



ANNUAL REPORT

JUNE
1987

ANNUAL CONGREGATIONAL MEETING - SUNDAY, MAY 31, 1987 - 12:00 NOON

During the meeting, we will be electing new members to the Board of Trustees (nine candidates for seven seats), the Nominating Committee (three candidates for three positions), and the Ombuds Committee (one candidate for one position).

FOR THE BOARD OF TRUSTEES:

FREDERICK G. CORBUS: Started attending our church at the Garden Center in 1950 after moving from the Philadelphia area. He helped lay the floor at the little church in Pasadena. He's been involved in numerous meetings on Africa and marched in our two walkathons. He's served on Buildings and Grounds, Intern Minister, and Ministerial Relations committees. In addition to the objectives reflected in his committee work, he wants to foster our strength and influence in the community and see continued the caring atmosphere of our church.

GENE FRITZ: Has been a member of this church since 1971. She's been on many committees and is now a Sunday morning greeter, Women's Alliance Treasurer, and Bazaar Chair, Choir Member, and current Board member. After serving two years on the Board, she feels she understands the business end of our church better and wishes to continue to help our church stay on our current commonsense path of operations.

SHANNON GARVIN: Has been a member of this church for 15 years and is now serving as a collection usher each Sunday. The affirmation of diversity in our church in a world that honors conformity is something she finds particularly important. She also recognizes that there are as many reasons for participating in the church community as there are members. As a Board member, she would strive to maintain and augment the opportunities for the church to mean different things to each of us and to meet those many needs.

PAUL GLICK: Has been a member since 1974, and the church has been a source of comfort and pride for him. Although he does not attend very regularly, the church has become like an old friend he could count on if needed. Because of the solace and peace of mind he has felt over the years, he feels he owes the church something. Though he's not been on many committees, if elected he will do what he can for the church.

GENE GRIFPIN: Has been a member and friend of the church for about 20 years. He has served on the Board for one year, been a Sunday School teacher and on the Nominating Committee.

KATE HELMS: Is a senior and honor student at Arizona State University. She's a former leader of our Liberal Religious Youth and served for two years as Youth Representative on the Board of Trustees.

JOAN E. LAURENCE: Is better known as "Nichole's mother" (the 11-year-old redhead in the choir). She's been a church member for 7 years and has participated in the RE committee, been a substitute Horizons editor, and greeted churchgoers on behalf of the RE committee Sunday mornings. She believes her combination of organizational skills and business experience would contribute something positive to the church.

BOB OLSON: Bob first joined a UU church in 1969 and has been a member of UU churches in Columbus and Shaker Heights, Ohio prior to moving to Phoenix in the fall of 1985. He has taught church school for six years, served as chair of the Committee to Reorganize Church Committees and helped canvass prior to joining First Church of Phoenix. Here at our church, he was a captain in the pledge drive and is a member of the Newcomers Committee and the Foundation Board. A graduate of Harvard Law School, Bob is a lawyer for a firm specializing in public financings and representation of health care problems. He believes his experience in government, other UU churches and with nonprofit clients will enable him to serve well on the Board of Trustees.

B. JEANNE PETERS: Spent 16 of her 19 years as a UU in Illinois, where she served two terms as President of the Board of Trustees. In our church she has served as a Board trustee and as President. This year we have pulled out of a financial crisis and become solvent. Jeanne has a genuine commitment to adhere to policies to ensure we remain fiscally responsible, and an interest in achieving several objectives: a functional leadership structure, increased sense of community, membership growth, increased involvement of members, and long-range planning.

CANDIDATES FOR NOMINATING COMMITTEE:

Arlene M. Kole, Lucienne Rasconi, Ida Smith

CANDIDATE FOR OMBUDS COMMITTEE: Murray Tepp

The prospect of having a Unitarian Universalist General Assembly in Arizona, and especially in metropolitan Phoenix, is exciting, indeed. To have the UUA Board take it away without even consulting the churches, fellowships or ministers is discouraging to say the least.

Arizona is one of Unitarian Universalism's most isolated areas. It is very difficult to have more than six or eight people from any church attend a General Assembly and benefit from that experience. But when a General Assembly is in one's own metropolitan area, it is open for all to attend and experience the exhilaration of committed UUs from all over the country coming together to worship, to conduct the denomination's business, to attend workshops on all the issues facing the local churches, and formulate plans to effect social change. Instead of six or eight attending, now it would be 100 or 200. The result is electric. The local media coverage brings our unique liberal religious perspective to the attention of thousands, many learning about the real meaning of Unitarian Universalism for the first time.

