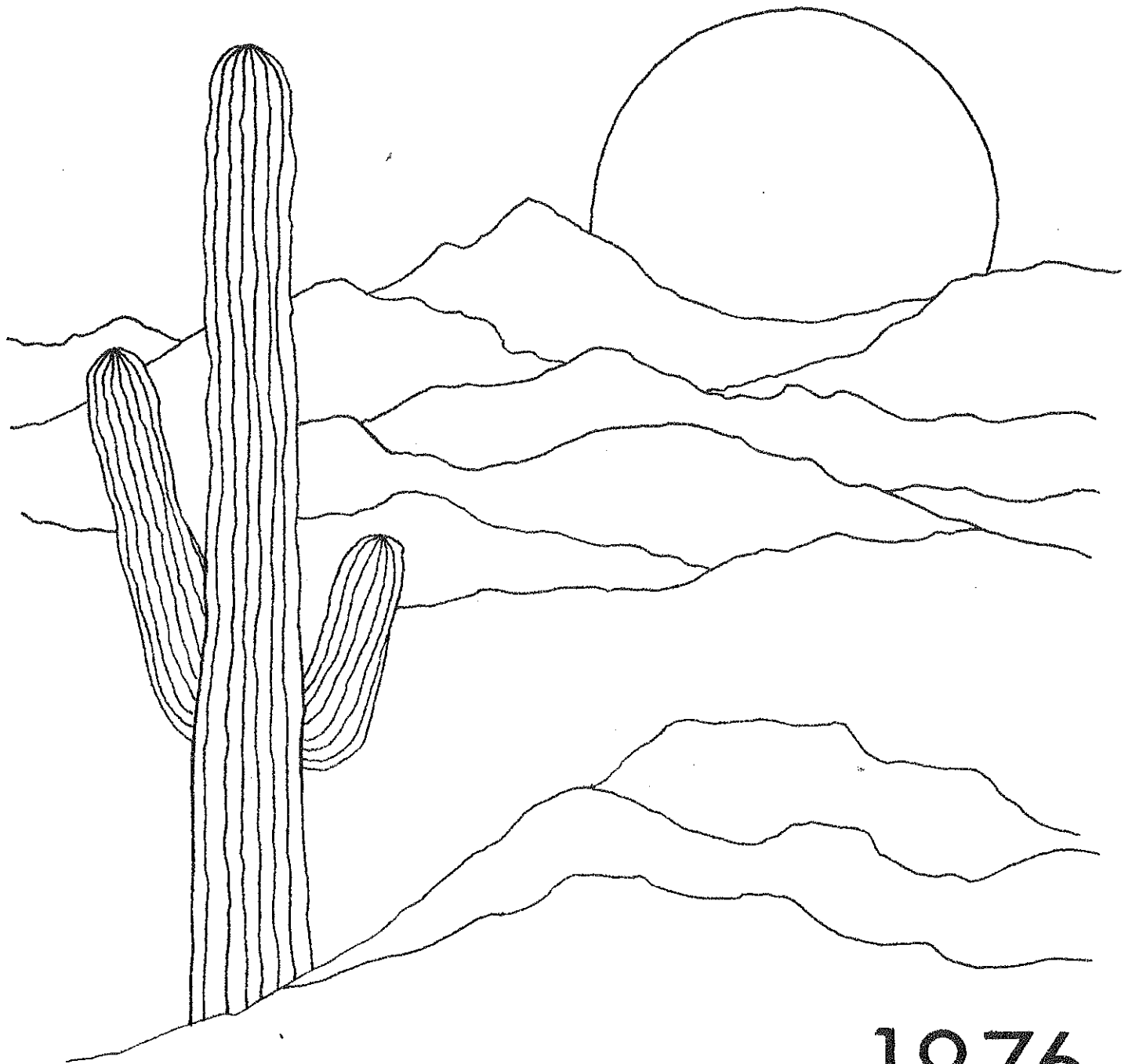


ANNUAL REPORT



1976

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX, ARIZONA

THE BOARD OF TRUSTEES

1976

Officers

President
Vice President
Treasurer
Secretary

Virginia Frogge
Fred Corbus
Eileen Siegløff
Ann Boppart

Trustees

Phil Anderla
Henry Croom
Sue Ellen Davis

William Hall
Erika Michaud
Joan Roberts

William Swineford
David Wist
David Manker - Youth Representative
Muriel Osder, Ex-officio

The Church Staff

Minister

Dr. Raymond G. Manker

Administrative Coordinator

Carol Willhoite

Secretary

Joanne Michael

Organist

Lynne Cocio

Music Director

Oonagh Sykes

Horizons Editor

Marie Walling

Custodians

Joe and Blanche Cutter

THE FOUNDATION BOARD

1976

Officers

President	Art Highland
Vice President	Everett Warner
Secretary	Jeremy Butler
Assistant Secretary	Elaine Warner
Controller	Archie Walker
Assistant Controller	Floyd McCracken

Trustees

Robert Klaus

Cecelia Henegar

Nora Winterhoff

Virginia Frogge, President of the Board of Trustees

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

January 18, 1976

President Virginia Frogge called the meeting to order at 8:00 p.m.

The minutes of last year's Annual Meeting included in the 1975 Annual Report, were approved as written by Gordon Patterson.

Donna Hackett, Nominating Committee Chair, presented the nominees for 1976 Board of Trustees' officers and members as follows:

President	Virginia Frogge
Vice President	Fred Corbus
Secretary	Ann Boppart
Treasurer	Eileen Sieglaff
Youth Representative (1-year term)	Amy Odegaard
3-Year Term	Henry Croom
3-Year Term	Alice Patterson
3-Year Term	Joan Roberts

The Nominating Committee will be chaired by Elaine Warner and will have Muriel Osder, Ron Schneider, Don Jackel, and Sue Ellen Davis as members.

A motion was passed that nominations be closed. A motion was passed that all nominees be approved.

Virginia gave recognition to officers and members of the Board of 1975, thanking each individually.

Joan Roberts, Finance Committee chair, presented the 1976 budget proposed by the Board, pp. 14-15 of the 1975 Annual Report. She said the \$1800 for payroll taxes and insurance may be a bit high. A suggestion was made for saving on lights and other utilities.

Suggested salary for the Interim R. E. Coordinator is \$300 per month. Muriel Osder asked if we are committed to this figure or if we can have another congregational meeting to change the item on R. E. Director to a higher figure. Virginia said that another meeting can always be held if wanted, but this Board decided to present a balanced budget.

Jack Cummings asked why the \$696 for Sunday Services is \$596 over what was budgeted. Gordon Patterson said that the Ric Masten honorarium was part of it. Joan Roberts explained that money was spent on Sunday services not necessarily in relation to the committee, but for budgeting purposes appears as an expense of the Sunday Services Committee.

