

ANNUAL REPORT

MAY 1982



FIRST UNITARIAN UNIVERSALIST
CHURCH OF PHOENIX

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX

1981-82 BOARD OF TRUSTEES

	<u>Term Exp.</u>				
<u>President</u>					
Muriel Mason	6/82	956-3441	4637 N 30 Pl	Phx	85016
<u>Vice President</u>					
Marilou Coy	6/82	(H) 275-9535 (B) 263-4343	3506 E McKinley	Phx	85008
<u>Secretary</u>					
Richard Stallworthy	6/82	(H) 997-8611 (B) 866-4116	7524 N 22nd St	Phx	85020
<u>Treasurer</u>					
Louis Schwartz	6/82	(H) 279-6195	80 W Maryland Av #11	Phx	85013
<u>Trustees</u>					
Earl Adamy	6/82	997-1104	1236 E Winter Dr	Phx	85020
Edith Camper	6/83	996-6877	3433 E Paradise Dr	Phx	85028
Tish Gauntt	6/83	(Unl) 992-1563	2706 E Corrine St	Phx	85032
Nancy Hochwald	6/84	946-5026	3243 N 63rd St	Scts	85251
Sandi Jackson	6/82	967-1782	434 W Manhattan	Tempe	85282
Don Moran	6/82	996-3823	3422 E Beryl Ln	Phx	85028
Shirley Odegaard	6/82	840-2083	5353 Rockridge Rd	Phx	85018
Dan Wilkinson	6/82	(H) 948-1118 (B) 248-8466	6001 Donna Circle	PV	85253
Nora Winterhoff	6/82	946-3576	2511 N Miller Rd	Scts	85257
Gordon Woods	6/82	264-3605	6022 N 2nd Ave	Phx	85013

STAFF

<u>Minister</u>					
Raymond G. Manker		840-8186	4530 E P pper Tree La	PV	85253
<u>Director of Religious Education</u>					
Donna Corbus		585-4605	11101 E Bajada Rd	Scts	85255
<u>Church Administrators</u>					
Joanne Michael		840-5745	5101 E Arcadia La	Phx	85018
Ellie Murphy		991-0740	5935 N 83rd St	Scts	85253
<u>R.E. Secretary</u>					
Dorothy Johnson					
<u>HORIZONS Editor</u>					
Don Clifford		946-3606	7333 E Monte Vista	Scts	85257
<u>Organist</u>					
Joanne Finkelstein		948-4171	5430 E Royal Palms	PV	85253
<u>Custodians</u>					
Dolly and Lyle Orr		(contact office)	8730 N 42nd Ave	Phx	85021

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
COMMITTEES/GROUPS --- JANUARY 1982

ALLIANCE, WOMEN'S Dorothy Jarman	945-5779	7511 E Culver St #224	Scts	95257
ART Faith Parker Jackie Schulz	957-1738 944-2808	4142 E Hazelwood 346 E Kaler	Phx Phx	85018 85020
BEACON PRESS				
BUILDING AND MAINTENANCE Will Gilbert	277-3735	1522 E Colter	Phx	85014
CARING COMMUNITY Earl Adamy	997-1104	1236 E Winter Dr	Phx	85020
CHURCH PRESERVATION Tish Gauntt	992-1563	2706 E Corrine St	Phx	85032
CLASSICAL FILM SOCIETY Joyce Beadle Jackie Roberts Harry Hyder	968-2913 943-6989 967-2367	1012 W Howe	Tempe	85281
COMMITTEE ON COMMITTEES				
COMMUNICATIONS Carolyn Goodwin	996-9431	11041 N 32nd Pl	Phx	85028
DENOMINATIONAL AFFAIRS David Manker	840-8186	4530 E Pepper Tree La	P V	85253
EARLY EDUCATION COOPERATIVE Donna Corbus	585-4605	11101 E Bajada Rd	Scts	85255
EXTENDED FAMILIES COUNCIL Evelyn Weldy	841-5460	4238 W Citrus Way	Phx	85019
FINANCE Richard Stallworthy	(H) 997-8611 (B) 866-4926	7524 N 22nd St	Phx	85020
<u>Funds Drive</u> Albert King	995-4957	1650 W Glendale #47	Phx	85021
FOUNDATION Hiram Davis	(winter) 274-2723 (summer) 445-8583 (mail)	500 W Clarendon E-14 317 Circle P Dr P O Box 33085	Phx Presc. Phx	85013 86301 85067
FRIENDS FOR SOBRIETY Marie Walling	948-3565	12411 N 67th St	Scts	85254

HOSPITALITY/SPECIAL EVENTS

Janice Brunson 948-4152 8701 E Joshua Tree La Scts 85253
Sunday Morning Coffee
 Don Moran 996-3823 3422 E Beryl La Phx 85028

HOUSEKEEPING

Ann Jackel 956-6562 2950 E Turney Phx 85016

LANDSCAPE

Tom and Gene Fritts 242-3247 2222 W Montebello Phx 85015

LIBERAL RELIGIOUS YOUTH

Sandi Jackson 967-8165 434 W Manhatton Tempe 85282
Advisor
 Tish Gauntt 992-1563 2706 E Corrine St Phx 85032

MEMBERSHIP

Don Moran 996-3823 3422 E Beryl La Phx 85028

MINISTER'S ADVISORY

Bill Hall 955-0443 2602 E Crittenden La Phx 85016

MUSIC

Esther Gaintner 955-2943 4223 E Cheery Lynn Phx 85018
Choir Director: Sally Norman 894-1132 1860 E Flores Dr Tempe 85282
Librarian: Muriel Osder 947-6690 6909 E Montebello PV 85253

