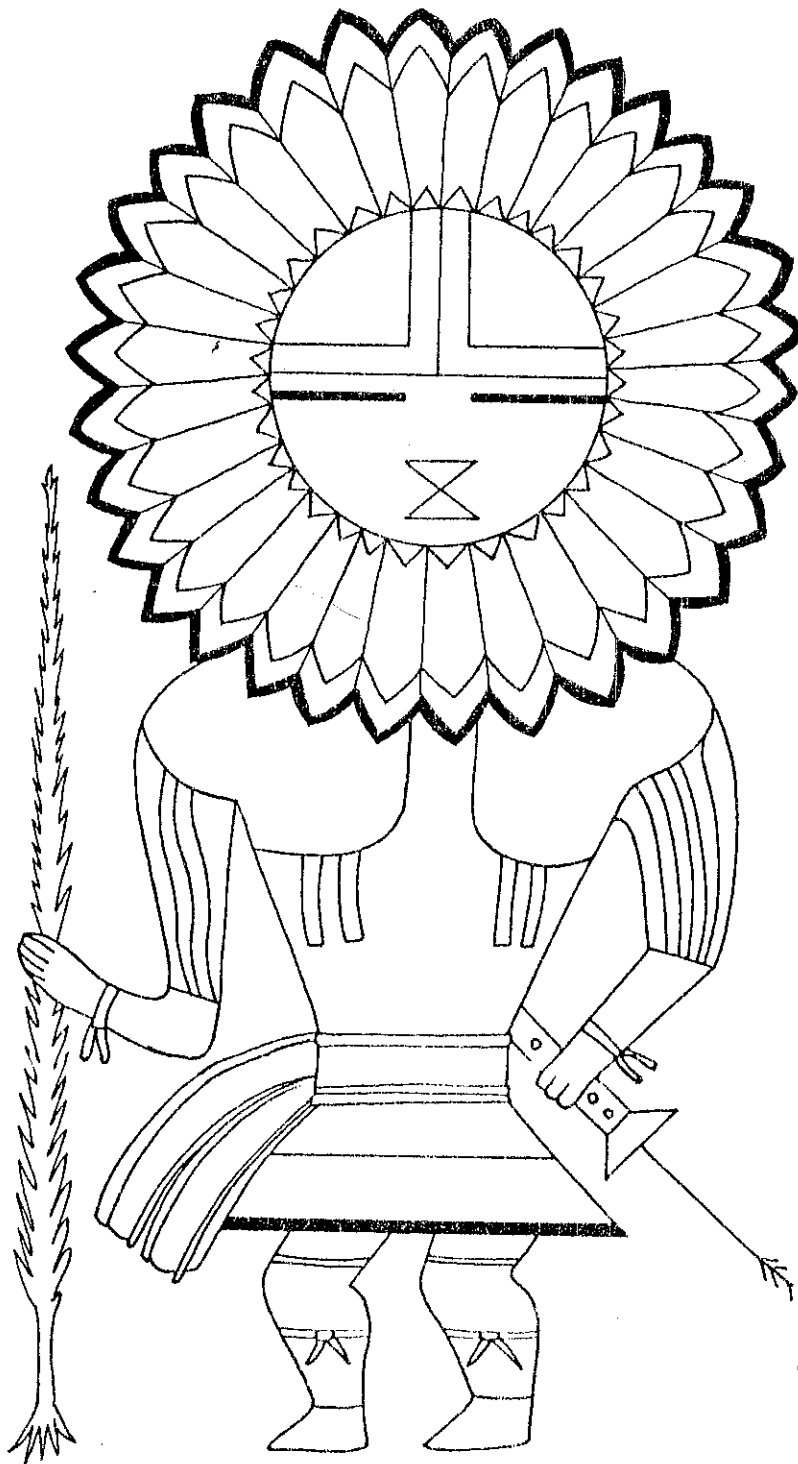
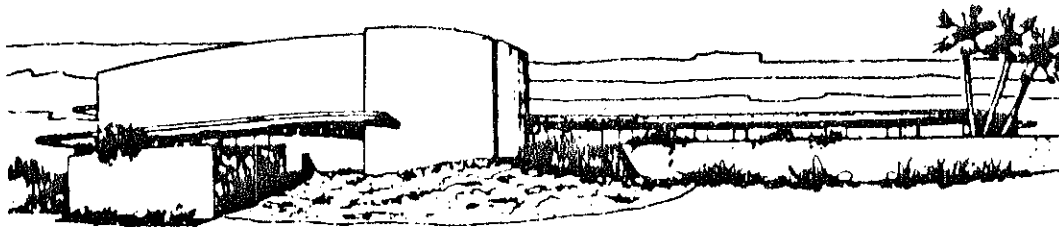


ANNUAL REPORT



JUNE
1989



The First Unitarian Universalist Church of Phoenix

4027 EAST LINCOLN DRIVE
PARADISE VALLEY, ARIZONA 85253
PHONE 840-8400

MINISTER
REV. RAYMOND G. MANKER

DIRECTOR OF RELIGIOUS EDUCATION
DONNA LEE

STAFF

Church Administrator.....Ellie Murphy
Administrative Assistant.....Sherri Burke
Religious Education Assistant.....Jean Berry
Music Director.....Al Marcus
Organist.....Joanne Finkelstein
Youth Advisor.....Jack Putta
Maintenance Person.....Bob Murphy

COVER DRAWING: Sand painting representing the Sun Kachina.
Hopi (Southwest). Modern.
From the North American Indian Design Coloring Book,
rendered for coloring by Paul E. Kennedy; published
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**FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
1988-89 BOARD OF TRUSTEES**

<u>President</u> Joan Laurence	<u>Term</u> 1990	(H)279-7873	821 E Rose La	Phx	85014
<u>Vice President</u> Bob Olson	1989	(H)483-3105 (W)254-4000	5201 E Paradise Dr	Scts	85254
<u>Secretary</u> Gene Griffin	1989	(H)994-4874 (W)732-2871	2221 N 87 Wy	Scts	85257
<u>Treasurer</u> Jim Peterson	1990	(H)953-0706	4909 E Emile Zola Av	Scts	85254
<u>Trustees</u>					
Sherwin Berger	1990	(H)997-1151	8225 N Central #26	Phx	85020
Fred Corbus	1989	(H)955-1152	4633 N 42 Pl	Phx	85018
Audrey Engelen	1989	(H)956-3754	3021 E Columbus	Phx	85016
Peter Fears	1989	(H)230-9490 (W)252-6501	2129 W Weldon	Phx	85015
Gene Fritts	1989	(H)242-3247 776-5173	2222 W Montebello (Prescott)	Phx	85015
Leslie Lindner	1990	(H)942-9786	2405 W Anderson Av	Phx	85023
Jim Lynch	1989	(H)997-1538	7602 N 22 Pl	Phx	85020
Larry Messerly	1990	(H)867-2454	15601 N 30 St #5	Phx	85032