Joan explained the overpayment to Ray Manker in 1974, referring to pp. 1-2 of the last Annual Meeting, and how it was handled to have the minister keep the overpayment. The proposed budget should be \$11,000 and \$9,000 for minister's salary, housing, and expenses with the proposed total of expenses \$82,100. The total pledges as of today are \$66,160.

It is proposed that Horizons be cut to every other week and that the staff position held by Joanne Michael be eliminated.

Marie Walling spoke about the importance of putting Horizons out weekly.

Alice Bendheim asked whether this is the time for motions.

Cliff Wamacks suggested we move into a Committee of the Whole so we can talk openly and broadly about budget proposals. A motion that we do so was passed.

Committee of the Whole

Alice Bendheim suggested we pass this budget as is now instead of making wholesale changes, and then have another congregational meeting in May for another chance to pledge and draw up a new budget.

Ray Manker reported that his professional expenses of about \$3,000-\$4,000 a year come out of his salary. After the last annual meeting he thought his salary was to continue at the rate of \$21,086. This was his salary plus housing and expenses. He considered that he received part of his 1975 salary in 1974 as a prepayment. Because he considered that \$21,086 would continue in 1976, he considers the proposed \$20,000 to be a cut in salary. In addition he said that he has asked for a raise because of his expenses, since he has four dependents in college now.

Don Moran feels there has to be some other place to cut the budget than Ray's salary. Ray should have a raise. The cost of living has gone up at least 10%. Don pledged to increase his pledge 10%.

John Boppart suggested that we deal with the budget as our problem instead of getting mad at the people who made out a budget with what was pledged.

Min Jack asked, "How much pressure has been put onto the members to raise their pledges? I would be willing to raise mine if others would raise theirs."

Alice Bendheim: "We used everything we could except slugging people... We don't like to be a hard sell group... One of the reasons I came to this church is that it wasn't that kind of a place."

Muriel Flood suggested we dramatize the shortage of money by turning off the lights.

Ann Jackel said that if we are organized, we can get by on 1-2 Horizons a month. She has been in churches that do this. We should live within our means.

Anne Croom said we should face realities and she went down the budget item by item.

Julian McCreary stressed the importance of personal contact -- "a personal call on all members of the church to find out what they think of this church, pros and cons, our minister, anything... People will say, I'm so glad you came. I can tell you how I feel about the church. Do you know, you're the only one who has ever called on us? So I say that personal contact will get more than just pleading from the U. S. mail."

Donna Hackett talked about the importance of Joanne Michael's job, and mentioned that the active Creative Programs Committee makes lots of work for the office. Can volunteers really fill the gap if left to run these machines?

Muriel Osder suggested that we need both more money and to find how to get volunteers. We need one or two task forces to find how to do both of these.

Doc Madsen thinks money can be saved by keeping kids from turning on water, by turning off lights when through, and preventing vandalism.

Floyd McCracken asked about the insurance increases shown in the budget. (1975, \$1400 budgeted, \$2360 spent, and \$2600 proposed for 1976.)

Don Jackel said coverage has been increased because value of building is higher and rates gave gone up.

Elaine Warner: "I would like to see the congregation appraised more of the financial standing of the church." It is important for both Board and Minister to communicate with the congregation so it can understand. "We heard three weeks ago there was a problem."

Virginia said everything was going fine through the summer and this fall the problem started and mushroomed.

Alice Bendheim asked if we can adopt a deficit budget.

Virginia said the congregation can adopt any kind it wants to.

Joan Roberts said that actually this is a \$3,000 deficit budget, and we are unhappy about what we have to cut.

Bill Roberts said our basic problem is getting more money.

Muriel Osder suggested we meet in about three months, having a task force working in the meantime. The task force can be appointed now by the congregation or by the Board.

Art Highland suggested Ray could work on a commission basis.

Faith Parker agrees with Julian about importance of calling on people and she has offered to do this and is sure others would, too.

Alice Bendheim said that we have 316 pledging units this year compared to 367 or so last year, citing some reasons for fewer pledges.

We returned to a congregational meeting from a Committee of the Whole, passing Gordon Patterson's motion to that effect.

Joan Roberts' motion - "To adopt the '76 proposed budget as I presented it, and that we meet in April to consider possible additions to the budget." The budget totals \$82,100. The pledges receivable should be \$68,900.

Anne Croom explained that the mistake in the figures for Ray's salary was due to a misapprehension by the Board as to what Ray's salary was last year. The Board voted that there would be no salary increase.

Frank Kadish: "I want to make clear that Ray's salary last year was \$12,086." The actual '75 budget is in error on this point. Frank said he made a motion to this effect at the last annual meeting.

John Boppart: "It was not the intent of the congregation to raise any of the staff's salaries" last year. "If you read the minutes, it seems to me to be clear that the intent of the congregation was to say that, since no other staff member was receiving a raise from '74 to '75...it was my impression that the congregation voted on a one-time basis."

Alice Bendheim's motion: To ammend the original motion so that Ray receive what was originally printed in the budget, and that pledges receivable be shown as \$70,000. Motion seconded. "We as a congregation should assume responsibility for that breakdown in communication..."

Cliff Wamacks, Vice President (and parliamentatian) of the Board, presided over the meeting at this point.

It was suggested that Ray leave the room during this discussion and that we have a written ballot.

The ammendment was passed by secret ballot, 43 yes, 32 no.

Marie Walling's motion to ammend: To add \$750 to clerical help for Joanne Michael's job. Motion passed on second vote 34 to 26.

Anne Croom's ammendment: To increase salary for Administrative Director by 5% (\$340). Na Jeffries, Administrative Director, objected to getting a raise. Motion passed 27 to 22.

Jack Cummings' ammendment: That we direct the Board to insure this building at the '75 amount. Motion defeated for lack of a second.

A motion was passed to vote on the original motion in a call for the question, theoretically cutting off debate. Questions arose about Horizons' publication.

John Boppart: "Current budget total is \$84.598."

Motion to adopt budget was voted down.

Alice Bendheim's motion: To adopt budget proposed with ammendments: To increase budget by \$300 for postage so that Horizons will continue to be published weekly. Seconded. Doc Madsen withdrew the motion.

Doc moved that "we give our feeling that we continue Horizons once a week." Motion seconded and passed by voice vote.

Anne Croom's ammendment: That we restore our budget to \$8,000 for total package for R.E. Director up from \$5,000. Seconded by Erika Michaud. After discussion the motion failed.

A vote was taken on the original motion (Joan Roberts') on the budget as ammended, and passed 37 to 12.

Donna Hackett's motion: That a task force be appointed to raise funds to cover deficit.

Gordon Patterson's ammendment: That the task force be appointed by the Board. Passed.

Ann Boppart: "In the past we have had deficit budgets almost every year I've been in the church...and there has been an enthusiasm that carries us through to think we're going to make it...I think a lot of us here think we're going to make it, but I don't get that tone from what people are saying...I think all of us here have to carry the word out of here.

Muriel Osder said that another meeting can generate the optimism and enthusiasm needed.