NOMINATING

Bobbie Glick 275-8739 1373 N 44th St Phx 85008

OFFICE VOLUNTEER COORDINATOR

Eleanor Mast 952-1352 4727 E Lafayette #104 Phx 85018

PERSONNEL

Tom Fritts 242-3247 2222 W Montebello Phx 85015

RELIGIOUS EDUCATION

Mike Clark (H) 992-0023 2726 E Dahlia Dr Phx 85032
 (B) 278-4811

RETIREES

Juanita Paul 274-4575 2101 E Maryland #4-K Phx 85016

SIERRA ANCHA WILDERNESS U.U. RELIGIOUS ASSOCIATION

Bobbie Glick 275-8739 1373 N 44th St Phx 85008

SINGLES DISCUSSION

Larry Priestman 840-4482 4419 Calle Allegre Phx 85018

STAGE LEFT

SUNDAY SERVICES

Albert King 995-4957 1650 W Glendale #47 Phx 85021

USHERS				
Bill Swineford	265-1048	1411 E Earll Dr	Phx	85014
UU SERVICE COMMITTEE				
Aimee Lykes	955-3383	6836 N 36th St	Phx	85018
WOMEN & RELIGION				
Donna Corbus	585-4605	11101 E Bajada Rd	Sets	85255
Ellie Murphy	991-0740	5935 N 83rd St	Sets	85253
WOMYN				
Betty Byron	955-3478	3612 E Mariposa St	Phx	85018

THE FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
ANNUAL MEETING OF THE MEMBERSHIP
May 17, 1981

Muriel Mason, president, called the meeting to order, following an abbreviated service, and a break for refreshments. The minutes of the June 1, 1980 annual meeting were approved as printed in the Annual Report.

President's Report

Muriel Mason thanked Tish Gauntt and the women who helped her for providing the refreshments, introduced the Board of Trustees individually, and thanked the over 100 people who participated on committees. She said the most significant event of the year was the arrival of the Hang family. Muriel also thanked an anonymous donor who made it possible for others to hear of our church by paying for advertisements in the Republic and the Gazette.

Muriel gave in-absentia remarks from Ray. This congregation is 35 years old, and in that time bought the land and built this church on it, and started the Valley Unitarian Universalist Church in Tempe. We have much of which to be proud. Muriel closed by expressing her appreciation of the Board of Trustees, which she described as very caring.

Treasurer's Report

The report was given by John Haughn, Treasurer.

1. Fiscal year's status as of April 30, 1981: Receipts, \$97,953; Disbursements, \$99,236, over by \$1283, although both are under budget.
2. Although disbursements for the year are expected to be within budget, our projected receipts of \$121,244 is uncertain. Last year receipts for May were below average, while those for June were well above. This year, revenue dropped sharply in February, the deficiency being mainly in pledge income. March and April showed considerable improvement, although both months were under budget, such that total receipts were off \$2990, pledge income by \$3715 as of April 30. The report was accepted as given.

Funds Drive Committee

Dr. Albert King reported that the Funds Drive Committee was to be a permanent committee with himself as chair (as requested by the Board of Trustees). As of this date, the pledges total \$90,000 from between 315 and 350 pledging units. Some statistics from the funds drive are: 36 captains were asked, 10 agreed or 28%, 177 visitors were asked, 52 agreed or 29%. There were 92 pledges that were up for a gain of \$8319, 51 pledges increased from zero for a gain of \$12,113, 40 pledges were down for a loss of \$8731, 76 stayed the same, and 6 declined for a loss of \$3905.

On the day of the canvass, 157 units were not at home. Mary Frances telephoned many, and many have not yet responded.

Women and Religion Resolution (CARRIED) (moved by Betty Byron, seconded by Sarah Ingersoll)

WHEREAS, the Unitarian Universalist Association has passed a resolution on Women and Religion (1977) asserting that some models of human relationships arising from religious myths, historical materials and other teachings still create and perpetuate attitudes that cause women everywhere to be overlooked

and undervalued and that children, youth and adults internalize and act on these cultural models, thereby tending to limit their sense of self-worth and dignity; and

WHEREAS, the consistent generic use of masculine gender words causes women to feel excluded from the spirit of the community within our church;

THEREFORE, BE IT RESOLVED that members of the First Unitarian Universalist Church of Phoenix will:

- (a) examine carefully those church practices which influence sex role stereotypes within the church;
- (b) put traditional assumptions and language in perspective;
- (c) avoid sexist assumptions and language in the future; and
- (d) promote the use of inclusive language in every area of church life.

Muriel Mason asked each person who wanted to speak to limit comment to one minute. Some said that while they agreed with the motion, they disagreed with the motion that would follow and did not want to feel obligated by passing the first motion to vote for the second, while others felt that language was not an important enough issue as compared to other women's rights issues. The motion carried with a large majority.

Motion to Change the Church Covenant (CARRIED) (moved/seconded Betty Byron, Min Jack)

In the spirit of the Women and Religion Resolution just passed by our church, it is moved that the words "mankind" and "fellowship" be deleted from the sixth line of the church covenant and the line reworded in such a manner that its language clearly includes women; and that a committee of six people be formed, three people to be appointed by the Board of Trustees and three selected by the Women and Religion Task Force, to accomplish the above by October 4, 1981; and that the committee will submit the new words to the congregation for a vote at a special meeting on October 4, 1981 at 11:30 A.M.

There was considerable discussion. An amendment was moved by Ed Parker, seconded by Gordon Woods, and defeated 35/45 that would have stricken the first clause beginning "that the words" and ending "includes women," and would have increased the committee size to nine, 5 Board and 4 Task Force.

At this point a bit of confusing parliamentary procedure ensued. Several persons called for question at the same time as John Friedeman asked to speak, and the chair recognized him. Someone objected, on the grounds that question had been called for; however, John pointed out that question had not been voted on, and asked if we wanted to vote on question, or would he be allowed to speak. Consensus was to allow him to speak. At that point, he introduced a motion to suspend the rules, proposing that the rules be changed to require a two-thirds vote to carry the motion. An objection was made on the grounds that question had been called. Although technically question had not been recognized, John asked who the original caller of question was, and when someone volunteered, asked her if she had agreed to let him speak, and when she said no, conceded

the issue, and withdrew his motion. Question carried. The (original) motion carried.

Budget Discussion--John Haughn

The statement in the Annual Report was referenced. It was pointed out that the fact that the Funds Drive has reported \$90,000 pledged to date does not alter the situation, as any extra is deducted from the anticipated figure. The insurance reduction is attributable to lower premiums. Repairs and maintenance was cut not because these expenses were anticipated as being lower, but simply because it was necessary to make budget cuts. The September mortgage payment was not shown (the last payment) because it is essentially a flow through amount from the mortgage fund.