Nominating Committee: Sandy Lynch, Chair (1990); Arlene Kole (1989),
Lucienne Rusconi (1989), Eleanor Russell (1989),
Lloydean Dupont (1990), Lorain Kadish (1990)

Ombuds Committee: Lance Wilson (appointed by Congregation)
Miriam Groen (appointed by Board of Trustees)
(appointed by first two members)

FIRST UNITARIAN UNIVERSALIST FOUNDATION OF PHOENIX
1989

<u>Directors</u>	<u>Term Exp.</u>			
Chair: Rick Chambliss	1992	(H)274-3827 (W)224-5999	2217 W Whitton	Phx 85015
Vice Chair:				
Secretary: Phyllis Hughes	1991	(H)952-1685 (W)542-1401	4819 E Calle Ventura	Phx 85018
Controller: Rod Groen	1990	(H)938-7028 (W)230-0791	4427 W Waltann La	Gln 85306
<u>Members at Large</u>				
Dorothy Filson	1992	(H)943-6647	1119 E Northview	Phx 85020
Bernie Hall	1992	(H)955-6086	5133 N 32 Pl	Phx 85018
Jesse Hise	1991	(H)277-6004 (W)263-1315	4502 N 18 Dr	Phx 85015
Arlene Kole	1991	(H)992-2740	3531 E Marconi	Phx 85032
Bob Olson	1990	(H)483-3105 (W)254-4000	5201 E Paradise Dr	Sct 85254
David Ouimette	1990	(H)943-8290 (W)234-2600	2201 E Myrtle Av	Phx 85020
<u>Ex Officio</u>				
<u>President, Board of Trustees</u>				
Joan Laurence		(H)279-7873	831 E Rose La	Phx 85014
<u>Minister</u>				
Rev. Raymond G. Manker		(H)840-8186	4530 E Pepper Tree La	PV 85253
<u>Administrator</u>				
Ellie Murphy		(H)991-0740	5935 N 83 St	Sct 85253

CONTACT PEOPLE FOR COMMITTEES AND GROUPS

ALLIANCE	Jean Berry	840-2383
ART	Lucienne Rusconi	996-5970
BUILDINGS & GROUNDS	Audrey & Rod Engelen	956-3754
CHOIR	Al Marcus (Director) Joanne Michael (Committee)	258-7713 840-5745
CHURCH PRESERVATION	Virginia Frogge	488-1782
CLASSICAL FILM SOCIETY	Joyce Beadle	968-2913
DENOMINATIONAL AFFAIRS	Marg & Richard Stallworthy	997-8611
FINANCE	Diane Olson	483-3105
FOUNDATION	Rick Chambliss	998-3178
FUND THE FUTURE	Kay Peterson	953-0706
HORIZONS (Newsletter)	Ellie Murphy	991-0740
MEMBERSHIP	Sherri Burke	581-9582
MINISTERIAL RELATIONS	Randy Helms	961-3589
MUSIC	Jim Peterson	953-0706
NOMINATING	Sandy Lynch	997-1538
OMBUDS	Lance Wilson	253-5944
PLEDGE DRIVE	Susan Goldsmith Bob Olson	840-6170 483-3105
RELIGIOUS GROWTH & LEARNING	Larry Lorenzen Carla Reed	867-0970 957-8736
MRE CANDIDATE SUPPORT	Ellie Anderla	937-7230
RETIREES	Earl & Eldra Carney	978-3706
SAWUURA	Max Kaslo	246-0180
SINGLES DISCUSSION	Joan Beerling Carole Holland	835-5403 956-0361
SINGLETARIANS	Sherry Celine	840-4611
SOCIAL ACTION	Jim Lynch	997-1538
SUNDAY SERVICES	Gil Venable	254-4574
USHERS	Bill Swineford Shannon Garvin	265-1048 254-7417
UU SERVICE COMMITTEE	Sandy Lynch	997-3538
UU-UN OFFICE	Elizabeth Cummings	861-9023
WOMEN & RELIGION	Donna Lee	945-6784

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
Congregational Budget Meeting
January 10, 1988

President Peters called the meeting to order at 12:15 p.m.

Secretary Griffin read the minutes of the previous congregational meeting.

Tom Foltz moved the minutes be accepted as read. Seconded. Passed.

A balance sheet and income statement for the year ending December 1987 was handed out (attached). An "overview of Past Two Fiscal Periods" was handed out (attached).

Diane Olson, Finance Committee Chair, read the "Overview of Past Two Fiscal Periods" to the congregation.

Chairperson Olson read the 1987 balance sheet and income statement to the congregation.

Brenda Hoskins, member, asked if anyone's name had been removed from the church membership role and what procedure had been used. Diane Olson answered the question. Member Hoskins stated that she believed that names were removed in violation of current First UU Bylaws and UUA principles. (See page 5 for addition here.)

President Peters stated that Rod and Audrey Engelen deserve recognition for their fund drive efforts this year (applause). President Peters reviewed the 1987-88 canvass results. President Peters expressed disappointment that there were a significant number of members who did not pledge and a disturbingly large number of members who reduced their pledges.

As a cost saving strategy, the 1988 budget was printed as a column on the 1987 budget review. Chairperson Olson read the 1988 budget to the congregation.

Tish Gauntt, member, initiated a discussion on when and how committees get charged with responsibilities for special fund raising. It was suggested by Joan Laurence that next year the Finance Committee obtain agreements from the various committees for special fund raising in advance of the congregational vote on the budget.

Hal Howard moved that the budget be adopted as read. Seconded.

Brenda Hoskins proposed an amendment that any additional funds received during the year 1988 be used to pay the fair share this church owes to UUA. Seconded, discussion. The amendment was defeated.

(More)

Board of Trustees
1-10-88

Page 2.

The question was called for. The main motion for acceptance of the 1988 budget was passed.

A vote was taken showing that the sense of the congregation is to treat the payment of the UUA Fair Share as a priority, when any funds over those now expected, are received during fiscal 1988

Jim Sellett moved that the meeting be adjourned. Seconded. Passed.

Meeting adjourned at 1:35 p.m., January 10, 1988.

G. Gene Griffin
1987-88 Board of Trustees Secretary

GGG/ej

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
SPECIAL CONGREGATIONAL MEETING

April 2, 1989

The meeting was called to order by President Joan Laurence at 11:42 A.M.

Purpose of the meeting was to have the congregation approve or disapprove the special capital funds drive called "Fund the Future."

If the drive receives congregational approval, the congregation will then be asked to prioritize the improvements that have already been recommended by members of the congregation.

The attached list labeled "WHITE" is the list of "A's" or "must do's."
The attached list labeled "GOLD" is the list of "like to do's."

Motion I. To approve the Fund the Future drive beginning April 21, 1989 and ending May 31, 1990 and approve the prioritized fund categories in the total amount of \$93,000. Should a shortfall occur, the money will be spent in the order listed on today's handout for Category A. (See white sheet attached.)