Cliff turned the meetint back to Virginia, who reported that there is a Committee of 6,

Phil Anderla, Virginia Frogge, Henry Croom, Sandy Kent, Joe DeMarco, and Gordon Patterson, who have selected Anne Chase as Interim R. E. Coordinator, and have written a job description. This group will do the processing for hiring a permanent R. E. person. This will be discussed further at the next congregational meeting.

The Board meets February 8 and will schedule a congregational meeting soon to complete presentation of the program planned for tonight, including minister's report and Creative Programs report. The meeting was adjourned about 11:30.

Respectfully submitted,

Ann Boppart
Board Secretary

MINUTES OF THE SECOND HALF OF THE ANNUAL MEETING
of the
FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
February 29, 1976

The meeting was called to order at 6:55 by Virginia Frogge, who gave a background on Creative Programs.

CREATIVE PROGRAMS

Ricky Michaud, co-chair of Creative Programs Committee with Fran Liggett, introduced other members of the committee, Virginia Frogge, Ray Manker, Muriel Osder, Anne Croom, Donna Hackett and Muriel Flood.

Ricky read the report from the committee in the Annual Report, explaining the philosophy of the committee. Fran told about functions and objectives--to create programs and function as a clearing house for individually planned programs in the psychological area and to avoid exploitation of members. Objectives: to create programs where there is a need, to use people within the church as is possible and train them, as well as using outside experts, to provide programs at a minimal fee, and to create ongoing support groups when needed.

Ricky gave a background on the history of the Creative Programs Committee, mentioning Harry Woods' Friday forum and coffee house, a TA group and a second one forming, the married-singles discussion group, the boxes program, and the Monday night discussion group.

Anne Croom described the coming Psi Forum with Floyd McCracken. Donna Hackett talked about the Joy of Living group and upcoming hikes led by Al Bellarue, John Boppart and the Kalmans.

Ricky said that Ray will be starting a men's awareness group. The church school may have a biofeedback session.

Five weekends are being set aside for conferences here at the church, with no one else using it.

Muriel Flood gave a testimonial on her experiences in the church and how her needs have been met.

Ricky asked for \$2,500 this year and \$2,500 next year for Creative Programs.

IMPROVEMENT OF THE PLANT FACILITIES

Virginia told about Jack Cummings' research on improvement of the plant. Improvements would include completion of the patio, improvement of storage areas, and improvements of the upstairs lounge.

REPORT FROM MINISTER

Ray discussed the high points of his ministry in 1975, finding ideas, directions he would like to move in. He said we are in a period of blossoming.

The Creative Programs in our church stimulated Cluster Conference planning. We have the best Cluster activities in the whole U.S. We need to make our building more usable for conferences.

We came out in the black last year. We are now within \$2,000 of doing as well as last year.

RAY'S REPORT -- MOUNTAIN RETREAT COMMITTEE

The purpose is to obtain a place where it is cool enough in the summer to have outdoor activities, probably 5000' -- 6000' elevation.

The general areas in which to invest the \$15,000 are Creative Programs, improvement of our facilities, and purchase of mountain land for a retreat area.

Faith Parker moved that we move on to the next two items on the agenda and return to it later. Motion passed.

FOUNDATION MEETING

Art Highland, President of the Foundation Board, told about the Foundation.

Mary Lou Coy moved we accept the minutes of the Foundation that appeared in the Annual Report. Motion passed.

Art introduced the members of the Foundation Board, and then summarized reports on the Foundation from the Annual Report.

Virginia made a contribution to the Foundation of \$100.

Elaine Warner, chair of the Foundation nominating Committee, presented the nominations for Foundation Board and nominating Committee (See accompanying ballot.)

Roger Weare moved we vote the slate. Motion passed.

Elaine said some people have left money to the church in their wills. Also there was jewelry given to the Foundation.

RELIGIOUS EDUCATION

Virginia described the Committee of Six, which now consists of Joe DeMarco and Gordon Patterson from the Personnel Committee, Alan Proulx and Sandy Kent from R. E., and Virginia Frogge and Henry Croom from the Board. Roger Weare moved that the present Committee of Six recommend a new R. E. Director (not necessarily a D.R.E.) to the Congregation.

Anne Croom moved to amend the motion so that if any members cannot continue on the committee, the President of the Board may appoint a replacement from those groups. This was accepted as part of the motion above.

Phil thinks there should be two members of the Congregation at large on the Committee of Six and that Ray serve on the committee at least ex officio.

It was asked why the last MRE left. Anne Croom discussed this and also why it is considered poor form to present competing candidates to the congregation.

Motion: The motion passed to have the Committee of Six recommend an R.E. director to The Congregation.

Virginia asked for guidelines to the Committee of Six for selecting a candidate.

Larry Chase said he wants someone from within the congregation, and the person needs to be an administrator.

Alex Szecody suggests that the person selected be able to work with volunteer-based personnel.

Anne Croom stressed the usefulness of finding someone from within the church.

Anne Chase, the Interim R. E. Coordinator, stressed the importance of a full time leader, someone who is a good organizer, someone who is committed, and someone who can motivate others.

Sandy Kent said we should not ignore the qualities of a professional D.R.E. in spite of our recent experience.

Alice Patterson recommends that we slow down the process of looking for a leader.

Charlotte Roehl thinks we should leave qualifications to the Committee we have selected.

Muriel Osder doesn't think we need to take a vote tonight. Perhaps we can have an interim report from the Committee of Six.

Julia DeVore objects to paying someone so little for the permanent job as is in the budget.

Motion: Anne Croom moved that the Committee look for a full time R. E. person, give preference to someone within the church, and that the person be willing to work toward accreditation. Seconded.

Ray pointed out that we can vote more money later in a congregational meeting.

Anne Croom's motion passed.

Alex asked about improvements for R. E. on the building.

Virginia answered that Jack's survey includes recommendations for improvements on R. E. classrooms.

Anne Chase made an appeal for money for things that effect the kids--the leaking roof down the hall just as an example.

Tom Fritts talked about the lack of activities for kids and that his kids have left the church.

Min Jack said there are a lot of creative things going on in the church school, and that "it is a hell of a lot more important to do something for the kids than to a place in the mountains to go on weekends."

Anne Croom talked about the need for more classroom space for our church school. She discussed the possibility of constructing a separate annex for multipurpose use.

Gordon Patterson's Motion

Gordon Patterson moved that the Board present a detailed (cost-accounting) proposal on renovating the physical plant up to \$10,000, and present it when it is ready to the congregation. Elaine moved to amend the motion to give priority to the roof repair. This was then included by Gordon in his motion.

Muriel Osder pointed out that enhancing the plan relates to Creative Programs.

Fran Liggett moved to amend the motion to have the Board bring back a proposal that includes money for creative programs, improvement of the plant, and the mountain retreat.

and that we have this presented on a Sunday morning to the congregation for a vote.
Seconded. Amendment defeated.

Gordon's motion passed with Elaine's amendment.