Motion (CARRIED) to accept as interim budget to enhance pledging (moved by Bob Klaus)

1. that the proposed budget as presented/revised today be enacted for an interim period beginning July 1 through October 31, 1981;
2. that the Board of Trustees, Finance Committee and the Funds Drive Committee, in September, prepare an effective "Enhancement Pledge Fund-Raising" program; and
3. that November 1, 1981 a new balanced budget be put before the congregation that would increase staff salaries and other expense items retroactively to July 1, 1981, based on the then increased pledging.

In introducing the motion, Bob stated that this was a deficit budget. The anticipated pledge income of \$16,000 has not been pledged, but is based on former pledges. The \$3000 cash collection is suspect in view of the minister's absence. No provision is made for urgently needed building repairs. Staff merit/cost-of-living increases are 5% compared to 12% inflation.

There was considerable discussion. Marie Walling proposed that the HORIZONS newsletter editor be a paid position, that we did not pay our staff enough, that we pay a flat fee to the organist, whether required to attend or not, that we are proposing to pay the choir director, which has not previously been paid, but we do not pay the newsletter editor and are unable to find a volunteer to fill the now vacant position. She suggested we examine our priorities, as to whether we wanted to fund it or do without. Tish Gauntt suggested four newsletter editors could be rotated so each would only have to endure it once a month.

John Friedeman, as Chair of the Personnel Committee, pointed out that this was the first time that he had heard of this proposal, and that proposals to hire people should be brought before the Personnel Committee for consideration. Marie objected stating that she could bring any matter before the congregation that she chose.

The motion carried.

New Trustees and Nominating Committee Members

The new Board members nominated by the Committee were listed:

Muriel Mason, President
Marilou Coy, Vice President

Richard Stallworthy, Secretary
Louis Schwartz, Treasurer
John Haughn, Trustee
Nancy Butler Hochwald, Trustee
Sandi Jackson, Trustee (Youth)
Don Moran, Trustee (to complete term of board member who resigned)

There being no nominations from the floor, were elected by a voice vote.

The new Nominating Committee members elected by a voice vote were:

Bobbie Glick
Duncan Harvey
Nancy Moran
Bob Murphy
Anne Upshaw

There were no nominations from the floor.

Both take effect July 1, 1981.

The meeting was adjourned at 1:30 P.M.

Submitted by: Richard Stallworthy, Secretary

MESSAGE FROM THE BOARD OF TRUSTEES
July 1981 -- July 1982

The Board of Trustees retreat held in September 1981 attempted to bring into focus the following goals: better communication with youth, media outreach, visibility both in the church and larger community, aesthetic improvements in physical surroundings of the church, and the new U.U. program for newcomers.

During this year the minister was on Sabbatical. The Sunday Service Committee provided interesting and varied Sunday Services during the time of the minister's absence. The Sabbatical Committee helped, along with the Women's Alliance, to found the "Caring Community."

Also, this year the Board of Trustees attempted to clarify and adhere to the existing church financial structure and to meet responsibility as stated in the By-laws. A regular monthly report on finances was submitted to Horizons and various Board and Finance Committee members called members to remind them of their over-due pledges as there was great concern over the increasing deficit.

This year the guidelines for Horizons were brought up to date, job descriptions of committees reviewed, a youth-adult committee established and Board members participated as Sunday Greeters, appeared in readings from the pulpit and helped staff the information booth; the Board members also helped obtain committee heads and staff.

The over-riding concern during this year, however, has been the relationship of the Board of Trustees, the Minister, the Congregation and SAWJURA. In February a congregational meeting was held at the request of petitioners to the Board. The result of this meeting was the establishment of a Conciliation Committee which is to report its findings to the congregation at the May meeting.

Submitted by: Muriel Mason, President

THE WOMEN'S ALLIANCE

The Women's Alliance is a church related group affiliated with the Unitarian Universalist Women's Federation who meet the second Thursday of the month at 11:00 A.M. for a business meeting, followed by a potluck luncheon and an interesting program.

We have thirty-eight paid up members. Our dues are \$7, of which \$5 is paid for membership in the UUWF and the PSWD. The purpose of the group is to uphold and extend the philosophy of our church. We strive to provide friendship within the group and the church. We provide financial support to several community and church related projects.

Our major fund raising project is our annual Christmas Bazaar. Throughout the year we work to prepare for this event. As the Bazaar date approaches, many members of the church pitch in and help wherever they are needed. We wish to thank all who help make our Bazaar a success. This year's net proceeds were \$2900.

Our major expense for the fiscal year was \$600 to help establish the Caring Community. Other church related expenses included \$500 for landscaping and \$700 for delegates' expenses to the UUWF semiannual meeting.

Money was also contributed to various community projects such as the Back-to-School Clothing Drive, Clara Barton Camp, Anytown, the Arizona Civil Liberties Union, Planned Parenthood, the Salvation Army and the St. Mary's Food Bank.

This year's programs were planned to further our friendships among the members. Most of the programs included a presentation by a member or members of the group.

Space will not allow me to give credit to the many members who worked together to meet our goals, but special thanks must go to Eleanor Vergis, Bazaar Chair; Min Jack, Program Planner; and Ethelyn Savage and Dot Oxman, who took care of our finances and paid the bills.

Submitted by: Dorothy Jarman, President

ART

There has been neither a chairman nor an official committee this year; nevertheless with the help of the following interested persons, Betty Bradshaw, Nancy Moran, Faith Parker, Jackie Schultz and Jane Truitt, shows have been displayed on the walls of the Sanctuary from the start of church in the fall through May.

September:	Retrospective Show-- <u>Jean Collet</u>
October:	Fibre Show
November:	Retrospective Show-- <u>Betty Bradshaw</u>
December:	Christmas Banners
January:	Watercolor Show
February:	A.S.U. Student Show
March:	All-Church Mixed Media Show
April:	Oils & Watercolors by <u>Mary Wilbanks</u>
May:	Photography Show-- <u>Paul Schultz & Steven Burger</u>

Art (Cont'd)

It is fervently hoped that with the continuing commissions from sales of art work throughout the year (totaling \$432) something will at last be done to improve the inadequate lighting in the Sanctuary and that the walls will be illuminated properly.

