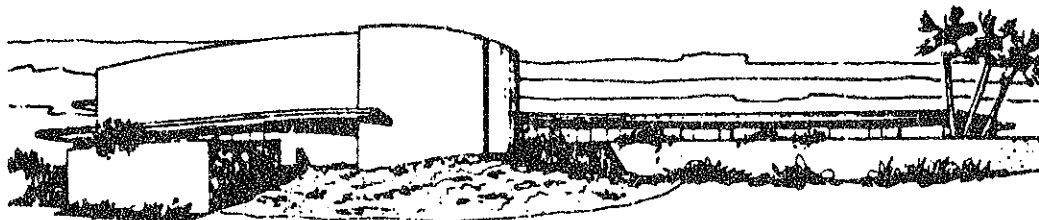


1990 ANNUAL REPORT



**The First Unitarian Universalist
Church of Phoenix**

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

MINISTER
REV. RAYMOND G. MANKER

STAFF

Church Administrator.....Ellie Murphy
Administrative Assistant.....Joanne Michael
Director of Religious Growth & Learning..Sherri Burke
Choir Director.....Ken Walker
Organist.....Joanne Finkelstein
Horizons Editor.....Ellen Bauman
Maintenance Person.....Bob Murphy

COVER DRAWING: Stylized version of thunderbird from ceramics. Acoma (Southwest). Modern.

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FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
1989-90 BOARD OF TRUSTEES

<u>President</u> Joan Laurence	<u>Term</u> 1990	(H)279-7873 (W)280-1430	821 E Rose La	Phx	85014
<u>Vice President</u> Jim Lynch	1991	(H)997-1538	7602 N 22 Pl	Phx	85020
<u>Secretary</u> Todd Heglund	1991	(H)838-1721 (W)966-8295	1665 W Meseto Cr	Mesa	85202
<u>Treasurer</u> Diane Olson	1990	(H)483-3105	5201 E Paradise Dr	Scts	85254
<u>Trustees</u>					
Sherwin Berger	1990	(H)997-1151	8225 N Central #26	Phx	85020
Phil Campbell	1991	(H)938-0412	4002 W Lupine Av	Phx	85029
Audrey Engelen	1990	(H)956-3754	3021 E Columbus	Phx	85016
Peter Fears	1991	(H)255-0845	1129 W Willetta	Phx	85007
Judy Henzler	1990	(H)839-3443 (W)821-0177	1936 S Los Altos	Mesa	85202
Jane Hudson	1990	(H)944-9578 (W)381-8700	905 W Mission La	Phx	85021
Betsy Kammerle	1991	(H)953-3002	4050 E Alan La	Phx	85028
Larry Messerly	1990	(H)867-2454	15601 N 30 St #5	Phx	85032

Meetings: Fourth Monday of each month at 7:15 P.M.

Nominating Committee: Shannon Garvin (1991), Chair; Lloyddean Dupont (1990),
Lorain Kadish (1990), Sandy Lynch (1990),
Ernie Garcia (1991), Judy Lambert (1991)

Ombuds Committee: Fred Corbus (elected by Congregation)
Miriam Groen (appointed by Board of Trustees)
(appointed by first two members)

FIRST UNITARIAN UNIVERSALIST FOUNDATION OF PHOENIX
1990

<u>Directors</u>	<u>Term Exp.</u>				
<u>Chair:</u>					
Bob Olson	1993	(H)483-3105 (W)254-4000	5201 E Paradise Dr	Sct	85254
<u>Acting Vice Chair:</u>					
Rick Chambliss	1992	(H)957-3018 (W)224-5999	2001 E Marshall Av	Phx	85016
<u>Secretary:</u>					
Phyllis Hughes	1991	(H)952-1685 (W)542-1401	4819 E Calle Ventura	Phx	85018
<u>Controller:</u>					
Rod Groen	1993	(H)938-7028 (W)483-2303	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)271-2721	4502 N 18 Dr	Phx	85015
Hal Howard	1993	(H)943-1984 (W)542-5275	1144 W Orangewood Av	Phx	85021
Arlene Kole	1991	(H)992-2740 (W)971-3888	3531 E Marconi Av	Phx	85032
<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	85250

Nominating Committee: Bernie Hall, Gil Venable, Joanne Michael

Regular Meetings: June 10 (7:00 p.m.), Sept. 23 (7:00 p.m.), Dec. 9 (7:00 p.m.),
Jan. 6 (12:00 noon)