The result is to have an influx of new members, a feeling of being a real part of the larger UU movement perhaps for the first time, a renewed enthusiasm, and an appreciation for the uniqueness of our religion and of our General Assemblies.

Our General Assemblies are not just another convention. To judge them by their economic impact is to miss the fundamental fact that they are first and foremost religious gatherings with the primary purpose of strengthening the denomination and the churches and fellowships of which it is composed. Most conventions primarily affect a community economically, with minimal social effect. They come, meet and go with few people, outside hotel and convention center, even aware of their presence. A General Assembly, on the other hand, has less economic impact than most conventions, because religious people (especially UUs) have values which emphasize the social aspects of life and community. It is these social emphases which allow a General Assembly to make a social impact on the community in which it is held, usually of far greater importance than its economic impact. Its statements, its resolutions, its activities, speaking as they do to the impact of religious values on the social issues of the day, are newsworthy, and are reported in detail in news articles and on radio and television. Newswire services and network television spread the results nationwide. The possibilities for addressing the Martin Luther King State Holiday issue, and issues of human rights and social justice for which the Martin Luther King holiday stands, would be greater by far with the general Assembly meeting in Phoenix than from its withdrawal.

If you agree with this appraisal, we would suggest that you write the UUA Board expressing your views. We feel that the withdrawal of the General Assembly from Phoenix has far reaching consequences for our denomination which narrow future possibilities for creatively addressing those human rights which need our attention. Boycott is only one method among many, and may not be the most effective nor the most desirable.

**The First Unitarian Universalist
Church of Phoenix**

4027 EAST LINCOLN DRIVE
PARADISE VALLEY, ARIZONA 85253
PHONE 959-8400

MINISTER
REV. RAYMOND G. MANKER

DIRECTOR OF RELIGIOUS EDUCATION
DONNA LEE

1986-87 BOARD OF TRUSTEES

President.....Jeanne Peters
Vice President.....Mel Butts
Secretary.....Kay Peterson
Treasurer.....Judy Henzler

Ruth Amster
Betty Byron
Dorothy Filson
Gene Fritts
Gene Griffin
Randy Helms
Hal Howard
Paula Kulina

STAFF

Church Administrator.....Ellie Murphy
Administrative Assistant.....Enid Jones
Religious Education Assistant.....Susan Messerly
Music Director.....Alvin Marcus
Organist.....Joanne Finkelstein
Maintenance Person.....Bob Murphy
Custodian.....Joseph Dearaujo

FIRST UNITARIAN UNIVERSALIST FOUNDATION OF PHOENIX
1987

Directors

Term Exp.

Chair:

Rick Chambliss 1989 (H)998-3178 6231 E Hearn Scts 85254
(W)244-5999

Vice Chair:

Secretary:

Bob Rusconi 1988 (H)996-5970 5002 E Columbine Dr Phx 85254

Controller:

Rod Groen 1990 (H)938-7028 4427 W Waltann La Glnd 85306
(W)951-2591

Members at Large

Ernie Garcia 1989 (H)943-8133 8918 N Drey Av Phx 85021
(W)247-3777

Jan Means 1990 (H)955-9208 6734 N 24 Place Phx 85016

Bob Olson 1990 (H)483-3105 5201 E Paradise Dr Scts 85254
(W)

David Ouimette 1988 (H)943-8290 7823 N 8th St Phx 85020
(W)234-2600

Bill Roberts 1989 (H)943-9841 8727 N 9th Av Phx 85021
(W)

Terry Robinson 1988 (H)582-1145 1040 E Topeka Dr Phx 85024
(W)