Submitted by: Faith Parker

BUILDING AND GROUNDS

So much has been accomplished, especially on the grounds, since January, that it is impossible to make a full report. Walk around the building, out in the patio area and into the Statuary Garden and see for yourself.

We should mention that the Women's Alliance provided the money for tree trimming and renewal of various flower beds. Also, they are paying to keep the grass mowed in the Statuary Garden. We all owe these ladies a big "Thank You."

We had three Saturday workdays to get started on general clean-up. About 40 people worked. Presently there are 18 people who have "adopted a plot" and are doing continuing cleaning and maintenance on the grounds. All this activity shows that people care about their church.

The condition of the building and planned improvements are covered in the Church Preservation Committee report so turn to that for more good news.

Committee members: Wil Gilbert, Chair; Tom Fritts; Bob Murphy; Mike Clark

Submitted by: Tom Fritts

CARING COMMUNITY

The year's work of the Caring Community, its first year, has been worthwhile because its Council and volunteers did much of what the Caring Community was asked to do; but the greatest value must be that it has learned of pressing social needs that must be met in our future.

When the Caring Community was chartered by the Board of Trustees in September 1981, the charter stated:

The Caring Community is the vehicle through which our congregation expresses by action our Covenant of Love and Service.

Its activities cover a broad spectrum. Where the ill, the handicapped, the elderly, need a helping hand, there is a Caring Friend. When there is loneliness or loss, the voice or presence of a Caring Friend is a comfort. The service of the Caring Community is limited only by the needs of our congregation which can be met by our Friends of the Caring Community.

Many of those "needs of our congregation" have gone unnoticed far too long -- critical needs. The Caring Community made futile efforts to meet some of those needs, met others with gratifying success. The year has been a time

Caring Community (Cont'd)

of learning, a time to find and plan to fulfill the real needs of the ill, the handicapped, the elderly, the troubled in our church community. We have plans to show you, plans to involve you in the very near future.

An active dedicated Council and large group of volunteer Caring Friends merit the appreciation and continued support of the congregation.

Submitted by: Earl Adamy, Chairman

CHURCH PRESERVATION COMMITTEE

Thanks to a recent bequest to the church by the late Eleanor Thomas, a modest amount of badly needed money for church repairs and capital improvements is now available. In conjunction with the Building and Maintenance Committee we are currently receiving bids on repairs to the electrical system in the Auditorium and to the roof overhangs and the ceiling. Also in the works are plans to make the church more accessible to our handicapped and disabled members. Changes being given priority are an automatic opener for the door at the West end of the building along with ramp improvements at that entrance and partial pavement of the adjacent parking lot; appropriate modifications to two bathrooms; a sound amplifier for one of the church telephones; and adequate signage to direct people to these accommodations. These modifications will be underway, hopefully, by, or in the Fall.

Next year the committee will turn its attention to improvements in the aesthetics, comfort, and efficiency of the church interior. Among the improvements now being discussed are: new carpeting on the ground floor; new furniture in the entry; some replacement furniture in the administrative offices and in Ray's office; extensive repainting; room darkening curtains or shades for the auditorium; attractive decorative arrangements in the auditorium planters; comfortable, attractive, stacking chairs for the auditorium; guidelines for, and perhaps a new bulletin board for displays or posters pertaining to special church events; a room locator sign for the entry area; and a plan to enlarge the church's permanent art collection.

Current members of our committee are all professionals in the design, building, and home furnishings industries. They are Banks Upshaw, Bob Murphy, Henry and Ellen Morris, and myself. We are excited about this opportunity to upgrade the appearance and comfort of our aging building, being particularly anxious to bring the church interior up to the standard of the exterior and grounds. We are most interested in hearing from the congregation about its needs and desires regarding these matters and others you may bring to our attention. We hope to present a master plan to you next year for your comments and approval, and to work for several years to bring that plan to fruition.

Submitted by: Fish Gauntt, Chairwoman

CLASSICAL FILM SOCIETY

Classical Film Society continued this year to show the best in neglected cinema classics. The high points of the year were a spaghetti dinner in the fall and a shrimp creole dinner this spring served to members and guests before the film program. In addition to the ever popular comedies, many neglected masterpieces have found a place on the CFS schedule. Newcomers are always welcome.

Submitted by: Joyce Beadie

COMMUNICATIONS (report unavailable at press time)

DINNER FOR EIGHT

The "Dinner for Eight" program provided an opportunity for adult singles or couples to meet new people each month by attending a small dinner party at someone's home. About seventy-five people attended at least one of the twenty-three dinner parties held from October through March. The final dinner in April was an "Aloha Party" in the Johnson Room with Hawaiian-style food and atmosphere. Other themes throughout the year included a Mexican dinner, a 4th of July picnic in January and a "Trip to Europe."

Submitted by: Nancy and Don Moran, Co-ordinators

DENOMINATIONAL AFFAIRS COMMITTEE

The committee was inactive for most of the year. This spring it conducted a Parish Poll meeting concerning General Assembly resolutions; published a page in Horizons calling attention to denominational events; coordinated participation at the PSWD Annual Meeting and the UUA General Assembly; and collected information on matters of denominational importance.

We are in need of people to continue these and other activities next year, possibly including followup to the General Assembly and discussions on denominational issues including the current debate over revision of the UUA Purposes and Principles.

Submitted by: David L. Manker

EXTENDED FAMILY

Seven families started off the year with 104 adults and 38 children.

This year we tried to organize as much as possible according to zip code to minimize traveling. That has not worked any better than previous methods.

Extended Family (Cont'd)

The continuing difficulties are: how to group compatible persons and find leadership to facilitate the group. There are many "joiners" but few who are willing and/or have the time it takes to be a facilitator.

During the month of June the families decide to disband or continue for another year. Some families also meet during the summer months.

Two persons, Marg Stallworthy and Wilma Morgan, will remain on the Extended Family Council next year. Any communication about the families should be referred to them after June 1.