Annual Meeting: January 20, 1991

CONTACT PEOPLE FOR COMMITTEES AND GROUPS

ALLIANCE	Jean Berry	840-2383
ART	Lucienne Rusconi	996-5970
BUILDING & GROUNDS	Audrey & Rod Engelen	956-3754
CHOIR	Ken Walker (Director)	275-4970
CLASSICAL FILM SOCIETY	Joyce Beadle	968-2913
DENOMINATIONAL AFFAIRS	Marg & Richard Stallworthy	997-8611
FINANCE	Diane Olson	483-3105
FOUNDATION	Bob Olson	483-3105
KIDS KAMP	Diane Mote	943-8290
LRY	Johna Allen	265-7982
MEMBERSHIP	Debbie Daniels	687-4673
MINISTERIAL RELATIONS	Randy Helms	961-3589
MUSIC	Trena Allen	942-5395
NOMINATING	Sandy Lynch	997-1538
OMBUDS	Fred Corbus	955-1152
PERSONNEL	Carol Hargis	941-2021
PLEDGE DRIVE	Susan Goldsmith Bob Olson	840-6170 483-3105
PUBLICITY & PR	Jim Willis	285-0158
RELIGIOUS GROWTH & LEARNING	Carla Reed	957-8736
RELATIONSHIP DISC GROUP	Bob Fernie	371-1160
RETIREES	Ruth Amster	266-2088
SAWUURA	Max Kaslo	246-0180
SINGLES DISCUSSION	Joan Beerling	835-5403
SOCIAL SINGLES	Sherry Celine	840-4611
SOCIAL ACTION	Ruth Amster Diane Collins	266-2088 956-0551
SUNDAY SERVICES	Gil Venable	254-4574
TRANSITION PLANNING	Richard Stallworthy	997-8611
USHERS	Bill Swineford Shannon Garvin	265-1048 254-7417
UU SERVICE COMMITTEE	Sandy Lynch	997-3538
UU-UN OFFICE	Eileen Melford	994-0788
WOMANSPIRIT	Ann Bothwell	997-0504

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
CONGREGATIONAL MEETING
JANUARY 21, 1990

The meeting was called to order by President Joan Laurence. Fifty members are required for a quorum, and 53 were present when the meeting was convened.

The purpose of the meeting was to adopt a budget for 1990. Joan outlined the budget process, and turned the meeting over to Diane Olson, Treasurer. Diane stated the church ended 1989 in the black, and then distributed copies of the 1990 budget. The main points in the budget that were highlighted by Diane were:

1. \$3900 pledge shortfall protection.
2. Boosts salary to Interim Minister to Level E.
3. Increases custodian from 1/4 time to 1/2 time.
4. Gives salary increases of 7% to the Church Administrator, and approximately 8% to organist, bookkeeper, and maintenance person.
5. Purchases duplicator over a period longer than one year.
6. Increases UUA/PSWD contribution from 40% to 50%.
7. Provides for RG&L consultant and one education module for RGL Director.
8. Provides specific funds for extended families, summer services, and spring membership coffees.

After a discussion of several items, it was moved and seconded to approve a budget in the amount of \$166,712 for 1990. The motion was approved unanimously by a voice vote.

Submitted by Todd Heglund, Secretary

PRESIDENT'S REPORT

1989-1990

Once again, we've completed another church year. This one marks the end of my tenure of almost three years on the Board and two years as your president. I thank you all for the opportunity to have served and for all of the wonderful help you gave.

Before I was elected president, I thought the church year began in September--now I know differently--it begins in May or June either with terminal air conditioning or with unexpected staff departures. This year it began with both! First Donna told us she was leaving, then the air conditioner developed a new ailment, and then Al Marcus accepted another opportunity more suited to his needs. Oh, and then Ellie told us the mimeograph machine--lifeline of our communication with each other--was too old to find parts for.

Maybe there really is something to fishes and loaves... We have certainly survived and even flourished in the face of the adversity. Sherri Burke and the RG&L Committee have done a wonderful job of developing even better R.E., and Ken Walker and the Choir Committee have certainly kept the music going. With the aid of our wondrous Foundation (which we repaid last year) the air conditioner has new life, and, thanks to the generosity and planning of many, we have a new and improved mimeograph machine.

I think this year has brought a continued strengthening of our committees--so necessary for the health of our church; and the Board unquestionably has been one of the hardest-working and most effective groups with which I have been associated. My personal special thanks to Carol Hargis and the Personnel Committee, to the Interim Planning Committee for all their work, and to the Stallworths whose efforts as our Denominational Affairs Representatives have brought us closer to the district and the denomination. Thanks also to Jim Lynch, Todd Heglund and Diane Olson, my co-officers, for their long hours of hard work and good counseling, and to Ellie Murphy for her service above and beyond the call of duty.

In terms of my goals for the church when I began my term, I am excited and encouraged to know that Bettye Doty will join us in the fall to lead us through our interim adventure, while a very able search committee works to find and recommend a new permanent minister. I know that while we shall miss Ray, we will go forward from a position of strength.