Ex Officio

President, Board of Trustees

Jeanne Peters (H)951-1671 7811 E Beryl Scts 85257

Minister

Rev. Raymond Manker (H)840-8186 4530 E Pepper Tree La PV 85253

Church Administrator

Ellie Murphy (H)991-0740 5935 N.83rd St Scts 85253

CONTACT PEOPLE FOR COMMITTEES/GROUPS

ALLIANCE, WOMEN'S	Jean Berry	840-2383
ART	Lucienne Rusconi	996-5970
BEACON PRESS BOOKSTALL	Eileen Melford	994-0788
BYLAWS	Loyd Means	955-9208
MRE CANDIDATE SUPPORT	Ellie Anderla	937-7230
CARING COMMUNITY (VICAP)	Audrey Engelen	956-3754
CLASSICAL FILM SOCIETY	Joyce Beadle	968-2913
COMMITTEE ON COMMITTEES	Jim Sellett	951-1671
DENOMINATIONAL AFFAIRS	Ruth Amster	266-2088
FINANCE	Diane Olson	483-3105
FOUNDATION	Rick Chambliss	998-3178
HORIZONS (Newsletter)	Ellie Murphy	840-8400
KIDS KAMP	Susan Messerly Susan Brenchley	934-6041 998-3178
MUSIC/CHOIR	Alvin Marcus	258-7713
NEWCOMERS/MEMBERSHIP	Ernie Garcia Lance Wilson	943-8133 253-5944
NOMINATING COMMITTEE	Larry Messerly	934-6041
OASIS	Lee Bendheim	266-8017
OFFICE VOLUNTEERS	Eleanor Mast	952-1352
OMBUDS	Anne Cotten	943-0558
PERSONNEL	Hal Howard	943-1984
PLEDGE DRIVE	Audrey & Rod Engelen	956-3754
RELIGIOUS EDUCATION	Susan Brenchley Carla Reed	998-3178 957-8736
RETIREES	Earl & Eldra Carney	978-3706
SAWUURA	Bobbie Root	275-8739
SINGLES DISCUSSION GROUP	Mauryne Young	992-8613
SUNDAY SERVICES	Gil Venable	254-4574
USHERS	Bill Swineford	265-1048
UU SERVICE COMMITTEE	Lee Bendheim	266-8017
UU-UN OFFICE	Elizabeth Cummings	861-9023
WOMEN & RELIGION	Donna Lee	945-6784

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
MINUTES OF SPECIAL CONGREGATIONAL MEETING
July 13, 1986

There was a report given by Judy Henzler, Treasurer; by Diane Olson, Finance Committee Chairperson; and by Jeanne Peters, President, to present a revised six-months budget to this congregation because funds are not available to meet the budget approved at the Annual Congregational Meeting.

Hal Howard moved to accept the revised six-months budget as proposed. Bob Olson seconded. Jeanne Peters called for the vote: 54, yes; 9, no.

Jesse Hise moved no salary cuts be made until September 30 when full congregation will be present. Seconded by Alice Bendheim. Jeanne Peters called for the vote: 19, yes; 50, no.

Frank Kadish moved that first money that comes be allocated for salaries. Motion was out of order.

Enid Jones moved that a resolution be made that there was a sense of the congregation that the Finance Committee support, as top two priorities: salaries and funds for UUA Program Fund and PSWD, as soon as possible. Seconded by Susan Messerly.

The motion was approved by consensus.

Respectfully submitted,

Mel Butts
Acting Secretary

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
1987 BUDGET

	1987 BUDGET
INCOME	
PLEDGE INCOME	\$130,000
LOOSE COLLECTION	\$3,000
USE FEES	\$18,000
SPECIAL FUND RAISING	\$3,000
FOUND'T'N INTEREST INCOME	\$1,700
INCOME SUBTOTAL	\$155,700
FOUNDATION FUND INCOME	
CAPITAL IMPROVEMENT	\$3,000
TOTAL INCOME	\$158,700
EXPENSES	
MINISTER'S EXPENSES	
MINISTER'S SALARY	\$19,563
HOUSING & RELATED	\$18,419
MINISTER'S RETIREMENT	\$3,798
MIN. HEALTH INSURANCE	\$4,868
CONFERENCE AND TRAVEL	\$1,500
TOTAL MINISTER EXPENSES	\$48,148
BUILDING & GROUND EXPENSE	
UTILITIES	\$11,500
CUSTODIAN	\$2,150
MAINTENANCE PERSON	\$5,400
PROPERTY INSURANCE	\$3,500
SUPPLIES	\$1,200
* REPAIRS ON BUILDING	\$3,000
GROUNDS MAINTENANCE	\$800
TRASH COLLECTION	\$1,215
SERVICE CONTRACTS	\$475
MILEAGE (for supplies)	\$300
TOTAL BUILDING & GROUNDS	\$29,540
ADMINISTRATION EXPENSES	
ADMINISTRATOR	\$15,000
SECRETARY/CLERK	\$5,160
BOOKKEEPER	\$3,900
ADMIN HEALTH INSURANCE	\$2,520
PAYROLL TAXES (FICA)	\$4,273
STATE COMPENSATION INSUR.	\$733
OFFICE SUPPLIES	\$3,500
TELEPHONE	\$2,800
REPAIRS & SERV. CONTRACTS	\$500