I take this opportunity to thank the Council members and Facilitators and family members who gave themselves to the program to make it a meaningful extension of the church programs.

Extended Family Facilitators:

- #1 - Barbara and Jay Stribling
- #2 - Jean Koopman
- #3 - Ellie Murphy
- #4 - Helen Lane
- #5 - Janet Letson and Mary Slaven
- #11 - Kay Brown
- #12 - Beth and Ken Malmgren

Council members: Earl Adamy; Wilma Morgan; Mike Peterson; Marg Stallworthy; Evelyn Weldy, Chair; Muriel Mason, Ex Officio (Bd. Pres.)

Submitted by: Evelyn Weldy

FINANCE COMMITTEE

This was an unusually difficult year for the church in terms of finance, among other things. The year began with an interim budget (unbalanced) and some widely differing opinions as to how to deal with the problem. The budget was approved in November and a "pledge enhancement" effort (to encourage payment of pledges) was completed at calendar year end, with encouraging results.

The Funds Drive, which is usually the largest task concerning the Finance Committee, suffered from a noticeable lack of participation by some, somewhat offset by some extra effort from others.

However, as the year draws to a close, both pledge income for the current year and pledges for the coming year seem very positive. There is every indication that this year's pledge income will exceed the amount budgeted, and come close to the amount pledged. Thanks to the extraordinary efforts of many people, the Funds Drive pledge goal is almost certain to be met, and the annual budget prepared by the Finance Committee was approved by the Board of Trustees without any changes even being suggested.

I would like to thank all those who contributed in so many ways.

Finance (Cont'd)

Committee members: Albert King, Robert Klaus, Ray Manker, Muriel Mason, Joanne Michael, Shirley Odegaard, Stan Rulapaugh, Lou Schwartz, Pat Weare, Dan Wilkinson.

Submitted by: Richard Stallworthy, Chair

FUNDS DRIVE

The Funds Drive Committee feels particularly pleased with the results this year. The goal which had been set called for \$106,800 in pledges and as of this writing we are within \$596 of reaching that amount.

A particular rewarding aspect of the project has been the sense of responsibility and type of churchmanship reflected by a major portion of our congregation and, of course, it is they who gave the program its success.

We especially wish to thank Janice Brunson for her planning and administration of our dinner and luncheon occasions, the visitors and those who did phoning, others in various essential activities, and for the strong support of Ray Manker and the entire church staff.

Committee members: Betty Byron, Tish Gauntt, Albert King, Mary-Frances King, Ray Manker, Muriel Mason, Joanne Michael, Bob Murphy, Lou Schwartz, Richard Stallworthy, Dan Wilkinson.

Submitted by: Albert King, Chair

FOUNDATION

The Unitarian Universalist Foundation of Phoenix has completed its seventh year. It was formed in December of 1974 as a non-profit, tax exempt corporation structured to work in concert with the church Board of Trustees. All members of the church are members of the Foundation and elect its Board of Directors. It came into being so that we might have a vehicle for receiving and encouraging long range or special gifts which a donor would not want to be absorbed into the day-to-day church operating budget. The purpose is to give longer lasting direction to bequests of money, securities and property and to allow us to turn some of our long range goals into realities. Its goals are two-fold: 1) to augment income for the church by giving interest or dividends from specified gifts to the operating budget; 2) to hold funds for special projects and/or capital improvements and may encompass many collective gifts. Gifts may be given to the Foundation with or without strings.

Board Members: Hiram Davis, Chair; Dan Wilkinson, Vice Chair; Leroy Michael, Secretary; Lou Schwartz, Controller; Betty Byron; Frank Kadish; Muriel Osder; Frank Salmon; Elaine Warner; Muriel Mason, Ex-Officio.

FRIENDS FOR SOBRIETY

Organized just over two years ago by five recovering alcoholics, four of them members of this church, Friends For Sobriety, a non-theistic, humanist, non-judgemental, confidential, and caring support group, celebrated its second anniversary in March 1982 with the announcement that it was expanding its meetings to three nights per week, in the gracious and comfortable Lounge of the church. Attendance, and with it, competent leadership, has grown at a steady and careful pace, and Friends now serves a growing number of persons suffering from addiction to mood-altering chemicals, including alcohol.

The one-hour meetings are structured around the FFS Nine-Step Recovery Booklet, and discussion is wide-ranging, undogmatic, completely open, and with an intended emphasis on both the emotional needs of the recovering individual, and the need for personal responsibility for one's behavior. Humor is always welcome at our meetings, although this does not mean we take our subject lightly.

Friends For Sobriety is not in competition with other recovery or support programs, and, in fact, encourages its members to attend such programs as needed to maintain sobriety. However, we believe -- and our growth testifies to the soundness of that belief -- that there is a need for an alternative non-theistic approach to the problem of recovery, since we have come to realize that most persons cannot endure a crisis of religious conscience and the crises of confronting their alcoholism at the same time. The need for such an organization as Friends is further borne out by the demand (more than 175 shipped at present) for Starter Kits from all over the continent, and from several parts of the world.

FFS recognizes its great debt to the Unitarian Universalist Church of Phoenix, in particular its staff, its minister, and its board, for their support and encouragement when we were beginning our program. While we now pay a modest fee for the use of the facilities, we believe the congregation should take pride in the fact that this growing and important program began in its church, and certainly reflects the spirit of its religion, though FFS supports, educates, and encourages persons of all or no religious persuasions to help guide them to a path of health and pride.

Plans for the future include an extended publicity campaign, the formation of other chapters in other parts of the Valley, and the establishment of a new "Friends of Friends For Sobriety," a support group for the family members and friends of persons afflicted with substance abuse.

In its belief in the dignity of every human person and its love and caring for persons suffering directly or indirectly from the pain of this major and growing disease, FFS, with its origins in your Unitarian Universalist church, celebrates sobriety.

Submitted by: Friends for Sobriety

HOSPITALITY/SPECIAL EVENTS (Report unavailable at press time)

HOUSEKEEPING

Purpose: to allocate storage space and keep church tidy.

Most people did a more responsible job this year in keeping their areas in good order. It is hoped this effort will continue.