Last year, I closed with a wish that our "oasis in the desert" would continue to grow in loving kindness. Well, it has and I know that it will thanks to all of us!

Peace, love and joy!

Joan Laurence

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
1990 BUDGET

INCOME			Admin Expenses (Cont'd)		
PREPAID PLEDGES	\$16,240		TELEPHONE	\$2,760	
CURRENT PLEDGE INCOME *	\$109,760		REPAIRS & SERV. CONTRACTS	\$1,000	
LOOSE COLLECTION	\$3,600		POSTAGE	\$1,650	
ROOM EXP REIMBURSEMENT	\$22,000		MISC ADMIN	\$18	
INTEREST-DIVIDENDS	\$700		DUPLICATOR	\$2,400	
SPECIAL FUND RAISING	\$5,800				
MISCELLANEDUS INCOME	\$3,000		TOTAL ADMINISTRATION	\$44,896	
INCOME SUBTOTAL		\$161,100	RELIGIOUS GROWTH & LEARNING		
FOUNDATION FUND INCOME			DIRECTOR	\$12,900	
CAPITAL IMPROVEMENT	\$3,600		RG&L ASSISTANT	\$4,515	
INTEREST/FNDTN FUND	\$2,012		PROGRAM MAT'LS & SUPPLIES	\$2,185	
TOTAL INCOME		\$166,712	RG&L CONSULTANT	\$450	
			EDUCATION	\$250	
			TOTAL RG&L	\$20,300	
EXPENSES			MUSIC PROGRAM EXPENSE		
MINISTER'S EXPENSES			ORGANIST	\$3,250	
SALARY/PROF EXPENSES	\$19,563		MUSIC DIRECTOR	\$3,000	
HOUSING & RELATED	\$18,419		MUSIC & SUPPLIES	\$600	
RETIREMENT	\$3,798		TUNING & REPAIRS	\$150	
HEALTH INSURANCE	\$6,182		TOTAL MUSIC PROGRAM	\$7,000	
CONFERENCE & TRAVEL	\$800		DENOMINATION EXPENSES		
INTERIM INCREASE	\$2,446		UUA GENERAL PROGRAM FUND	\$4,300	
TOTAL MIN. EXPENSES		\$51,208	PSWD DUES	\$1,100	
			MISC. COMM. EXPENSE	\$100	
			TOTAL DENOMINATION EXP	\$5,500	
BUILDING & GROUND EXPENSE			COMMITTEE EXPENSES		
CUSTODIAN	\$3,600		PLEDGE DRIVE	\$1,000	
MAINTENANCE PERSON	\$5,900		MEMBERSHIP	\$350	
PROPERTY & LIAB INSURANCE	\$5,000		SUNDAY SERVICES	\$500	
SUPPLIES	\$2,000		SOCIAL ACTION	\$200	
CAP IMPRVHNT, REPAIR/MAINT			EXTENDED FAMILIES	\$50	
CHURCH FINANCED	\$0		SUMMER SERVICES	\$200	
FOUNDATION FINANCED	\$3,500		SPRING MEMBERSHIP COFFEES	\$150	
GROUNDS MAINTENANCE	\$500		TOTAL COMM. EXPENSES	\$2,450	
UTILITIES	\$12,200		TOTAL EXPENSES		\$166,712
TRASH COLLECTION	\$858		SURPLUS		\$0
SERVICE CONTRACTS	\$1,600				
MILEAGE (for supplies)	\$300				
TOTAL B&G		\$35,358			
ADMINISTRATION EXPENSES					
ADMINISTRATOR	\$16,380				
ADMIN HEALTH INSURANCE	\$2,856				
ADMIN ASS'T	\$4,160				
HORIZONS EDITOR	\$1,000				
BOOKKEEPER	\$4,200				
PAYROLL TAXES (FICA)	\$4,272				
STATE COMPENSATION INSUR.	\$600				
OFFICE SUPPLIES	\$3,600				

* Gross Pledge Income discounted for pledges not paid due to deaths, moves, etc.