	1987 BUDGET
POSTAGE	\$1,900
MISCELLANEOUS ADMIN	\$184
TOTAL ADMINISTRATION	\$40,470
RELIGIOUS EDUCATION EXP.	
DIRECTOR	\$20,000
R.E. ASSISTANT	\$2,150
LRE HEALTH INSURANCE	\$942
PROGRAM MAT'LC & SUPPLIES	\$2,100
CONFERENCE & TRAVEL	\$1,000
** EDUCATION ASSISTANCE	**
L R Y	\$200
TOTAL RELIGIOUS EDUCATION	\$26,392
MUSIC PROGRAM EXPENSE	
ORGANIST	\$3,000
MUSIC DIRECTOR	\$3,000
MUSIC & SUPPLIES	\$400
TUNING & REPAIRS	\$250
TOTAL MUSIC PROGRAM	\$6,650
DENOMINATION EXPENSES	
UUA GENERAL PROGRAM FUND	\$5,100
PSWD DUES	\$1,400
TOTAL DENOMINATION EXP.	\$6,500
COMMITTEE EXPENSES	
FUNDS DRIVE	\$500
MEMBERSHIP	\$200
SUNDAY SERVICES & FORUM	\$300
TOTAL COMMITTEES EXPENSES	\$1,000
TOTAL EXPENSES	\$158,700
OVER(UNDER)BUDGET	\$0

* This is Foundation finance available for
Capital Repair/Improvements
** Apply to Foundation for Grant

PRESIDENT'S ANNUAL REPORT

Looking back over the past church year, we have much to celebrate:

WE HAD A VERY SUCCESSFUL PLEDGE DRIVE!

- Membership generously increased pledge income from \$116,400 in 1986 to \$133,000 in 1987.
- The number of pledges over \$1000 doubled.
- The average pledge increased from \$375 to \$510 per year.

WE ARE HEALTHY!

- We restored all salary cuts by December 30, 1986.
- We are optimistic that we can pay our fair share to the UUA for the 1986-1987 fiscal year.
- We raised \$7885 in special fund-raising.
- We continue to experience a wonderful spirit of cooperation from staff and committee chairs to stay within the budget figures.
- We have managed to build and maintain our money market account at close to \$25K.
- We have taken in \$4500 more than we have spent.
- Pledges are coming in well.
- Membership has increased by 25.
- Significant improvements have been made to the Memorial Garden.
- We have a new children's choir.
- A Care Group has been established.

WE ACCOMPLISHED MANY OF THE GOALS ESTABLISHED AS A RESULT OF THE LONG RANGE PLANNING COMMITTEE REPORT!

- Pledge statements are readable and timely.
- Policies on committee funds are being developed.
- There is a structure in place for canvassing new members.
- Procedure for establishing future canvass goals is in place.
- Bylaws Committee has developed recommendations.
- Volunteers were recognized during an end of the year service.
- Board minutes and financial statements are posted on the bulletin board.
- New member pictures are posted.
- Zip code directory has been published and distributed.
- More locked storage is available.
- Staff job descriptions are being finalized.

LOOKING AHEAD...

- The Bylaws Committee has recommended a multi-council organizational model which has been approved, in concept, by the Board of Trustees. A special committee will be studying the model and building recommendations over the summer for possible pilot implementation next year.

The only disappointment this year is the probable loss of hosting the UUA General Assembly in 1988. It is my personal belief that the broad spectrum of human rights issues (including racism, sexism, anti-Gay laws and sentiments) in this state would be better served by having 2000 Unitarian Universalists here to articulate and demonstrate their concerns. However, as the UUA Board has decided to participate in the boycott called for by the state-wide committee, Arizonans for a Martin Luther King, Jr. State Holiday, we as a congregation need to support the efforts of that committee to persuade our State Senate and Governor to enact a Martin Luther King, Jr. Holiday into law during this legislative session. If we are successful, we will have a day each year which values and celebrates Dr. King's life and ideals, and we will benefit from the presence and support of our colleagues at the UUA General Assembly in Phoenix in 1988. WRITE TO YOUR SENATOR TODAY!

B. JEANNE PETERS

ALLIANCE, WOMEN'S

The Women's Alliance is dedicated to food, fun, fellowship and "filanthropy." We have a potluck lunch on the third Thursday of each month and an "Out-to-Lunch Bunch" on the second Thursday.

Our annual Christmas Bazaar, held around the middle of November, involves everyone in the church, friends and members. This past year we donated all our proceeds from the Bazaar to the church operating fund.

