling School Supply Drive* last July were once again amazing. Teachers were overjoyed at the start of the 2025-2026 school year with the quantity and selection of supplies offered. Unfortunately, one month later, vandals damaged the school. The generosity during the summer supply drive allowed additional supplies to be immediately purchased and delivered to the school to help replace lost supplies and to stock temporary classrooms. Even with that, the remaining unspent balance from the 2025 supply drive will help fund advance shopping for 2026. That cash reserve is particularly appreciated because of the increased supply needs anticipated as a neighboring elementary school closes and many of its students and other staff transition to Keeling this fall.

The *Keeling Christmas Toy Drive* was also immensely successful in 2025. Thanks to our very generous congregation, toys were provided for ninety kids from Keeling's 39 most needy families.

In December, we were able to continue our practice of supporting *Keeling's Art and Music Programs* to the tune of a \$600 donation. This tradition began some years ago using the proceeds from a now defunct program. It continued in 2025 thanks to member donations that offset costs of other outreach activities within MJAM's 2025 budget.

CAUCC continued its support of *Café Justo* throughout 2025. Café Justo is a cooperative formed in 2002 by coffee growers in Chiapas, Mexico that grows, roasts, packages, and ships coffee grown by its farmers. Bags of Café Just Coffee, as well as herbal tea donated by a member of our congregation, are available for purchase on Sundays. Sale proceeds in 2025 totaled \$1,228, with \$793.97 remaining to replenish inventory as needed in 2026.

The congregation in 2025 continued its financial support of the *Open and Affirming Coalition* of the National UCC by maintaining the congregation's annual budget donation of \$1,000. MJAM also continued to promote the denomination's Special Offerings throughout 2025. Collections for the *One Great Hour of Sharing, Strengthen Our Church, Neighbors in Need, Christmas Fund, Sow the Seed, and Spread the Word* offerings in 2025 totaled \$6,450, an amount that exceeded the total collected for the same offerings in 2024.

### **Justice Advocacy**

MJAM's Justice Advocacy Team worked throughout 2025 to better identify its mission and focus. As it did so, however, it informed the congregation of resources offering insight on "hot" issues and of opportunities to offer support for those who remain marginalized or otherwise suffer injustice within our nation and community. The team's work proved particularly daunting as those issues multiplied rather than narrowed throughout the year.

Coordination of MJAM's activities with *Pima County Interfaith (PCI)* was assigned to Justice Advocacy in 2025. Throughout 2025 CAUCC continued its relationship with PCI through financial support (\$1,200), participation in PCI's strategic planning sessions and leadership training groups, and promotion of PCI activities. PCI's focus was, and remains, improving access to affordable housing, including continuation of housing and utility assistance. During the fall of 2025, PCI added *Welcoming the Stranger* as a new initiative. In December, a representative from Justice Advocacy participated in a planning session for that new focus. In addition to participating in PCI activities, a representative of Justice Advocacy also regularly participates in and reports on activities and discussions within a recently formed Good Neighbor Faith Coalition.

Last spring Justice Advocacy requested the church council review CAUCC's financial investments and divest from funds supporting private detention facilities. Justice Advocacy is pleased to report that CAUCC's investments did not include such funding. A notice in *Tidings* encouraged members of the congregation to conduct a similar review of their investments for action as they deemed appropriate.

***MJAM continued***

**Continued - MJAM - Justice Advocacy**

MJAM’s budget allocation in 2025 included an increased commitment to Justice Advocacy and LGBTQ+ Support. In December, that allocation (\$800) was donated in its entirety to the Southern Arizona Gender Alliance.

Justice Advocacy and MJAM hosted three Learning@Eleven Activities in 2025. In late April, Second Chance Tucson provided perspective on the barriers facing those reentering the community from the correction system. In August, a short video made available by Presbyterian Disaster Assistance offered a view on migration not often depicted by the media. In October, Tassie Call, Assistant Superintendent for Elementary Education with the Amphitheater School District, presented on the district’s plan to close elementary schools as well as on outreach services available to students and families within the Amphitheater School District. That outreach program is currently located at Keeling. She also recognized the support CAUCC has provided Keeling over the years and suggested ways CAUCC could share its “model” to encourage similar support of low-income schools by other churches.

