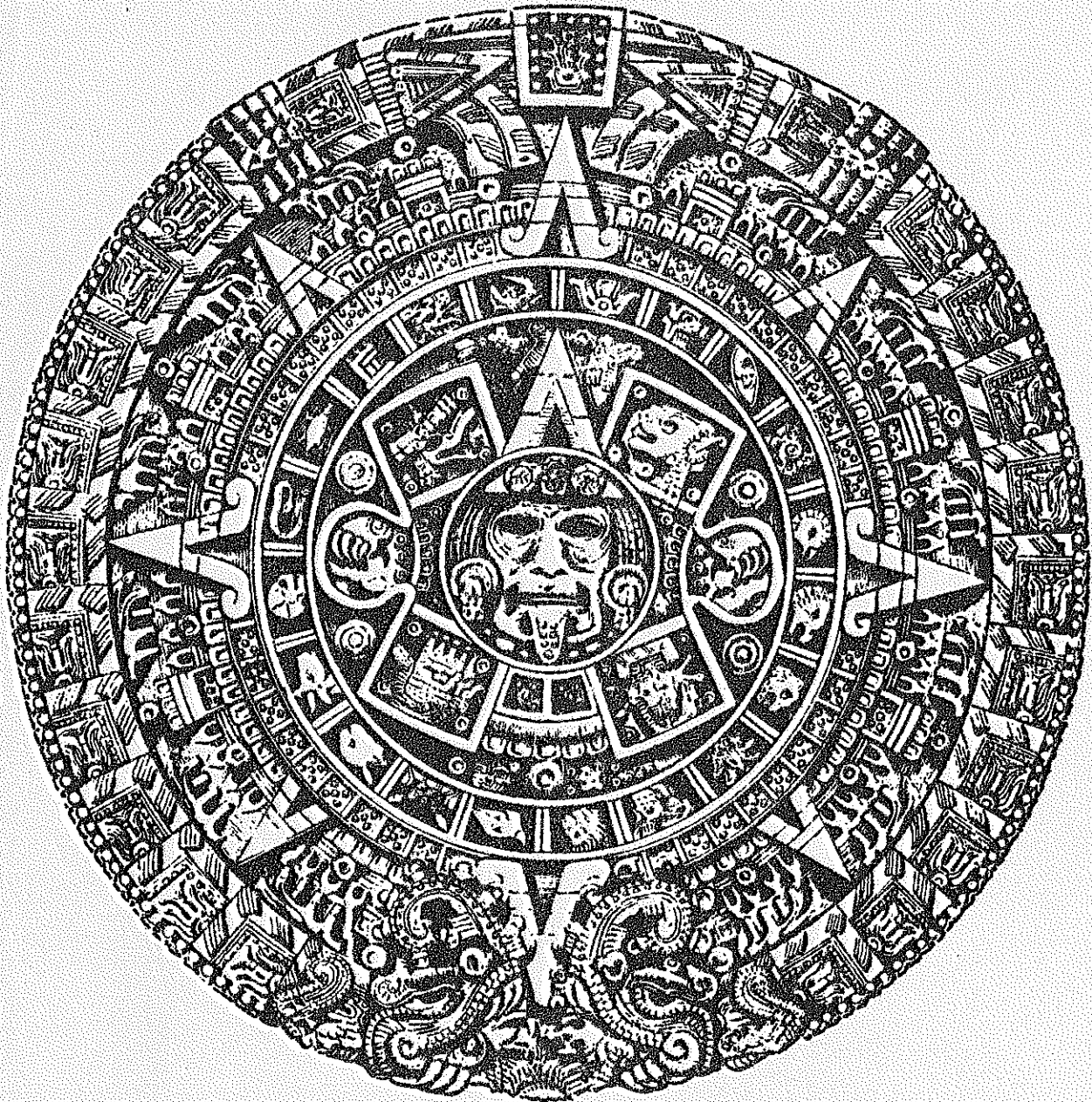


# ANNUAL REPORT

1975



THE FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX, ARIZONA

THE BOARD OF TRUSTEES

1975

Officers

President  
Vice President  
Treasurer  
Secretary

Virginia Frogge  
Cliff Wamacks  
Donald Jackel  
Gordon Patterson

Trustees

Phil Anderla  
Pat Beck  
Anne Croom  
Sue Ellen Davis

Donna Hackett  
William Hall  
Erika Michaud  
Eileen Sieglaff

William Swineford  
David Wist  
Muriel Osder, Ex-officio  
R.P.E. Dickinson, Ex-officio

The Church Staff

Minister

Dr. Raymond G. Manker

Minister of Education

The Rev. Lawrence Beebe

Administrative Director

Naoma Jeffries

Education Secretary

Joyce Williams

Office Secretary

Joanne Michael

Organists

Joanne Finkelstein  
Ty Woodward

Music Directors

Sue Ellen Davis  
Oonagh Sykes

Horizons Editor

Marie Walling

Custodians

Joe and Blanche Cutter

THE FOUNDATION BOARD

1975

Officers

President	Art Highland
Vice President	Everett Warner
Secretary	Jeremy Butler
Assistant Secretary	Elaine Warner
Controller	Archie Walker
Assistant Controller	Niels Madsen

Trustees

Hiram Davis  
Cecelia Henegar  
Agnes Ericson

Virginia Frogge, President of the Board of Trustees

Cliff Wamacks, Board Liaison

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Agnes Ericson

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Cliff Wamacks, Board Liaison

MINUTES OF THE ANNUAL MEETING  
of the  
FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX

January 19, 1975

President Elaine Warner called the meeting of order at 8:00 P.M.

Minutes of Previous Meeting

Elaine Warner announced that the minutes of the previous Annual Meeting were contained in the Annual Report. She noted that there was only one change: Anne Croom should have been listed as Board Liaison and not as Social Concerns committee Chair as shown in the minutes. Bill Swineford moved that the minutes be accepted with the change noted. Ralph Tower seconded and the motion was passed.

Treasurer's Report

Don Jackel referred the Congregation to the last two pages of the Annual Report. He noted that pledge income was approximately \$4,150 less than was anticipated; and that receipts were higher than expected in two primary categories, rental income and special gifts (furniture donated by Lydia Beck) which helped to offset lowered pledge income.

Don Jackel noted that due to a mistake Ray Manker had been overpaid by a total of \$1,086 during the last half of 1974. Elaine Warner informed the Congregation that the Board of Trustees had voted 4 to 3 to recommend to the Congregation that the money not be refunded by Ray.

Bill Roberts moved that Ray Manker not be requested to refund the \$1,086. Seconded by Ed Parker. The following thoughts were expressed during the discussion of the motion. Gorham Hussey suggested that the amount could be considered a bonus for services provided and that the Congregation should not settle the question with Ray Manker present. Gordon Patterson commented that when the matter was presented to the Board it had been proposed that Ray Manker not repay the amount because he was experiencing financial difficulties. He noted that the Board had considered an arrangement whereby the amount could be repaid over a period as long as two or three years to minimize the impact of repayment. Henry Croom said that the matter should be resolved by secret ballot and wondered whether we would suggest the same handling of the matter if Ray Manker had been underpaid instead. John Boppart felt that the Board should make the decision. Anne Croom replied that the minister's salary is established by a contract which is determined by the Congregation and not the Board and so the Congregation should decide.

