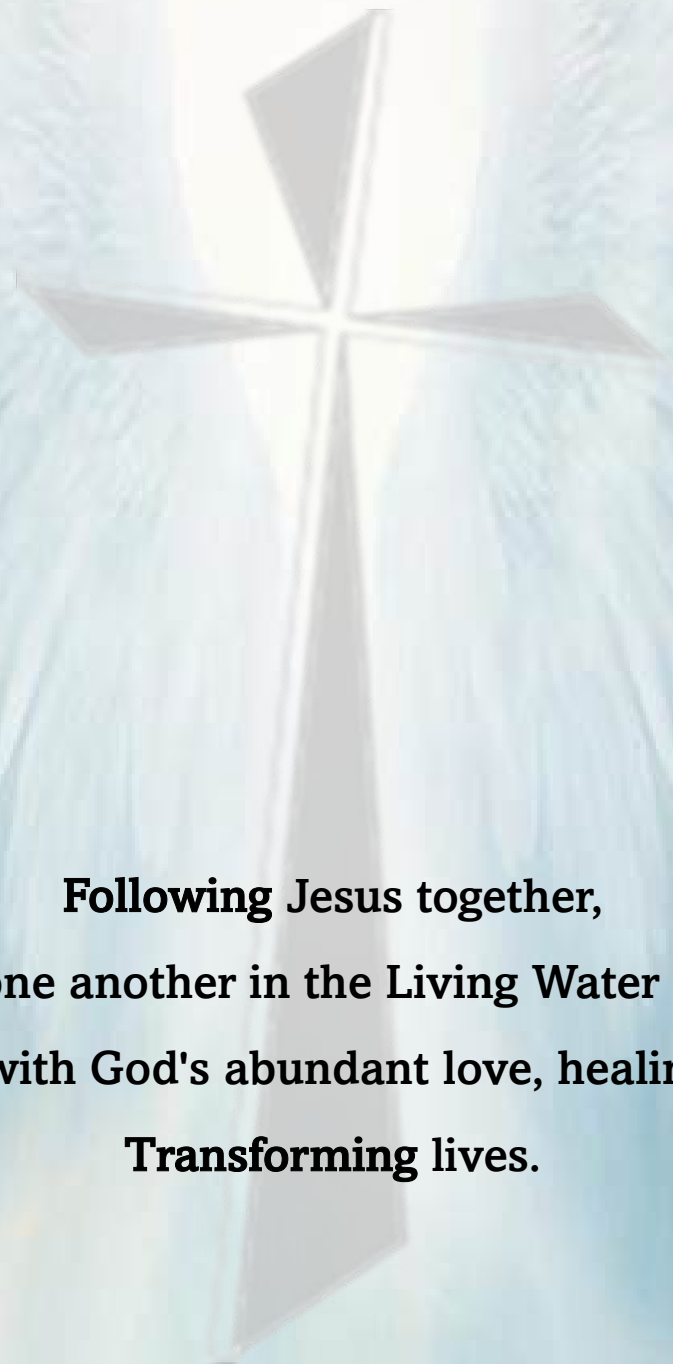


**Casas Adobes Congregational**  
*An Open and Affirming Church of the*  
**United Church of Christ**

**2024 Annual Report**



**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.**

## **New Members**

**2024**

**Janet Abdel-Gawad  
Inge Detweiller  
Kirt Gardner  
Nancy Hook  
Andy Nousen  
Karen Nousen  
Philip Ward**

**All Baptisms in 2024 were for non-members**

## **Members and Friends Who Have Entered Eternal Life 2024**

<b>John Marian</b>	January 3
<b>Helen Gallant</b>	February 10
<b>Fred Finney</b>	February 17
<b>Bob Thompson</b>	February 25
<b>Jane Smith</b>	March 3
<b>Norm Steffenson</b>	March 16
<b>Richard Gilson</b>	March 27
<b>Jane Sedlmayr</b>	March 27
<b>Jill Sisson</b>	April 13
<b>Mary Ann Stewart</b>	May 13
<b>Larry Picraux</b>	May 20
<b>Kathy Huston</b>	June 21
<b>Rita Bourgeois</b>	June 27
<b>Beth Maley</b>	September 4
<b>David Huisjen</b>	September 25
<b>Joan Robertshaw</b>	October 31
<b>Pearl Zimmerman</b>	November 28
<b>Bob Wright</b>	December 27



**2025**

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**Bearing Witness 2024: Transformation**

*Jesus was standing there, and cried out, “Let anyone who is thirsty come to me,  
and let the one who believes in me drink.*

*As the scripture has said, ‘Out of the believer’s heart shall flow rivers of living water.’ ”*

*Now he said this about the Spirit, which believers in him were to receive . . . - John 7*

I bear witness to how the living water of the Spirit has continued to nourish us to blossom boldly with God’s love, healing, and justice as we follow Jesus together (from purpose statement flowing from the Congregational Conversations in 2022), bringing transformation to our lives and the world.

I bear witness that we continued expanded 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.

- Learning@Eleven: These Sunday classes have included diverse offerings led by our own staff as well as guest theologians, spiritual directors, artists, members sharing their expertise, and professors. We covered areas around Non-Violent Communication, Saints and Heroes, Christian Nationalism, Lenten Series on Redemption, Trauma Healing, Common purpose in divided times, Angels Among Us: how we embody the good news, creatively engaging the Advent texts, and more.
- New participants have joined weekly study and prayer groups in 2024 because others of you have borne witness to the fact that they are meaningful experiences.
- Our first listening prayer and meditation retreat took place in the first part of the 2024, and plans have been in the works to have our “second annual” retreat at the Redemptorist Renewal Center in 2025 with 29 people registered to attend.
- We continued to honor the priority of making as many spiritual formation and educational offerings as possible available online (primarily via Zoom).

I witnessed the continued creative work of our Ministry of Worship, gifted music and administrative staff, Worship Arts Team, and others who help us have meaningful experiences of worship each week, communing with our Creator and each other, nourished to embody God’s love, healing, and justice in the world.

- Messages that are woven throughout each worship service in words and music and visuals that call us to connect our faith with what is lived every day.
- Inspirational music that is congruent with the message.
- The messages enhanced through visual arts in banners, progressive décor, paraments, living plants and flowers, and other displays.
- The continuation of our Sunday Communion and Contemplation service begun in 2023. Participants express that this is a meaningful experience that enhances spiritual life.
- The continuation of our monthly Taizé worship that connects with people who may not be available on Sunday mornings or are seeking a different experience.
- Developing ways to include our youngest community members in leading parts of worship.
- The expanded community of people from diverse geographic regions who join us for worship via livestream and recordings archived on our website.



Other Ministry and staff reports will offer you more detail, but other highlights included my witnessing of:

- The good work of our Ministry of Justice Advocacy and Mission (MJAM), including the formation of a Justice Advocacy Group to help us connect with systemic issues so that we can be part of transformation in our communities.
- The Rainbow Connection has come together - - a fellowship group of LGBTQ+ folk who gather monthly and bear witness to the Spirit of inclusion to our whole community as they have sponsored coffee fellowship and shepherded the Bobby Jo Valentine concert (special shout out to Ray Mendonca for coordinating that musical event).
- Our Finance Team, Stewardship, and Treasurer helping us navigate challenges while honoring our sense of the Spirit's call to deepen vibrant ministry and mission.
- The good stewardship of our beautiful physical space and setting, including infrastructure and staffing to include those who cannot be in our physical space by supporting livestream worship as well as classes, meetings, and more online.
- the Senior Minister Relations Team who spearheaded the congregational process and grant-writing for the **Lilly Endowment clergy renewal grant**. The grant was fully funded with resources for me to have a meaningful sabbatical and for the congregation to be fully staffed and have your own renewal activities during the upcoming 2025 sabbatical year (more to come on those plans)!