John Boppart moved to adjourn. Motion defeated, 13 yes and 16 no.

Art Highland talked about his criticisms of Ray. Art wants a questionnaire to the congregation to ask about R.E., Ray, etc.

Art moved that a questionnaire be put together to be sent out to the past (20 years or so) and present members similar to the one five years ago to get opinions about R.E., church and minister. Motion died for lack of a second.

The meeting was adjourned about 10:45 p.m.

Respectfully submitted,

Ann Boppart
Secretary

MINUTES OF THE CONGREGATIONAL MEETING
OF THE FIRST UNITARIAN UNIVERSALIST CHURCH
OF PHOENIX, ARIZONA

June 6, 1976

1. Virginia Frogge called the meeting to order at 6:45 p.m., and gave an optimistic report on the state of the church.
2. Gordon Patterson, Personnel Committee Chair, introduced Carol Willhoite, the new Church Secretary/Coordinator. She begins work June 7, overlapping with Na Jeffries for about a month.
3. The Committee of Six, in a letter from Henry Croom, Chair, recommended that Alice Patterson be the Director of Religious Education.

Motion: by Ann Boppart - that we accept the recommendation of the Committee of Six. Seconded and passed.

4. Motion: by Joan Roberts - that we put \$5,000 in a Creative Program Revolving Fund to be used for specific creative programs throughout the total church and to be administered by the Board. Seconded and passed.

Clarification of Revolving Fund - This \$5,000 is out of the \$15,000 gift money. About \$400 of this has been spent to date, as it includes the \$1,000 previously authorized by the Board. This is visualized as monies being used for some programs and then being replaced whenever possible so the fund will be on-going. The \$400 has been used to purchase 40 foam pads, a record player, and resource material.

Any group in the church can apply to the Board to use this fund. The congregation will continue to be kept informed through Horizons of all monies spent by the Board.

5. The Minutes of the February 29 Congregational Meeting were approved as read.
6. Progress report on proposal for spending up to \$10,000 in renovation of the physical plant was presented by Joan Roberts. She told about some of the ideas that are being considered by the Board and asked the congregation for further input, especially their preference for using one plan for patio shade or the other, or neither. People were also asked to look at Jan Mann's plans for renovating the nursery (approved at the last Board meeting).

Jack Cummings explained that he had gotten the input of 38 people from various groups in the church on what they needed to do their jobs. A summary of his findings was submitted to the Board on December 14.

7. Motion: by Elaine Warner - to take \$2,800 out of the gift money to pay for the roof, since \$1,000 was given especially to pay for the roof in the Mini-Fund Drive. Seconded and passed.

8. Eileen Sieglaff, Treasurer, reported on our financial status in relation to the above motion, as a result of the Mini-Fund Drive. The Board voted to give \$2,500 to the UUA, not previously part of the budget.

\$500 was added to the budget for Horizons and other administrative costs at the beginning of the year.

The R.E. Director will add \$1,200 to this year's budget. Another \$1,000 is accounted for from the 1975 deficit budget.

Therefore, we have \$4,300 estimated excess over the budget. Eileen thinks it would be irresponsible not to replace the excess of cash at year-end we have had in previous years, and which we did not have last year. We need this buffer over the summer when we have less income, to pay for the R.E. Director's salary beginning August 15, and for emergencies.

9. Motion: by Frank Kadish - that the Board be authorized to spend the \$7,200 in their best judgment and get it done. Seconded and passed.

Clarification of motion: This rescinds the motion passed at the last Congregational Meeting that the Board is to bring back to the congregation a proposal for renovating the physical plant, itemizing specific costs.

The Board will keep the congregation informed through Horizons of expenditures, as it has been doing.

10. Alex Szecsody asked that the Board be directed to set aside money from donations from outside groups using the church to cover maintenance.

Joan Roberts said that this will be taken up at the next Finance Committee meeting.

The meeting adjourned at 8:30 p.m.

Respectfully submitted,

Ann Boppert,
Secretary to the Board of Trustees

COMMITTEES OF THE CHURCH
1976-1977

<u>Organization</u>	<u>Chair</u>	<u>Phone</u>
Beacon Press Bookstore	Walter Williamson	948-8897
Building Committee	Ron Williams	959-7186
Circle	Anne Chase	264-5125
Committee on Committees	Elaine Warner	943-7206
Couples Dinner Club	Grace Palmbach	266-1872
Denominational Affairs	Barbara Eastman	948-9542
Finance Committee	Joan Roberts	943-9841
Foundation	Art Highland	946-6109
Fund Drive	Don Jackel	956-6562
Hospitality Committee	Barbara Eastman	948-9542
Joy of Living Comm.	Bill Knowler	997-7708
Landscape Committee	Gerry Kroger	956-2919
Library Committee	Marilou Coy	275-9535
L.R.Y.	Karen White	247-2280
Membership Committee	Marilou Coy	275-9535
Ministers Advisory	Muriel Osder	947-6690
Music Committee	Oonagh Sykes	993-7062
Nominating Committee	Elaine Warner	943-7206
Personnel Committee	Gordon Patterson	959-8755
Religious Education	Alan Proulx	938-8507
Revolutionary Art	Muriel Flood	956-3441
Singletarians	Janet Hartman	956-0921
Social Awareness		
Social Events		
Sunday Services	Bobbie Jurkovic	956-2834
UU Coop Preschool	Glenda Cocanower	955-4567
Volunteer Coordinator	Nora Winterhoff	991-2480
Women's Alliance	Jean Berry	959-2383
Education for Living	Fran Liggett	966-7163

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 1976

CHURCH PRESERVATION COMMITTEE

To approve or recommend to the Board of Trustees structural or aesthetic changes in the church.

To accept or reject donations of art work or other items which would make an aesthetic change in the church.

Committee is composed of 8 permanent members plus: representatives of Landscape Committee, Revolutionary Art Committee, Housekeeping Committee and Building Maintenance Committee.

New members are selected by the permanent members and approved by the Board of Trustees.

The 8 permanent members do not rotate. The Chairperson is appointed by the permanent members from among themselves. The representatives rotate as they are in a position to represent individual committees.

This committee meets only when problems are presented by the Chairperson for discussion and recommendation to the Board of Trustees.

Permanent Members:

1. Robert Oliver	959-3068
2. Burke Wyatt	959-5956
3. Jack Cummings	
4. Frank Plettenberg	992-2662
5. Eugene Grigsby	253-0668
6. Frank Kadish	244-0119
7. Frank Salmon	938-4599
8. Muriel Flood - Chairperson	956-3441

Representatives:

Landscaping - Gerry Kroger

Building Maintenance - Ron Williams

Housekeeping -

Revolutionary Art Committee - Muriel Flood

Among the issues researched and referred to the Board for action have been:

1) the new rug in the Lounge and hall, 2) painting walls and woodwork of the church, 3) acceptance of various items of furniture, 4) recommendation of movable windows in the Lounge, 5) storage racks to be built in the Lounge and Isabelle Johnson Room, 6) alternate plans for patio shade, 7) extension of playground wall outside, and 8) extension of lighting outlets in the Lounge.