Bill Roberts, maker of the motion, and Ed Parker the seconder, agreed to alter the motion. It was moved that the Board of Trustees determine how the matter be handled.

Marie Walling said that the Congregation would be abrogating its authority if it referred the matter back to the Board. Gorham Hussey stated the matter should not be determined on the basis of evaluating the minister's performance. Virginia Frogge opined that the Congregation should tell the Board how it feels if the Congregation wants the Board to make the decision. Enid Norman said that it should be noted that Ray Manker had told Don Jackel in June he thought he was being overpaid. She also noted that Ray has no travel allowance. Muriel Osder pointed out that the Board that would decide the question about the overpayment would be a different Board (due to the election that evening) than the Board that made the recommendation to the Congregation.

Enid Norman called the question. The motion did not carry.

Frank Kadish moved that the 1975 budget for Ray Manker's salary be increased by \$1,086 so that bookkeeping procedures could reflect the mistake in payment. Seconded by Ed Parker. It was noted by Don Jackel that the motion would enable Ray Manker to keep the money.

John Boppart said that he felt that the simple clerical error was being confused with a salary issue. He wondered whether we would do the same thing if the overpayment had been \$5,000. Ralph Tower said that we cannot pay the amount because we can't afford it and referred to the deficit budget that was to be proposed. Phil Anderia asked how we could give an increase to Ray Manker when noone else on the staff was getting an increase. He noted that others on the staff have families and need to eat as well.

The motion carried with 35 ayes and 14 no's.

Don Jackel continued the Treasurer's Report by thanking the firm of Walker-Armstrong for their efforts in providing print-outs and by thanking Eileen Sieglaff, Assistant Treasurer, for her excellent help. Don Jackel stated that the Church's accounting and bookkeeping functions have grown to the size where the Congregation should pay a person part time to perform such services. He noted that utility costs will increase significantly during 1975. He stated that he believes the fiscal year should be changed so that it will go from July 1 to July 1. As it is now, the Church must make its financial decisions at a time when income is not known. Elaine Warner noted that a special committee met and felt that there were more points against than for a change, but that the next Board could consider the question again if it wished. Joan Roberts, Fund Drive Chairman, said that Don's idea is a good one and that it would be better to elect officers in May or June so that they don't assume office in the middle of the Church year.

#### 1975 Budget

J. D. Raile reviewed the highlights of the proposed budget: a deficit of \$6,614; no salary increases; the salary for the Minister of Education is shown for a full year; both ministers will have disability insurance in 1975 for the first time; and utility expenses will increase substantially.

J. D. then reviewed the income section of the budget. As of the Congregational Meeting, pledges for 1975 totalled \$72,500 against a goal of \$88,000. The \$5,000 pledge discount is the same percentage of pledges that were not paid at the end of 1974.

Elaine Warner noted that the Treasurer, Don Jackel, has proposed that the Congregation meet in June to review the status of pledge income in view of the deficit and the uncertain economy at large. If necessary, budget adjustments could be made at that time.

Enid Norman moved that the report of the Finance Committee be accepted. Seconded by Aimee Lykes. The motion passed.

Joan Roberts mentioned that plans are being made to monitor pledge income throughout the year. Al Finkelstein observed that there will be a deficit of over \$1,000 even if all pledges are paid. Don Jackel said that the pledge discount may well turn out to be larger than \$5,000 if there are fewer new members who don't pledge and provide

unanticipated income. Gorham Hussey urged the new Board to determine if there are needs in the Church that are not being met which might be causing reduced pledge income.

Ralph Tower moved that the proposed budget be accepted as presented with a deficit, provided that a mid-year Congregational meeting be called to examine the budget. Seconded by Dick Dickinson. Motion carried.

#### Unitarian Universalist Foundation of Phoenix

Elaine Warner asked Art Highland to explain the background, long-range goals, and present status of the Foundation. He mentioned that it had been incorporated and that the filing for non-profit status would be done if the Congregation approves the formation of the Foundation.

Aimee Lykes moved that the Congregation accept the establishment of the Foundation. Seconded by Bill Swineford.

#### Election of Officers

Jesse Hise, Chairman of the Nominating Committee, reported the following nominations:

President	Virginia Frogge
Vice President	Cliff Wamacks
Treasurer	Don Jackel
Secretary	Gordon Patterson
Youth Representative, 1 yr.	Pat Beck
1-year term	Eileen Sieglaff
3-year term	Phil Anderla
3-year term	William Swineford
3-year term	David Wist

Jesse Hise announced that the next Nominating Committee would be chaired by Donna Hackett and would have Elaine Warner, Faith Parker, Floyd McCracken and Niels Madsen as members.

Elaine Warner asked if there were any further nominations from the floor. There were none. Agnes Erickson moved that the slate be elected by acclamation. Ann Boppart seconded.

The motion passed.

#### President's Report: Elaine Warner

Elaine mentioned a number of things that were accomplished: carpeting in the auditorium; a search committee that presented Larry Beebe, our Minister of Religious Education; membership and hospitality committees generated warmth and fellowship; personnel committee produced a Personnel Practices Handbook; regular meetings between staff and key Board and committee members; a history of the first 25 years of the Church; a social concerns committee that is beginning to function again; a Sunday morning discussion group; the religious education committee that kept the church school together through three staff changes; cluster activities that have broadened the dimensions of church life; the formation of the Foundation to enhance our future; the planning for an inter-generational conference; and the conferring of an honorary degree on Ray Manker at Starr King School of the Ministry.

Elaine noted that the accomplishments were the result of many people becoming involved. We do not have enough people volunteering to take leadership roles, she noted. The involvement of more persons who will share their ideas and energy can extend the impact of the church in our personal lives and in the larger community.

Elaine extended her thanks to the many people who have helped during the last two years.

Elaine Warner introduced Virginia Frogge who said it was an honor to be elected President and felt that she was excited about the things the Church can become. Virginia made two announcements. One, the installation of Larry Beebe will be held on Sunday, January 26. Two, there will be a Board Meeting Saturday, January 25, for the purpose of meeting Ralph Cook who will install Larry Beebe.

Report, Minister of Education: Larry Beebe

Larry reported that three important things had been accomplished since he began working October 10: two valuable sex education classes are underway; good teachers have been found for classes - good teachers are more important than the curriculum; and a ministry of religious education and R. E. program for adults as well as children and teens.

He felt there was a need to develop more of a feeling of a united Church community for all ages and listed the following as means of accomplishing it:

1. An adult education class in the religions of the Middle East;
2. a Church School Newsletter;
3. breakfast meetings for parents, teachers, students, and friends;
4. parent discussions about relating to and problems with high schoolers - and perhaps discussions with teens and their problems with parents;
5. more social activities for all ages related to the R. E. Program;
6. assemblies and family services;
7. more help and new curricula for teachers;
8. a group for 9th graders;
9. alternate morning and evening meetings of the R. E. Committee so that men, teachers, students, and LRY'ers can attend.

Larry reported 110 families enrolled, 36 of them new, with 227 children as of November 11, 1974. Average attendance as of the same date was about 126.