I bear witness to the gift of continuing to work with a great staff team (including Janet Delgado added to the office team on Thursdays) and leadership team (Council and other team leaders) that have navigated the loss of some of our leaders by stepping up to serve and doing so with compassion, kindness, and competency.

I bear witness that in the midst of the chaos of cancer (personally) and chaos in our nation and around the world that I have experienced in and through Casas Adobes Congregational UCC the goodness of God. Thank you for the gift of serving the Spirit and being the body of Christ together.



Pastor Michael top,  
clockwise:  
In his office;  
on November hike;  
teaching; preaching!

# Spiritual and Community Relationships Minister

**Reverend John P. Angiulo**

The concept of “Christian” community has changed much over the 2,000+ years that formal “Church” has been around. Over the centuries communities have faced triumphs and tragedies. It seems like a community of Jesus followers has always been there somewhere in the foreground or background depending on the times and politics. In 2024 and now at the beginning of 2025 we, as a church community, find ourselves in a place of change and conflict, but also a place of hope and joy. People change, traditions change, communities change. We lose old friends and welcome new ones. We revision old ways like traditional Sunday School and VBS into new ways that bring youth and families into a place of relevant connection. Yes, we miss the rhythms and familiarity of the old ways, but there’s a joy and sense of possibility in the new thing God makes. As part of this change, I have taken a larger role in working with our CALM Lay ministry group to help find ways to foster meaningful relationships in the practice of how we care for one another, especially in times of transition. Just remember, in the midst of change, the needs of the church don’t change; the need for a relationship with something larger than oneself and a relationship with others who provide support and love, regardless of who you are or where you are on life’s journey. Spirit-led community requires relationship between God and people, and among people with each other.

Spiritual and Community relationships are something that requires constant care and nurturing. It is like a garden that has to be tended. Though it is much more challenging than a task-based list of “Christian Education” programs and events, it produces fruits of the Spirit that are sustain community. I am excited to find new ways to open our eyes to wider expressions of God in the margins and find ways to engage this face of God.

This year I purposefully decided not to do my usual enumeration of tasks and events and be more vision-focused. I believe we are planting seeds within our church walls and working together, providing rich soil for future generations of Jesus followers to come into relationship with God and other human beings. These seeds are emerging and growing. God is doing a new thing.

*Pastor John*

Pastor John, left,  
clockwise:  
Multigenerational  
blessings in church;  
Jay’s art; preaching;  
from his YouTube  
Quick Take  
([www.youtube.com/  
channel/  
UC8kb2kac2aapQfMd2  
LW9RVA](http://www.youtube.com/channel/UC8kb2kac2aapQfMd2LW9RVA))





## Council Moderator

Owen Clymer

During the 2024 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.

The CAUCC Council is **Following** Jesus Together by providing leadership that is dedicated to abiding by the principles of Jesus' teachings and our church bylaws; 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.

Council's primary focus in 2024 was sustaining programs while operating within a budget deficit. We ended 2023 with a deficit of approximately **\$30,000**; at the Annual Budget Meeting in January, the congregation approved a budget with a deficit of approximately **\$65,000**. Leadership monitored expenses and developed plans to ensure the long-term financial stability of our church. At the Annual Congregational Meeting in March, new Council leadership was elected with Ryan Collins continuing as Moderator and Owen Clymer as Vice Moderator. In May, our church sent six delegates to the Annual Southwest Conference meeting in Phoenix; a highlight was the installation of a new Conference Minister. Also in May, Council regrettably accepted Ryan's resignation because he was moving out-of-state. Council approved Owen as the new Moderator and, in June, approved Dave Brown as the new Vice Moderator. In June, Council also approved changing financial institutions to better serve the administrative needs of our financial accounts. As part of a commitment to financial transparency, the monthly Treasurer's reports included summaries of the church's investment gains/losses during the year. In summer and fall, Leadership developed a *Statement of Need* that was shared with the congregation prior to the stewardship campaign to identify projected budget expenses for 2025. In December, Council approved a budget for 2025 that holds expenses flat.



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. Of particular focus for Council was nourishing the spiritual growth and health needs of our Senior Minister. In March, the Ministerial Relations Committee submitted a Clergy Renewal Grant offered by the Eli Lily Endowment Fund and, in August, our grant was approved for the full amount. Designated funds will support a sabbatical project for Pastor Bush and cover his expenses during a sabbatical in 2025. In addition, in June, Pastor Bush requested and Council approved time off for him to prepare, undergo, and recover from surgery for a major health issue. Our prayers for his full recovery were answered when he was able to resume full-time duties in October. Council was deeply saddened in June by the death of Rita Bourgeois who was chair for the Ministry of Community and Care. Her many contributions of service to Casas Adobes will be greatly missed; she will be remembered for how she nourished people and projects at our church through her mentorship.

## Council Moderator continued

Owen Clymer

Council and our congregation continued **Blossoming** boldly with God's abundant love, healing, and justice. The work of various committees supported teaching children to read at Keeling School, providing back-to-school supplies, funding for Compassion on the Border, Habitat for Humanity, ICS, and TIHAN and a Justice Advocacy group. The annual Women's Retreat was held again this year. In other areas of growth for our congregation, we restarted the CAUCC Prayer Retreat. To solidify our stance of being Open and Affirming, a fellowship group for LGBTQ+ members of the congregation and the surrounding community was established. In October, we successfully completed our stewardship campaign, *Angels Among Us, That's You and Me*. Exemplifying not only the generosity of the congregation but the blossoming of possibilities, pledges exceeded **\$450,000**.

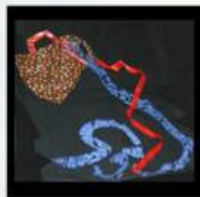
The commitment of Council to support these activities and guide the congregation in **Transforming** lives fulfills Jesus's purpose of bringing the reign of God on the earth.

Thank you for being part of a generous congregation that provides time, talents and treasury that makes this all possible. I am continually amazed by the "can do" attitude of the Council team, the staff and especially the congregation despite challenging circumstances.

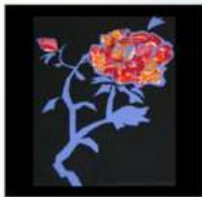
*In Christ,  
Owen Clymer*



Following



Nourishing



Blossoming



Transforming



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

The F.A.R.M. team, Leadership and Council along with me, would like to thank you for your generous support of time, talent and funds. Highlights of the year include:

## Supporting the Congregation and Greater Community.

We were able to directly supply, from our budget, a total of **\$31,232** to local charities such as Special UCC offerings, Southwest Conference, Casas Maria Soup Kitchen, ICS, LGBTQ, Our Family services to name a few. It is a true blessing to be able to share!

As a congregation our generosity extends well beyond our direct budget. You continue to support great organizations and programs, such as incremental local mission projects Compassion on the Border, Keeling School programs, Rummage sale proceeds, etc. for an additional **\$49,533**.

## Annual Financials:

What began as a challenging year with an approved budget reflecting a potential **-\$78,000 deficit**, ended significantly better with a **-\$14,499 deficit**. This was achieved by you, the congregation, stepping up during our *Build the Bridge* campaign, your ongoing generosity that over delivered against Pledges, Non-Pledge (Plate) donations and by closely managing expenses.

## Investment Portfolio:

2024 was a positive market investment year, from which we greatly benefited. Total investments increased in value by **\$108,756**, even after transferring **\$35,000** from the Reserve Fund to cover the anticipated budget deficit. Definitely a blessed year, with our total investment funds, at year end, totaling **\$1.254 million**.