Submitted by: Ann Jackel, Chair

LIBERAL RELIGIOUS YOUTH (Report unavailable at press time)

MEMBERSHIP

The Membership Committee was reorganized in the spring. The purpose of this committee is to make newcomers feel welcome at the church, promote new membership and develop interaction between old and new members. Committee members host the guestbook table and newcomers information table each Sunday. Help was enlisted from the Alliance to welcome newcomers during coffee hour.

A social evening was held for newcomers and new members at the minister's home in April and plans are being made to have a monthly social event for newcomers beginning in the fall (breakfast, potluck, social at church, minister's home or committee member's home, etc.). A visitation program as well as "Conversations With Ray" and "The New U" program are other possible events under consideration.

Fifty-seven people have joined the church this year.

Committee members: Jean Berry, Mike Clark, Fred Corbus (the Elder), Gene Fritts, Siri James, Bob Murphy, Ellie Murphy and Joyce Steiner.

Advisor: Albert King

Submitted by: Don Moran, Co-ordinator

MUSIC

The Music Committee has handled the following situations in the ongoing effort to provide good music, supportive of the Sunday speaker, for the year 1981-82.

The choir under the very able direction of Sally Norman has provided music for Sunday morning services, a special creative all-choir service, and produced Cabaret. Cabaret was put on in an effort to make money to help offset the mounting costs of music.

MUSIC (Cont'd)

Our regular organist, Joanne Finkelstein, has continued to play for Sunday Services with the exception of two months when she was unable to be here. During that period we secured the services of Myra Anderssohn as church organist.

We have endeavored to have a variety of competent performers for Sunday Services.

Several people have asked how we were able to get our organ. Because we realized our organ was inadequate the Music Committee had been investigating different organs for about two years. One Sunday Joanne mentioned that Allen Piano and Organ Company had several organs advertised for sale. A committee went to investigate and were very pleased with one, so Joanne put a small deposit on it so we would have a week to see if it was possible to buy it.

We sounded out a few people to see if there was likely to be enough support to purchase the organ, then we asked the Board for permission to buy it. Permission was granted providing no funds would come from the regular church budget.

We next approached the Foundation and asked if they would put up the funds to buy the organ. The Music Committee would raise fifty percent of the purchase price, the balance being a donation to the church from the Foundation.

We contacted people individually, through the pulpit, and Horizons in an effort to raise the necessary funds. We explained to all donors that any money they contributed to the purchase had to be in addition to their pledge to the church. We were fortunate to have many cooperative members who recognized the need for a better organ and our share of the funds was raised.

We are all pleased that the Foundation was willing to advance funds and make a substantial contribution to music in our church.

To give the organist and choir director the support they need the Music Committee strongly recommends that the chair of the Music Committee should not be either the organist or choir director, thus relieving them of unnecessary pressures.

Committee members: Esther Gaintner--Chair, Joanne Finkelstein, Sally Norman, Muriel Osder, Jane Horswell.

Submitted by: Esther Gaintner

NOMINATING

The Nominating Committee had 12 board positions to fill this year -- 4 officers, 6 trustees, youth representative and liaison from the Foundation and 5 members for next year's Nominating Committee. To accomplish this large task, we started meeting together last September at least once a month. We received many suggestions of nominees from the congregation, and the members of the committee came up with several more -- so that we had a list of approximately 35 people to consider as possible board members. We decided to schedule small group discussion meetings in March so that we could talk to these people and have them

Nominating (Cont'd)

give us their input on how they saw the role of the Board of Trustees in our church. Other interested members of our church were also invited to these discussions, even though they did not want to serve on the Board at this time. We learned a great deal from these discussions, and it helped make our selection process easier.

Our list of 12 nominees for the Board of Trustees and 5 nominees for the Nominating Committee was published in the April 19 issue of HORIZONS along with short biographical sketches on each person.

Submitted by: Bobbie Glick, Chair

OFFICE VOLUNTEERS

The number of office volunteers varied somewhat from week to week due to illness, vacations and the like. Their faithfulness, however, was rather remarkable. Volunteers to collate Horizons were drawn largely from the Retirees. Persons covering the phones in the office on a one-day-a-week basis were drawn from the congregation at large. One volunteer gave inestimable help with the Church Directory.

The Church Administrators testify the help of the volunteers was almost indispensable. Heartfelt thanks are given to all of them.

Submitted by: Eleanor Mast, Co-ordinator

PERSONNEL

The biggest accomplishment of the Personnel Committee was to accept the resignation of our janitor and hire a new one. The new janitors are a man and wife team. They work approximately 20 hours per week, so their activities are limited to cleaning. We must depend on volunteers and others' services for maintenance and repairs. The church needs to consider hiring a full-time custodian to take better care of all our physical plant. Of course, this will cost more.

The Personnel Committee also wrote drafts of job descriptions. This was done in conjunction with the staff members. The primary value of a job description is the preparation of it. It is a chance for the staff member to take inventory of the duties and take action to improve problems. Other than for the janitor we did not formally complete any job description. I have doubts as to the value of a formal agreement.

Submitted by: Tom Fritts, Chairman

POIKILOS

The church literary magazine, Poikilos, was published this year for the third time under my editorship. Plenty of copies at \$2.50 each remain for sale, and are available in the church office.

Next year I am turning over the editorial responsibilities to the capable hands of David Ouimette, who has a master's degree in literature and has taught writing at the college level. He will probably be assisted by Diane Mote and John Williamson. They will decide upon and announce rules and deadlines for entries for next year's edition. Watch for them in Horizons.

My dream of a program of readings by Poikilos contributors has never come to fruition. I feel that in our three issues of Poikilos we now have a substantial collection of first-rate poetry that deserves a larger audience. Please call me if you wish to work on putting together a presentation utilizing this work.

If you haven't perused a copy of Poikilos, please do so. We think you will be delighted.

Submitted by: Tish Gauntt, Editor

RELIGIOUS EDUCATION

Mindful that our programs can be only as good as the people participating, we had a terrific year! Over sixty members of our congregation gave bundles of time, hard work, and love to create wonderful experiences for our children, and for us too.