Motion was seconded.

Amendment: That Items 1 and 2 on the white list be reversed. (Recruitment and relocation of interim and permanent ministers have first priority; repaying the Foundation \$18,982 for air conditioning repair second priority.)

Discussion relative to the time period the Fund the Future should spread over. President Laurence stated that projects would not be authorized until the money is in hand. The fund drive is planned for one year.

Amendment accepted by maker of original motion.

Discussion followed regarding order of Items 1 and 2.

Question called on the amendment. Vote by show of hands.
FOR: 23; AGAINST: 41; ABSTAIN: 0.

The amendment failed to pass.

Amendment: That as soon as \$19,000 is raised for Item 1, the congregation reconvene to reassess the order of items on the white list. The amendment failed by a significant margin.

Question called on Motion I. FOR: 67; AGAINST: 2; ABSTAIN: 0
Motion was passed.

(Special Congregational Meeting - 4/2/89)

2.

Motion II. To approve seeking an additional \$42,000 in the Fund the Future drive and all moneys in addition to \$93,000 for Category A will be used to fund projects in Category B in the order determined by a vote of the congregation today.

Motion was seconded.

Discussion on whether activities related to improvements on the lists could be accomplished by a person or group providing their own time and money.

Statement questioning how the agenda for the meeting was arrived at.

Question called on Motion II. FOR: All others voting;
AGAINST: 0; ABSTAIN: 1. Motion passed.

Ballots were filled out and handed in.

Marg Stallworthy asked for the congregation to vote on the UUA-GA resolutions. Ballots were handed out. Printed copies of the resolutions were handed out (sample attached). Lay delegates to GA will be instructed by the Board of Trustees to vote the majority wishes of the congregation. Marg explained that the top three items as voted by all UU congregations will appear on the agenda for GA. (Copy of ballot attached.)

The meeting was adjourned at 12:37 P.M.

Respectfully submitted,

Gene Griffin
Secretary
Board of Trustees

GG:em
Attachments (4)

PRESIDENT'S REPORT

1988-1989

As I write, it seems like much more than a year since my tenure as President began. Perhaps that's because the year commenced with the air conditioning crisis. Happily, that was the most severe problem we faced. It has been an upward journey since then. We have shared too many good times to list them all; but here, in no particular order, are a few of the highlights which come to mind.

- the extraordinary Margo Reed and Buddy Weed fundraising jazz concert.
- the board retreat at which we committed ourselves to strengthening the committee structure of our church and to building membership.
- the outstanding Sunday service presented by our youth group.
- all the wonderful Sunday services organized by the Sunday Services Committee, presented by our guests and visitors, and led by members of the congregation.
- the very meaningful "first Sunday back" service given by Ray, Buddy and Margo (I don't know about you, but I'm using my rock a lot these days).
- the contribution of Dave Rickard to our management, budgeting and fundraising planning.
- the dedicated work of all our committees, and of the membership committee in particular. Despite the usual attrition, membership has increased from 364 last September to 385 members in May.
- the Fund the Future Campaign--from the initial planning meetings to the raising of almost \$70,000 to pay for the air conditioner, bring our interim minister, find and settle a new minister after Ray retires next year, and probably fix the roof.

Well, I could go on like this for a very long time, but then none of it would get printed.

As we end this church year and start preparing for the next, I want to thank all of you--board, staff, committees, and members--who have contributed so much to our "oasis in the desert." May it continue to grow in loving kindness over the coming year.

Joan Laurence

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
1989 BUDGET

=====		=====	
INCOME		PAYROLL TAXES (FICA)	\$4,556
PLEDGE INCOME	\$130,500	STATE COMPENSATION INSUR.	\$754
LOOSE COLLECTION	\$3,000	OFFICE SUPPLIES	\$3,535
ROOM EXP REIMBURSEMENT	\$20,400	TELEPHONE	\$2,760
MONEY MARKET INTEREST	\$700	REPAIRS & SERV. CONTRACTS	\$1,000
SPECIAL FUND RAISING	\$5,300	POSTAGE	\$1,500
MISCELLANEOUS INCOME	\$2,000	CONTINGENCY	\$577
INCOME SUBTOTAL	\$161,900	TOTAL ADMINISTRATION	\$41,682
FOUNDATION FUND INCOME		RELIGIOUS GROWTH & LEARNING	=====
* CAPITAL IMPROVEMENT	\$3,500	DIRECTOR	\$21,200
INTEREST/FNDTN FUND	\$1,500	RG&L ASSISTANT	\$2,150
** GRANTS INCOME	\$0	YOUTH ADVISOR	\$3,000
TOTAL INCOME	\$166,900	RG&L DIR HEALTH INSURANCE	\$2,500
=====	=====	PROGRAM MAT'LS & SUPPLIES	\$2,500
EXPENSES		CONFERENCE & TRAVEL	\$1,000
MINISTER'S EXPENSES		** EDUCATION ASSISTANCE	\$0
SALARY/PROF EXPENSES	\$19,563	TOTAL RG&L	\$32,350
HOUSING & RELATED	\$18,419	MUSIC PROGRAM EXPENSE	=====
RETIREMENT	\$3,798	ORGANIST	\$3,000
MAJOR MEDICAL INS	\$5,457	MUSIC DIRECTOR	\$3,000
DISABILITY/LIFE INS	\$723	MUSIC & SUPPLIES	\$600
CONFERENCE AND TRAVEL	\$1,000	TUNING & REPAIRS	\$250
TOTAL MIN. EXPENSES	\$48,960	TOTAL MUSIC PROGRAM	\$6,850
BUILDING & GROUND EXPENSE		=====	=====
CUSTODIAN	\$2,150	DENOMINATION EXPENSES	
MAINTENANCE PERSON	\$5,400	UUA GENERAL PROGRAM FUND	\$3,500
PROPERTY & LIAB INSURANCE	\$4,776	PSWD DUES	\$900
SUPPLIES	\$1,500	DENOM MISC/COMM EXPENSE	\$150
CAP IMPRVMT, REPAIR/MAINT	\$3,500	TOTAL DENOMINATION EXP	\$4,550
* FOUNDATION FINANCED	\$500	=====	=====
GROUNDS MAINTENANCE	\$500	COMMITTEE EXPENSES	
UTILITIES	\$11,500	PLEDGE DRIVE	\$1,000
TRASH COLLECTION	\$732	MEMBERSHIP	\$250
SERVICE CONTRACTS	\$400	SUNDAY SERVICES	\$500
MILEAGE (for supplies)	\$300	TOTAL COMM. EXPENSES	\$1,750
TOTAL B&G	\$30,758	=====	=====
ADMINISTRATION EXPENSES		TOTAL EXPENSES	\$166,900
ADMINISTRATOR	\$15,600	=====	=====
SECRETARY/CLERK	\$5,160	SURPLUS	\$0
BOOKKEEPER	\$3,900		
ADMIN HEALTH INSURANCE	\$2,340		
=====	=====		