## 2024 and Beyond:

F.A.R.M. and Treasurer continue to actively work to identify ways to enhance our annual financial planning. Given where we are in recent years reflecting an annual budget deficit, and significant financial investments, we are now including planned Reserve Withdrawals as an Income line. For 2025 the anticipated withdrawal will be **\$20,000**. With this approach, the approved budget reflects an additional **-\$20,000** deficit. With your continued generosity, we prayerfully could see this deficit further reduced.

*Respectfully submitted,  
Dennis Thomas, Treasurer*

## 2024 F.A.R.M. Team Members:

Owen Clymer, Moderator;  
Jack Dean  
Chuck Harbert  
David Huisjen  
Steve Stearns  
Dennis Thomas, Treasurer  
Anne Bailey, Bookkeeper  
Pastor Michael Bush

# Ministry of Community and Care (MCC)

The Ministry of Community and Care includes a variety of groups.

## Casas Adobes Lay Ministries (CALM)

The Casas Adobes Lay Ministries (CALM) provides a means to connect members of the congregation.

The CALM Team is co-chaired by Spencer Elliott and Rosalie Shelton with assistance from many other congregational members. Services offered directly are phone calls, and mailing of birthday/holiday cards. Home visits, home communion, and hospital visits are coordinated with the Ministerial Staff and the Parish Nurse as requested by a congregant through either the church office or a CALM volunteer.

CALM is evolving to fill a request by 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.

CALM mailed 500+ cards to members and friends of the congregation in 2024. We have no data showing this has sparked an interest in other congregants to reach out to each other. If it has, please let any of us know.

The CALM volunteers are folks you probably already know.

John Angiulo	Spencer Elliott	Rosalie Shelton
Patty Angiulo	Kay Harbert	June Skwartz
Kathy Boelte	Jean Huisjen	Chris Sternberg
Joan Brundage	Gypsy Lyle	Linda Stratton
Owen Clymer	Bonnie Mardian	Sonja Valentin
Fran Crisman	Sue McLaren	Marj Wippermann
Suellen Dean	Darlene Picraux	



CALM Card  
Party!

## Coffee Time

Leona J. Lansing and Jenifer Gardner have been organizing the Coffee Team this past year and we are gloriously grateful to all those generous church goers who have made and served coffee, baked a million cookies, brownies, cakes, breads and even deviled some eggs! Or bought them at a store! We have fed the masses.

The Coffee Team has served approximately 50 to 95 people every Sunday during the past year, except during the summer months when coffee was only once a month.

We make, on average, five pots of coffee and two pots of decaf, large containers of iced tea and ice water, one carafe of hot water for hot tea and herbal tea. We also provide fruit, gluten free desserts and crackers, cheese and crackers and a variety of sweet items.

We use Cafe Justo Coffee, whose coffee farms and roastery are in Mexico. We support several families there.

It takes four to five people to prepare the coffee service and the food on Sunday morning and to clean up afterwards. We make it fun, it is a bonding experience and we are able to mingle with, communicate, support, discuss issues, laugh with, hug and interact with our church family!

Coffee Time is an opportunity for church ministries, committees and groups to highlight their members and their missions. It is a chance to “interview” potential new recruits to your groups and meet the new church members.



## MCC continued...

**Coffee Time continued:** It is difficult to interest church members in volunteering for Coffee Hour. We encourage sing-ups but if no one signs up, we will not have Coffee Time on those Sundays. Jenifer and I would prefer to continue to offer coffee, tea and water and provide no refreshments. We feel that we have a lot to offer, just with coffee, tea, water and fellowship!

We need your help. Please sign up to host Coffee Hour. Jenifer and I are always there on Sunday morning if you need any help. If we will all do our part, each group should only need to host Coffee Hour a few times a year.

PS: We are minimizing our use of non-recyclable products in the kitchen and creating a greener environment.

*Respectfully submitted,  
Leona J. Lansing*

Join us for  
Coffee hour!

### Grief Support Group

The Grief Support Group, started and chaired by Rosalie Shelton, meets the second Tuesday monthly, for members and friends who have lost a loved one or suffered any loss. The group is social and confidential, and provides support by listening, talking, sharing feelings and thoughts. It is open to anyone that has had a loss of a spouse, friend, pet, job, home or any kind of deep loss.

### Health Ministry

Our Parish Nurse, Ida Heath, runs the Health Ministry, a program in place for over 20 years, thanks to a memorial gift by a member in 2001 and is funded through the interest/dividends from this endowment. The Parish Nurse provides a myriad of services to members/friends of the congregation with hospital and home visits, including assisted care, rehabilitation and hospice facilities. She makes herself available at church, by phone or by email at [imhgnp@msn.com](mailto:imhgnp@msn.com).

A Medical Supply Closet is maintained with durable medical equipment such as: walkers, canes, wheelchairs, crutches and other items. ("Soft" supplies such personal care items or diabetic supplies, splints etc. are not included as adequate hygienic cleaning can not be ensured between uses.)



Members and friends are welcome to borrow equipment by contacting the Church Office to sign it out. The Parish Nurse also conducts monthly blood pressure checks, typically on the second Sunday following worship with the assistance of RNs from the Congregation as hypertension is known as the "silent killer" often without symptoms until there is a stroke or heart attack. The Parish Nurse keeps the congregation apprised of topical health issues through *Tidings* articles.

### Memorial Reception Team

Our Memorial Reception Team, chaired by Leona Lansing helps to provide light refreshments in a caring atmosphere following the funeral service to members and friends of grieving families.

### Prayer Chain

The email prayer chain, with leaders Anne Bailey and Ann Faith is a resource for the power of prayer for members and friends. When prayer requests are received, a group of volunteers are contacted via email to offer their personal prayers for each request. If you would like to be on the Prayer Chain, email Anne at [anne@caucc.org](mailto:anne@caucc.org).



## MCC continued...

### Rummage Sale

The 2024 CAUCC Rummage Sale was held on Friday, November 1<sup>st</sup> and Saturday, November 2<sup>nd</sup>. Set-up started on Monday, October 28<sup>th</sup> and continued through Thursday, October 31<sup>st</sup>.

Over 40 members and friends of Casas Adobes UCC volunteered many hours of time picking up, accepting, sorting, pricing, and displaying items donated by many members, their neighbors and friends. Our devoted clothing section staff created many attractive ensembles to hang up around the area, which included coordinating jewelry provided by our jewelry sales staff. Chris Sternberg created many price signs in English and Spanish. Our expert cashiers accepted cash, checks, and credit/debit cards. The sale opened at 1:00 on Friday, October 31<sup>st</sup> for members and friends. Compassion on the Border (CoB) members shopped on Friday, with a voucher, for clothing for La Casa Shelter.

Members who couldn't help during set up or with staffing the actual sale helped by attending the sale and/or donating lunch or snacks for the workers. Volunteers provided morning snacks, lunch and other treats each day. Other volunteers helped with counting money and cleanup.



Unsold items were donated to the Tucson Big Brothers Big Sisters Thrift Store and to the Habitat for Humanity Habistore.

Gross proceeds were ± **\$8,000**, and **\$9,775** (including funds in the Rummage Sale account) was distributed to local charities.

The Rummage Sale was a great success because of the dedication and hard work of our members, their neighbors and friends.

Thank You Everyone!