The Alliance is affiliated with the Pacific Southwest District of the UUA and with the Unitarian Universalist Women's Federation. Our current membership totals forty-seven.

Submitted by Gene Fritts

ART COMMITTEE

The Unitarian Universalist Art Association, formerly called the Art Committee, consists of Lucienne Collaer Rusconi, Nancy Moran, Grace Armstrong, Jackie Schultz, Florence Foltz, Jane Truitt, Tish Gauntt, June Walker, Betty Bradshaw, Ellie Comfort, and Jean Thomas. Bob Murphy and Bob Rusconi are certainly "honorary members" as they help so much in the hanging of so many of the shows. John Vergis, Ken Croissant, and Lance Wilson are also active in the group. Joanne Michaels joined our group in February.

In the Spring of 1986, the group explored the possibilities of changing the group's name from Art Committee to the Unitarian Universalist Art Association. For many reasons it was felt that the wording would give a better and more positive approach and representation for the newspaper and other media. The Board of Trustees approved this request in February, 1987. The Art Association's responsibilities to the church remain the same. All church members interested in art, photography, sculpture, or just interested can join our group. Brenda Hoskins has agreed to assist us with our public relations in regards to the press and media.

The Art Association's first art show in September featured Bill Kennedy, a Vietnam veteran who was a victim of Agent Orange. It was his first art show. An abstract show in October brought a different visual perception to our audience. Our traditional Christmas show of colorful and beautiful, well-designed banners always adds a festive and lyrical ambiance to the holiday season.

The January show, arranged by Jane Truitt, featured the Vanguard Group from Sun City. These members of the Arizona Artists' Guild displayed excellent watercolors, oils, and acrylics. In February, the Intergenerational Show, arranged by Tish Gauntt, revealed the many facets of art expression within family members. It was extremely well-received and should be repeated.

The show in March honored David Manker's ordination with the church presenting a show of its own art collection. The soft sculptures of Grace Armstrong complimented the spatial display and enhanced this very special ceremony.

The show for April always consists of church members' work. Although fewer works were submitted this year, the 53 works on display were of excellent quality and were quite exciting. The hanging of this show always provides us with a fun visit with our members and friends.

In May the colorful show of Jean Thomas, a church member, gave us a spectacular appreciation of her talent.

A mini art sale by Art Association members was held during April.

Mini art shows by Art Association members June Walker, Florence Foltz, Betty Bradshaw, and John Vergis were held in the Johnson Room under the sponsorship of the Women's Alliance. This provided viewing enjoyment of art provided by talented members of our church.

The Art Association always strives to bring quality work to the attention of church members. Our purpose is not to decorate, but to add to our knowledge of art and discover the infinite different expressions in art. As your Unitarian Universalist Art Association, we hope to always fill this purpose and to grow.

I personally thank the administration office personnel and staff of the church for their constant and friendly cooperation. These shows do not "just happen." It takes lots of nitty-gritty detail and logistic work. Our members have always been hard working and most congenial to work with.

Submitted by Lucienne Collaer Rusconi

BEACON PRESS BOOKSTALL

Books about Unitarianism and Universalism continue to be the best sellers, including Dr. Mendelsohn's Being Liberal in an Illiberal Age. There is a continuing demand for books on feminist theology; Toward a New Psychology of Women is always in demand. The Miracle of Mindfulness, a guide to meditation, and the Unitarian Universalist meditation manuals are popular, as are the guidance books by Earl Grollman such as Talking About Divorce and Separation and Explaining Death to Children. A larger committee is still needed, and a chairman with time to organize one! Thanks to Barbara Hasan, who opened the Bookstall many Sundays when I couldn't be there.

Submitted by Eileen Melford

BYLAWS

The Bylaws Committee met through the summer, exploring and developing the multiple council concept. By late fall we were ready to make a presentation to the Board, but were delayed temporarily by the financial crisis.

In the spring, at a special meeting, the Board considered the council concept, found it worth further consideration, and asked the Committee to submit a complete proposal.

Bolstered by the addition of Jeanne Peters and Hal Howard, the Committee presented a completed model to the Board, and the Board accepted it in principle at a special meeting on Sunday, May 2. It is anticipated that an experiment in multiple council organization will begin in the fall.

Submitted by Loyd Means, Chair; Brenda Hoskins and Richard Stallworthy

CANVASS COMMITTEE

The Canvass Committee was reorganized in the Spring of 1986, just in time to plan and run the "mini-canvass" to raise pledges for the last half of 1986. This was necessary to cover the switch to the new fiscal year which now coincides with the calendar year.