**Compassion On the Border**

Throughout 2025, MJAM received reports from, and continued its support of, outreach activities through *Compassion on the Border*, which offers the following report prepared by Mona Udstuen:

Despite repressive immigration policies instituted in 2025, Compassion on the Border members remained committed to providing year-round, monthly donations to organizations that provide humanitarian aid to immigrant and refugee populations. The organizations we supported in 2025 and dollar amounts donated are:



**Ukraine Relief members and cards**

- *No More Deaths* which works to prevent desert crossing mortality - \$200
- *Justice for All* which seeks to pass a ballot initiative to help with legal representation - \$750
- *Florence Project* which provides support and legal aid to unaccompanied minors - \$1,250
- *Kaleidoscope* which provides clothing and basic essentials - \$1,000 + 1143 pairs of underwear + clothing from CAUCC’s Rummage Sale
- *Scholarships A-Z* which awards scholarships to post-secondary immigrant students - \$250
- *La Casa (Casa de la Misericordia)* in Nogales, MX which provides safe shelter, food, and support - \$750

- *Cruzando Fronteras* which oversees funding and support services for La Casa - \$300
- *SAMU First Response* in Nogales, AZ which provides clothing and basic essentials - \$241.15
- *First Methodist Immigration Project* which prints necessary immigration paperwork - \$250
- *Iskashitaa Refugee Network* which promotes growing, harvesting, and distributing food to migrants and refugees - \$500
- UCC Ukraine Relief Fund - \$3,057

**MJAM continued**

## ***MJAM Continued...***

*...CoB continued...* Since Compassion on the Border does not request nor receive funding from CAUCC's budget, our members raised money to donate by:

- Creating hand-crafted items that are sold to the Tohono Chul Gift Shop, Art House Centro, and to members and friends of the congregation - \$6,606.51.
- Sponsoring a Craft Fair - \$2,764
- Organizing a Quilt Raffle - \$1,035
- Receiving a donation from the David LaMotte Concert - \$853.81
- Receiving undesignated monetary donations from CAUCC members and friends - \$763

We express our heartfelt gratitude to the CAUCC community for your continuing support for the work being done by Compassion on the Border. We could not do it without you.



**Compassion on the Border members and just one of their art projects for sale.**

**MJAM**

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*Your Ministry of Justice Advocacy and Missions appreciates this congregation's continued support of the above (Pages 14-15, 18-20) activities and welcomes your input as it continues to serve the disadvantaged while bringing Christ's message of love and hope to those outside our church walls.*

Submitted by Jane Spande as Chair Ministry of Justice Advocacy and Mission,  
Mona Udstuen as chair of Compassion on the Border and  
Wendy Keeling as coordinator of outreach to Keeling Elementary School.

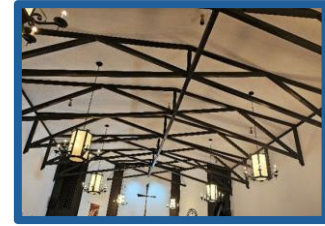
**2025 MJAM members** were Pastor Michael Bush, Kathy Boelte, Dave Brown, John Cioffi, Alex Cooper, Fran Crisman, Wendy Gilman, Judy Keagy, Leona Lansing, Tom Mardian, Toña Morales-Calkins, and Jane Spande.

**CoB members** were Pastor John Angiulo, Emily Blakinship, Grace Bunker, Molly Butler, Kay Harbert, Linda Harris, Laura Heaney, Nancy Hook, Gypsy Lyle, Toña Morales-Calkins, Karen Nousen, Michelle Perrin, Darlene Picraux, Olivia Ramirez, Elinor Redmond, Susan Sommerfeld, Jane Spande, Mona Udstuen, Sonja Valentin, and Elodie Winger.

## Ministry of Physical Resources (MPR)

The Ministry for Physical Resources oversees the campus's operational and decorative aspects. MPR also comprises three sub-committees: Room Use, Safety/Security Team, and Columbarium.

MPR had new lighting installed in the parking lot and the sanctuary. The new sanctuary lights are dimmable, so services such as Taizé may make adjustments appropriate to their needs.



**Sanctuary Lights**

We also replaced the front door at the main office with a larger door, maintaining both security and ADA access.



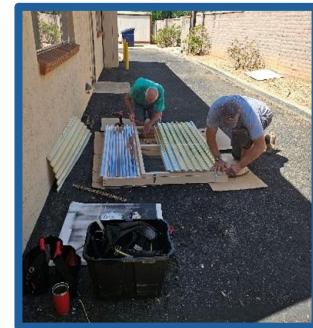
**New Office Entry**

Ocotillo cacti are now planted along Casas Adobes Drive and look much neater than the oleanders we had removed. Our new professional landscapers keep the campus looking very good.