<u>Charity</u>	<u>Amount</u>
CAUCC Scholarship Fund	\$500
CAUCC Good Sam Fund	\$400
CAUCC Campus/Office	\$1,000
Casas de los Ninos	\$825
Casa Maria Soup Kitchen	\$825
ICS	\$500
Keeling Elementary for 2025	
Teacher Appreciation Lunch	\$1,000
La Casa Shelter	\$825
TIHAN	\$400
More Than A Bed	\$825
Our Family Services	\$825
Primavera Foundation	\$825
Youth On Their Own	\$825

*Amy Lincoln and Bobby Sutherland*

## Ministry of Christian Development (MCD)

Today, I believe that our church community is doing well given the changing world around us. Both Pastor Michael and I have well-attended weekly groups which center around prayer practices, current event and historical topics and spiritual scripture study. On Sundays our intergenerational ministry brings children, parents and our members together for online Sunday School for fellowship and learning opportunities and 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 committees chaired by Syd Teague 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 (CALM) is bringing pastoral care through our established networks of friends and giving us the opportunity to make new friends in the congregation. CALM is led by Spencer Elliott and Rosalie Shelton.



Learning@Eleven  
with Karen Borek  
presenting.

Our devoted team of leaders this year included Patrick Angiulo, Jean-Marie Huisjen, Dave Jernigan, Wes Ward, and Marilyn Weleck together with the support and help of Spencer Elliott and Syd Teague. Our teachers this year 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. I also want to acknowledge the passing of Rita Bourgeois and David Huisjen this year, both who were great supporters and participants in our MCD. They are greatly missed by this community.



Turbo Time  
outdoors.

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.

*Pastor John*

### Mason Memorial Library

The Mason Memorial Library Committee has been very active in 2024.

The book carts continue to be used in the courtyard each week after the Sunday morning services at coffee hour. During this time, books can be checked out and returned weekly. There are two carts designated for adults and one cart for puzzles. The library itself is also always open before and after services on Sundays. Children's books are available weekly in the main library inside of the church building. The library has opened a new area for members checking out puzzles. Currently, there are 70 puzzles available for check out. The procedure is the same as checking out books with the exception that only one puzzle be checked out at a time. The touchless book return (available 24/7 and located in the breezeway next to the sanctuary) continues to be available.



## MCD continued...

The library committee has spent 2024 processing books given by members. After processing, the books are placed on the shelves and on the book carts so they can be checked out. Books that cannot go on the shelves have been collected for the next book sale scheduled for mid-February 2025. The book sale proceeds are slated to go to our church scholarship fund.

The library committee volunteered several times in 2024 to host the Sunday morning coffee hour. The committee hosted a special event showcasing the cassette tape collection and another for mystery novels and one showcasing biography books. The committee is planning on having similar events for 2025.

Respectfully submitted,  
*Syd Teague, Librarian*

The committee members are Alan Brundage, Joan Brundage, Nancy Fisher, Jenifer Gardner, Kay Harbert, Margaret Hunt, Leona Lansing, Jane McCreary, Karen Nousen, Jane Pendley, Mary Margaret Peppard, Elinor Redmond, Syd Teague (Librarian), Sonya Valentin, and Polly Weber.

## Scholarship Committee

The CAUCC Scholarship Committee initially awarded three scholarships in August 2024. Two recipients were continuing college students, and the third—unexpectedly promoted to a managerial position in his job—decided not to pursue college at this time. This former recipient immediately and humbly notified us of this change and returned the funds he had received. We are proud of each of these three young men as they also continue contribute to the growth of our church community.

We are reassessing our application procedure taking into account the advantages of written applications and in-person interviews. The new procedure will be announced this spring, in time for 2025-2026 applicants to plan ahead.

We continue to pair coaches with each scholarship recipient. Coaches are trained to be supportive listeners and liaisons representing the church rather than advisors who try to steer these adult students. Wes Ward, with his years of training coaches for various youth settings, is our expert in this area.

The Scholarship Committee meets on an “as needed” basis. It officially serves as a sub-Committee of the Christian Develop Ministry. Committee members included Pastor John Angiulo, John Cioffi, Laddie Cox, David Jernigan, Margaret Maxwell, and Marilyn Weleck.

*Submitted by Marilyn Weleck*



Learning@Eleven  
with Pastor  
Michael.

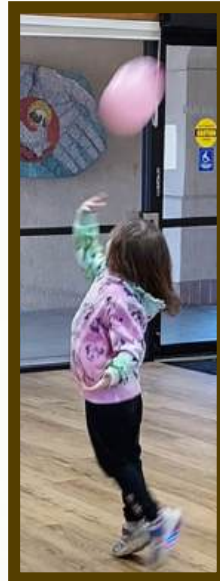




Top Left, clockwise around: Service in chapel; in sanctuary; CAUCC Retreat in Feb. (Outdoors, talking and singing bowls); Jud and Alex; Pastor John and Wes; Eva and Vivian; Dean, Dennis, Darryl and Jonathan; Peggy, Jean-Marie, George, David, Ruth, Jack and Suellen; Judy and Spencer serving; Michelle creating for CoB; Marj and Charlie; Mary, Nancy and Mary.







Left, clockwise: Ladies at lunch; Bobby Jo Valentine concert; Habitat crew; Bicyclers; Hikers on hike; Hikers not on hike; Flora; Elinor; Pastor John contemplating; Bikers exploring; David and Jean-Marie; Chris, Kay and Amy at Rummage Sale; Rummage Sale crew; Pastor Michael and Bobby Jo; child at Turbo Time; kids outside at Turbo Time; Lunchers Lunching.





## Ministry of Justice Advocacy and Mission (MJAM)

Throughout 2024 MJAM continued its mission to identify and better understand the needs within the wider Tucson community while sustaining its financial and volunteer support to community and faith agencies. It also added a new group, Justice Advocacy, within MJAM's umbrella ministry.

### Mission Outreach

Inadequacy of food and shelter unfortunately remains an issue for far too many. In response to that need:

For men at the **Primavera Men's Shelter**, CAUCC's Primavera crew prepared and served a dinner each month. Those meals were funded by a **\$1,800** allocation within MJAM's budget, private financial donations, and dessert and fruit donated by the congregation's bakers.

MJAM financially contributed to the Casa Maria soup kitchen (**\$400**) and to the Iskashitaa Refugee Network (**\$400**). Those donations helped provide meals for those who are food insecure and promote the latter's work strengthening the local food system by reducing food waste.

CAUCC as a Faith Community Partner for Interfaith Community Services (ICS) maintained its annual financial commitment (**\$1,600**) to that agency. The congregation also collected **1,257 pounds** of food donations during Sunday collections in 2024. That total includes **150 jars of peanut butter** donated during ICS's Peanut Butter Party last July. Monetary donations totaling **\$200** received during the July drive were also donated.

MJAM, on behalf of this congregation, continued its financial support of Our Family Service /Reunion House (OFS) through a **\$500** donation. That amount reflects a **\$100** increase from 2023.

CAUCC has been an active supporter of the local Habitat for Humanity for many years. That support continues through its annual **\$800** contribution as well as through Charlie and Marj Wippermann's recruitment of volunteers for building crews throughout the year.

MJAM also continued its financial and volunteer support of the Helen Keeling Elementary School, an economically disadvantaged school in mid Tucson, through a multitude of activities:

- Our reading tutoring program named *Reading Sprouts* remains steady thanks to the dedication of **16 volunteers (and three substitutes)** who provide tutoring to selected first graders twice a week. Those volunteers also helped staff the school's Literacy Night for families last March.
- CAUCC's annual school supply drive in July resulted in a truckload of school supplies needed for the 24/25 school year. Donated supplies and supplies purchased with donated cash were delivered along with supply donations in early August. Additional cash donations resulted in a second delivery in early December. Donated funds also remain available to help with emergency supply needs during the school year.
- The "Keeling Christmas" appeal was immensely successful. Thanks to our very generous congregation, toys were provided last December for 75 kids selected from Keeling's 31 most needy families.