* Available upon request from Foundation

** Apply to Foundation for Grant

FIRST U.U. CHURCH OF PHOENIX
BALANCE SHEET
AS OF 12/31/88

ASSETS

CASH

PETTY CASH	\$52.90
ARIZONA BANK - CHECKING	\$1,198.40
AZ BANK MONEY MARKET	\$20,585.02

TOTAL CASH	\$21,836.32
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SHORT-TERM ASSETS

DONATION DUE FROM ALLIANCE	\$500.00
PREPAID POSTAGE	\$108.17
PREPAID LEGAL FEE	\$250.00

TOTAL SHORT-TERM ASSETS	\$858.17
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TOTAL ASSETS	\$22,694.49
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LIABILITIES & FUND BALANCES

LIABILITIES

MUSIC FUND	\$562.29
CHILD CHOIR SUPPLY GRANT	\$200.00
BEACON BOOKSTALL	\$102.20
PREPAID 1989 PLEDGES	\$19,455.00
ART ASSOCIATION FUND	\$50.00
MEMORIAL GARDEN	\$19.97
PROPERTY INSURANCE ACCRUAL	\$300.00
MISCELLANEOUS CLEARING	\$800.00

TOTAL LIABILITIES	\$21,489.46
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FUND BALANCES

PRIOR FUND BALANCE	\$1,377.51
CURRENT FUND BALANCE	(\$172.48)

TOTAL FUND BALANCES	\$1,205.03
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TOTAL LIABILITIES & FUNDS	\$22,694.49
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FIRST U. U. CHURCH OF PHOENIX
INCOME STATEMENT
FOR 12 MONTHS ENDING 12/31/88

	1988 ACTUAL	1988 BUDGET	OVER BGT (UNDER BGT)
INCOME			
PREPAID 1988 PLEDGE INCOME	\$21,130	\$21,130	\$0
CURRENT PLEDGE INCOME	\$103,861	\$108,270	(\$4,409)
POSTPAID 1987 PLEDGES	\$1,160	\$0	\$1,160
INTEREST - DIVIDENDS	\$725	\$500	\$225
LOOSE COLLECTION (2)	\$3,334	\$3,000	\$334
USE FEES	\$19,204	\$21,000	(\$1,796)
SPECIAL FUND RAISING (4)	\$4,147	\$4,000	\$147
R E YOUTH ADVISOR DONATION	\$600	\$0	\$600
R E ASSISTANT GRANT	\$900	\$0	\$900
MISCELLANEOUS INCOME (5)	\$4,081	\$1,600	\$2,481
INCOME SUBTOTAL	\$159,141	\$159,500	(\$359)
FOUNDATION FUND INCOME			
CAPITAL IMPROVEMENT (6)	\$7,962	\$3,500	\$4,462
GENERAL FUND (7)	\$18,972	\$0	\$18,972
INTEREST INCOME	\$1,538	\$1,300	\$238
FNDTN INCOME TOTAL	\$28,472	\$4,800	\$23,672
TOTAL INCOME	\$187,613	\$164,300	\$23,313
EXPENSES			
MINISTER'S EXPENSES			
SALARY/PROF EXPENSES (*)	\$16,303	\$19,563	(\$3,261)
HOUSING & RELATED	\$21,680	\$18,419	\$3,261
RETIREMENT	\$3,798	\$3,798	\$0
MAJOR MEDICAL INSURANCE	\$6,930	\$5,040	\$1,890
DISABILITY/LIFE INS	\$715	\$715	\$0
CONFERENCE & TRAVEL	\$1,000	\$1,000	\$0
TOTAL MINISTER EXPENSES (* NOV SALRY INC IN H&R)	\$50,425	\$48,535	\$1,890
BUILDING & GROUND EXPENSE			
CUSTODIAL (2)	\$2,265	\$2,150	\$115
MAINTENANCE PERSON	\$5,400	\$5,400	\$0
PROPERTY INSURANCE (8)	\$2,211	\$3,500	(\$1,289)
CAPITAL IMPRVMENTS, REPAIRS/MAINT			
Church Financed	\$98	\$0	\$98
Foundation Financed (9) *	\$25,910	\$3,500	\$22,410
GROUPS MAINTENANCE	\$256	\$500	(\$244)
UTILITIES	\$11,696	\$11,500	\$196
SUPPLIES	\$1,482	\$1,800	(\$318)
TRASH COLLECTION	\$769	\$612	\$157
SERVICE CONTRACTS (10)	\$388	\$540	(\$152)
MILEAGE (for supplies) (2)	\$300	\$300	\$0
TOTAL BUILDING & GROUNDS	\$50,774	\$29,802	\$20,972

ADMINISTRATION EXPENSES			
ADMINISTRATOR	\$15,600	\$15,600	\$0
ASS'T TO ADMINISTRATOR (2)	\$5,160	\$5,160	\$0
BOOKKEEPER	\$3,900	\$3,900	\$0
ADMIN HEALTH INSURANCE	\$2,307	\$2,064	\$243
OFFICE SUPPLIES	\$3,651	\$3,755	(\$104)
TELEPHONE	\$2,640	\$2,940	(\$300)
PAYROLL TAXES (FICA)	\$4,403	\$4,556	(\$153)
STATE COMPENSATION INSURANCE	\$808	\$730	\$78
REPAIRS/SERV CONTRACTS *	\$0	\$750	(\$750)
Foundation Financed (11)	\$1,024	\$0	\$1,024
POSTAGE	\$1,573	\$1,900	(\$327)
SPECIAL MAILINGS	\$936	\$0	\$936
SPECIAL MAILING DONATIONS	(\$410)	\$0	(\$410)
MISC. ADMINISTRATION (12) *	\$341	\$0	\$341

TOTAL ADMINISTRATION	\$41,932	\$41,355	\$577
RELIGIOUS EDUCATION EXP.			
DIRECTOR	\$21,200	\$21,200	\$0
R.E. ASSISTANT (3)	\$2,036	\$2,150	(\$114)
R.E. ASSISTANT GRANT	\$900	\$0	\$900
R.E. YOUTH ADVISOR (1)	\$3,000	\$3,000	\$0
DRE HEALTH INSURANCE	\$1,910	\$2,008	(\$98)
PROGRAM MAT'LS & SUPPLIES	\$2,500	\$2,500	\$0
CONFERENCE & TRAVEL	\$1,000	\$1,000	\$0

TOTAL RELIGIOUS EDUCATION	\$32,545	\$31,858	\$687
MUSIC PROGRAM EXPENSE			
ORGANIST (2)	\$2,995	\$3,000	(\$5)
MUSIC DIRECTOR (2)	\$3,000	\$3,000	\$0
MUSIC & SUPPLIES	\$476	\$600	(\$124)
TUNING & REPAIRS	\$145	\$250	(\$105)