Submitted by: Muriel Flood

CIRCLE

The Women's Circle welcomes all women to participate in the weekday life of the church. It meets the second and fourth Tuesday morning of each month from September through May. A very special part of the year are the summer months when we meet weekly at individuals' homes for informal brown bag lunches. During this period we are delighted to swell our ranks with women who cannot participate during the rest of the year due to employment. It is a time when we can maintain and strengthen the relationships which develop through the year as well as a chance to begin new ones.

While the Circle has traditionally been a haven of rest for tired mothers of small children, we are especially proud of our intergenerational nature and offer a warm hand of welcome to women of all ages, stages and situations. We find we add so much to each other that to do without anyone would be a great loss.

This year we contributed to the financial support of our intern minister, Lisa Wiggins, as well as welcoming her into our circle. In the fall, she led us in a series of discussions on our "religious roadmaps" in which we shared with each other where we have come from and where we are going. Other programs this year have focused on personal goals and values clarification and discussion of topics presented on the Channel 8 TV series "Womenkind." At present we are having informal programs, usually discussion groups, led by volunteers from the group. Our fellowship with one another is our most important focus. We invite you to join us.

Submitted by: Anne Chase

Ruth Elster - Treasurer
Miriam Groen - Secretary

COMMITTEE ON COMMITTEES

The Committee on Committees is an old committee of the church that has been re-activated with an expanded role. Its primary purpose is to help make more effective use of volunteer time, to promote communication between committees and Board, among committees and between Board and Staff. Since this is basically a volunteer church, there was need to have a group whose primary task was to staff existing committees, form new ones if necessary and help them integrate their activities within the total church. The chairperson is to be appointed by the President of the Board of Trustees shortly after the Annual Meeting each year.

This Committee started its operations in February. It re-activated the Church Council, and sent out profile sheets to update files. It is working with the committees on their job descriptions and will occasionally have programs on Leadership Training techniques. It is the desire of the church and this committee to have rotation of the membership within its various groups so that people can have the opportunity to work in many areas; and to involve new people and old where they would like to be involved to serve the needs of the church and the church community.

Chairperson: Elaine Warner
Members: Ann Boppart, Donna Corbus, Muriel Flood, Muriel Osder
Ex-officio: Ray Manker, Alice Patterson

Submitted by: Elaine Warner

COUPLES DINNER CLUB

The Couples' Club is a group of married couples who meet in groups of 8 (four couples) at a home on either the 2nd or 3rd Saturday of the month. Good food and good discussion is enjoyed by all. There are 2, 3 or more dinner groups meeting on the same night. At the present time, there are 61 couples enjoying this club. Watch the Horizons for notices.

Submitted by: Grace Palmbach

EDUCATION FOR LIVING

The Education for Living Committee plans and initiates programs with an eye to exploring creative ways to handle life's "ups and downs." In addition to programming in the "human potential" area, the committee plans and coordinates a variety of informational, experiential, intellectual and social programs. Programs sponsored during the latter part of 1976 included: Paths I which explored TA-Gestalt, a course in communicating as a couple, suicide and survivorship, a one-day communications program for facilitators and reactivation of the Singles Discussion Group.

Programs anticipated for 1977 are: Parent-Adolescent Relationships, Marriage Encounter/Enrichment, Communicating in Interpersonal Relationships, and a wide variety of classes in everything from Psychic Phenomena to Art to Living Naturally in an Unnatural World.

Our whole purpose is to plan programs for you; let us know what you'd like.

Fran Liggett, Chair; Jon Flury, Ann Boppart, Pat Parkins, Anita Shaffer, Joan Senitz, Bobbie Jurkovic, Bonnie Shcolnik, Corrine Higbie, Muriel Flood, and Judy Warner

Submitted by: Fran Liggett

FINANCE COMMITTEE

Last spring the Finance Committee held a mini-fund drive to bring our pledges in line with our budget. People willing to donate a pledge of money of 500 or more were banded together to form a block of 5,000 which the congregation was then asked to match--i.e., for every dollar the congregation gave, another dollar was matched by the 5,000 block.

The Finance Committee prepared the annual budget for 1976. Now that our fiscal year is changing we are preparing a half-year budget for Jan. 1 to June 30, 1977. We are sending out letters asking everyone to honor their previous commitments and asking new friends and members to pledge for this half year.

The Finance Committee has monitored the pledge payments and tried to remind everyone to stay current on their pledges by announcements in church and articles in Horizons.

Eileen Sieglaff, the Treasurer, has had weekly reports on church finances in Horizons.

Joan Roberts, Finance Chair; Members: Everett Warner, Gordon Patterson, John Boppart, Dave Wist, Rod Groen, Paula Thompson, Paul Schulz, Eileen Sieglaff, Don Jackel, Nate Groce, Greta Woods, Floyd Rolfe

Submitted by: Joan Roberts

FOUNDATION

Objectives: Work towards helping to provide greater ongoing financial stability to the church. Hold title and manage investments for long-term projects. Educate members and friends to the value of estate planning and the relative merits of gifting now versus gifting later.

1976 Accomplishments: Established a program of giving gifts to the Foundation honoring and in memory of church members or friends. Self-addressed envelopes for giving are readily available at the church office. Gifts were received in memory of Dick Dickinson and Isabelle Johnson. Jane Towner gifted two real estate lots. Seven to ten members mentioned they have recently included the Foundation in their wills. Also, gifts of jewelry and several gifts of 10% commissions on business sales were received. The K. Wright Dickey Trust securities are being held and managed by the Foundation. Dick Dickinson left a residual life estate to the Foundation. A second life estate exists in the Oneda J. Williams Youngtown property.

1977 Plans: Find ways to spread the Foundation's WORD, to disseminate estate planning information, to get more members involved in meaningful long-range projects. One major project being considered has to do with the living and health problems of older persons and particularly members of our church.

Submitted by: Arthur A. Highland

HOSPITALITY AND SPECIAL EVENTS

Hospitality is, as the name implies, a broad blanket which covers innumerable church activities. Most noticeable are the greeters at the door, the coffee service on the patio, as well as visitation of the sick and the Sunday ushers, but in an active church there are always special events.

Since June, hospitality has also been responsible for the following:

1. Reception for Na Jeffries following the June 6th Sunday Service
2. July 4th Bicentennial celebration including buffet supper, folk dancing and 11:30 p.m. outdoor service.
3. Hosting one night of ecumenical movie series at the Methodist Church, Oct. 24.
4. Cooking for workshop weekend at church, Oct. 30.
5. Reception for Intern Minister, Lisa Wiggins, at her last service with us, Oct. 31.
6. Prepare curry dinner for first Adventure slide series
7. Transylvania Night dinner honoring past board chairmen.