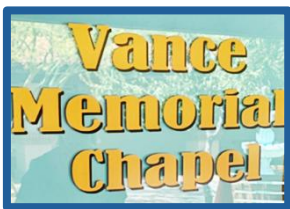
**Steve Sterns  
on the roof**

MPR members installed a new skylight at the northwest corner of the courtyard (i.e., above the music room/alcove), and it has held up well during the recent rains.



**Working on  
new skylight**

On a larger scale, we are looking at new work for the tile roof on the church. It is showing storm damage on top of nominal wear and tear. As part of that consideration, we are also looking at various solar arrays that might either be mounted on the roof or on the west side of the parking lot, which would provide some covered parking for staff.



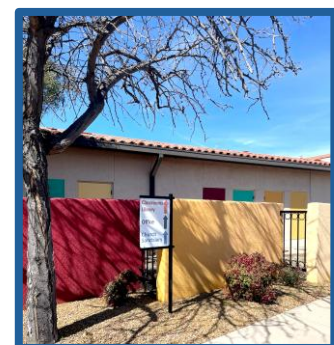
We also took steps to increase the visibility of our room designations, with new signage in the courtyard.

Additionally, we now have an “information kiosk”, with the installation of a large flat screen TV near the courtyard restrooms. The TV operates automatically during periods when the church is open and displays a campus map, welcoming message, as well as current and future activities and the rooms hosting them.

Team members are painting the window screens for the classrooms. This will be one of the most colorful aspects of campus, hopefully very welcoming to passers-by and visitors.



**Screens painted  
and put up mid-  
February 2026.**



### ***Continued - MPR***

Unfortunately, person/persons unknown broke into our metal storage shed in the back. Nothing was taken (as perhaps it was of little use, or they could not extract anything through the misaligned doors. Those doors have been sealed, and we are soliciting proposals for container (C-)vans to replace one or both of our sheds.

Our campus is strikingly lovely and welcoming during the holidays, thanks to our team members who rapidly and efficiently decorate and de-decorate the church for the Christmas season.

MPR Members: Jack Dean, Barb and Mike Johnson, Tom Mardian, Steve Stearns, Wes Ward, Marilyn and Steve Weleck, and Marj and Charlie Wippermann. Staff: Anne Bailey, Barry West.

### **Room Use**

The utilization of various class and music rooms increases slowly but steadily in the aftermath of the pandemic of 2020. Currently, we have four external users taking advantage of our facilities: the Kindred Chorus (a start-up choir), Elizabeth Wells, who gives private voice lessons, two AA groups and an Alzheimer's Support Group. Northwest Bahai', the Jewish Secular group, Tucson Hand Weavers group and another music teacher use rooms occasionally as well. Annually, ICS (Interfaith Community Services) uses the entire hall for their Volunteer Thank You Party.

### **Safety and Security**

The Safety/Security Team continue to improve and monitor issues related to the personal security of staff, parishioners, and visitors. We continue to focus on building a culture of safety for our Church family. Various small upgrades have been installed around the campus for the comfort and security of all who visit.

Safety and Security Members: David Lyle, Susan Schroeder (liaison), Wes Ward; staff: Barry West and Anne Bailey.

*Wes Ward, Ministry Chair*

### **Columbarium Garden**

The CAUCC Columbarium continues to serve as a dignified memorial garden for members and friends of our community. The names of loved ones memorialized there reflect the long history and strength of CAUCC. This past year, several interment ceremonies were held in this sacred space, which remains accessible every Sunday for those wishing to quietly honor their loved ones.

We have simplified the engraving process this year by partnering with Tuller Trophies in midtown Tucson as our exclusive engraver.

If you are interested in reserving a memorial plaque or a Columbarium niche, please contact the church office. Our staff and the Columbarium committee are available to answer your questions and assist you with memorial plans.

*Respectfully submitted,  
Marilyn Weleck*



## Ministry of Stewardship

### *God of Awe – Our Acts Sing Your Praise*

In 2025, the Ministry of Stewardship witnessed awe made visible through your generosity:

- prayerful preparation
- nine weeks of *Tidings* reflections
- worship stewardship moments
- thoughtfully prepared pledge materials
- some new banners
- even an original stewardship song.