TOTAL MUSIC PROGRAM	\$6,616	\$6,850	(\$234)
DENOMINATION EXPENSES			
UUA GENERAL PROGRAM FUND	\$3,200	\$3,200	\$0
PSWD DUES	\$800	\$800	\$0
NEW UUA HYMNAL	\$860	\$0	\$860
UUA HYMNAL DONATIONS	(\$860)	\$0	(\$860)
MISC/COMMITTEE EXPENSE	\$5	\$150	(\$145)

TOTAL DENOMINATION EXPENSES	\$4,005	\$4,150	(\$145)
COMMITTEE EXPENSES			
MEMBERSHIP	\$149	\$250	(\$101)
PLEDGE DRIVE	\$829	\$1,000	(\$171)
SUNDAY SERVICES (2)	\$509	\$500	\$9

TOTAL COMMITTEES EXPENSES	\$1,487	\$1,750	(\$263)
TOTAL EXPENSES	\$187,785	\$164,300	\$23,485
SURPLUS/(DEFICIT)	(\$172)	\$0	(\$172)

* Foundation Reimbursements

** Any minor addition discrepancies due to rounding

NOTES:

- (1) 9-Month Budget
- (2) 10-Month Budget
- (3) 10 1/2-Month Budget

(4) Special Fundraising Includes:

Art Sale Commissions	\$364.00	
New Year's Eve Party	\$105.00	
Cabaret/Choir	\$627.00	
Office Bake Sale	\$252.50	
RG&L (R.E.)	\$500.00	
Weed/Reed Concert	\$1,164.00	
Celebration Dinner	\$243.29	
Horizons X-mas Page	\$180.00	
Poinsettia Sales	\$146.50	
Bazaar	\$565.00	
	-----	\$4,147.29

(5) Miscellaneous Income Includes:

Office Supplies	\$98.00	
Memorials	\$70.00	
Individual Contribut'ns	\$673.30	
Singles Disc. Group	\$200.00	
Postage Reimbursements	\$75.06	
Telephone Reimbs.	\$23.45	
DVLC Cont--Copier Use	\$65.00	
H Howard Book Sales	\$162.50	
2nd Sunday Potlucks	\$61.00	
Petty Cash Deposits	\$165.13	
Waddell Book Sales	\$72.50	
Kids Kamp Contribution	\$800.00	
Choir Donation	\$1,000.00	
Art Assoc. Donation	\$100.00	
Alliance Donation	\$500.00	
Chas Smith Nwspr Sales	\$5.00	
RE Fund Balance	\$9.74	
	-----	\$4,080.68

(6) Capital Improvement Funds from Foundation Include:

B&G Repairs	\$6,937.97	
Office Equipment Repairs	\$960.68	
Replace Computer Keyboard	\$62.95	
	-----	\$7,961.60

(7) General Fund Income from Foundation Includes:

Air Conditioner Renovation	\$18,972.00
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(8) Property insurance baloon pmt accrued at \$100/mo Oct-Sept

(9) Foundation Financed Cap Improve/Reprs/Maint Includes:

Air Conditioner Renovation	\$18,972.00	
Parking Lot Resurface/Line	\$2,740.00	
Air Conditioner Repairs	\$2,611.34	
Carpet Upkeep	\$210.00	
Electrical, Repairs	\$603.76	
Annex Cooler Repair	\$140.83	
Glass Door Repair	\$306.74	
Plumbing Repairs	\$130.71	
Misc B&G Repairs	\$194.59	
	-----	\$25,909.97

(10) Service Contracts Include:

Rural Metro Fire Protection	\$352.69	
Fuel Burning Equipment Permit	\$35.00	

		\$387.69

(11) Admin Repairs/Service Contracts Include:

Replace Computer Keyboard	\$62.95	
Copier Repair	\$359.29	
Folder Repair	\$92.95	
Mimeo Repair	\$508.44	

		\$1,023.63

(12) Misc Administration Includes:

Misc Petty Cash Disbursements	\$88.71	
Prior Year IRS Payment	\$251.78	

		\$340.49

COMMITTEE AND GROUP REPORTS

ALLIANCE

We have had our usual lively and interesting programs this year for our regular monthly meetings: ROD ENGELEN spoke to us on "Women Make a Difference," JEANNE KELLY and LUCIENNE RUSCONI gave a program on "Coming to America." We enjoyed our Christmas party with JOAN FINKELSTEIN accompanying our enthusiastic singing of Christmas carols. In January, JOHN VERGIS showed slides and BERT AND DOT OXMAN also showed slides--we went from the West to Africa in our two very good slide shows. PAT STAUBER got us an enlightening program on "Canine Companionship" with interesting speakers and a demonstration of the importance of a dog in the life of a handicapped person. M.A.D.D. representative Dorothy Johnson gave us a sobering picture of the drunk driving situation. For our June meeting, GRETCHEN MANKER has invited us to her lovely home. We meet regularly on the third Thursdays of each month.

On the second Thursdays of each month our "Out to Lunch" bunch samples different restaurants each month. Some that we have been to this year have been Westcourt at the Buttes, Pink Pepper, Hyatt at Gainey Ranch, Steamers, etc. Coordinator is DOT OXMAN, 944-5857, call her if you are interested--everybody is always welcome.

During the last year we gave over \$1000. to the church general operating fund, \$400. to the Back to School Clothing Drive, \$300. to Anytown, \$100. to Andre House, \$150. for the church bathrooms, \$50. to the UUUN and \$50. to Canine Companionship. We make the bulk of our money at the annual Church Bazaar, and this spring held a Rummage Sale, half of the proceeds which were donated to the church...\$300. more for the operating fund. This month we have donated \$150. to the Clara Barton Sisterhood for three of our members over 80 years old to be honored with lifetime certificates: Regina Glaser, Eleanor Mast, and Isabelle McCreary.

The annual Bazaar will again be held during November--on Saturday, November 18, 1989--be sure to mark your calendars and everybody come!!

Submitted by Jean Berry

ART COMMITTEE - UNITARIAN UNIVERSALIST ART ASSOCIATION

Diverse exhibitions in the auditorium are provided each month by the Art Committee of the UU Art Association. We try to enhance our displays by judicious placement of colors and spatial relationship. It is hoped that our church members have enjoyed our efforts. We are not always able to bring certain exhibits because of logistic and insurance limitations.

Jackie Chisic opened our season in September with her pastel and acrylic show. This was followed by the Arizona Designer Craftsmen exhibit of fiber, paper, and wood art. As always, our beautiful collection of banners enhanced our Christmas season. This year we included figure paintings by Lucienne Collaer Rusconi and Meg Appelman, Sandy and Jim Lynch's daughter, in conjunction with our special events for UUSC.