Before the mini-canvass was complete in July, plans were underway for the regular every-member canvass which was carried out in October. This consisted of a real team effort, involving about ten persons in basic planning and organization and another sixty-five persons in the pledge drive. A steady program of information was followed with a marvelous all-church dinner and personal visits to nearly every member and friend of the church.

The result was a success! Enough pledges were made to put the church on a sound financial footing. Moreover, the intense canvass effort strengthened ties throughout the church.

Using the base established during the past year, the Canvass Committee will soon start planning for the 1987 pledge drive. We look forward to even broader involvement and greater success.

Submitted by Audrey and Rod Engelen, co-chairs

CARING COMMITTEE

If you have been in the hospital, been alone or in need of assistance, and one of the Unitarian Universalist family has come to see you, then you know how important such a visit can be. It can re-establish your communication with the church -- and indeed the community -- and it lets you know that you are cared about.

About a dozen members responded when the Caring Committee was recently reactivated. As a committee they help to coordinate the work of individual church members. Individually, they provided assistance through phone contact, home visits, family shopping, and transportation.

The committee is affiliated with the Voluntary Interfaith Assistance Program (VICaP) that serves the community at large. Under this umbrella of about 40 churches and 600 volunteers, our committee members receive training and can draw on the expertise of professionals and staff resources.

Now that the effort of reorganization is complete, we look forward to a year of much more effective service to the members of our church.

Submitted by Audrey Engelen, Ginny DeMarco, co-chairs

CLASSICAL FILM SOCIETY

I wish I could say that the Classical Film Society has had an outstanding year. To be perfectly truthful, the availability of cable and VCRs has really hurt us. We wish also that more church members and friends would support us. Most of our members are film buffs from the larger community. We come together because we love films. It's as simple as that.

Comedies remain our biggest draw. Among really outstanding programs this season the Japanese classic "RASHOMON" should be mentioned. We also had a very much appreciated presentation on William Blake by Dr. Randel Helms.

Submitted by Joyce Beadle

HORIZONS

Our church newsletter went from weekly to biweekly this year, initially to cut production costs during a tight budget period, but we discovered some hidden advantages. We now have an entire Religious Education page rather than just a column, and the Director and her assistant have time and space to create an organized layout with a stimulating variety of articles, letters, poems, drawings and quotations. The office staff has been able, on the alternate weeks, to offer personal assistance to people with special flyers, to write articles for those who insist they "can't write," to remind groups to publicize their events, and, hopefully, next fall, to include a calendar of events for busy people (aren't we all?).

None of this, of course, would have been possible without the hard work of our talented volunteer editors who gave up many a Sunday afternoon and evening to rewrite and word-process. Our thanks to Debra Ducker, Nancy Conrad, Ruth Amster, Paula Kulina and Joan Laurence for a first-rate job. And to our super-dependable A-Team production crew (see OFFICE VOLUNTEERS).

Submitted by Ellie Murphy

KIDS KAMP

Unitarian Universalist Kids Kamp has been a community resource of fun and friendship for ten years now. The day camp program is open three weeks in June and uses church facilities. We employ seven teachers, eleven counselors, and two directors. Opportunities for children include, dance drama, fine arts, handicrafts, sports and games, African music, foods and magic. Susan Brenchley and Susan Messerly are co-directors for 1987. Many youth from our Unitarian Universalist community are employed as staff.

Submitted by Susan Brenchley

MINISTER OF RELIGIOUS EDUCATION CANDIDATE SUPPORT COMMITTEE

The Candidate Support Committee continues to support Donna Lee in her Independent Study Program toward becoming a Minister of Religious Education. The members of the committee have served as resource people and have helped her in any way needed. One focus this year has been to make the congregation aware of the denomination and the ministry through programs and articles in Horizons at the time of David Manker's ordination. We have supported Donna in her intergenerational services, adult programs, social action and the sermons she has given this year. Any member of the congregation who have questions or concerns about Donna's program is welcome to contact any member of the committee. Committee members include Virginia Frogge, Miriam Groen, Randy Helms, Kathy Knowler, Gretchen Manker and Janet Proulx.

Submitted by Ellie Anderla, Chair

MUSIC

As new Music Director of the church, I am please to find a great abundance of musical talent. It is my goal to utilize these talents to the maximum benefit of the worship service. The Adult Choir has increased its participation from an average of two to three Sunday services a month. Our Youth Choir was formed in September and has participated at least once a month in the Sunday worship service.

In addition to Sunday morning services both choirs presented a December program and in April a Cabaret, both of which raised about \$900 for the church.