Larry thanked the Church staff, Board, R. E. Committee, and teachers for their help in helping him get started in a new position. Special thanks were expressed to Joyce Williams, R. E. Secretary, for her efforts.

Minister's Report: Ray Manker

Ray Manker referred to the excellent program that he had witnessed when he had recently visited the class being conducted by Harold and Eileen Sieglaff. He expressed



thanks and appreciation to Elaine Warner as Board President for the last two years. He commented that the establishment of the Foundation was an excellent thing for the Church to do and represented an important way of assuring our future. He noted that the net worth of the Church's land has grown from the \$40,000 purchase price of the ten acres to about \$350,000, and that approximately \$50,000 is outstanding on the mortgage.

Ray observed that in periods of rapid change the role of the Church and our individual participation in it need to be taken into account and examined. He stated that the Church is in good condition, the best that it has been in the twelve years that he has been Minister. He felt that there was a good chance that we are not meeting some of the needs that exist within the Church and that we need to find out what those needs are. The concept of the role of the Minister - and the role of the Church itself - is also changing. As the Minister, he needs input from everyone as to how we see the role of the minister and the Church, Ray said. He suggested that smaller Congregational Meetings be held as the year progresses to determine who we are, where we should be going, and what we should be doing. He said that we need to give more meaning to the term "congregational polity."

#### Other Business

Gordon Patterson said that he wanted the Congregation to know that the Board had discussed what disposition should be made of some \$10,000 that was to be received by the Church as a result of the trust of K. Dickey. He said that the amount was large and would represent an event significant in the financial life of the Church. He felt that the entire Congregation should participate in the decision about the use to which the proceeds of the trust would be put.

Gordon Patterson moved that the proceeds of the K. Dickey trust be deposited in the Foundation at the time deemed appropriate by legal/accounting counsel and that only the interest therefrom be applied toward the operating budget.

Seconded by Sue Ellen Davis. The motion carried.

#### Adjournment

Jesse Hise moved at 10:27 P.M. that the meeting be adjourned.

Respectfully submitted,

Gordon Patterson  
Secretary

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX  
 CONGREGATIONAL MEETING  
 May 11, 1975

The meeting was called to order by President Virginia Frogge at 7:40 P.M.

She announced that the agenda would be divided into approximate segments as follows: Finances, 30 minutes; Foundation, 10 minutes; Religious Education, 10 minutes; and UUA, 10 minutes. The second hour would be devoted to sharing with the congregation the results of the Board Retreat and securing ideas for creative Church planning.

The meeting was turned over to Joan Roberts, Chairman of the Finance Committee, and to Don Jackel, Treasurer, who reviewed the current financial status. They mentioned that we were meeting on this date because the congregation had adopted a deficit budget in January and because of a motion passed in January that required a review of the financial status of the Church in mid-year.

Don Jackel presented the following chart:

	<u>As of April 30, 1975</u>		<u>Variance</u>
	<u>1975</u>	<u>1974</u>	
1. Pledge Income	\$25,913	\$19,805	\$6,108+
2. Rental Income	2,996	1,514	1,482+
3. Savings Account	1,000	0	1,000+

Status of Pledges

January 1, 1975	\$72,500	
Budgeted Discount	5,000	Additional Pledges, <u>net</u>
	\$76,500	\$900

April 30 pledge status - \$73,400

Joan Roberts pointed out that the \$900 net increase in pledges was against an anticipated deficit of about \$1,500 (of the \$5,000) this far into the year. She said that the figures have been adjusted for those persons who said they couldn't or wouldn't honor their pledges; e.g., persons moving away. She said that letters were being sent to friends and new members asking for pledges. Those who have pledged are being monitored so that they can be reminded. Joan was congratulatory and optimistic!

Don Jackel noted that although income in April, 1975, was up \$5,400 over the income for April, 1974, there was a net addition of only \$1,400. This is due to fixed expenses such as salaries, mortgage, and utilities being up also from 1974 levels. Repairs, to date, have been lower than anticipated; but we could incur expense at any time. Some landscaping will have to be done when the widening of the road is completed. Approximately \$1,000 has been added to the cost of insurance for the minister.

Julian McCreary asked what amount is outstanding on the mortgage. Don Jackel replied that \$49,234 was left as of December 31, 1974; that monthly payments are \$788.63; and that more than half of each month's payment is now being applied toward reducing the principal. To a question from Marilou Coy, Don replied that there will be no balloon payments. Ned Groce inquired about the status of the roof and Don said that a repair expense was being deferred but would have to be made at some time.

Joan Roberts mentioned that four fund-raising events are being planned: (1) May 18, members' art show with 25% of the proceeds going to the Church; (2) May 30, a Cabaret night; (3) a fall dinner; and (4) Norma Barer conducting a dance class with fees being donated to the Church.

Henry Croom asked how much is given to UUA. Don Jackel replied that \$2,500 is included in the budget plus some \$700 to \$800 that is contributed by individuals. Faith Parker suggested that it might be possible to consider smaller-scale fund-raising events during the summer, perhaps sponsored by the Alliance.

Virginia Frogge announced that Alice Bendheim would be the next Fund Drive Chairman, that there is to be a Finance School at our Church on June 21 conducted by Bob Ross, Minister of the Costa Mesa Church and that Ray Manker will be attending the Annual Meeting in Minneapolis.

Art Highland, Chairman of the Foundation, reviewed the progress of the Foundation thus far, referring to the attached passout as he talked. He expressed thanks to Ed Palmer who had donated the printing of the handout. Ralph Tower asked whether the Foundation will use principal or income. Art replied that both principal and interest could be used; ideally, only income would be used if there were enough principal. Also, the wishes of the donor would be taken into account. In response to a question from Marie Walling, Art said that Bill Gooding had volunteered his services as an attorney. Tom Foltz inquired whether the Foundation was in a cash position; Art answered that there was no cash now but that approximately \$8,000 would be received from the K. Dickey Trust and that the Foundation is restricted to use of interest only by a congregational vote. Interest might be some \$800 per year.

Larry Beebe, Minister of Religious Education, reported on activities so far in 1975 and then anticipated programs that would be undertaken in 1975-76. He referred to a year-end meeting with teachers, all of whom reported good experiences; 2 completed sexuality courses; and the LRY being able to look back on a successful year.

To begin the second half of the meeting, Virginia Frogge distributed a handout entitled "Priorities As Selected By Your Board At 1975 Retreat." (Copy attached) She summarized how the Board had arrived at their listing. Small, informal groups were formed for the purpose of reacting to the Board's ideas about creative programming, soliciting additional ideas, and securing the names of persons who would be willing to devote themselves to any of the project areas. Board members acted as discussion leaders and each presented a summary of the exchanges that took place. Written notes were given to Virginia.

Ray Manker said that it was exciting to be a part of such programming. Although we need to know where our roots have been, it is more important for us to be in tomorrow, he said. All that is needed is for us to decide--and we'll do it.

The meeting was adjourned at 9:52 P.M.

Respectfully submitted,

Gordon Patterson  
Secretary

PRIORITIES AS SELECTED BY YOUR BOARD AT THE 1975 RETREAT

WHAT ARE YOUR PRIORITIES ??