Our January Photographic Show has become a yearly "smash hit" by the many comments from all of you. February featured the "All Church Member Show," our opportunity to show our talent and our latest work. John Waddell, the sculptor of our magnificent sculpture garden, showed his drawings, water-colors and pastels in March. In April the students of Jackie Schulz and Dick Phillips were thrilled to be able to show their best work. These student shows are always a delight to all of us as the quality of the work is excellent and they are most appreciative and enthusiastic about displaying their work here.

We finished our 1988-89 art season with the excellent exhibition of the art of Don Ratz, which consisted of bas-reliefs, woodburnings and paintings. The most unusual and interesting facet of his show is his judicious use of styrofoam for his bas-reliefs. He later applies a finish which gives the appearance of carved stone.

Jackie Schulz, Joanne Michael, John Vergis, Lucienne Collaer Rusconi were the coordinators for these shows, along with special help by Florence Foltz, Ken Croissant, Betty Bradshaw and Gene Fritts, our Board of Trustees representative. A very special thanks to Bob Murphy and Bob Rusconi for their ever present dependable and knowledgeable help. Their contribution in hanging shows is very much appreciated. Also thanks to Ellie Murphy, Enid Jones and Sherri Burke, our administrator and office staff, for always being a great help when consulted.

The Art Association hopes to have a few surprises for you for the 1989-90 season!

Submitted by Lucienne Rusconi

BUILDINGS AND GROUNDS COMMITTEE

This year saw a gradual transition of responsibility for Buildings and Grounds move from the chairmanship of Fred Corbus to Rod and Audrey Engelen. No "committee" currently exists. However, much work has been accomplished in cleaning the yard, spraying for weeds, and in some initial new planting of flowers and shrubs. One major project which was initiated by Brenda and Mel Butts was the tiling and painting of the bathrooms. Many persons helped with this project, including Pauline and Hubert Gay, Tom Fritts, Ellie and Bob Murphy, Ruth Amster and Rod and Audrey Engelen.

Plans and cost estimates for improvements in Buildings and Grounds were made for the Fund the Future campaign by Todd Heglund and other members of the FFTC Committee.

During the coming year it is hoped that landscape maintenance can be increased through volunteer efforts, especially by having individual church members take responsibility for individual projects or areas of the church property. Persons wishing to help with these projects are asked to contact Rod or Audrey Engelen through the church office.

Submitted by Audrey and Rod Engelen

CLASSICAL FILM SOCIETY

The 1988-89 Classical Film Society schedule has been marked with great variety. Besides the usual comedies, which are always well received, the Society has broken new ground with some unusual programs.

In January, we presented "Hollywood on Trial," the story of the "Hollywood Ten" and the years of the blacklist. We also presented the outstanding Japanese classic "Kwaidan."

A special treat was our annual non-film program, this year presenting the "Readers' Theater" in "Twain, Thurber and Tchekoy."

Good times and fellowship were shared at our spaghetti dinner. We wish more church members would come join us for our programs!

The Society maintains a mailing list of its own. For more information, please call Joyce at 968-2913 or leave a note in the CFS box of the communication center (across from the drinking fountain).

Submitted by Joyce Beadle

CHURCH PRESERVATION COMMITTEE

The purpose of this committee is to maintain the architectural design and integrity of the church buildings and grounds and to make recommendations regarding any proposed changes. This year the Committee approved the new speaker system. Thanks to the efforts and expertise of Ernie Garcia, Max Weissbach and their helpers, we have a wonderful new sound system in our sanctuary. Thanks also to Henry Croom for contributing new floor tiles for our restrooms. (See Buildings and Grounds report for details.)

Submitted by Virginia Frogge

DENOMINATIONAL AFFAIRS COMMITTEE

This committee of four members serves the dual purpose of (1) receiving information from the denomination--the UUA (Unitarian Universalist Association), the Pacific Southwest District and the Arizona Cluster-- and disseminating it to the congregation through articles in the newsletter, and (2) making our church heard in the denomination by conducting the parish poll and soliciting delegates for the Board of Trustees to approve to attend the UUA General Assembly and the PSWD annual meeting.

Submitted by Richard Stallworthy

FINANCE COMMITTEE

Our church fiscal year is the same as the calendar year, so a Finance Committee report at this time of year reports on two budget periods: how we completed the fiscal period January-December 1988 and how we are progressing at almost midpoint during our 1989 budget year.

We closed the books of our 1988 fiscal year with a small deficit of \$173. The deficit could potentially have been larger, but we were helped by end of the year donations from the Choir, the Art Committee and the Women's Alliance. A shortfall in pledge payments and an unexpected increase in insurance rates were the culprits that pushed our expenses beyond income.

At the close of April in fiscal year 1989, we are slightly ahead in pledge payments and \$341 under budget in actual expenses. If we continue to pay our pledges and keep our expenses under budget, we should end the year in the black.

Submitted by Diane Olson, Chair; Rod Engelen, Tom Fritts, Judy Henzler, Jim Peterson, Jim Lynch, Ellie Murphy, Joanne Michael

FUND THE FUTURE SPECIAL FUND DRIVE

On April 2 a Special Congregational Meeting was held to authorize a modified capital fund drive entitled "Fund the Future Special Fund Drive. A \$135,000 goal for the drive was authorized. The following eleven projects were chosen and prioritized at the April 2 meeting (from a list of 18 highly recommended by over 50 participants in brainstorming sessions on March 5).

- 1. Repay the Foundation \$18,982 for air conditioning repair \$19,000
- 2. Recruit and relocate an interim minister (\$8,000); recruit and relocate a permanent minister (\$22,000) 30,000
- 3. Repair the roof 25,000

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(Fund the Future priorities - continued)

4. Update office equipment	\$10,000
5. Repair bathrooms	5,000
6. Wire second floor lights	2,000
7. Install R.E. storage cabinets in classrooms	2,000
8. Interior painting	5,000
9. Improve landscaping and repair watering system	15,000
10. Construct a patio shade	13,000
11. Endow a Social Concerns Fund, interest from which will be used for specific social concerns projects as approved by the congregation on at least an annual basis	9,000
TOTAL:	\$135,000

May 7 was designated Super Sunday, the day for receipt of pledges and donations of cash or stock for Fund the Future. All pledges were designated as due by May 31, 1990.

The campaign is still going on, but is already a success with \$62,960.50 in pledges and donations from 162 of our 300 church families (as of May 21). This success is the result of the efforts of thirty inspired canvassers and a steering committee of seven: Peter Fears, Gene Fritts, Todd Heglund, Bob Kammerle, Diane Olson, Kay Peterson and Richard Stallworthy. An anonymous donation funded the collaboration of Dave Rickard, a UU fundraising and church management consultant for this project.

Submitted by Kay Peterson

MEMBERSHIP COMMITTEE

The Membership Committee has two broad goals. The first is to create a warm and inviting atmosphere which will encourage the return of visitors to our church, as well as to facilitate their integration into the congregation as potential new members/friends. The second is to work in conjunction with the Community Outreach/PR Committee to increase public awareness of and interest in Unitarian Universalism. This joint effort is aimed at increasing the number of visitors and thereby increasing the number of potential new members.