Commitment Sunday culminated in a meaningful water ritual rooted in our Purpose Statement, celebrating how we are nourished by the Living Water of the Spirit.

You responded with faith.

Pledged giving increased 3.7% for 2026 — a testament to partners who continue

**Following Jesus together and blossoming boldly with God's abundant love, healing and justice.**

We deepened our culture of gratitude by:

- expanding personal thank-you touches throughout the year
- launching monthly “Angel Moments,”
- lifting up stories of God at work through you.

These will continue as “*Awe-Works Moments*,” celebrating how our acts sing praise.

Thank you, Casas Adobes UCC, for nourishing one another in the Living Water of the Spirit and for transforming lives through your generosity.

The Ministry of Stewardship:

Laura Clymer, Ann Faith, Nancy Fisher, Bonnie Mardian, Lori Powers, Susan Schroeder Marilyn Weleck, and Mike Wilson

## **Cultivating Generous Congregations (CGC)**

As part of the Stewardship Ministry, the CGC meets monthly and supports the opportunities to support the Tucson Community at large by overseeing the publicity of our many outreach projects. In 2025, we created a webpage as part of the CAUCC website, Good News/Supporting the Community. This webpage briefly describes each of the many ways in which we support the community such as the Poz Café, Habitat for Humanity, Keeling School, and others. CGC also supports the Legacy Fund with congregational educational materials regarding including CAUCC in your planned giving.

The members of the Cultivating Generous Congregations (CGC) Team include Jean-Marie Huisjen (Chair), Susan Schroeder, Dennis Thomas, and Mike Wilson.

*Respectfully submitted,  
Jean-Marie Huisjen, Chair*



*MoS continued...*

**Legacy Fund**

In 2025, the Legacy Fund exceeded the goal of \$500,000. We are now able to fund projects which meet a strategic initiative, a capital campaign, or a creative idea which supports the Congregational Conversations Vision of CAUCC. We thank all of our current and past members and friends who have donated funds to the Legacy Fund and Reserve Fund.

During 2025, the members of the Legacy Team along with members from the FARM Team created a distribution policy for the Legacy Fund which was approved by Council and was in place to be used during the 2026 budgeting process. The Legacy Team also provided educational guidance on the donation of Appreciated Securities and on making Qualified Charitable Donations.

If you are interested in donating to the Legacy Fund or in remembering CAUCC in your estate planning, please contact a member of the Legacy Team for information.

The members of the Legacy Team include Jack Dean, Jean-Marie Huisjen (Chair), and Wes Ward.

*Respectfully Submitted,  
Jean-Marie Huisjen, Chair*

**Membership Team**

The Membership Team has welcomed nine new members to our church and found shepherds who match their personalities for all who wanted them. We have selected shepherds from the general population of the whole church, not just our own team members. We wanted everyone to have a good fit.

We are working closely with the Greeters to meet new attendees and to welcome them. We invite them to coffee hour and encourage long time members of the church to sit with them. Kathy Boelte and I think that this is working well.

The Membership Team is pursuing other ways in which we can support our congregation. We will also be appointing a few new Partners in Ministry in the future.

*Submitted by Leona J. Lansing*



The Ministry of Worship works with our ministers to support meaningful worship experiences for our congregation. This group coordinates the recruitment of volunteers for Sunday worship and special services (memorials and Taizé) which includes ushers, lay readers, communion servers, and communion set-up for services in the chapel and sanctuary. This ministry ensures that we have a neat and organized sanctuary that is ready for services. The MoW includes the Worship Arts Team which creates attractive and meaningful sanctuary decor for our services.

The MoW continually explores ways to enhance the worship experience, and to include and welcome children, newcomers, our online community, as well as our in-person worshippers.

The MoW is active in community building activities throughout the year, including intergenerational projects such as making tiny sheep to give away as mementos after the Christmas Eve services. We host our community coffee hours several times per year. Although we conduct our monthly business meets via Zoom, we celebrate each other with two in-person gatherings every year, always with gratitude and good food.

MoW Members: Co-chairs Linda Crisman and Amy Lincoln, Lou Cheek, Fran Crisman, Chuck Harbert, Ken Kemmerling, Charlotte Marshall, Susan Schroeder, Rosalie Shelton, Jane Shurtleff, Suella Swart, Becky Woodward  
*Submitted by Linda Crisman and Amy Lincoln*

## **AV Teams (Audio/Visual/Livestream)**

The Audio-Video committee is pleased to report a year of steady operation and improved organization. While our core systems required few changes, we focused on refining our volunteer coordination by officially integrating SignUpGenius for livestream operators. We also expanded our team with new members and upgraded Room 3 with a 360-degree Owl camera to ensure our virtual meetings are inclusive and clear. We look forward to another year of keeping our church connected.