Helen Keeling Elementary School supplies we donated, with teachers.



## MJAM Continued...

- A monthly food pantry at Keeling, organized and staffed by CAUCC volunteers, continues in partnership with the Community Food Bank. A new allocation within MJAM's budget and fruit and produce donations by members of the congregation, made it possible to supplement food bank deliveries with particularly popular items such as fresh fruit and boxed macaroni and cheese. Canned goods, pasta, rice and beans, bread and produce were available each month, and a special treat for the children in December. An average of eighty families were served per month, with that monthly average reflecting an average of **191 children, 179 adults and 26 seniors**.
- Utilization of Arizona's Public School Tax credit for the benefit of Keeling was again promoted throughout the 2024 tax 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. Most Keeling families are not able to take advantage of the tax-credit program due to their low income, and the school is grateful for our financial support.
- A **\$600** donation was made in December to support Keeling's Art and Music Programs. That donation, funded by MJAM's Outreach budget, maintains our support, with a slight increase amount in 2024 because the school's unplanned need to replace its kiln.
- A much-valued Keeling Teacher and Staff Appreciation Luncheon organized and sponsored by CAUCC's volunteers was held in early May. A cash donation from 2023 rummage sale proceeds along with private donations were sufficient to fund the luncheon and assured funds were available within MJAM's 2024 budget allocation to continue the Art and Music donation described above.

CAUCC again joined with two other congregations to host a luncheon at **TIHAN's POZ Café** for those within the Tucson community who live with AIDS. On March 24<sup>th</sup>, TIHAN's Scott Blades assisted Jane Pendley with a "kick off" drive requesting specified care package donations. CAUCC share of the April luncheon expenses exceeded MJAM's budget allocation. The congregation's generous donation of gift cards, care package items and cash contributions nevertheless allowed a portion of MJAM's annual budget allocation toward this activity (**\$200**) to be donated to TIHAN for use as needed.



Cooking for folks  
at POZ Café.

CAUCC continued its support of **Café Justo** throughout 2024. During the 1990s, a significant drop in coffee prices forced many coffee farmers to migrate to find jobs. Café Justo is a cooperative formed in 2002 by coffee growers in Chiapas, Mexico. That cooperative continues to grow, roast, package and ship the coffee grown by its farmers. Because the sale of its coffee directly benefits cooperative families, those families receive sustainable wages and are able to remain in their homes. Bags of Café Justo coffee, as well as herbal tea donated by a member of the congregation, are available for purchase on Sundays. Proceeds from those sales is then used to purchase more coffee from Café Justo. Those proceeds in 2024 totaled **\$992.07**.

CAUCC continued its relationship with **Pima County Interfaith** (PCI) through financial support (**\$1,200**) and participation in PCI's leadership training groups. Through this participation, MJAM gained awareness of community activities of interest to our congregation and networked with groups responding to those issues, with that response often including education. On April 20<sup>th</sup>, PCI hosted a Citizen Voting Academy at CAUCC as a part of its goal to combat election misinformation. A panel that included Pima County Recorder Gabriela Cazares-Kelly and Pima County Elections Director Constance Hargrove described the ballot counting process locally and answered questions from attendees. Those attendees included sixteen members of our congregation. PCI held a number of these Citizen Voting Academies in member institutions in advance of last year's elections.

## MJAM continued...

The congregation continued its financial support of the **Open and Affirming** division of the National UCC by maintaining the congregation's annual budgeted donation of **\$1,000**. MJAM also continued to promote the denomination's four special mission offerings throughout 2024. Total collections for the One Great Hour of Sharing, Strengthen Our Church, Neighbors in Need and Christmas Fund offerings in 2024 exceeded the total amount collected in 2023.

Throughout 2024, 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:

Compassion on the Border's mission statement reads, in part: *Called by our faith we take action... to help migrants in the borderlands as they seek a safer and more stable future for themselves and their families.*

2024 was a year when a glaring spotlight was focused on immigration and border issues. The year began with record numbers of asylum seekers crossing into Arizona and other border states. Resources were stretched thin at shelters such as Casa Alitas as staff and volunteers provided humanitarian aid to 1100-1200 new migrants arriving daily. By May, intake numbers began to fall to a more manageable level and continued to decline throughout the remaining months of 2024.



In 2024 where did Compassion on the Border focus our support?

- Casa Alitas and the Nogales, Arizona Reception Center
  - We responded to an urgent need for food by increasing our year-round donation commitment to **\$500** every month.
  - We sponsored an underwear/socks drive that resulted in 672 items donated as well as **\$612** in monetary donations used to purchase additional designated items.
  - We shopped at the CAUCC Rummage Sale which enabled us to donate several dozen warm clothing items.
- La Casa (Casa De La Misericordia y de Todas las Naciones) in Nogales, Mexico
  - We organized and facilitated a very successful fundraiser that allowed the purchase of a new 15-passenger van to be used to transport tour groups to the facility in Nogales. The total amount raised was **\$62,932.75**.
  - A member of Compassion on the Border wrote two different grant proposals – one for **\$5,000** and one for **\$15,000**. Both grant proposals were awarded and were used to provide food for La Casa and to pay for taxes, insurance, and other incidentals associated with the van purchase.
  - We sponsored a day-trip tour to La Casa in Nogales.
- Active engagement in local immigration issues
  - We provided a petition-signing opportunity on behalf of the Justice for All ballot initiative.
  - We hosted Tucson immigration attorney Maurice (Mo) Goldman at CAUCC's *Learning@Eleven* hour.
  - We participated in an open discussion forum on immigration facilitated by Mo Goldman.
  - Copies of Mo Goldman's book on immigration and about family members who survived the Holocaust were donated to the church library.



Van purchased



## **MJAM continued...**

Since Compassion on the Border does not request nor receive funding from CAUCC's budget, how were we able to support our humanitarian outreach?

- Sales of hand-crafted items
  - CoB members participated in creating the following items: catnip toys, bookmarks, doggie bandanas, necklaces, cactus magnets, Christmas stockings, rice-filled chicks, aprons, bottle holders, and adult bibs.
  - Items were sold to the Tohono Chul Gift Shop, Art House Centro, and to members and friends of the congregation.
  - Sales in 2024 totaled **\$5,109.75**.
- Monetary donations to CoB from CAUCC members and friends totaled **\$700**.

We cannot bring 2024 to a close without expressing our heartfelt gratitude to members and friends of CAUCC who not only supported the mission of Compassion on the Border, but who generously shared financial resources and time to help those who seek to escape violence and unimaginable hardship in order to build a better life for themselves and their children.

### **Justice Advocacy**

This congregation has long recognized Advocacy, including Justice Advocacy, as inherent to its Missions ministry. In January, MJAM with council's approval identified a process whereby petition signing opportunities could be presented to interested members of the congregation as a recognition of its support of the democratic process. MJAM also began the process of identifying a distinct Justice Advocacy group to inform the congregation of justice issues and activities of current interest. In April, members of the congregation were invited to become a part of that planning process as a Faith in Action challenge. Throughout the Spring of 2024, a small group of members and friends of this congregation met regularly to help focus justice advocacy activities. Listening sessions and discussion groups were held as a part of that planning process both to identify those community issues of greatest interest and dispel concerns over their potential impact on existing Outreach activities.