Board members are:

Virginia Frogge  
Cliff Wamacks  
Don Jackel  
Gordon Patterson  
Pat Beck  
Phil Anderia

Anne Croom  
Sue Ellen Davis  
Donna Hackett  
Bill Hall  
Erike Micheud Cummings  
Eileen Slegleff

Bill Swineford  
David Wist  
Also Present:  
Ray Manker  
Muriel Osder  
Naomi Wamacks  
Larry Beebe

*The names that are underlined below represent the Board members who have said they would work on a particular priority. If a name is not underlined, this person has selected this as one of his interests.*

- \* Expanded CREATIVE PROGRAMMING--  
adult education; family; "think-tank"; marriage; counseling; institutes; human awareness. Bring in specialists and also use our own members.

Muriel, Cliff, Anne, Bill H., Virginia, Gordon, Phil, Ray, Donna, Ricky, Pat, Naomi, Eileen

CLOSE-IN RETREAT CENTER

Anne, Sue Ellen, Dave, Bill S., Donna, Naomi, Eileen, Virginia, Gordon, Don

- \* ENCOURAGEMENT OF CLOSER INTERPERSONAL RELATIONS--  
Extended families; group campouts; picnics

Anne, Pat, Donna, Eileen, Phil, Naomi, Gordon

SHADE FOR PATIO-

Phil, Anne, Sue Ellen, Dave, Bill S., TREE HAS BEEN GIVEN AS A MEMORIAL GIFT - BOARD HAS GIVEN OKAY TO PLANT

- \* PUBLIC RELATIONS PROGRAM--  
Broadcast in an educational and effective way ideas through radio, TV, newspapers. Possibly hand-deliver Horizons for better person-to-person communication.

Sue Ellen, Dave, Bill S., Naomi, Cliff, Phil, Ricky, Virginia

- \* SEED MONEY FOR LEADERSHIP TRAINING--  
in church

Muriel, Virginia, Ricky, Cliff, Ray, Bill H., Don, Gordon

THERMAL CURTAINS FOR AUDITORIUM-

BOARD HAS GIVEN OKAY - This should cut down on refrigeration expenses

DOWN PAYMENT ON MOUNTAIN LAND-

Muriel, Phil, Ray, Bill H., Larry, Don.

LEADERSHIP TRAINING FOR LARRY & RAY--  
Send to UUA Conferences and others

Dave, Cliff, Pat, Donna, Gordon, Ricky

(over)

PURCHASE AUDIO-VISUAL EQUIPMENT-

Muriel, Sue Ellen, Ray, Larry, Don

OTHER SUGGESTIONS

- \* FUNDING FOR CONFERENCES: trips to deBonneville Pines
- \* DISTRICT PARTICIPATION
- \* REFUGE FOR TEENAGERS
- \* YOUTH CENTER AT CHURCH
- \* OUR FAIR SHARE TO UUA, UUWF
- \* MENTAL HEALTH FACILITIES: children, drugs, alcoholism, medical facilities, financial consultation, research center on families, day care
- \* RETIREES EDUCATION-RECREATION NEEDS: Inter-generational development
- \* TRIPS TO HAWAII AND OTHER FAR AWAY PLACES WITH GROUP RATES FOR HOLIDAYS
- \* BUY A BUS, ARRANGE CAR POOLS: do something about transportation
- \* VIDEO TAPES FOR SERVICES
- \* SOLAR HEATING AND COOLING
- \* NEW R.E. CURRICULA KITS
- \* A FORUM FOR NEW AND FAR-OUT IDEAS OF TODAY AND THE FUTURE: A place for discussion, consideration, concern

COMMENTS

CHOICES

CHALLENGES

What would you like to work on?

Name \_\_\_\_\_

Address \_\_\_\_\_

Zip \_\_\_\_\_

Phone \_\_\_\_\_

Groups will be meeting this summer to develop action for fall.  
Would you like to be called to join any group this summer? \_\_\_\_\_

## THE UNITARIAN UNIVERSALIST FOUNDATION OF PHOENIX

1. WHAT is it? Formed as an Arizona, not-for-profit corporation last Dec. 12, 1974, its purpose is for holding real and personal property including stocks, bonds and money, for the benefit of the First Unitarian Universalist Church of Phoenix.
2. WHY was the Foundation formed? A number of members and friends of the Church believe that more people would be interested in making gifts of property through the Foundation. The Foundation provides gifts of property through the Foundation. The Foundation provides in-depth financial planning and investment skill so essential to the long range benefits of the Church. Some have expressed a preference for gifts to the Foundation rather than the Church where it would be used up in the operating expenses. The Foundation is a vehicle by which people may exercise their imaginative and tax-saving giving to develop worthwhile projects for the church.
3. WHAT are some of the long range projects being considered?
  - a. Retirement community in or near Phoenix
  - b. Development of a theater or similar structure at the church site
  - c. Purchase of a summer or year-round retreat, such as a ranch
  - d. Providing human enrichment programs in the Phoenix area
  - e. Your own imaginative project(s)

- 
4. WHO is running the Foundation? Its officers and Board are:

Chair, Art Highland	945-5344	Five task forces established to accomplish
Vice-Ch., Ev Warner	943-7206	much of the work ahead:
Sec., Jeremy Butler	277-8015	Long Range Planning- Hiram Davis, Jeremy
Asst. Sec., Elaine Warner	943-7206	Butler
Controller, Arch Walker	937-4493	Investment Management-Art Highland, Ev
Asst. Cont., Doc Madsen	946-3954	Warner
Director, Hiram Davis	274-2723	Publications-Cecelia Henegar
Director, Agnes Ericson	956-9423	Personal Consultation-Agnes Ericson
Director, Cecelia Henegar	943-6819	Estate Planning-Arch Walker,
Dr., Ex-Officio, President of the		Bill Gooding 253-8105
Board of Trustees,		Ed Palmer 274-2640
Virginia Frogge	247-2463	

### YOUR INPUT IS NEEDED NOW

We are heir to a great tradition and to the imagination of great Unitarians right here in Phoenix. Twenty years ago this million dollar "dream" that we enjoy was but a rocky hillside and an architect's drawing. A small band of determined men and women, a number of whom fortunately are still with us, were willing to back their inspiration with their resources. They and we are now dedicated to the unfinished task before us.

We are the members of the Foundation. Its planners have provided us with the vehicle, the guidance and the expertise. We must provide the essential ingredient-- the fuel.

One's will is a very personal matter, also one that is so easy to delay up-dating, so that it reflects our present will. Maybe the Foundation can provide the impetus for action now. What finer immortality could you desire than to reflect your love and sense of service through a memorial to your Church.

You may wish to have answers to some question for yourself.

1. Does your present will reflect your current desires?
2. Does your present will provide for a memorial to your Church?
3. If you plan such a bequest, could the Foundation provide the know-how to gain the greatest tax-advantage for you?
4. Would you like to participate in discussions with other Foundation members so that you are better informed?
5. Do you have any ideas, suggestions, inspirations for the Foundation Officers or Board Members? Contact a friend on the Board.