Programs offered this year by R.E. have included our Early Education Program comprised of Preschool (17 families), Toddler Program, Father-Toddler Group and Infant Program; Youth Programs, such as Affirmation Class, Liberal Religious Youth, About Your Sexuality, Youth Class (12 to 14) and Youth in Service (which encourages our youth to share in the R.E. programs); Sunday Morning Programs contained popular classes like "It's Not Easy Being Green" and "Feasts, Fables and Festivals" among others; Adult Education Classes contained a good selection of interesting subjects; Kids Kamp, a fun place to be in June. We also created Special Sunday Services--Seder and R.E. Sunday--and participated in several other services.

A simple listing cannot include the special moments that such a dedicated group can generate or the enthusiasm and excitement that they impart to all. The enrichment of our lives is what it's all about and we have an abundance.

Submitted by: Mike Clark, R.E. Chairman

RETIREES

The Retirees had a very good attendance for the year with nine meetings. Our meetings are held at the church on the first Thursday of the month at noon for a potluck lunch followed by programs of slides, discussions, book reviews, a picnic and a Christmas party.

We welcome new members.

Submitted by: Juanita Paul, Chairwoman

SAWUURA (SIERRA ANCHA WILDERNESS UNITARIAN UNIVERSALIST RELIGIOUS ASSOCIATION)

SAWUURA is the name of our 109 acres of wilderness land south of Young, Arizona, and is a retreat and conference center for the use of all Unitarian Universalists in the State. There have been many activities on the land during the past year. In June there was an LRY work week with participants from Tucson and Phoenix; in September the Plettenbergs coordinated a Wilderness Weekend for members of the Phoenix and Tempe churches; also in September Donna Corbus took the Youth Group to SAWUURA for a weekend; this May Max Kaslo and Donna Corbus took the AYS Class for a weekend; one of Phoenix Church's extended families plans to visit SAWUURA in late May; and "Lost in the Wilderness" Work Week for the LRY'ers in the State is planned for June. There are approximately 25 members in SAWUURA, and they meet for potluck dinner meetings about once a month to conduct business and make plans for the future of the land. For more information, call Bobbie Glick, Secretary-Treasurer of SAWUURA, at 275-8739.

Submitted by: Bobbie Glick

SINGLES DISCUSSION GROUP (Report unavailable at press time)

SUNDAY SERVICES COMMITTEE

The Sunday Services Committee met approximately once each month during the Sabbatical period and was able to arrange a satisfactory Celebration of Life for each Sunday. Attendance at the meetings was generally very good and discussions penetrating. Among our better programs were those generated out of our own membership, in music, through members who spoke and by the spirit of the Congregational support. We thank all who so generously and graciously assisted.

Donna Corbus
Esther Gaintner
Penni Helms
Randy Helms
Hal Howard
Sally Norman

Albert King
Mary-Frances King
Muriel Mason
Susan Messerly
Kris Minister
Pat Terry
Marie Walling

Submitted by: Albert King, Chair

UNITARIAN UNIVERSALIST SERVICE COMMITTEE

From the church bazaar in November through early January, Christmas card, jewelry and clothing sales at our UUSC table in back of the church made over \$500 for the UUSC, our church's service committee. Particularly helpful with sales were Jane Horswell, Sarah Ingersoll and David Ouimette, David's special project being our calendars (printed in Britain and a new item.)

On November 16, Fia Scheyer--national Coordinator of the Volunteer Service Corp--spoke to a gathering of about forty people from the three Valley churches at a restaurant dinner; later that evening Warren Salinger, Associate Director of Development for the UUSC, showed ninety plus persons a movie taken by him on one of the five Congressional fact-finding delegations the UUSC has taken to El Salvador. Halting the flow of military aid to El Salvador and helping secure a negotiated settlement of its conflict remain prime goals of the UUSC. Eleanor Russell represents the UUSC in contacts with other organizations in the Valley concerned with El Salvador, but the most effective way we as individuals can help is still to write our Congresspersons and the President asking withdrawal of our military involvement there.

In early March we conducted a service--ably assisted by Will Wood from the Tempe Church--in which we showed a movie and solicited aid for a health hut in Benin, West Africa. With the \$1200 raised from our church added to sums from other Arizona churches, Arizona raised enough for two huts, twice our "quota," to help fill the breach left by the withdrawal of U.S. aid for that very poor country's health system.

The "UUSC of Arizona"--of which our church UUSC is a part--is ably headed by Bill Thompson of the Sun City fellowship. A "unit" type of grouping new to the UUSC, it has as its main concern local implementation of the national UUSC goal of alternatives to incarceration. Bill, as a member of the County Supervisors' Commission on Alternatives to Incarceration, has helped secure some use of alternatives not previously used by the County, such as night court. Sarah Ingersoll, Marilou Coy, and I have served on the steering committee of the ecumenical Citizens Committee on Alternatives to Incarceration, whose main achievement this year has been the securing of a series of nationally-known outside experts on the criminal justice system to present favorable arguments for "alternatives" to local audiences.

There has been more interchange than before with our Pacific Southwest District organization. With Bill Thompson and JoAnne Smith of the Tempe Church, UUSC Area Co-ordinator, I attended a UUSC District workshop in Studio City, California, September 12. District Co-ordinator Fiona Knox came to the Valley the first week-end in February for more workshops. A potluck supper celebrating the UUSC, livened by Ed Grobe at the piano for a sing-a-long, was held at my home to introduce her. Our Area (i.e., Arizona) organization received a big boost when Gretchen Manker consented to be Co-ordinator with JoAnne in February.

UUSC contributions from this congregation have increased greatly in the past year. For this I must not only thank Reverend Manker (Ray) for his constant support, Donna Corbus, who not only takes on a good part of the Guest at Your Table solicitation during the holidays but has volunteered to actively work as needed, Ellie Murphy, whose artistic touches and patience have brought much to pass, ever-smiling Joanne Michael, David Manker, Susan Messerly, Marian Fine, Max Kaslo, Dorothy Filson, Diane Mote, Nora Winterhoff, Lorain Kadish, Suzanne Zucker, John Williamson and Richard Stallworthy, who have helped in varied ways. Not to mention helpers already mentioned!