In late August, a Justice Advocacy group led by Judy Keagy and Kathy Boelte was introduced to the congregation. Throughout September, MJAM and the newly formed Justice Advocacy group offered Sunday speakers to provide insight and direction for a few of the issues named that summer. Mo Goldman spoke of his family's history as Holocaust immigrants as well as his experience as a local immigration attorney. Dr. Todd Jaeger, Amphitheater's District School Superintendent, described challenges currently facing Arizona's public schools. Monique Vasquez, PCI's community organizer in Tucson, described PCI's focus for 2024-2025 and ways PCI can help leverage Justice Advocacy activities at CAUCC. Bonnie Bazata of the Primavera Foundation provided background on Pima County's Prosperity Initiative and its focus on Homelessness and Affordable Housing. She and Cal Woods, also of the Primavera Foundation, provided a wealth of information concerning Primavera's outreach and support services. A selection of books on some of the issues identified was also made available in the church library for informal checkout.



## MJAM continued...

Throughout the fall, the Justice Advocacy Group, with input from the congregation and in cooperation with Compassion on the Border, regularly began submitting articles for inclusion in *The Tidings* as well as posting informational and activity notices on CAUCC's Facebook group. These postings included referrals to the Arizona Democracy Resilience Network, Pima County Interfaith and the local League of Women Voters for non-partisan information relating to the 2024 election. Justice Advocacy team members, CoB members and interested members of the congregation also added their names to email distribution lists from Civic Engagement Beyond Voting, Save Our Schools, and local immigration attorney Mo Goldman to obtain resources for the congregation regarding the 2024 election and local immigration issues, as well as to plan Justice Advocacy activities in 2025.

Your Ministry of Justice Advocacy and Missions appreciates this congregation's continued support of the above activities and welcomes input, including suggestions, as it continues to serve the disadvantaged while bringing Christ's message of love and hope to those outside our church walls. *Jane Spande*

*Submitted by Jane Spande, Ministry of Justice Advocacy and Mission chair, Mona Udstuen Compassion on the Border chair, Wendy Keeling, coordinator of outreach to Keeling Elementary School, and Kathy Boelte and Judy Keagy, chairs of Justice Advocacy.*



2024 MJAM members were Pastor Michael Bush, Kathy Boelte, Dave Brown, Grace Bunker, John Cioffi, Kari Collins, Fran Crisman, Wendy Gilman, Judy Keagy, Leona Lansing, Tom Mardian, Margaret Maxwell, Toña Morales-Calkins, Jane Spande, and Karl Tucker.

2024 members of CoB were Pastor John Angiulo, Molly Butler, Grace Bunker, Toña Morales Calkins, Jackie Ford, Phyllis Gomez, Linda Harris, Nancy Hook, Gypsy Lyle, Olivia Ramirez, Michelle Perrin, Elinor Redmond, Joy (Ramona) Smith, Susan Sommerfeld, Jane Spande, Mona Udstuen, Sonya Valentin, and Elodie Winger.



## Ministry of Physical Resources (MPR)

The Ministry for Physical Resources (MPR) oversees the campus's decorative and functional aspects. It includes two sub-committees: the Safety/Security Team and the Columbarium Team, both working in consultation with MPR. Dedicated volunteers ensure the campus looks good, follows safety practices, and provides a secure environment for parishioners and staff.

**Decorative activities: A new look in the courtyard!** This year we installed artificial turf in the inner courtyard. This task allows us to save water, maintenance, and money as it requires much less care than did our lawn and looks great year round.

MPR members set up and took down the external lighting for the Christmas season. Our campus is strikingly lovely and welcoming during the holidays, with thanks to their work.

Members also assisted in the annual book sale by shuttling boxes of books between the library and McNear Hall for the sale.

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

### Safety and Security

The Safety/Security Team reviewed our security procedures and manual. We continue to focus on building a culture of safety for our Church family.

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

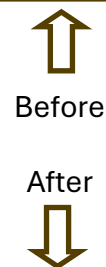
Ryan Collins and Patty Warren were excellent team members and participated in all our activities; we miss them a lot.

*Wes Ward, Chair*

### Columbarium Garden

Several dear and longtime members of our CAUCC Community were memorialized in our Columbarium Garden and Memorial Wall this past year. Often small pastor-led family ceremonies are held to commemorate these loved ones in conjunction with a larger memorial service in the sanctuary.

This year we were fortunate to find two new engraving businesses to accommodate the two differently sized granite plaques in the Columbarium. Our longtime engraver and friend at Artistry in Glass is enjoying a well-deserved retirement.





## MPR continued...

The Columbarium continues to serve as a beautiful, sacred space to quietly connect with loved ones who have passed on. Seeing the names of the many church members who have given of themselves is inspirational. These memorialized members had often worked, sung, laughed, cried, debated and worshipped many years with us. Their gifts live on.

If you are interested in memorializing a loved one in the Columbarium, please contact Chris Sternberg.  
*Submitted by Marilyn Weleck*



The hydrofoil on  
the  
Columbarium  
wall updated to  
metal.

## Ministry of Stewardship (MoS)

### Angels Among Us – That’s You and Me

With heartfelt gratitude, we extend our thanks to all members and friends of Casas Adobes UCC for your faithful stewardship. Your generosity and dedication continue to bless our church community.

A special thank you to our incredible church staff, pastors, and Council for their outstanding leadership and unwavering support.

The Ministry of Stewardship had a wonderful and fulfilling year in 2024, made possible by the many "angels" among us. Together, we celebrated numerous accomplishments, including:

- A meaningful pledge campaign theme
- Four beautiful Angel banners
- An inspiring Angel hymn
- A revised Time and Talent form
- Thoughtfully prepared pledge packets
- Four impactful Angel Moment speakers
- A special Pledge Dedication moment and dedication card
- Hundreds of heartfelt thank-you notes and letters
- A remarkable 9% increase in total pledges.



Stewardship and helpers entering Time and Talent groups.

Through these efforts, stewardship is truly shining at Casas Adobes UCC, reflecting our commitment to the generous use of God's gifts. With gratitude, *The Ministry of Stewardship*

The team of Laura Clymer, Ann Faith, Bonnie Mardian, Susan Schroeder and Marilyn Weleck was enhanced with the addition of new member Lori Powers. *Submitted by Susan Schroeder*

### Legacy Fund and Officer’s Club

In 2024, the Legacy Fund and Officer’s Club lost several members due to death (Rita Bourgeois and David Huisjen) and relocation (Ryan Collins). Our current members include Jean-Marie Huisjen (Chair), Jack Dean, and Wes Ward.

During 2024, our main focus was to meet the goal of \$500,000. Once we achieved this goal, the interest and dividends from the fund would be available for the Council to apply to strategic initiatives. As of December 31, 2024, the Legacy Fund balance was **\$463, 431**. This is an increase in the fund of **\$72,000** since December 31, 2023. (In early 2025, we exceeded the goal of **\$500,000**.)

The Officer’s Club met several times during 2024, planning for a brunch with members of the church to provide education regarding the Legacy Fund. Due to a lack of interest in the invitees, this brunch was cancelled. We have also met with the F.A.R.M. Team to discuss investment strategies for the Legacy Fund.

During 2025, the members of the Legacy Fund/Officer’s Club will create a distribution policy for the Legacy Fund. This policy will be in place in time for implementation during the 2026 budget process.

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

Respectfully Submitted,  
*Jean-Marie Huisjen, Chair*



## Ministry of Worship (MoW)

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 and special services (memorials, Taizé) which include: ushers, lay readers, communion volunteers, and service set-up. It includes the Worship Arts Team, formed last year, with the goal of creating a more attractive and meaningful worship setting for our services. MoW is also responsible for the seasonal decorating of the sanctuary.