*With Kind Regards,  
Kade Dean KHD Software LLC*

## **Music Team**

The Music Committee oversees the CAUCC Music program which includes the Chancel Choir, the Bell Choir, and other Special Music. The Chancel Choir began a regular schedule on Wednesday September 3, 2025 and began singing for each Sunday service on September 7, 2025. The Bell Choir also began rehearsing on September 3, 2025 and playing once a month during the Sunday services starting in September as well as a few Gathering Music slots and Christmas Eve. Our four current Scholarship singers: Bailey Davis, Kyle DeGraff, Michael Obregon and Quay Pope, continue to assist during rehearsals and the Worship Services. David Craig continues to accompany the Chancel Choir during rehearsals and Sunday services. He also plays some hymns during the Sunday services and Special Music as needed. Diane Green continues to play the Gathering music, Centering music, some hymns and Postlude during the Sunday services and Special Music as needed.

Music Team Members: Alex Cooper, Emily Blankinship, Spencer Elliott, Jean-Marie Huisjen, Alan Brundage, Joan Brundage, Music Staff: Dr. Darryl King (Director), Diane Green (Organist), and David Craig (Pianist)

*Submitted by Darryl King, Music Director*

## Taizé Worship Services

Taizé Worship services are held regularly on the second Thursday of each month. Our Taizé worship is held in candlelight and includes prayer, Christian and Hebrew scripture and nonsecular readings, silent meditation, and traditional Christian Taizé music. Pastor John Angiulo creates and leads each worship experience. Kimberly Chaffin (cantor), David Craig (piano) and Fran Moskovitz (flute) serve as musicians, and we have been fortunate to have Joan and Alan Brundage and Quay Pope fill in as cantors when Kim is not available.

Coordinated by Jane Shurtleff, Taizé worship service set-up and take-down is performed by volunteers, Ken Barrabee, Molly Butler, Lou and John Cheek, Fran Crisman, Chuck and Kay Harbert, Amy Lincoln, Susan Schroeder, and Jane and David Shurtleff. We typically have two to three volunteers for each service, not including Pastor John and the musicians. Jane also occasionally writes the Taizé worship prayer; copies can be downloaded at: <https://www.caucc.org/taize-inspired-worship>.

The Taizé services are publicized through the church newsletter, Tucson Local Media newspapers (print and online) emails, Facebook (Casas Adobes Congregational UCC) and Natural Awakenings events calendar. 2025 Taizé service attendance averaged 26 people for a total of 314 for the year -- up from 242 in 2024! In 2025 Taizé services brought in a total of \$1,735, meeting all of the year's expenses with \$35 to spare!

The services have been very well received by attendees, some of which were new to our church or frequent John's Centering Prayer service. We receive numerous comments expressing thanks for the opportunity for a quiet service to worship and contemplate and take a quiet respite from an increasingly "noisy" world. We encourage CAUCC members to attend and experience this worship opportunity.

*Respectfully submitted,  
Jane Shurtleff*

## Worship Arts Team (WAT)

The Worship Arts Team works to enhance the worship experience by providing visual arts in the sanctuary and by varying the decor appropriately for the seasons of the Christian year. The WAT meets monthly to make decisions about the use of paraments (cloths on the pulpit and lectern), altar cloths, banners, candles, and flowers. We work together to create new banners and pleasing displays for Advent, Lent, and Pentecost. We collaborate with the CAUCC staff who are an integral part of helping with the implementation of our ideas. The team also collaborates with other ministries, such as Stewardship, who use the sanctuary to share their message. Many thanks to the creative, inspiring members of the Worship Arts Team.

Current Team Members: Pastor Michael Bush, Linda Harris, Amy Lincoln, Sue McClaren, Susan Schroeder, Brigid Waszczak, and Bess Woodworth

*Submitted,  
Amy Lincoln*



**Palm Sunday 2025**



**Christmas Eve Services 2025**

## Good News Team (GNT)

The Good News Team is a special Standing Committee of the church. Following our common commitment to be a welcoming community for all who enter our sanctuary, our team of “Welcomers” endeavors to identify and welcome new visitors at each Sunday worship service.