UWSC (Cont'd)

You will be hearing more of the UWSC's varied programs on our membership Sunday in early June. Thanks to all of you who have given us support and welcome to all of you still unacquainted!

Submitted by: Aimee Lykes, UWSC Local Representative

WOMEN AND RELIGION

Women and Religion was exceedingly active this year, in large part through its new women's group, "WOMANSPiRIT," which proved to be so popular it was necessary to break into two groups, one on the east side and one on the west. Both groups met once a month at members' homes for a potluck dinner and a rousing discussion of preassigned readings on the subject of women's spirituality.

Last fall Women and Religion held a highly successful weekend retreat for over thirty women, including a group from Tucson, at the Chauncey Ranch north of Phoenix. Joan Fitz-Randolph and her assistant provided delicious, healthful meals, and Donna Corbus and Virginia Frogge facilitated a delightful schedule of personal awareness events, walks in the countryside, an agape supper, and even a midnight "return to adolescence."

The first Ceremony of the Moon, a rite of passage for young girls just entering womanhood, was created by Barbara Stribling and the westside WOMANSPiRIT group and was presented in the Statuary Garden at sunset this spring. Seven girls participated in this lovely celebration of the feminine spirit.

In April the women answered Rev. Billie Wright's request for "peace banners" to take with her to a Peace Mission in England. Three colorful banners were stitched together from individual creations of many women of the church, their gift of love to the women of the Soviet Union and Great Britain.

Last September Women and Religion sponsored a dinner party honoring Judy Chicago and her masterpiece, "The Dinner Party." The group also participated in the Church Bazaar, selling posters and notecards as a fund-raiser.

The Women and Religion Task Force was created to implement the Women and Religion Resolution of GA 1977, the essence of which is to put sexist assumptions behind us. In a process over the past two years, the Task Force facilitated the changing of our church covenant from "to serve mankind in fellowship" to "to share our strength in fellowship," a change involving both men and women and eliciting suggestions from throughout the congregation.

Submitted by: Ellie Murphy

WOMYN

The initial interest in the formation of this womens' group was very high, but because of recent lack of interest the group is disbanding. If anyone is interested in the continuation of an evening womens' group call Betty Byron, 955-3478.

Submitted by: Betty Byron

Proposed 1982-83 Budget

	<u>1981-82</u>	<u>1982-83</u>
<u>INCOME</u>		
Pledge Income/Contributions	\$ 92,000	\$106,800
Pledge Income--New Members	2,500	7,500
Loose Collection	3,000	3,000
Use Fees	8,500	14,500
Interest and Dividends	3,000	2,000
Advertising	---	(Temp share plus gift) 1,965
Income for Capital Improvements	---	9,000
	<u>\$109,000</u>	<u>\$144,715</u>
 <u>DISBURSEMENTS</u>		
<u>Minister</u>		
Salary and Housing Allowance	\$ 28,248	\$ 31,072
Retirement	2,826	3,107
Insurance	2,424	2,666
Conference/Travel	---	2,000
	<u>\$ 33,498</u>	<u>\$ 38,845</u>
 <u>Building and Grounds</u>		
Custodian	\$ 6,475	\$ 7,350
Utilities	11,000	13,000
Insurance	2,650	2,850
Supplies	1,500	1,870
Repairs and Maintenance	2,000	2,200
Capital Improvements	---	9,000
Trash Collection	600	800
Service Contracts	650	715
	<u>\$ 24,875</u>	<u>\$ 37,785</u>
 <u>Administration</u>		
Administrators' Salaries	\$ 17,630	\$ 19,393
Telephone	1,000	1,400
Supplies	2,200	3,500
Minister's Discretionary Fund	---	300
Postage	2,100	4,000
Payroll Taxes and Insurance	4,000	4,000
Accounting	550	550
Audit	---	1,000
Advertising/Communications	1,100	2,965
Repairs & Service Contracts	600	600
	<u>\$ 29,180</u>	<u>\$ 37,708</u>
 <u>Religious Education</u>		
Director's Salary	\$ 13,975	\$ 15,373
Secretary's Salary	2,000	2,200
Program Materials and Supplies	1,300	2,130
Conference & Travel (DRE)	1,000	1,000
Education (DRE)	100	200
Telephone	300	300
LRV	100	150
	<u>\$ 18,775</u>	<u>\$ 21,353</u>

<u>Music</u>		
Organist's Salary	\$ 2,100	\$ 2,200
Choir Director's Salary	250	1,100
Tuning & Repairs	125	125
Supplies	100	250
	<u>\$ 2,575</u>	<u>\$ 3,675</u>
<u>Denomination</u>		
UUA General Program Fund	\$ 500	\$ 3,500
Dues (PSWD/UUA)	400	400
	<u>\$ 900</u>	<u>\$ 3,900</u>
<u>Committees</u>		
Funds Drive	\$ 500	\$ 1,000
Sunday Services	200	200
	<u>\$ 700</u>	<u>\$ 1,200</u>
TOTAL DISBURSEMENTS	<u>\$110,503</u>	<u>\$144,466</u>

PRESIDENTS
BOARD OF TRUSTEES

1947	Milton Shear	1965	Wilson B. Wood
1948	Taylor Smith	1966	Floyd A. McCracken
1949	E.B. Myrick	1967	Floyd A. McCracken
1950	James Stewart	1968	Archie H. Walker
1951	Frances Locke (Bishop)	1969	William Gooding
1952	J.D. Filson	1970	William Gooding
1953	Frances Bishop	1971	Harry H. Hobart
1954	Vernon Robbins	1972	Harry H. Hobart
1955	William Bishop	1973	Elaine Warner
1956	Roy Gaintner	1974	Elaine Warner
1957	Lee Bianna	1975	Virginia Frogge
1958	Joe Wilson	1976	Virginia Frogge
1959	R.P.E. Dickinson	1977	Gordon Patterson
1960	Ed Heler	1978	Muriel Osder
1961	Agnes Ericson	1979	Barbara Eastman
1962	Hiram S. Davis	1980	Randel Helms
1963	Hiram S. Davis	1981	Muriel Mason
1964	Christ A. Olsen	1982	Muriel Mason