Submitted by: Barbara Eastman

LANDSCAPE COMMITTEE

"Do your own thing" was the scheme of organization of the Landscape Committee in 1976. Twenty-four members of the church volunteered for the committee, and fourteen each chose an area of the grounds for which they each would be responsible. Weeding, pruning, and general clean-up when their personal schedules allowed, reduced the almost overwhelming task of landscape maintenance down to an enjoyable experience for the participants. The fall season saw the membership drop, like leaves from the trees, down to five active and willing workers. It remains to be seen if the level of enthusiasm for the landscape will rise when spring appears on our desert.

Adoption of a Landscape Committee policy that "miscellaneous materials found on the grounds of the church are to be treated as waste and disposed of accordingly" has eliminated the eye-sore piles of apparently discarded lumber, stage props, and other weird paraphernalia that littered the land and should serve as a warning to all who tend to "store" their goodies in the out-of-doors.

On Saturday mornings in the tenth month, October, the participation of all was invited in the committee's Rock Raking Retreat. The entire area surrounding the church building was hoped to be raked clean of the rocks that scuff shoes, turn ankles, and impede the progress of pedestrians perambulating the premises. One third of the grounds actually was cleared of rugged rubble and that in the auxiliary parking area immediately north of the main building. Come next October the remaining areas, west of the RE Building and south of the church, will be raked clean.

In November a test patch of lippia was planted in the Statuary Garden to test whether it can substitute for the present "non-lawn." Further plantings of the area will be undertaken in early spring if the test area is a success.

The various yard tools of the committee found a home late in the year when Bill and Frances Bishop provided a nearly new 6 x 9 foot metal storage building, which is sited on the south side of the RE Building. The "Bishop Horticultural Annex," as the metal building was affectionately named, has allowed a central yet out-of-the-way place to keep the lawnmowers, yard carts and hand tools convenient. Each committee member is provided a key for easy access to needed implements.

Plans for 1977 include a continuation of the general clean up of the landscape with the goal that all twenty-five identified areas will be cared for by twenty-five dedicated committee members.

Submitted by: Gerry Kroger, Chair

LIBRARY

Visit your library, a nice place to be! Some good changes during this year: Out went the clutter; no more will you mistake the library for the Lost and Found Department. The walls are newly painted; the carpet is clean. The donation of several pieces of furniture has resulted in a conversation area, comfortable and inviting for meetings, and the classes for young people.

We have received several very generous donations of some excellent books as members moved and/or cleaned house.

(continued)

(LIBRARY - continued)

During the year, we have been able to donate to the Visiting Nurses Book Sale and to the Valley Christian Youth Center and Adobe Mountain School. In answer to a plea in the "U-U World," two hymnals were shared with the Jersey Universalist Church in Pataskala, Ohio.

There's a whole new thing this year--our new magazine exchange. Thanks for continuing and very generous donations. Remember to take any copies that interest you and then pass them along.

This is a very generous congregation. We have enjoyed a subscription to "New China." And our much loved Peg Gooding--previously R.E. Director, now living in Ontario, Canada--sent, as a gift to the church, a beautiful pictorial record of the American-Canadian border.

And--best of all--several people have volunteered to help with the activities and work in the Library.

Helen Bass, Laurie Battuello, Carolyn Gazin, Jean Berry, Ann Jackel Barb Eastman, Marilou Coy

Submitted by: Marilou Coy

MEMBERSHIP

The Membership Committee has a lovely job: talking to people who have just found our church. And, so far in this church year, 237 have already expressed interest and the desire to know us better.

The committee members take turns being host at Ray's "Sunday Evening Conversations on U-U-ism," and it is a warming and exciting experience. There is a renewed joy in rediscovering what it is that is special about our denomination and a great pleasure in the intimate sharing of these meetings. Everyone who has participated would like to recommend attendance and involvement. The committee tries to call each new member to extend a personal invitation in advance of the discussions.

Additionally, the committee helps Ray with the "Right Hand of Fellowship" the following Sunday mornings.

Membership in this committee is a delightful way to get involved with your church and the other interesting members.

Submitted by: Marilou Coy

MUSIC COMMITTEE AND CHOIR

1976 proved a very exciting year for the music in the church. Besides increasing the number of Sundays the choir sang for the services, we also had our second annual Cabaret, which was a great success and was attended by a capacity crowd. In the late spring, we did Ed Grobe's Princess Unitaria. Besides this being a huge challenge to the cast, it provided a number of evenings of enjoyment for many Unitarians. After performing it in Phoenix, we then went to Tempe and Tucson

(continued)

(MUSIC COMMITTEE AND CHOIR - continued)

before finally performing at the General Assembly in Claremont, California.

In September, we started work on a Cantata which we performed early November and then for a church service. This was definitely the greatest success of the choir this year. We ended the year with some old but unusual carols for Christmas.

In the works for 1977 is Cabaret in the Round in late winter--a musical in the spring, and a Christmas work for the month of December.

We have also tried to encourage members of our congregation to share their talents with us on Sunday mornings, and it seems each year more people are willing to perform.

The choir is presently up to 35 members and still growing. We all look forward to a very successful year.

Submitted by: Oonagh Sykes, Chairperson

NOMINATING COMMITTEE

The duties of the Nominating Committee are spelled out clearly in the by-laws of the church, which we followed carefully. The committee met several times to determine who could best serve as officers and members of the Board of Trustees for the coming year, with the names and biographical data to be publicized to the congregation in advance of the Annual Meeting. As always, other names may be presented for election at the Annual Meeting if the potential candidates have given prior permission. The committee was gratified to realize the number of really good possible candidates the church has, and proud that it is presenting a slate that promises to provide active and excellent leadership to the church.

Elaine Warner, Chairman

Sue Ellen Davis, Ron Schneider, Don Jackel, Members

Submitted by: Elaine Warner

PERSONNEL COMMITTEE

The Personnel Committee devoted a large amount of time to various aspects of staffing during the past year. After a recruitment and selection process, Carol Willhoite was appointed Administrative Director by the Board of Trustees. A job description was prepared and an orientation program was conducted by Na Jeffries, the previous Administrative Director, who moved to San Diego after many years of loyal and efficient service to the church. A letter of employment was prepared for Carol.

The committee assisted in the transition from an Interim R.E. Coordinator, Anne Chase, to a permanent Religious Education Director, Alice Patterson. A job description and letter of employment were prepared. Coordination with the R.E. Committee was accomplished.

The committee directed a series of several informal living room conversations during which Ray Manker had an opportunity to secure the opinions and thoughts of many members about how they perceived the changing role of the ministry. The results of the meetings were compiled and distributed to members of the Board.

(continued)

(PERSONNEL COMMITTEE - continued)

The committee met with Mrs. and Mr. Cutter to review their work schedule and compensation program. The Board received a recommendation regarding a revised schedule and salary procedure.

Forthcoming projects will include the formulation of salary recommendations for the Board regarding staff salaries and an analysis of whether some form of group hospitalization insurance should be extended to various members of the paid staff.