In order to accomplish our goals, we have started several projects. We have set up and begun presenting a program called "The New U.U." It is an orientation program for those wishing to explore Unitarian Universalism and our church. It is also designed for new members and friends to become actively involved in church life. Starting in October of 1989, we hope to offer the sessions every other month on a continuing basis. We've also begun work on a visitor's packet that will contain information of interest to people who are just beginning to investigate our church and denomination.

The Committee has been revitalized by the energy and enthusiasm of its members. We've enjoyed seeing such a positive response to our activities and are looking forward to next fall.

Submitted by Sherri Burke

MRE CANDIDATE SUPPORT COMMITTEE

The MRE 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. Last fall, we assisted the Religious Growth and Learning Committee in any area where they needed support while Donna was on sabbatical leave.

We have supported Donna in her intergenerational services, adult programs, social action and the sermons she has given this year. This fall we will work with the RG&L Committee to carry out the religious education program.

Any member of the congregation who has questions or concerns about Donna's program is welcome to contact any member of the Committee, which includes: Virginia Frogge, Miriam Groen, Randy Helms, Kathy Knowler, Gretchen Manker, and Janet Proulx.

Submitted by Ellie Anderla

MUSIC COMMITTEE

The Music Committee was newly reconstituted and revitalized this spring, and is now making plans for new and improved music programs. Among the items to be addressed: hymn selection and lyrics, a new children's music program, encouraging more people, especially new members, to participate in church musical groups and events, and establishing more (and more varied) special musical services. The committee will be meeting about once each month, and all participants are welcome.

Submitted by Jim Peterson

NOMINATING COMMITTEE

The job of the Nominating Committee is to select the members of the Congregation who will lead us in the very important next two years in the life of this Church. Thus it met in February and March to select candidates for the Board of Trustees, the Nominating Committee itself, and the Ombuds Committee. A change in the by-laws last June made it possible to select a slate of candidates this year, instead of the two candidates for each open position formerly required. Thus for the twelve member Board of Trustees, six of whom are normally elected each year, the nominating committee selected six candidates. In addition, it selected one candidate to fill the unexpired term of a board member who resigned in mid-term. Three of these seven candidates are current members of the Board, one is a former member, and the other three will be serving their first terms as Board members. For the six member Nominating Committee, the committee selected three new candidates. The by-laws do not permit the Nominating Committee to perpetuate itself. A single candidate was nominated to the Ombuds Committee. The Board of Trustees will choose a second member, and those two will select a third. These candidates were announced to the congregation on Sunday, March 19, their names were published in the Church newsletter, and the congregation was invited to nominate other individuals by petition by mid-April. There were no additional nominations; however, one of the committee's candidates was obliged to withdraw her name, and the committee selected a replacement candidate. Biographies of all candidates were published in two newsletters in May. Finally, the congregation will meet to vote on the nominees on the first Sunday in June.

Submitted by Sandy Lynch

PERSONNEL COMMITTEE

The Personnel Committee acts as the liaison between the Board of Trustees and the paid staff of the church, much in the way the personnel department of a business functions. The Committee advertises staff openings, interviews candidates, and recommends candidates to staff position supervisors, for subsequent approval by the minister and Board of Trustees. The Committee reviews staff salaries, handles personnel problems, develops personnel policies, and reviews and updates job descriptions for non-ministerial staff positions.

This year the Personnel Committee consisted of Bennett Burke (Chair), Eleanor Mast, Joan Laurence, Carol Hargis, and Bob Olson. The Personnel Committee reviewed and updated position descriptions for the Administrator and Administrative Assistant. The Committee also participated in the selection of a new Administrative Assistant, and consulted with the Music Committee regarding personnel issues.

Submitted by Bennett Burke

RELIGIOUS GROWTH AND LEARNING COMMITTEE

We are one of the most active and well known committees in the Church. There is a paid director (full time Donna Lee) and assistant (very part time Jean Berry). Donna handles the day-to-day and pastoral care issues as well as conducting many weddings, dedications, and some of the Church services. The committee is composed of Church volunteers who meet monthly to orchestrate the operation of the children's church school and plan and coordinate all aspects of the Religious Growth and Learning program.

Donna Lee was granted a sabbatical for June through December 1988 to work on completing course work toward her ordination as a minister of Religious Education. During this time, the committee and the part time assistant maintained the operation of the usual programs.

The following numbers of children were registered and/or attended the church school program this year: nursery-17, 3's and 4's-26, 5's-12, 6's and 7's-20, 8's and 9's-18, 10's and 11's-23, junior high youth-20, and Reform Liberal Religious Youth (high school)-8. These numbers, of course, reflect the total of children from all Sundays. Far fewer attend on any given Sunday because few families attend Church every Sunday. We paid an adult (Jack Putta) several hours per week to serve as a consistent advisor to the junior high youth. And a high school senior was paid 2 hours each Sunday to babysit in the nursery. All other teachers and advisors were volunteers from the congregation.

This year, the name of the committee was changed from Religious Education to Religious Growth and Learning. We feel the term religious education has connotations of intending to transmit some

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(Religious Growth & Learning - continued)

beliefs or information. We feel "religious growth and learning" more accurately reflects our mission to facilitate continued search for meaning among all ages in the congregation.

In addition to the church school, the Religious Growth and Learning program is responsible for adult learning programs, the Unitarian Early Education Cooperative, Kids Kamp, and liaison with Desert View Learning Center.

The Religious Growth and Learning prospectus for adults this year included the following classes: Religions of American Origin, Taoist Yoga, Exploring the Road Less Travelled, and Cakes for the Queen of Heaven. The prospectus also publicized Unitarian Weekend, Choir, and Second Sunday Potluck as opportunities for adult and/or family involvement in the church. Other activities going on in the church facilities but not sponsored by the church were also mentioned in the prospectus.

The Unitarian Early Education Cooperative includes a Tuesday-Thursday 2 year old toddler group, a Monday-Wednesday-Friday 3 year old toddler group, and a Monday through Thursday 4 year old preschool group. These three groups all meet from 9 a.m. to 11:30 a.m. Their purpose "is to bring parents and children together in a learning environment that supports children's growth and parents' participation in the process". There is also extended care called Lunch Bunch that includes children from all three groups from 11:30 to 3 p.m. Although only one child from the congregation was part of the coop this year, children from church families are given priority admission as there has consistently been a waiting list.

Kids Kamp is a three-week day camp in June for children ages three through eleven years of age. The focus is on individual growth through play and creative expression. This year six of the 65 children who attended were church members. Kids Kamp also provides a three-week, well-paid opportunity for youth employment; six of the fourteen paid youth counselors were church members. The program is self-sufficient in its budget, and the fees taken in also pay the cooling bill for the church during June.