A report to the Congregational Meeting May 11, 1975

COMMITTEES OF THE CHURCH  
1975-1976

<u>Organization</u>	<u>Chair</u>	<u>Phone</u>
Beacon Press Bookstore	Jo Anne Barbanell	949 9026
Circle	Ann Boppart Donna Corbus	959 2856 585 4677
Choir	Oonagh Sykes	993 7062
Couples Dinner Club	Kay Schneider	948 4047
Finance Committee	Joan Roberts	943 9841
Fund Drive	Alice Bendheim	942 0090
Hospitality Committee	Eleanor Vergis	945 0323
Liberal Religious Youth	Robby Tucker	948 8844
Library Committee	Marilou Coy	275 9535
Membership Committee	Agnes Palmer	274 2640
Music Committee	Sue Ellen Davis Oonagh Sykes	274 4818 993 7062
Nominating Committee	Donna Hackett	277 9702
Personnel Committee	Gordon Patterson	959 8755
Property Committee Landscape	Jesse Allen Niels Madsen	277 6330 946 3954
Religious Education Comm.	Sandy Kent	948 7765
Singletarians	James Ferry	938 8726
Social Events	Oonagh Sykes	993 7062
Sunday Morning Ushers	Bill Swineford	265 1048
Sunday Service Committee	Bobbie Jurkovic	956 2834
UU Cooperative PreSchool	Donna Corbus	585 4677
Women's Alliance	Elizabeth Sympson	948 3456

Please call any of the above listed persons if you are interested in helping with a specific group, or if you have questions, or suggestions to offer.

## COMMITTEE ACTIVITY REPORTS FOR 1975

### CHOIR

In January, 1975, the choir began meeting to rehearse weekly. We started with eight people and over the years we have grown to a membership of thirty-one. We are now able to sing regularly during church services and were capable of singing five numbers for the fund raiser "Cabaret." The Choir is now planning to do the whole Sunday Service on January 18, 1976 and are working on music for "Cabaret 2."

The Junior Choir started in October, 1975 with five children and by mid-November had fifteen members. The children performed during the Christmas Eve Service and the special Christmas Church School Program. This year we hope to perform in "Cabaret 2."

Submitted by: Oonagh Sykes

### CIRCLE

The Women's Circle welcomes women to participate in the weekday life of the church. Especially welcome are newcomers to the group. Discussions this year have centered around roles filled by men and women in the church.

Feelings about a male minister versus a female; men in our U-U kitchen; nursery; religious education program, were discussed and in April the group put together a women's service entitled "So Who's Going to Take out the Garbage Now?" The Circle supported the Arizona Coalition for the Right To Choose and Arizona Women's Political Caucus in the struggle to pass the E.R.A. Two programs in the spring centered around visiting some of Arizona's day-care centers and in learning about the possibilities for legislation in the area of day care.

This year we began our programs with the question: "If you could do anything in the world you wanted to do this year what would it be?" After some discussion, the second question was presented: "What of this dream can you accomplish this year?"

One of the major goals this year has been to make our church a welcome place to newcomers and to help develop a feeling of family in our church community. In the spring, the Circle sponsored Sunday lunches on the patio right after church, and thru the summer Tuesday lunches in members' homes helped continue the fellowship through the hot months.

Submitted by: Donna Corbus

### COUPLES DINNER CLUB

The Couple's Club is a social group open to all married couples who desire to make new friends, enjoy good food, and participate in stimulating conversation. It meets the second and third Saturdays of each month, September through May, in groups of four couples each. Sign-ups for participation are monthly, with reminders appearing in Horizons. Last May we held a wine tasting potluck for the whole couples' club, with 32 couples coming to this most enjoyable event. Plans are now in the works for a similar end-of-year potluck for this May.

Submitted by: Kay Schneider



## FINANCE COMMITTEE

The Finance Committee's main concern is preparing proposed budgets for the Board to present to the congregation. The Committee has made recommendations on fund raising projects to eliminate the deficit in our budget. The Finance Committee Chairperson wrote letters to persons not staying current with pledge payments and to new members and friends, urging them to pledge. The Finance Committee meets periodically when the need arises.

Submitted by: Joan Roberts, Chair

Members of the Finance Committee: Eileen Sieglaff, Don Jackel, Gordon Patterson, Ev Warner, John Boppart, Dave Wist, Rod Groen, Paula Thompson.

## FOUNDATION

Accomplishments during 1975: The Foundation was established legally including obtaining a Recognition of Exemption from Federal Income Tax as an organization described in Internal Revenue Code, Section 501 (c) (3). A pamphlet, THE FOUNDATION, (including an "I Am Interested In More Information" request card) was printed and is available at the church. Establishment of a close working relationship with the Board of Trustees was accomplished. Publication of Estate Planning Ideas in Horizons to stimulate long-range giving.

Plans for 1976: To spread the Foundation's WORD as often and in as many different ways as possible; To identify the main projects to pursue, then pursue; To establish policy for long-term investments management; To organize individuals to solicit funds for long-term projects, and to find ways to disseminate estate planning information.

Submitted by: Art Highland, Chair

## FUND DRIVE

For 1976, 316 "pledging units" pledged a total of \$65,885 for an average of \$208.50 per unit. This represents a substantial drop in projected income for 1976. It is obvious that we are fighting the combined effects of inflation and recession.

25 persons who had pledged for 1975 refused to pledge at all for 1976. This represents \$4,081 of 1975 pledge income. The reasons given by these people ranged from "serious financial problems" to "moving away from Phoenix" but an analysis of the reasons given showed no trend or pattern. Persons reducing their pledges gave reasons equally disparate.

An attempt was made to contact all new members personally. This effort was successful. Persons pledging for the first time account for more than \$7,000 of the total.

A number of persons who pledged but did not increase, stated that when the economy improves, they will reassess their pledges. My recommendation is that in May we contact all pledgers who did not increase for 1976 and determine if they can now reassess their positions. From the Chairman goes thanks to those persons who helped. To them should go full credit. In particular, I want to thank Oonagh Sykes who masterminded the Fall Fling, Julian McCreary, a star canvasser, Don Jackel and Joan Roberts for encouragement, advice and counsel, and Naoma Jeffries for considerable moral support and countless hours of dull, otherwise thankless work.

Submitted by Alice L. Bendheim, Chair

## HOSPITALITY COMMITTEE

This was a comparatively simple committee to organize for the year due to the excellent work done by previous chairpersons (i.e. Aimee Lykes and whoever happened to have had the job before this.)

Mainly we wanted to keep the good feeling going - people should feel a warmth of welcome if they are new and an on-going strength and love which we all seek in a church.

I've found that the main job of the chair is to do a great deal of telephoning to line up friendly people to help, talk to people, and see if possible that the general feeling of "I'm glad I selected this particular church" is carried on.

One of our best groups has been the "Door Greeters and Patio Hands" bunch. So far we've had:

Sept. - (for the whole month each time) Bobbie Jurkovic  
Oct. - Eleanor Vergis  
Nov. - Alex Szecsody  
Dec. - Elaine Warner  
Jan. - Polly Stauffer

In the future will be:

Feb. - Lorain Kadish  
Mar. - Ethelyn Savage  
Apr. - Virginia Frogge  
May - Ann Jackel  
June - ?

These people are to be at the front door at 10:15 with a warm smile and a welcoming hand shake to each and every person entering the sanctum. Afterwards, during the coffee time on the patio they, and one or two friends circulate and see that there are no lonely people standing around. They try to answer any questions that new people may have about the church, visit with them to make them feel comfortable.