Many thanks go to our accompanist, Jay Finkelstein, and all our choir members for their commitment and dedication.

We gladly welcome new members to both choirs and invite anyone interested to join us on Wednesday evenings in the church auditorium -- Youth Choir 6:30, Adult Choir 7:30.

Submitted by Alvin Marcus, Choir Director

NOMINATING COMMITTEE

The Nominating Committee met several times and talked to many people about running for the positions open on the boards, nominating and ombuds committees. Much of the work done by this committee is by phone or done as part of the hospitality hour after services.

Our work will end with the election at the Annual Meeting on May 31st. The newly-elected committee will be sure to welcome any suggestions for nominees for the next year. Please contact them to offer your service.

Committee members are Alice Bendheim, Jan Means, Larry Messerly, Joanne Michaels, Ida Smith, and Kay Welch.

Submitted by Larry Messerly, Convenor

OFFICE VOLUNTEERS

There has been very little work this year for the chair of the Office Volunteers because of our incredibly faithful "A-Team" who volunteered for work every two weeks without fail to print and put together our newsletter. The fact that HORIZONS is published every two weeks instead of weekly has made it easier on the volunteers.

We thank Audrey Engelen, Jeanne Kelly, Bob Rusconi, Ruth Thistlethwaite, and Susannah Zucker. They are jewels without price. *(Ed. Note: As is Eleanor herself. She answers the phone for us every Thursday and also clips ideas from other church newsletters for the idea file.)*

Submitted by Eleanor Mast

OMBUDS

The principal activity of the Ombuds Committee is to respond to complaints, questions, problems, suggestions, compliments by channeling them to the proper corner. Its mission is to keep avenues of communication open.

Submitted by Anne Cotten

RELIGIOUS EDUCATION COMMITTEE

A brief overview of a busy church year by the church school and Religious Education Committee.

Fall was welcomed by the traditional Unicef pumpkin Sunday, a favorite of the children. November recognized the seder ceremony and annual clothing drive. December brought Santa Lucia day, Christmas and Hannakah activities and a winter solstice party, complete with carolling and a campfire. Secret friends found each other in early winter and the first annual talent action was held in March, with great promise from "gifted" church members for future years. Spring celebrated Hana Matsuri and Easter with egg hunts and the recognition of birth and rebirth in nature. Throughout the year were intergenerational services which discussed important people and concepts in our Unitarian Universalist heritage. New church school curricula were tested, and decisions made for future years. Religious Education is the product of dedicated church members and friends, the 1986/87 year has been no exception to the legacy of energy and enthusiasm for teachers and students alike.

Submitted by Susan Brenchley
Carla Oswald Reed CoChairs

RETIREES

The first Thursday in each month of the church year has brought celebration of the good life by retirees of the church. Good food, pleasant company, interesting programs. Among the programs: a discussion of investment matters by investment counselor Tom Foltz; a book review by Helen Bass; a pep talk regarding the new VICaP caregivers group by Dorothy Filson; a discussion of General Assembly resolutions by Eleanor Mast, Ruth Amster and Donna Lee.

The group has received a real boost from a recent retiree, Ruth Amster, whose enthusiasm has infused new life into our activities. We think we are a group that should be explored by anyone in the church looking for friendship, support and stimulation.

Submitted by Earl and Eldra Carney

SAWUURA

SAWUURA is the name of our 109 acres of wilderness near Young, Arizona, and also the name of the corporation which administers the land. The membership of SAWUURA encourages Unitarian Universalists to camp there and enjoy its beauty and quiet. For those who aren't able to easily get to the land, the membership also offers other outings in nature -- such as hikes to the Superstitions, Seven Springs, the Mazatzals, and our annual spring campout. This year we went to Organ Pipe National Monument in March.

On Memorial Day Weekend we are having our fourth annual Nature, Religion and the Arts Conference at SAWJURA. About 50 people are expected to participate.

The winterized cabin is enclosed and work on the interior is planned for this spring and summer. We have improved the water system and the road. Access to SAWJURA is easier than it has been in the past.

We will make our last mortgage payment February, 1988, and all 109 acres will be ours!

Submitted by Bobbie Root, Secretary-Treasurer

UU-UN

The newsletter, Window on the World, continues to be available in the social concerns alcove as is the Alert information from the UU Peace Network. The Women's Alliance sent their annual contribution to the office and last October observed the 40th Anniversary of Unicef by having a splendid illustrated talk by Jo Freimark of the Emily Brookes Resource Center at the Phoenix Unicef shop. The pulpit sermon for the United Nation's interest was Peace: Politics and/or Religion. 1987 is the Year of Shelter to highlight an issue of direct concern and for which sustained action on a global scale is imperative. Solutions have to be generated on all levels -- local and international -- and are possible.