Desert View Learning Center is a private alternative early elementary school that leases four of the church schoolrooms during the week and uses other rooms in the church by permission. It is based on a philosophy of individualized instruction in a non-competitive atmosphere.

The Early Education Cooperative and Kids Kamp are both church sponsored and under the overall direction of the RG&L Committee. However, they both function independently, with separate budgets that are self-supporting. Desert View is an autonomous school, simply leasing our space, but its principles are congruent with Unitarian-Universalism and a clear continuation of the educational

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(Religious Growth & Learning - continued)

philosophy initiated in our Early Education Cooperative. The RG&L Committee maintains a liaison with the Desert View staff.

The Committee views all three of these weekday programs as outreach programs of the church to the larger Phoenix metropolitan community. They are gentle approaches to proselytizing a UU philosophy in the nurture of young children. We hope they help to grow up more thinking adults in our society who continue to search for meaning rather than dogma. They expand awareness out into the Phoenix community as to who we are as Unitarian Universalists.

The Religious Growth and Learning Committee has some new ideas for the upcoming year. We have decided to focus on the nursery program as an area needing improvement. We intend to shift from an image of babysitting to actively creating an environment for all infants and toddlers under three that respects them individually in their attempts to create meaning in their world. One or more adults and one or more youth will staff the nursery each Sunday. Members of this volunteer team will be oriented to an "educaring" approach. The nursery educaring may be coupled with an adult and/or youth program training parents and babysitters in these respectful approaches to individually nurturing infants' learning. The Committee also intends to make church members with small children more aware of the resources we house in the Early Education Cooperative, Kids Kamp and Desert View Learning Center.

Submitted by Carla Reed

SOCIAL ACTION COMMITTEE

The Social Action Committee displayed new life this year. Average attendance exceeded 20, at meetings held regularly in the church alcove at 8:30 am on the second Sunday of each month. The main theme for the year was feeding the homeless. Several of the major projects centered on this issue, including picking grapefruit (17 participants) and support of the Andre House.

Other projects included adopting single parent families trying to make a fresh start (Debi and Paul Daniels spearheaded this project.) A directory of members and areas of interest was prepared by Barbara Hasan. Our members serve with many outside organizations. Copies of "The Uniter" are available. Guest speakers explained their projects and solicited help in several areas, such as "Youth At Risk". A booklet entitled "Shopping for a Better World", a quick easy guide to socially responsible supermarket shopping was made available to members of the committee and the congregation by Ruth Amster. The Church Board approved the group marching in the Martin Luther King Day Parade. Some members participated in the nuclear protest in Nevada while other members of the group picketed a local toy store to protest the sale of war toys. Loraine Kadish donated a cello concert provided by Charity Grant. Attendance at the concert, which included other performers such as Ferd Haverly, was 132. The congregation earmarked \$9,000, of the Fund The Future Campaign, as an endowment fund; the interest of which will be used for future social action projects as approved by the congregation.

Submitted by Jim Lynch

USHERS

Ushers greet the congregation each Sunday morning and give them the Order of Service. We also take up the collection and count it, and we issue the official "count" of participants each Sunday. Ten members of the congregation volunteer for these tasks on rotating weeks.

Submitted by Shannon Garvin

UU-UN OFFICE ENVOY

The Unitarian Universalist Association, through its associated organizations, gives active support to many international endeavors to help the people who inhabit our troubled world. Several individuals and the Women's Alliance make annual contributions and receive the newsletter Window on the World, available to anyone who would like to read about the work of the non-governmental organizations. After several years, Bill Thompson of Sun City is retiring from the National Board. The new Board will include Albert Lovejoy, now living in Prescott, who has been active in several international programs.

Submitted by Elizabeth Cummings

UU SERVICE COMMITTEE

The Unitarian Universalist Service Committee reflects the commitment of this Church to social action, and to the cause of Peace and Justice throughout the world. Our minister, Ray Manker, serves on the national board of the UUSC; two of the past three years our Church has been honored by the UUSC for its outstanding financial support. Locally, the UUSC sponsors the "Guest At Your Table" fund raising program, sells UUSC holiday cards and jewelery, and seeks to inform the congregation regarding national "Action Alerts". Two recent examples are the request from the UUSC that we write our Congressmen urging them to vote against aid to the Contras and in favor of child care legislation (the ABC Bill). In addition, five Churches in the Phoenix area have united to form an Arizona Unit of the UUSC. The Arizona Unit sponsored a Human Rights Festival in early December which brought together outstanding local leaders in the field of Human Rights, and the Executive Director of "Food First" of San Francisco.

This coming year will be a very significant one for the UUSC. It will celebrate the 50th anniversary of its founding to assist refugees from Nazi Germany. It will unveil a major new focus on "Children at Risk". It will continue to bring the issue of Peace and Justice in Central America before us, especially through a new video and study program on the "Forgotten War" in El Salvador. And finally, it will continue to stir each of us to a stronger personal commitment to service in our own communities.

Submitted by Sandy Lynch

WOMANSPiRIT

Womanspirit groups have been a part of our church's commitment to the spiritual growth and support of women since the implementation of the Women and Religion Resolution by both the denomination and this church in 1977. The groups are small and meet in members' homes once a month, usually on Sunday evening.

Last fall we formed our groups for the year at a general potluck for all interested women. Three groups were formed according to geographical area. Programming emerges from the interests of the group.

This year we ended our activities together in June with a Swunch (swim and lunch) at the home of member Betty Byron.

Submitted by Donna Lee

PRESIDENTS OF THE BOARD OF TRUSTEES

1947	Milton Spear	1981	Muriel Mason
1948	Taylor Smith	1982	Muriel Mason
1949	E. B. Myrick	1983	Jesse Hise
1950	James Steward	1984	Jesse Hise
1951	Frances Locke (Bishop)	1985	Anne Upshaw
1952	J. D. Filson	1986	Hal Howard
1953	Frances Bishop	1987	Jeanne Peters
1954	Vernon Robbins,	1988	Jeanne Peters
1955	William Bishop	1989	Joan Laurence
1956	Roy Gaintner		
1957	Lee Binna		
1958	Joe Wilson		
1959	R. P. E. Dickinson		
1960	Ed Heler		
1961	Agnes Erickson		
1962	Hiram S. Davis		
1963	Hiram S. Davis		
1964	Christ A. Olsen		
1965	Wilson B. Wood		
1966	Floyd A. McCracken		
1967	Floyd A. McCracken		
1968	Archie H. Walker		
1969	William Gooding		
1970	William Gooding		
1971	Harry H. Hobart		
1972	Harry H. Hobart		
1973	Elaine Warner		
1974	Elaine Warner		
1975	Virginia Frogge		
1976	Virginia Frogge		
1977	Gordon Patterson		
1978	Muriel Osder		
1979	Barbara Eastman		
1980	Randel Helms		