Another thing that the group does is to telephone any new people who have expressed an interest in the church through telephone calls to Naoma, or sometimes they are people who have attended the church or simply walked into the office during the week. We try to answer any questions they may have and attempt to have them give us a try to see for themselves what a great church we truly have.

The Visiting Group has been headed by Juanita Paul who goes to visit people who are ill. Luckily we seem to have been a fairly healthy mob this year.

To the next Hospitality Chairperson: To you with faltering hands I throw the torch, Be yours to hold it high!

Submitted by: Eleanor Vergis, Chair

## LIBERAL RELIGIOUS YOUTH (L.R.Y.)

As of January 4, 1976, we are completely out of the hole - in fact, we are approximately \$8.00 in the black. We built a ramada November 1 & 2 outside behind the back parking area that's next to the playground. We had elections for the 75-76 year and these are the results: President - Robby Tucker (Zorro); Treasurer - Mike Farley; Secretary - Derrichhh Bostrom. We went to Peppersauce Canyon with the Tucson LRY. We had a conference with them when we built the ramada. We were responsible for the socially redeeming games at the Bazaar. David Manker and Amy Odegard drove us around a lot, and we thank them.

Submitted by: Derrichhh Bostrom

## MEMBERSHIP COMMITTEE

It has been the responsibility of our committee to perform two major functions:

1. To call or write a note to prospective new members acknowledging their interest, and to offer our service in helping them to become acquainted with our church.
2. To notify them of the "Conversations" meetings with our minister. Our committee has prepared and served refreshments. These conversations have provided those who attended with an opportunity to meet with others who have a similar interest, to talk freely with our minister, to ask questions, giving them a feeling of warmth and security in our church.

My year began as a replacement for Merilys Brown, serving with Faith Parker, Helen Bass, Lorain Kadish, Gordon Patterson and Gerie Leshin, for the March 2nd Conversations meeting. In the fall Nancy Monroe and Nora Winterhoff were added to the committee.

During the year 75 prospective new members have been contacted and 63 new members have signed the membership book. A number of the others who expressed an interest and attended the Conversations have continued to attend the "Celebrations of Life" and other functions of our church.

I am deeply grateful to the members of our committee for their wholehearted cooperation and cheerful help.

Submitted by: Agnes Palmer, Chair

## MUSIC COMMITTEE

This has been a busy year for this committee. In April we put on the fund raiser "Cabaret" - which was a great success. In December we put together a "Messiah Sing." The orchestra was put together from local orchestras and after losing our original soloists because of a conflict of date problem, ended up with four soloists from various churches in the Valley. The whole thing was directed by Irving Fleming. Although it was not as well attended as we had hoped it was definitely a success and we will repeat it again next year. "Cabaret II" is planned for Friday, February 27, 1976 and a mini-musical written by Ed Grobe will be done on April 30, 1976. This committee also selected a panel to audition organists to fill the vacancy opened by Jay Finkelstein's resignation. The panel consisted of Oonagh Sykes, Bob and Barbara Eastman, Sue Ellen Davis and Julian McCreary from the Music Committee and Ray Manker and Esther Gaintner as members-at-large. Ty Woodward was recommended to the Board and on that recommendation was hired starting November 16, 1975.

Submitted by: Oonagh Sykes, Chair

## NOMINATING COMMITTEE

It is the function of this committee to solicit nominations for the Board of Trustees from the congregation and to formulate a slate of candidates to be elected at the Annual Meeting.

Our work began in October with the publication of nomination forms in Horizons. Appeals were made from the pulpit and Horizons encouraging members to run for office and to submit names of those they felt qualified. We accepted nominations until the latter part of November and then met as a committee to begin the process of selecting candidates. Running more than one candidate per office was considered, but not enough nominations were submitted to make it possible. However, it is something to consider for future elections. This year members were asked to obtain prior approval from persons they nominated. This simplified the work of the committee greatly by eliminating the frustration of calling persons who were not really interested in running. We were extremely pleased with the nominations received and feel the slate selected by the committee is made up of candidates who will work hard to serve the best interests of the church. Biographies have been published in Horizons to further acquaint the congregation with the candidates.

Candidates selected for next year's Nominating Committee are:  
Chairperson: Elaine Warner. Members: Sue Ellen Davis, Don Jackel, Muriel Osder, Ron Schneider.

Submitted by: Donna Hackett, Chair

## PERSONNEL COMMITTEE

Present members of the Personnel Committee include: Bob Adsit, Donna Corbus, Joe DeMarco, Donna Hackett, Ann Kalman, and Gordon Patterson, Chairman. Ray Manker and Virginia Frogge, Board President, regularly attend Committee meetings.

The contributions of Ann Boppart and Muriel Osder will be missed. Both of them served for several years before leaving the Committee in December.

The responsibilities of the Personnel Committee are described in the Personnel Practices Statement which the Board of Trustees approved early in 1975. The Board of Trustees also asks the Committee to complete other tasks from time to time. The Committee suggests that the congregation read copies of the Statement which will be available during the congregational meeting.

The meetings are held on a monthly basis in the homes of the members and at the church. Meetings are open and all are welcome. Gordon Patterson can be contacted for dates and times of meetings.

The past year was a busy one for the Committee. A great deal of time was devoted to working with Larry Beebe, Minister of Education, the Board, and the R.E. Committee to coordinate the evaluation of Larry's performance. The Committee developed and recommended to the Board procedures for dealing with extended absence due to personal sickness of employees (or their families) of the church. The Committee also recommended salary increases

(Personnel Committee, Continued)

for the staff to the Board for the 1976 budget.

Most recently, the Committee and Ray Manker have begun to consider whether and how the role of the minister and the church itself has or needs to be altered in response to a society which is constantly changing. Ray is concerned that the ministry and the church are responding creatively to the needs of the church members.

Submitted by: Gordon Patterson, Chair

#### RELIGIOUS EDUCATION COMMITTEE

The Religious Education Committee is responsible for Church School classes for all children of the church, including LRY. A number of dedicated teachers have made this Church School year a good one for the children. Especially outstanding this fall is the "Me and Houses" group under the leadership of Kay Schneider with the help of Judy Biancani, Alan Proulx, Ellie Anderia, and others. An enthusiastic 6th Grade "Growing Up" class is being led by Joyce Williams, while next door Donna Corbus and Arlene Stein are exploring stories of heroes from religions all over the world, Bible stories in particular. The 3 and 4 year-olds enjoy the loving care of Jean Berry, Carolyn Baker, and Jan Mann. Third Graders are learning Indian lore from Janet Proulx and Mary Grobe, while Second Graders are talking with Nancy Wyatt, Joanne Sabel, and Pat Shelly about desert life and ecology. Our very youngest people are cared for faithfully by Andrea Davis in the Nursery.

1975 has been a year of maturation for the R.E. Committee. Under the leadership of Muriel Osder and Alice Patterson, both short-and-long-range goals and priorities were set during three intensive sessions involving interested R.E. supporters. The R.E. Committee is currently in the process of completely reorganizing its structure and membership as a result of these sessions, and also plans to organize an auxiliary group for fund-raising projects and just plain fun.