Over the course of the past year, the Ministry of Worship held a number of discussions in response to the “Congregational Conversations” visioning process. A creative outcome of these discussions was the support of an experimental contemplative communion service, initiated by Pastor Bush and Pastor Angiulo during the summer months. With the service’s positive reception, this chapel service is now offered on the 2<sup>nd</sup> and 4<sup>th</sup> Sundays each month at 8:30 am.

MoW continues to explore ways to enhance the worship experience for our online community. We are particularly interested in how we might be more inclusive of the live-stream participants in our sanctuary service. These discussions are ongoing.

MoW is active in community building activities throughout the year. We participated in the well-received *Celebration of Ministry* on November 5, 2023. We support our community coffee hour several times a year. Finally, although we conducted business meeting on Zoom, we celebrated each other in two in-person team gatherings, always with gratitude and good food.

MoW Members: Fran Crisman (MoW Chair), Linda Crisman (Worship Chair), Susan Schroeder, Pastor Michael Bush, Lou Cheek, Chuck Harbert, Ken Kemerling, Amy Lincoln, Charlotte Marshall, Rosalie Shelton, Jane Shurtleff, Suella Swart, and Becky Woodard.

*Submitted by Linda and Fran Crisman*

### Audio/Video

This year allowed for quite a few improvements within the audio-video committee. We spent our time further solidifying protocol and welcoming multiple members of our congregation to become livestream operators. Another advancement of the committee has been the addition of an audio and video setup in the meeting room to aid with zoom meetings. We will continue to make sure things are running smoothly for our online and in-person members.

Audio Team: Kent Barrabee, Ryan Collins, Dave Heffelfinger, and David Lyle, and soon, Micky Johnson. Livestream (Video) Team: Patrick Angiulo, Kade Dean (Overseer), Cameron Hinkle, Eva Weleck and Steve Weleck. Joining the team soon: Eli Daily and Tomas Ramirez.

*Submitted by Kade Dean*

### Music Team

The Music Team oversees the CAUCC Music program which includes the Chancel Choir, the Bell Choir, and other Special Music. The Chancel Choir sings Sundays through the year except for June, July and August. There is special music during the summer months.

The Bell Choir rehearses and plays on the same yearly schedule as well as a few Gathering Music slots and Christmas Eve. Our four current University of Arizona 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.



Summer Choir

## MoW continued...

Music Team Members: Alex Cooper, Suellen Dean, Spencer Elliott, Jean 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

Taizé Worship services are held regularly on the second Thursday of each month. Our Taizé worship includes prayer, Christian and Hebrew scripture readings, silent meditation, and traditional Christian Taizé music. Pastor John Angiulo creates and leads each worship experience. Kimberly Chaffin, David Craig, and Fran Moskowitz, serve as musicians.

We had a good Taizé attendance record for 2024, with an average of 21 attendees per service. We show an expense of **\$1,418** with **\$1,265** income. We may want to look at those expenses and see where we either need to cut back or ask for more budget dollars.

Thanks to all of the Taizé volunteers for helping with the set up and take down of the service: Kent Barrabee, Molly Butler, John and Lou Cheek, Fran Crisman, Chuck and Kay Harbert, Amy Lincoln, Susan Schroder, and David and Jane Shurtleff.

And thank you to Pastor John and our marvelous musicians, David Craig, Kim Chaffin and Fran Moskowitz! We also thank soprano Quay Pope as our backup singer for Kim Chaffin.

Many view this as a welcome opportunity to center themselves for the coming month. We encourage CAUCC members to attend and experience this worship opportunity.

*Respectfully submitted, Jane Shurtleff, Taizé Leader*

### 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. For each Sunday we make decisions about use of paraments, banners, candles, and flowers.

The Worship Arts Team also collaborates with other ministries, such as Stewardship, who use the sanctuary to share their message. We also collaborate with the staff who are an integral part of helping with the implementation of our ideas.

Thanks to those who were on the team in 2024 but have cycled off: Lou and John Cheek and Ray Mendonca.

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





## **Committee/Team Reports**

### **Good News Committee (GNT) and Publicity**

The Good News Team is a special Standing Committee of the Council. Following our common commitment to be a welcoming community for all who enter our sanctuary, our team that welcomes and greets, endeavoring to identify and welcome new visitors at each Sunday worship service. During 2024 Jane Spande and Kathy Boelte have covered the greeter role with occasional substitutes. We are actively looking for additional greeters go assist with scheduling of greeting responsibilities.

Working with the office staff we also get visitors' contact information which is used to send follow-up emails offering to answer questions and provide information about the church and its activities.

In the office, Jay Deskins in the office copies Pastor Michael on the weekly list of visitors and Pastor Michael provides information via email about visitors he has met or about whom he has information. The GNT has not met regularly in the past year since we are down to three members.

The Chair of the Membership Committee has historically 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. We have been copying the chair of the membership committee with the report on weekly visitors since we were not meeting in person.

Jane Shurtleff continues her role doing church publicity. Though not actively on the Good News Team, she works closely with Anne and Jay as part of the Church Communications Team. Her main role is managing the Tucson Local Media ad campaign with weekly Worship Service ads and display ads for Pride, Easter and Advent editions. These ads are featured in five newspapers that cover greater Tucson communities. Jane also posts the Taizé worship services on the Church Facebook site.

The team members during 2024 included Kathy Boelte, Chair; Pastor Michael Bush, Staff; David Huisjen; Judy Keagy; and Jane Spande. Sue Butterweck was the Membership Liaison.

*Submitted by Kathy Boelte*

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

Our ministerial team for Pastor John (Lou Cheek, Spencer Elliott and Susan Sommerfeld) strive to meet once per quarter. The meeting dates for the past year were: March 18<sup>th</sup>, June 17<sup>th</sup>, October 29<sup>th</sup> and January 21, 2025.

At our January 21, 2025 meeting we reviewed John's Pastoral Call documents and discovered he is eligible for a sabbatical.

*Respectfully submitted, Susan Sommerfeld*

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

During 2024 the MRC (Jack Dean, Marilyn Weleck, Owen Clymer, and Fran Marian) provided support for Past Michael. Marilyn completed her term this year and Marian had to resign during the last quarter for health reasons. The committee expresses it thanks to both, and Michael has proposed two new members for 2025. Meeting quarterly, the committee provides affirmation, an expression of care, and appreciation for Pastor Michael. The committee also provides an open and affirmative communications channel between him and the congregation and constructive suggestions as appropriate. In September, we were excited to learn that Michael and CAUCC had been awarded a Lilly Endowment Clergy Renewal Grant to support his sabbatical planned for 2025. The Grant also requires that the congregation plan activity for our renewal during his absence. We request your prayerful support for the sabbatical period.

*Respectfully submitted, Jack Dean, Chair*

# Committee/Team Reports continued

## Membership Team

The Membership Team works together with the Minister to help those interested in belonging to CAUCC to experience some of the love and joy that comes in connection with our community. We do this by helping to communicate opportunities to participate in and learn about CAUCC, including drawing attention to our website, *Tidings* and Inquiry classes. They can decide to become members.

Those that decide to become part of our church are given a shepherd. The shepherds check in with the new member about their lives, interests, what they would like to learn, how they might wish to grow, ways they may be interested in serving, and ask how we might hold them in prayer.

On a scheduled Sunday new members become part of our congregation. The Membership team provides flowers, cake or other special treats for the congregations. The team and the minister provide a time after service or during coffee hour to meet and greet the new members.

We hold two Inquirer's Classes a year: in early spring and in the fall. In spring of 2024 we had three new members in the fall class, four new members.

At this time, the Membership Team's main focus is on new members.

Membership planned and hosted, with help from other church members and the office, two memorial receptions in 2024 for Rita Bourgeois and Kathy Huston.