The GNT chair recruits greeters for each Sunday and provides the chair of the membership committee with the calendar of greeter volunteers. The chair sends welcome letters or emails to first-time visitors after receiving contact information from the office offering to answer questions and provide information about the church and its activities.

The Chair of the Membership Committee has historically also been a member of the Good News Team and served as their liaison in the efforts to identify and nurture potential new members/friends who are invited to attend an inquirers class. Since the GNT has not met in the past two years (we are down to three members) the office copies the chair of the membership committee with the report of weekly visitors.

The Publicity Chair, Jane Shurtleff makes her own separate Publicity report.

The Team members during 2025 included Kathy Boelte, Jane Spande and Pastor Michael Bush (Staff).

*Submitted,  
Kathy Boelte*

## Publicity

### Website Stats

Our website continues to provide easier access to the worship services (in-person and online), church information, resources, events, and community building and giving opportunities. We had a total of 10,000 visits to the caucc.org website in 2025, with 6,000 unique visitors (no repeat visits) and a total of 23,000 page views!

Visits	10K	Bounce Rate	45.82%	Unique Visitors	6K	Pageviews	23K
	-3 % y/y		-3 % y/y		-13 % y/y		-7 % y/y
Jan thru Dec 2025							



## Social Media

We’ll continue to post Taizé services on the CAUCC Facebook pages and as more in-person events open to the public on our campus, we will include those as well.

## Advertising

Our 2025 publicity advertising included a weekly 1/4-page, color ad for Sunday Worship and Taizé services and 1/8-page Easter, Christmas and Pride display ads in five Tucson Local Media newspapers (Explorer, Desert Times, Foothill News, Marana News and Tucson Weekly). This also includes online and email ads in all these publications. In 2026, we will do these same ads in addition to a 1/8-page ad in the newly published Newcomers Guide that will be sent to new residents that have moved into Tucson within one year prior to the guide’s publication.

For the 2025 church Rummage sale, we placed an event article in Tucson Local Media papers (also at no cost) to draw more attendees and increase local awareness around the Church’s mission activities.

*Submitted by  
Jane Shurtleff*

**Ministerial Relations Committee (MRC) - Rev. John Angiulo**

Our ministerial team is comprised of Pastor John, Lou Cheek, Spencer Elliott and Susan Sommerfeld. We attempt to meet once per quarter. The prior year meeting dates were:

January 21, 2025  
 May 6, 2025  
 September 30, 2025  
 January 22, 2026

A topic of substantial discussion over the course of our year together has been Pastor John's intention of his sabbatical time off. Pastor John plans to officially notify his decision this spring to take a sabbatical in 2027.

*Respectfully submitted,  
 Susan Sommerfeld*

**Ministerial Relations Committee (MRC) – Rev. Michael T. Bush**

Members: Pastor Michael Bush, Owen Clymer, Jack Dean (Chair), Karen Nousen and Dean Whitten

- The committee acknowledged and thanked Marilyn Weleck and Fran Marian for their past service and welcomed new members Karen Nousen and Dean Whitten at our first meeting.
- During this meeting, Pastor Michael explained the function and objectives of the MRC and provided orientation material for the new members. Questions and discussion followed.
- Since Pastor Michael was away on his Lilly Grant Sabbatical for 3 months there were only two MRC meetings in 2025.
- At both meetings, the MRC members provided affirmation and gratitude to Pastor Michael on the leadership he provides, and the enrichment individuals receive from his sermons. Members also gave a series of examples. His external outreach to community was also discussed.
- Pastor Michael shared his plans for his sabbatical program and how he was looking forward to renewal and finding awe in the places and organizations he would visit. The committee acknowledged their support of sabbatical program. The MRC also acknowledged the opportunity it would give the congregation to plan and experience our internal sabbatical during Pastor Michael's absence.
- No special concerns were introduced or discussed.

*Submitted,  
 J. Dean and MRC members.*

**Nominating Committee**

The following nominees agreed to serve on the Church Council and were duly elected:

Moderator: Owen Clymer  
 Vice Moderator: David Brown  
 Ministry of Community and Care: Laura and Hank Dimlich  
 Ministry of Christian Development: Bob Sutherland  
 Ministry of Justice Advocacy and Mission: Jane Spade  
 Ministry of Worship: Linda Crisman and Amy Lincoln  
 Ministry of Physical Resources: Wes Ward  
 Member-at-Large: Lori Powers

2025 Nominating Committee for CAUCC Church Council included: Pat Brown, Amy Lincoln, Gypsy Lyle, Jane Shurtleff and Wes Ward

*Submitted,  
 Pat Brown, Clerk*

## *Committee and Team Reports continued*

### **Personnel Committee**

Thanks to our church's strong pastoral leadership and an experienced and highly competent administrative church staff, 2025 was a good year.