Larry Beebe served as Minister of Education during this calendar year.

Submitted by: Sandra J. Kent, Chair

#### REVOLUTIONARY ART COMMITTEE

In May, 1975 the Art Committee was reorganized into "The Committee on Church Preservation" and "The Revolutionary Art Committee (commonly known as R.A.C.).

Church Preservation is a permanent standing committee of professionals in architecture and related fields. Its function is to approve of structural or permanent aesthetic changes in the church and to approve donations of art (plus numerous other esoteric matters).

(art committee, continued)

R.A.C. in 1975 sponsored the Annual Membership Show, arranged "Three" - the first all-Batik show in Arizona, with demonstrations by Kafalin Ehling and Phyllis Holmes, and staffed the art booth at the Christmas Bazaar. Two exhibits are already planned for early spring and we will encourage demonstrations for UU's by artists whenever possible.

We are joyfully anticipating helping out the Music Committee with "Cabaret II", the St. Patrick's Day party, the Cluster Conference on "The Arts of Celebration" held in Tucson, and last but not least, R.A.C. hopes to contribute to "creative programming" through a workshop for UU's on symbolism.

R.A.C. welcomes any ideas from the congregation on art programs you would like to see developed this coming year.

Members of the Art Committee:

Suzanne Lussier, Elli Comfort, Evani Lupinek, Faith Parker, Marge Groce, Burke Wyatt, Jack Cummings, George Daniels, Mary Joyce Norton, Nancy Moran, Betty Bradshaw, Frank Salmon, Frank Kadish, Ken Croissant, Elaine Warner, Frank Plettenberg, Ann Tyler, Mary Plettenberg, Eugene Grigsby, Marjorie Kleitsch, Sue Kennedy, Mary Elizabeth Osher, Sandy Hirshburg, Robert Oliver, Linda Vance. Church Preservation Committee Members: Robert Oliver, Frank Salmon, Burke Wyatt, Jack Cummings, Eugene Grigsby, Frank Plettenberg.

Submitted by: Muriel Flood, Chair

### SINGLETARIANS

Under the leadership of presidents Betty Bradshaw and Doug Ealy, Singletarians continued throughout 1975 in its role of providing an atmosphere in which single adults of all races and beliefs could find intellectual stimulation, companionship and mutual support under the aegis of the U-U church. The pattern of three Sunday night gatherings each month was continued during the summer through the courtesy of Howard Johnson's restaurant. Programs at these affairs covered a wide range of subjects including psychology, energy, anthropology, karate, transcendental meditation, divorce recovery, drug abuse, scripto-analysis, and travel-ogues. There was also a panel discussion of the life styles and special problems of singles. We were disappointed when two scheduled appearances by the U-U Associate Minister failed to materialize. When held in the Isabelle Johnson room, these gatherings were preceded by a dinner, potluck or snacks, and were followed by dancing.

Wednesday night book reviews held in private homes were a consistent year-round attraction. Here again the subjects were wide-ranging with a liberal number of self-help books interspersed with philosophical subjects and also books like "Fear Of Flying" and "Alive." The minister of a neighboring church has proven to be a willing and popular reviewer and an active member of our group.

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(Singletarians, continued)

On one Saturday night each month we forsook the intellectual and just had fun at a party, usually in a private home. It is interesting to note that although alcoholic beverages are available at many Singletarian functions, excesses are seldom encountered. There seems also to be little tendency to take undue advantage of the inherent vulnerability of those learning to cope with a life alone.

For the coming year, Singletarians has embarked upon a program designed to improve communication with the church administration to avoid the misunderstandings and scheduling conflicts of the past year. We look forward to friendly and cooperative relations with all elements of the church as we continue our service and support for single adults whose rapidly growing numbers are becoming an increasingly significant part of today's society.

Officers: Vice-President, Arta Kidder; Secretary, Winnie Brewer; Treasurer, Betty Trenholme; Membership, Bill Johnson; Programs, Janet Hartman.

Submitted by: James R. Ferry,  
President

#### SOCIAL EVENTS COMMITTEE

I have nothing on file concerning the Spring Thing. On May 24 we celebrated our 150th birthday with a potluck supper with about 120 people present. On October 3, 1975 we held the annual Fall Fling. My feelings on this is that it should not be a potluck dinner but a catered affair where the admission will definitely cover the expenses and the bar will make money. October 26 was the first Halloween Costume Party - great success. December 14 was the Christmas Party - would not do it again unless it can be an afternoon and supper party...there are too many complications at the lunch hour. New Years Eve held a BYOB and hors d'oeuvres party in the upstairs lounge. Very successful - about 60 people attended and a good time was had by all. In 1976 I'd like to see more evening get-to-gethers similar to the New Year's Eve Party encouraging both couples and singles - young and old, to participate.

Submitted by: Oonagh Sykes, Chair

#### SUNDAY SERVICES COMMITTEE

The Sunday Services Committee was formed when Dr. Manker was on sabbatical leave, in order to plan, organize, and conduct the regular Sunday services for that year. It has since become one of the regular committees of our church, whose main responsibility is to provide people, material, and ideas for the Sunday services whenever Dr. Manker cannot be in the pulpit.

Some of our programs have been: The Sharing Service, held annually on the Sunday between Christmas and New Year; The Credo Services; and the Bernstein Mass.

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(Sunday Services, continued)

Future programs are:

- Jan. 18: "With a Song in Your Heart" - a service of music, poetry and dance
- Feb. 8: A program about - and by - the Extended Families of our church
- Mar. 14: The Bernstein Mass
- Mar. 19: Not a Sunday service, but a Friday night St. Patrick's Day party! Put on jointly by the Art Committee and Sunday Services Comm.
- May 2  
and
- July 4: Special programs to be announced later!

As we grow and become more sensitive to the needs and creativeness of each other, our committee will strive to:

1. Improve our communication with one another
2. Keep (or get?) lines of communication open among the groups, committees and individuals of the church
3. Work toward effective group action
4. Find and utilize more of the skills, talents and creativity so abundant in our congregation

Membership in this committee is open to any interested church member. Meetings are held approximately once a month and will be posted on our church calendar and in the Horizons.

Members at present include: John Boppart, Edith Camper, Pat Chase, Jack Cummings, Muriel Flood, Fran Liggett, Ray Manker, Alice Patterson, Judy Reynolds, Oonagh Sykes, Marie Walling

Submitted by: Bobbie Jurkovic, Chair

#### U-U COOPERATIVE PRESCHOOL

The Unitarian Coop under the direction of the Teacher/Director Diane Feldman completed a very happy year with 16 children enrolled. The biggest project undertaken by the parents during 1974-75 was the complete re-doing of the Coop room. Ned Sawyer, an architect in the Valley, helped pull our ideas together and did a complete drawing for us to work from. The room now has a fresh coat of paint, bulletin boards hung vertically with textured fronts of fur, metal, felt and burlap, and a new story-area rug.

Officers of the Parent's Board are: Donna Corbus, President; Sheri Stern, Vice President; Karen Woodford, Secretary, and Ruth Freeman.

Submitted by: Donna Corbus, President

#### WOMEN'S ALLIANCE

The Women's Alliance meets the second Thursday of each month with a potluck luncheon followed by an interesting program. It offers an opportunity for fellowship with other Unitarian women and for service to the church and the community.