Respectfully submitted,

*Sue Butterweck, Chair*

*I retired, after serving 15 wonderful years as chairman of the Membership Team, on December 31, 2024. I am delighted and thank Leona Lansing, who is now the chair.*

## Nominating Committee

That committee is tasked under the bylaws with preparing a slate of nominees for open positions on the church council which are to be voted upon at the congregation's Annual Meeting.

The following open positions were identified as vacant and the following persons are proposed for election at the 2024 Annual Meeting:

### Officers

Moderator	Ryan Collins	Second Year
Vice Moderator	Owen Clymer	Second Year
Clerk	Pat Brown	New
Treasurer	Dennis Thomas	Second Term

### Ministry Leaders:

Ministry of Christian Development	Dave Jernigan	New
Ministry of Stewardship	Mike Wilson	New

The following individuals remained on Council to complete their terms: Ministry of Community and Care, Rita Bourgeois; Ministry of Justice Advocacy and Mission, Jane Spande; Ministry of Physical Resources, Wes Ward; Ministry of Worship, Fran Crisman; and Member at Large, Amy Lincoln.

Thanks were given for their faithful service to the Council and the Congregation to those cycling off: Ann Faith, Tom Goslin and Susan Schroeder.

2024 Nominating Team was Grace Bunker, Ann Faith, Carol Hutchinson, Gypsy Lyle, Jane Spande, chair and Charlie Wippermann.



## Committee/Team Reports continued

### Personnel Committee

In many ways, 2024 was another “steady as she goes” year for the CAUCC Personnel Committee -- thanks to our church’s strong pastoral leadership and a veteran, highly competent administrative church staff.

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, while pastor Michael was on medical leave during the summer. The church’s administrative team not only covered the bases, but also kept in check church expenses during a challenging budget year **and** provided additional support to Council in preparing 2025 budget projections.

Staff reviews were completed 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.

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.

For some recent historical context, the Personnel Committee has spent the past several years investigating and then aligning pay scales for Pastor John and our hourly employees with our church’s values and our Southwest Conference peers. Job position descriptions were updated, as were the pastor’s “calls.” Staff evaluations were improved and designed to be more collaborative.

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.

Finally, the Personnel Committee thanks our former committee member Ray Mendonca for his service on Personnel. Ray’s contributions, insights, and professional wisdom will be missed.

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

## Additional Reports

### Council Member-at-Large

The Member at Large acts as a liaison between church members and friends and the church Council. I have attended almost every Council meeting, most Sunday services, and many Taize services. I attend most after church coffee hours and have talked with many members and friends. I spoke to many members and friends about the November Rummage sale. I organized a Nominating Committee and we filled all the open Council positions, including Member-at-Large, and chairs for the Ministry of Community and Care, and the Ministry of Christian Development.

*Amy Lincoln*



## Additional Reports continued

### Office Report

Your office staff strives to deliver the best possible support for this congregation and community. We believe we are the hub of communication, i.e., *Information in-Information* out. We enjoy connecting with everyone.

This year, with Jay Deskins newly hired in October of 2023, and adding Janet Delgado, the office has worked diligently at finding new, varied and simpler ways to manage the work load.

As you know, Jay is also the pastor of Chalice Christian Church (Disciples of Christ) in Gilbert, Arizona. He has managed to balance his part-time position with us while effectively serving his faith community.

Jay is our online master for all things online including registration for classes, retreats, and other events; producing online forms for tracking various groups and events; and creating the post-online worship announcements. Weekly, Jay creates and prints the bulletin and is in charge of our Master Calendar. Jay also creates all other bulletins for special services. Jay is our web Master as well and finds inventive ways to keep our lines of communication open. He often finds ways to cut through our work load with simpler ideas on how to get the job done that includes easier apps and offers us easier consistency in our tasks. Jay enjoys creating fun ways to get out the information that we all need to continue in our mission at CAUCC.

Janet, while usually working one day a week, has managed to maintain all our attendance and visitor records, readies the weekly mailings, continues to get our paper files scanned in for digital filing, has finished multiple projects of database entries and is a great addition to our staff. She fills in for Jay and Anne when necessary.

We enjoy all the faces that come through the office doors. We are here to support the needs of the church as best we can. Both Janet and Jay are wonderful at greeting all visitors to the office.

Anne is our bookkeeper, tracking budgets and accounts, works with the Counting Team weekly, works with the Treasurer and F.A.R.M., creates the Annual Report, assists in making the new budget, produces our weekly e-newsletter, *Tidings*, emails the Prayer Chain any of needs from our community, coordinates with members for Zoom meetings, coordinates with the Room Use groups for outside renters, coordinates memorial services and receptions, is staff liaison to the Personnel Committee and is a member on the Sabbatical Team.

Office staff work when we have the Annual Budget Meeting, Annual Congregational Meeting, an Inquirer's class (New Members), on the Rummage Sale and any other event for which office support is needed. They create forms, files, posters, and documents to support multiple activities. Anne and Barry West, Maintenance Manager, along with the Ministry of Physical Resources, oversee the landscapers, ensure the campus is safe and maintained beautifully; work with any vendors who are needed, and purchase items that are necessary.

Staff feels that progress has been made to make the work simpler, to keep costs low, and to fully support the many arms of this community. Your staff appreciates each and everyone and thanks you for all the support you show us.

*Respectfully Submitted by Anne Bailey*



Office staff  
hard at  
work during  
the eclipse.



# 2024 Congregational Meeting Minutes

Casas Adobes Congregational Church, UCC, ONA

Annual Meeting, March 17, 2024

Minutes recorded by Ann Faith, Clerk

The meeting was called to order at 10:47 am by Moderator Ryan Collins.

Opening prayer was offered by Rev. Michael Bush

A quorum of 93 members was confirmed by a show of hands.

Ryan asked members to consider what it would mean for them to covenant with each other, the ministry and mission of CAUCC.

Minutes of the 2023 Annual Meeting were approved.

2023 Annual Report was approved.

The following slate of officers and chairpersons was presented for approval:

Moderator (second term): Ryan Collins

Vice Moderator (second term): Owen Clymer

Clerk (incoming): Pat Brown

Treasurer (second term): Dennis Thomas

Ministry Leaders (incoming):

Minister of Stewardship: Mike Wilson

Ministry of Christian Development: Dave Jernigan

The following individuals will remain on Council to complete their terms:

Ministry of Fellowship and Care: Rita Bourgeois

Ministry of Justice, Advocacy and Mission: Jane Spande

Ministry of Physical Resources: Wes Ward

Ministry of Worship: Fran Crisman

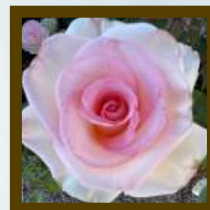
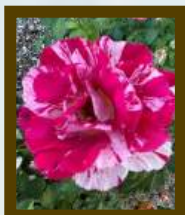
Member-at-Large: Amy Lincoln

There were no nominations from the floor. Motion to approve the slate was made by Jack Dean and seconded by Ida Heath. Motion passed. New Council members assume their duties in April.

Pastor Michael offered a blessing for those outgoing and incoming Council members.

Strengthening the Foundation Campaign: Susan Schroeder, Ministry of Stewardship chairperson, reported that more than 25 members increased their annual pledge during the month-long campaign. Current projected budgeted pledge amount is **\$444,122**.

Meeting was adjourned at 11:02 am.



Blossoming

# **Casas Adobes Congregational Church**

## **United Church of Christ**

6801 North Oracle Road

Tucson, Arizona 85704-4222

520.297.1181

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

**... I am with you always**

Matthew 18:20

[www.caucc.org](http://www.caucc.org)  
[info@caucc.org](mailto:info@caucc.org)