The Chairman of the Personnel Committee is Gordon Patterson; members are Bob Adsit, Donna Corbus, Joe DeMarco, Ann Kalman, Min Jack, Virginia Frogge, Fred Corbus, and Ray Manker attended meetings and contributed regularly.

As Chairman, I would like to thank each person who contributed to the work of the committee for their effort and devotion.

Submitted by: Gordon Patterson

RELIGIOUS EDUCATION COMMITTEE

With the tremendous support of a large number of people from the church community, the RE Committee was able to see a number of its goals accomplished during 1976. One such goal was to completely review and reorganize the curriculum so that a comprehensive religious education program could be offered to the children and young adults. This has been accomplished, and several new teaching programs are being used, including "Why Do Bad Things Happen?" and "Developing Understanding of Self."

Another goal was to involve more people in the teaching phase of RE. The concept of team teaching with three to six teachers per class, which was begun last year, was expanded to all classes. The committee feels this offers more individual attention, more flexibility and more stimulating and imaginative programs. To institute this concept fully required the involvement of more than 50 teachers.

Another goal the committee worked on was that of offering classes for all ages. Junior and senior high classes were offered this fall. This is the first time in several years they have been offered. Adult programs in a variety of topics are being offered. They are scheduled on the weekdays as well as weekends.

Teacher and parent meetings are being held. Parents are also asked to attend selected classes and to participate with their children.

Besides the success with the classes, highlights of the year included the RE-sponsored Celebration of Life in the spring, the fall clean-up campaign and the first day of classes in September.

The RE Committee looks forward to the next year for expanding the variety of programs and involving more people within the church community.

The committee is greatly indebted to the many people who made the program work: the volunteers who taught and helped with the classes; those who offered suggestions and recommendations; and those who helped with the fall clean-up campaign. Special thanks go to Anne Chase, who served as Interim RE Coordinator; to Alice Patterson, the Director of Religious Education; and to Joyce Williams, the outgoing RE secretary, for their dedication, guidance and patience.

Submitted by: Alan Proulx, Chair

REVOLUTIONARY ART COMMITTEE

The Revolutionary Art Committee is divided into five sections with subchairmen as follows: 1) Posters, Jackie Schulz (Sept. 1976 to present), Sue Leussier (Jan. to June 1976); 2) RE-RAC workshops, Nancy Moran; 3) Special Events, Jan Mann; 4) Theater Group, Gordon Patterson, Executive Director and Ken Murray, Activities Director; 5) Revolving Shows, Faith Parker, Paul Schulz, Cecil Pine.

Among the things accomplished this year: decorations for Cabaret, Creative Box Program, St. Patrick's Day Dance, and decorations for Transylvania Night. Shows have included the Annual May Membership Show, a special RAC artists show, an antique show, photography exposition and shows by Bob Oliver, Joan MacGillivray, Esther Fincher, John Joha and Jacqueline Chisick.

Workshops under the leadership of Nancy Moran have been: "Creative Activities" with Beth Ames Schwartz; "Shadow Puppets," Barbara Goldfarb; "Color Studies," Ken Croissant; and a puppetry talk by Betty Puckle.

We are planning workshops in 1977 on poster making, stitchery, batik and drawing. Future plans include shows by David Palladin, John Waddell, and a show of collectibles from the congregation, plus a ceramic show with Raku, wheel throwing demonstrations, and an art auction.

The RAC Committee raised over \$450 for the Alliance at the Art Booth, donated money toward the flooring behind the pulpit, is having the large drawings of the Statuary Garden framed, has subsidized the art workshops, and has bought six art books for the Religious Education Committee.

The new Theater Group has performed at a Sunday Service and Transylvania Night. Their first evening of plays is planned for February 1977.

I would like to thank all the members of the RAC, especially the Sub-Chairmen for their cooperation, enthusiasm and support, plus the congregation (over 100, by count!) who have joined RAC in special projects and made this such a wonderful year.

Submitted by: Muriel Flood, Chair

SINGLETARIANS

Singletarians got the 1976 year off to a good start with the leadership of Jim Ferry. Jim upgraded the image of the club in the eyes of the community as well as the church. Organizational procedures were tightened, allowing greater stability as offices changed hands. Live music was featured for parties to increase attendance but did not prove to be successful and was voted discontinued in December. Clear procedures for custodial service were initiated by Jim with the church secretary and Board.

Winnie Brewer generously took the office of president in June and capably directed the second term of the year. A meeting place for the summer became a major difficulty. Return to the church facility was a welcome relief in September.

The year 1976 seemed to result in more amiable feelings between the church and the Singletarian group. Every effort will be made by the Singletarians to continue this trend.

Submitted by: Betty Bradshaw

SUNDAY SERVICES COMMITTEE

The Sunday Services Committee plans and/or arranges the Sunday morning services when the minister is not in the pulpit. It also provides any necessary assistance and suggestions for the minister when he is in the pulpit.

Some of our services this year were: the Sharing Service, held annually on the Sunday between Christmas and New Year's; a Sharing Credo Service on June 27; an Extended Family Service, Feb. 8; the Bernstein Mass, March 14; Talks on China, Nov. 14; a Political Candidates' Sunday, Oct. 10.

On May 16, a questionnaire on Sunday Services was distributed, later tabulated and displayed to the congregation. The type and frequency of services requested reflects quite well the variety of programs we have been offering.

The committee consists of: a) a chairperson or persons; b) minister; c) representatives from the following areas: RE, music, art, dance; d) one to six members-at-large. Rotating month for membership is in April. Members at present are: Bobbie Jurkovic, Muriel Osder, Alice Patterson, Conagh Sykes, Muriel Flood, Pat Chase, Ray Manker, Barbara Eastman, Marie Walling, Fran Liggett, John Boppart, Judy Reynolds.

All meetings are open to the congregation.

Submitted by: Bobbie Jurkovic and
Muriel Osder
Co-Chairpersons

UU COOPERATIVE PRESCHOOL

The Cooperative Preschool is administered by the parents to provide a program which allows for freedom of self-expression and an opportunity to experience the self in a wide variety of situations and through a wide variety of materials.

We have 16 children in the cooperative this year, with a four-day program for most three year olds and a five-day program for the four and late three year olds. The parents have been involved in a change of teacher personnel in November and continuing to become well informed parents through a series of parent education meetings. The children do take field trips, have a daily art project and have matured together in their community play.

In early fall, a large play structure was completed and the playground landscaping improved, and it is the hope of the parents to see the playground fenced area expanded to include the play structure.

Submitted by: Sue Carey, Karen Woodford

WOMEN'S ALLIANCE

The Women's Alliance meets the second Thursday of each month at 12:00 noon for a potluck luncheon followed by an interesting program. In 1977 we are also scheduling the fourth Thursday of each month for a workshop from 10:00 a.m. to 2:00 p.m. for the purpose of working on bazaar items, sewing, playing cards, or just generally getting together. Women's Alliance offers an opportunity for fellowship with other Unitarian women and for service to the church and the community.