Submitted by Elizabeth W. Cummings

WOMEN AND RELIGION (WOMANSPRIT, CAKES FOR THE QUEEN OF HEAVEN)

As a reflection of our commitment to the implementation of the Women and Religion Resolution of 1977, which asks churches to respond to sexism that still permeates our society, including our churches, two groups called Womenspirit meet regularly once a month on Sunday evenings to share potluck together and to further the growth and development of the spiritual dimension of women in our church. Programming is decided upon by the group itself each year, number of members is limited and regular attendance is expected for the cohesiveness of the group. These groups open each fall with an all-church women's evening. Anyone may join in the fall.

Cakes for the Queen of Heaven is also part of the programming of this church to assist women in defining their own sense of spirituality. Cakes is a course in feminist theology. It includes the Goddess, Female Presence in Judaism and Christianity and contemporary feminist spirituality. Our church hopes to offer this course in feminist spirituality to men in the fall of 1987.

Submitted by Donna Lee

FINANCE COMMITTEE

Since last June the Finance Committee has been monitoring church income and expenses on a monthly basis to assure that expenditures would not exceed budget guidelines.

The 6-month budget approved by the congregation at a special meeting last July reduced staff salaries by 15% and programming expenditures by 30% from the previous year's budget. This reduction was needed to live within the bounds of pledge income and rental fees. Request money was eliminated as an income item, which resulted in a smaller income amount and made severe cuts in expenses necessary.

The congregation and staff responded to our financial crisis with a strong commitment to complete that six-month period in the black: Pledges were promptly paid, and many times overpaid; several special fund raising events were sponsored by various committees in the congregation; many extra donations were given; and the staff and congregation worked very hard to cut expenses. To everyone's deep satisfaction, we completed that six-month period in the black, and in December the Board was able to authorize restoring staff salary cuts and setting aside one thousand dollars to pay our UUA and PSWD fair share dues.

The Finance Committee has continued to monitor on a monthly basis this year's twelve-month budget. Because of our successful fall canvass, staff salaries have been fully restored to their previous level, and about half of the programming cuts have been restored. At this point we are very pleased with our financial situation: The alarm system has been our largest single unexpected expense, and it is likely that near the end of this fiscal year the Finance Committee will apply for Foundation funds to pay for that item. Other expenses beyond budget have been modest, and income beyond budget has well exceeded them. The Finance Committee is optimistic that we will again complete our fiscal year with a cash surplus.

The Committee has also been working on developing a more understandable monthly statement, and this is posted along with Board minutes on the bulletin board so that the congregation will be constantly aware of our current financial status. Policies are being developed concerning our deficit fund raising, committee finances and donations.

We welcome anyone's comments or suggestions at any time. The Committee meets monthly, a week before the Board meeting, and visitors are invited.

Submitted by Diane Olson, chair; Judy Henzler, Treasurer; Ellie Murphy, Administrator; Rod Engelen, Canvass Co-chair; Tom Fritts, Jim Lynch, Felice Bews

PRESIDENTS OF THE BOARD OF TRUSTEES

1947 Milton Shear	1968 Archie H. Walker
1948 Taylor Smith	1969 William Gooding
1949 E. B. Myrick	1970 William Gooding
1950 James Steward	1971 Harry H. Hobart
1951 Frances Locke (Bishop)	1972 Harry H. Hobart
1952 J. D. Filson	1973 Elaine Warner
1953 Frances Bishop	1974 Elaine Warner
1954 Vernon Robbins	1975 Virginia Frogge
1955 William Bishop	1976 Virginia Frogge
1956 Roy Gaintner	1977 Gordon Patterson
1957 Lee Binna	1978 Muriel Osder
1958 Joe Wilson	1979 Barbara Eastman
1959 R. P. E. Dickinson	1980 Randel Helms
1960 Ed Heler	1981 Muriel Mason
1961 Agnes Ericson	1982 Muriel Mason
1962 Hiram S. Davis	1983 Jesse Hise
1963 Hiram S. Davis	1984 Jesse Hise
1964 Christ A. Olsen	1985 Anne Upshaw
1965 Wilson B. Wood	1986 Hal Howard
1966 Floyd A. McCracken	1987 Jeanne Peters
1967 Floyd A. McCracken	