The Personnel Committee stood at the ready to provide support to our church administrative staff, led by Anne Bailey with assistance from Jay Deskins and Janet Delgado, especially when Pastor Michael, Senior Minister went on Sabbatical from June through August. We are blessed to have Pastor John Angiulo who continued weekly duties for ministry and services. The committee made sure staffing for Pastor Michael's sabbatical period was in place. We were able to bring Rev. John Cheek on board for pastoral needs of our members and friends as well as preaching. Brigid Waszczak also helped with preaching and teaching during the sabbatical.

Linda Stratton joined the Personnel Team in May.

Staff reviews were completed by year end and modest year-end bonuses for our dedicated staff were approved as well. The Personnel Committee recommended a 2.5% COLA raise for staff to Council, which was approved by the Congregation during its annual budget meeting in January of 2026.

Finally, the Personnel Committee thanks the Congregation for providing the resources to retain and reward our outstanding and inspiring Pastors Michael and John, and our equally outstanding and talented church staff, including Anne Bailey, David Craig, Kade Dean, Janet Delgado, Jay Deskins, Diane Green, Ida Heath, Darryl King, and Barry West.

CAUCC's generous congregation has answered the call to bring pay and benefits that reflect our faith values and are in line with our peer churches and non-profits.

Committee Members: Dave Brown (Ex-Officio as CAUCC Vice Moderator), Laura Clymer (Chair), Gypsy Lyle, Linda Stratton, Carol Wilson, Rev. Michael Bush, and Staff Liaison Anne Bailey.

## **Additional Reports**

### **Grief Support Group**

The Grief Support Group, led by Rosalie Shelton, currently meets every three months on Mondays at 10:00 am. Members and friends who have lost a loved one or suffered any loss, come and see, share feelings and ideas. This group provides support by listening, talking, sharing feelings and thoughts in a confidential and compassionate atmosphere. Meeting in person, it is open to anyone that has had a loss of a spouse, friend, pet, job, home or any kind of deep loss.

In case of an emergency, the person in need can call Rosalie Shelton 520-954-4720 or Spencer Elliott 520-742-7366 or June Stoffle 520-965-3626.

# Additional Reports

## Member-at-Large

The Member at Large (MaL) acts as a liaison between the congregation and the church Council, Clergy and Staff.

In 2025, I was nominated and accepted to serve my first of two 1-yr terms on Council. I was introduced to the role and took the church tour with Anne Bailey and Laura and Hank Dimlich as new Co-Chairs on Ministry of Community and Care, on April 2, 2025.

I gained access to the MaL gmail account about a month later that received minimal requests throughout the year. Most requests were relayed in person before and after Sunday services, or through my interaction in other service capacities, such as choir and Ministry of Stewardship.

Most MaL requests were addressed as they arose by other staff promptly before the next Council meetings:

- Replaced water system between Choir Room and the Sanctuary (Summer 2025) (Office ordered new water dispenser, replacing broken one)
- Reported Sanctuary AC not working (Summer 2025)
- Addressed request to shorten summer service Bulletin announcements at the start of Sunday Service
- Piano(s) tuning completed
- Discussed the possible return of an internal “Helpful Hand” service to those living alone in need of assistance at their homes
- Discussed new ideas for continuing with theme of inclusion, redirected for later discussion through Membership Committee
- The Nominating Committee came together; Pat Brown, three congregational members (Spencer Elliott, Steve Stearns, and Bob Sutherland) and myself to start the Council slate for the March 2026 Annual Meeting. We will need to replace our current Treasurer, Dennis Thomas, after four years of dedicated service. Also, some positions are up for re-election. Council approved a nomination for Jean-Marie Huisjen to the Treasurer position in November 2025 and verified other positions for re-nomination
- I attended all Council meetings in 2025 with minimal needed contributions to the agenda due to a highly dedicated and efficient Council and collaborative Ministries in daily communications with both CAUCC clergy and Office Staff.

It was my pleasure and honor to serve as MaL for 2025. I plan to continue through the end of the second-year term ending in 2026.