(continued)

(WOMEN'S ALLIANCE - continued)

Among our programs during the last year were:

"Being Your Age and Learning to Like It--19 or 90" by Muriel Osder
The Religious Education Committee and church school teachers gave us an excellent presentation on what's happening in our church school.
Ray Manker talked to us about Bio Feedback and its exciting prospects.
Min Jack, Julia DeVore, Donna Corbus and Ann Boppart did an extremely interesting program on women.
Lisa Wiggins, Intern Minister, did two lovely programs.
Lorain Kadish fascinated us with slides from her trip to China.
Charlotte Roehl took us through "The First 100 Years of Women in the U.S."
Isabelle and Julian McCreary, as always, played beautifully several selections on the piano.

Our biggest money-making effort is our annual bazaar, and this year, thanks to the participation of so many groups in the church, we had receipts totalling \$2,579.96. Ann Jackel did an outstanding job as chairman.

We budget our expenses to be about half church oriented, and half community and charity oriented. Some of the expenses this last year were: \$200 to Lisa Wiggins toward her expenses, \$400 to the Back-to-School clothing drive. Alliance furnished kitchen supplies for the church and purchased coffee for the coffee hour and punch. We also voted to send Roger Fritts a small monthly allowance while he is studying at Starr King, we contributed to Anytown, ACLU, the Clara Barton Camp, Adobe Mountain School, Planned Parenthood, St. Mary's Food Bank, and to the Salvation Army Christmas Fund. We also contribute to the Unitarian Universalist Women's Federation.

We were pleased to be asked to participate in such functions as Naoma Jeffries' reception, the 60th wedding anniversary of Edna and Ralph Tower, and the memorial service for Isabelle Johnson, and, as last year, worked with the Circle on a coffee for newcomers.

Our January 13th meeting will be Min Jack and one of her inimitable book discussions, we will have a workshop on January 27th, and at our meeting on February 10, 1977 we will be hearing from Isabelle Tinker from the Volunteer Bureau. We invite you all to join us--everybody is always welcome.

President, Jean Berry
Vice President, Evelyn Evvard
Secretary, Ethelyn Savage
Treasurer, Billie Butler
Corresponding Secretary, Nora Winterhoff

Submitted by: Jean Berry

FINANCIAL STATEMENTS

GENERAL FUND

1976 Statement/1977 Proposed Budget (six months)

	1976 Budget	1976 Actual	1977 Proposed (six months ended 6-30-77)
<u>RECEIPTS</u>			
Pledge Income	\$74,750	\$63,920	\$41,345
Allowance for unpaid pledges	(3,000)	---	(1,500)
Non-Pledgers	---	6,051	1,500
Matchor Funds	5,500	5,626	---
Loose Collection	2,500	2,802	1,250
Religious education fees	1,500	1,320	125
Use Fees	7,200	8,438	3,500
Interest & Dividend Income	1,500	1,522	600
Special UUA appeal	---	485	---
Fund Raising Events	---	1,453	---
Miscellaneous	500	444	125
TOTAL RECEIPTS	\$90,450	\$92,061	\$46,945
<u>DISBURSEMENTS</u>			
Minister:			
Salary & Expenses	\$21,000	\$21,000	\$10,500
Retirement & Insurance	3,500	3,604	1,750
Travel & Other	---	250	100
TOTALS	\$24,500	\$24,854	\$12,350
Building & Grounds:			
Mortgage	\$ 9,464	\$ 9,464	\$ 4,732
Custodian	4,740	5,095	2,586
Utilities	10,000	7,788	4,500
Insurance	2,600	2,522	1,300
Supplies	1,500	2,604	750
Repairs & Maintenance	3,000	4,494	2,000
Landscape Maintenance	200	163	100
Security	---	64	---
Miscellaneous	250	352	125
TOTALS	\$31,754	\$32,546	\$16,093
Administration:			
Administrative Director	\$ 7,638	\$ 7,663	\$ 4,284
Clerical Help	750	750	500
Telephone	1,400	1,289	675
Supplies	2,800	2,680	1,700
Postage	1,300	1,350	700
Payroll taxes & Insurance	1,800	1,940	1,450
Accounting	200	172	100
Repairs	500	412	250
Miscellaneous	500	356	250
TOTALS	\$16,888	\$16,612	\$ 9,909

	1976 Budget	1976 Actual	1977 Proposed (six months ended 6-30-77)
Religious Education:			
Director's Salary & Travel	\$ 5,665	\$ 5,665	\$ 4,500
Education Secretary	1,200	1,200	720
Program, Materials & Supplies	1,650	1,286	825
TOTALS	\$ 8,515	\$ 8,151	\$ 6,045
Music:			
Organist	1,000	800	600
Other expenses	---	92	---
TOTALS	\$ 1,000	\$ 892	\$ 600
Denominational:			
UUA Gift - General Fund	\$ 2,500	\$ 2,500	\$ 1,250
UUA Gift - Special Appeal	---	485	---
Annual dues	250	225	125
TOTALS	\$ 2,750	\$ 3,210	\$ 1,375
Committees:			
Art		\$ 23	\$ 108
Library			40
Music			125
Special events			50
Sunday Services		94	200
Foundation		23	
Miscellaneous		273	50
TOTALS	\$ 546	\$ 413	\$ 573
TOTAL DISBURSEMENTS	\$85,953	\$86,678	\$46,945
EXCESS OF RECEIPTS OVER DISBURSEMENTS	\$ 4,497	\$ 5,383	-0-
General Fund: (checking account)			
Balance January 1, 1976	\$ 1,123		
Balance December 31, 1976	1,991		
Balance due on Mortgage			
December 31, 1975	\$43,503		
December 31, 1976	37,295		

Treasurer, Eileen Sieglaff
Finance Chair, Joan Roberts

DESIGNATED FUNDS

Summary of Activity for year ended December 31, 1976

Balances
at 12-31-76

Creative Programs:

Balance at 1-1-76	\$ -0-	
add: Transfer from special gifts	4,942	
less: Workshop fees	< 57 >	
Foam mattresses & covers	< 333 >	
Camera supplies	< 77 >	
		<u>\$ 4,475</u>

Capital Improvements:

Balance at 1-1-76	\$ -0-	
add: Transfer from special gifts	10,000	
Special gift for roof	1,000	
less: Cost of roof repair	< 3,800 >	
Carpeting for lounge	< 2,430 >	
Electrical - Johnson Room	< 77 >	
		<u>\$ 4,693</u>

Special Gifts:

Balance at 1-1-76	14,942	
less: Transfer to creative programs fund	< 4,942 >	
Transfer to capital improvements fund	< 10,000 >	
		<u>-0-</u>

Total Designated Fund Balance	12-31-76	<u>\$ 9,168</u>
-------------------------------	----------	-----------------

Fund Balances (Savings Account):

Balance January 1, 1976	\$16,667
Balance December 31, 1976	11,025