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(Women's Alliance, continued)

Among our programs during the last year were: a talk by John Waddell, sculptor; by John Peterson from the Peace Center; book reviews by our own Min Jack; a bicentennial program by Charlotte Roehl; a talk by Dr. Strickland of the Adobe Mountain School, and musical programs by Esther Gaintner and her quartet.

We also have social get-togethers and workshops for the Bazaar and this fall we had a bridge party and joined the circle in sponsoring a coffee for newcomers. Since many of you help with our money raising projects you may be interested in how we spent our money last year. In addition to furnishing kitchen supplies and supplies for the morning coffees, we had about \$2,500 in expenditures, about half of it church oriented and half community and charity oriented.

For the church-oriented projects we sent our minister to a Conference in Pennsylvania and Jean Berry to a UUWF Conference in Philadelphia; bought restroom floor covering and studio couch cover; had the sofa in the library upholstered; contributed two trees for the patio area as a memorial to Mimi Muth; gave \$150 to the minister's discretionary fund; bought a typewriter table; gave a contribution to the Clara Barton Camps, and paid UUWF dues. We gave \$100 to Planned Parenthood, \$50 to Civil Liberties Union and \$70 toward scholarships to Anytown. We gave more than usual to charity, with \$250 to St. Mary's Food Bank, \$450 to Back To School Clothing, and \$100 to the Salvation Army. This year receipts from the Bazaar totalled approximately \$2,200.

We invite you all to join us at our meeting on February 12th.

Submitted by: Elizabeth Sympson,  
President

#### CREATIVE PROGRAMMING

Philosophy and Purpose: John Dewey's statements "Learn By Doing" and "Start Where People Are" are two of our basic tenets. We believe that in our church we can minister to one another in support, encouragement, solace, refuge, and growth. Our theme is "Freedom Through Growing by Creating More Choices." We can enhance self imagine, self confidence and intimacy: in the family; between generations and among church members. We can express our joyfulness and create new symbols and rituals. All programs will be based on respect for individual differences and shared religious values.

Approach: Programs need to be experimental with regular feedback from participants to allow for changes to meet newly expressed needs. Programs should be experiential when possible and aim at creating on-going support groups if desired. If participants are to feel safe in revealing their vulnerabilities, leadership must have integrity and be trustworthy. Exploitation for power, money, or sex must be guarded against. Professional skills and competence are necessary in order to cope with the problems and growing pains that will occur. The training of a group of leaders from within the church by skilled professionals is one of our goals. In this way we can offer worthwhile programs

(Creative Programming, continued)

which all members can afford.

Projects undertaken: We have sponsored a congregational meeting, two church service discussion groups, an overnight planning meeting, a facilitator training session, and a Christmas Open House.

Present and Future Activities:

1. On-going single and married "Ghetto Group"
2. Sunday night Forum in January
3. Two Parent Study Groups in February and March
4. Leadership Training and Development in March
5. Marriage Enrichment (when we get more money)
6. Out-of-Doors Activities

Committee Members: Muriel Osder, Donna Hackett, Anne Croom,  
Fran Liggett, Ray Manker, Virginia Frogge

Submitted by: Erika Michaud, Chair

1975 STATEMENT/1976 PROPOSED BUDGET

INCOME	'75 BUDGET	'75 ACTUAL	'76 PROPOSED
Pledges Receivable (ed)	\$72,500	\$69,794	\$70,000
Allowance for Unpaid Pledges	(5,000)		(2,500)
Loose Collections	2,100	2,328	2,500
R.E. Fees	1,800	1,297	1,500
Rentals	6,500	7,069	7,200
Special Gifts	--	15,559	--
Miscellaneous	700	514	500
Interest	1,000	397	1,500
Investment Income	--	1,392	--
Special UUA Appeal			2,500
<b>Total Income:</b>	<b>\$79,600</b>	<b>\$98,350</b>	<b>\$83,200</b>
<b>EXPENSES</b>			
Minister			
Salary	\$12,086	\$11,000	\$11,550
Housing & Expenses	9,000	9,000	9,450
Retirement; Life, Disability & Hospitalization	2,900	3,058	3,500
<b>Total</b>	<b>\$23,986</b>	<b>\$23,058</b>	<b>\$24,500</b>
Building and Grounds			
Mortgage	\$ 9,464	\$ 9,464	\$ 9,464
Custodian	4,400	4,400	4,740
Utilities	6,300	6,741	10,000
Insurance	1,400	2,360	2,600
Supplies	1,000	1,458	1,500
Repairs	3,000	3,091	3,000
Landscape Maintenance	300	407	200
Security	450	469	0
Miscellaneous	250	373	250
<b>Total</b>	<b>\$26,564</b>	<b>\$28,763</b>	<b>\$31,754</b>
Administration			
Administrative Director	\$ 6,800	\$ 6,800	\$ 6,800
Clerical Help	750	1,058	0
Telephone	1,400	1,330	1,400
Supplies	3,000	2,761	2,400
Postage	1,080	1,260	1,200
Payroll Taxes & Insurance	1,430	1,605	1,800
Repairs	700	174	500
Miscellaneous	400	642	500
Accounting	200	113	200
<b>Total</b>	<b>\$15,760</b>	<b>\$15,741</b>	<b>\$14,800</b>
Religious Education			
Total Package for R.E. Director	\$13,540	\$13,502	\$ 5,000
Education Secretary	1,200	1,200	1,200
Program, Material, Supplies, Insurance	1,670	1,509	1,650
<b>Total</b>	<b>\$16,410</b>	<b>\$16,211</b>	<b>\$ 7,850</b>

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1975 STATEMENT/1976 PROPOSED BUDGET (Continued)

EXPENSES (Continued)	'75 BUDGET	'75 ACTUAL	'76 PROPOSED
Denominational			
UUA Gift, General Fund	\$ 2,500	\$ 2,500 <sup>①</sup>	\$ 2,500
District Dues	180	200	250
Travel	0	0	0
Total	\$ 2,680	\$ 2,700	\$ 2,750
Music			
Organist	\$ 1,000	\$ 1,000	\$ 1,000
Committees			
Art	\$ 100	\$ 19	
Sunday Services	100	696	
Library	100	0	
Music	100	38	
Fund Drive	200	320	
Foundation	200	359	
Miscellaneous	100	0	
Total	\$ 900	\$ 1,432	\$ 546
 TOTAL EXPENSES	 <u>\$87,300</u>	 <u>\$88,905</u>	 <u>\$83,200</u>
Deficit	(\$7,700)	(\$7,506) <sup>②</sup>	

GENERAL FUND  
 Dec. 31, 1974 \$5,212  
 Dec. 31, 1975 \$1,123

BALANCE DUE ON MORTGAGE  
 Dec. 31, 1974 \$49,235  
 Dec. 31, 1975 \$43,503

① Plus \$1,287 in individual contributions. Total forwarded to UUA during 1975-- \$3,787

② Deficit arrived at by deducting Special Gifts & Investment Income (\$16,951) from Total Income, thus reducing income to \$81,359, or \$7,506 less than expenses.

Treasurer, Donald Jackel  
 Finance Committee, Joan Roberts