*Submitted by Lori Powers*

## Office Report

**A           Advanced**  
**W           Working for**  
**E           Each and everyone**

- **Your office staff supports this congregation and other staff in all that it does or wants to do.**
- **We are inspired by your work in the congregation, the community and the world.**
- **We support you in the best ways that we can.**
- **This community came together so strongly during our Senior Minister’s Sabbatical, (June through August 2025) and the office appreciated you all and your support.**

Your staff continues addressing daily needs and continues to create forms, files, posters, and documents to support multiple activities: Annual Budget Meeting, Annual Congregational Meeting, Retreats, Ministry Partner Events, Rummage Sale and any other event for which office support is needed. *Continued*

# Additional Reports

## *Office Report continued*

**Jay** continues as the pastor of Chalice Christian Church (Disciples of Christ) in Gilbert, Arizona, but manages to balance his part-time position with us while effectively serving his faith community.

- Online maestro for all things including
  - registration for classes
  - retreats
  - other events
  - online forms for tracking groups and events
- Creates Post-online worship announcements.
- Creates and prints the bulletin weekly
- Updates the Master Calendar
- Updates the website with worship info, upcoming events, submitted Good News articles.

Jay finds new and different ways to keep our lines of communication open. He often finds ways to cut through our workload with simpler ideas using simpler apps. He enjoys creating fun ways to get out the information that we all need to continue in our mission at CAUCC. In 2025, in conjunction with Wes Ward, Jay helped implement the new Info Kiosk in the courtyard and updates that as needed.

**Janet** works in the office on Thursdays (and other days as needed). She is our greeter both in person and on the phone and staff really appreciate her.

- Manages and maintains attendance and visitor records
- Readies the weekly mailings
- Organizes historical files for scanning
- Continuing with multiple database projects
- Fills in for Jay and Anne when necessary.

In fall of 2025 had a serious car accident tht kept her from us until the end of January 2026. So happy to have her back!

**Anne** continues:

- Finances (bookkeeping, tracking budget, oversees accounts and the Counting Team), works with the Treasurer and F.A.R.M.
- Creates the Annual Report
- Produces our weekly e-newsletter, Tidings
- Emails the **Prayer Chain** any of needs from our community,
- Coordinates: Zoom meetings for ministries and teams, Room Use for outside renters, **Memorial Services and Receptions**
- Attends as staff liaison to the Personnel Committee
- 2024-2025, a member on the Sabbatical Team
- Purchase items for groups as needed
- With Barry West, Maintenance Manager, and Wes Ward, MPR Chair, managed the landscapers and campus security, to keep our campus beautiful and safe.

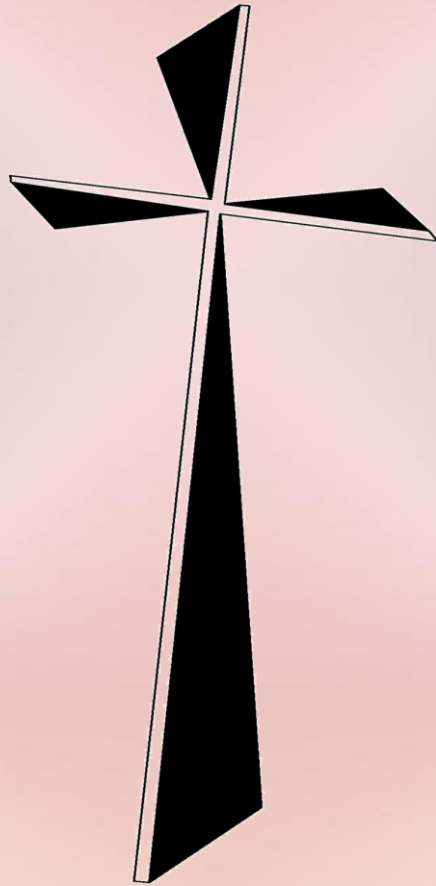
In November of 2025 Anne's husband Bill had a serious health crisis. She maintained her work as best she could while taking the time she needed to take care of him. She is so grateful for your understanding, support and prayers.

Huge thanks go out to Jay and all who helped him as he carried the brunt of the workload while both Anne and Janet were out in the fall.

Thank you for all the support you show us.

*Submitted,  
Anne Bailey*

**Casas Adobes Congregational  
United Church of Christ**  
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520.297.1181



*Wherever you are on  
life's journey,  
you are welcome to journey  
together with us!*

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