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
BALANCE SHEET
AS OF APRIL 30, 1990

GENERAL FUND - ASSETS

CASH

PETTY CASH	\$	71.20	
SECURITY PACIFIC BANK CK'ING		5,157.39	
SP BANK MONEY MARKET		<u>28,599.96</u>	
TOTAL CASH			\$33,828.55

SHORT-TERM ASSETS

DUE FROM EECOP	\$	236.87	
DUE FROM "FTF" FUND		19.21	
PREPAID B&G SERVICE CONTRACTS		310.07	
PREPAID RG&L PROGRAM		364.17	
PREPAID STATE COMP INSURANCE		405.43	
PREPAID POSTAGE		96.38	
PREPAID PROPERTY INSURANCE		370.54	
PREPAID DUPLICATOR PAYMENTS		3,140.69	
PREPAID LEGAL FEE		<u>250.00</u>	
TOTAL SHORT-TERM ASSETS			\$ 5,193.36

TOTAL ASSETS

\$39,021.91

=====

LIABILITIES & FUND BALANCES

LIABILITIES

SHORT-TERM LIABILITIES

FEDERAL WITHHOLDING	\$	454.00	
F I C A		720.69	
ARIZONA WITHHOLDING		101.49	
MUSIC FUND		889.75	
DUE FOUNDATION/DUPLICATOR		4,000.00	
PREPAID ROOM EXP REIMBURSEMENT		750.00	
PREPAID 1990 PLEDGES		10,826.67	
PREPAID 1991 PLEDGES		57.97	
PRPD DVLC KITCHEN CLEANING		85.00	
ART ASSOCIATION		50.00	
SOCIAL ACTION COMMITTEE		2,210.55	
MEMORIAL GARDEN		13,124.64	
P S W D DUES ACCRUAL		91.66	
DUE FOR TRASH COLLECTION		68.00	
DUE BOOKKEEPER		25.00	
MISCELLANEOUS CLEARING		<u>150.00</u>	

TOTAL SHORT-TERM LIABILITIES

\$33,605.42

TOTAL LIABILITIES

\$33,605.42

FUND BALANCES

PRIOR FUND BALANCE	\$	2,916.92	
CURRENT FUND BALANCE		<u>2,499.57</u>	

TOTAL FUND BALANCES

\$ 5,416.49

TOTAL LIABILITIES & FUNDS

\$39,021.91

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FIRST U.U. CHURCH OF PHOENIX
INCOME STATEMENT
FOR 4 MONTHS ENDING 4/30/90

	CUMULATIVE					
	APR ACTUAL	APR BUDGET	JAN-APR ACTUAL	JAN-APR BUDGET	OVER BGT (UNDER BGT)	ANNUAL BUDGET
INCOME						
PREPAID 1989 PLEDGE INCOME	\$1,353	\$1,353	\$5,413	\$5,413	\$0	\$16,240
CURRENT PLEDGE INCOME	\$15,475	\$9,147	\$39,422	\$36,587	\$2,836	\$109,760
POSTPAID 1989 PLEDGES	\$0	\$0	\$1,669	\$0	\$1,669	\$0
INTEREST - DIVIDENDS	\$69	\$58	\$288	\$233	\$54	\$700
LOOSE COLLECTION (1)	\$511	\$360	\$1,635	\$1,440	\$195	\$3,600
ROOM EXPENSE REIMBURSEMENT	\$2,505	\$1,833	\$9,713	\$7,333	\$2,380	\$22,000
SPECIAL FUND RAISING (4)	\$200	\$483	\$270	\$1,933	(\$1,663)	\$5,800
DUPLICATOR DONATIONS	\$200	\$0	\$4,702	\$0	\$4,702	\$0
MEMORIAL GARDEN DONATIONS	\$225	\$0	\$9,100	\$0	\$9,100	\$0
MISCELLANEOUS INCOME (5)	\$30	\$250	\$92	\$1,000	(\$908)	\$3,000
INCOME SUBTOTAL	\$20,568	\$13,485	\$72,305	\$53,940	\$18,365	\$161,100
FOUNDATION FUNDS INCOME						
CAPIT IMPR/REPR/MAINT	\$0	\$300	\$0	\$1,200	(\$1,200)	\$3,600
INTEREST INCOME	\$0	\$168	\$0	\$671	(\$671)	\$2,012
FNDTN INCOME TOTAL	\$0	\$468	\$0	\$1,871	(\$1,871)	\$5,612
TOTAL INCOME	\$20,568	\$13,953	\$72,305	\$55,811	\$16,495	\$166,712
EXPENSES						
MINISTER'S EXPENSES						
SALARY/PROF EXPENSES	\$1,630	\$1,630	\$6,521	\$6,521	\$0	\$19,563
HOUSING & RELATED	\$1,535	\$1,535	\$6,140	\$6,140	\$0	\$18,419
RETIREMENT	\$317	\$317	\$1,266	\$1,266	\$0	\$3,798
HEALTH INSURANCE	\$389	\$515	\$2,223	\$2,061	\$162	\$6,182
CONFERENCE & TRAVEL	\$0	\$67	\$158	\$267	(\$109)	\$800
INTERIM INCREASE	\$0	\$0	\$0	\$0	\$0	\$2,446
TOTAL MINISTER EXPENSES	\$3,871	\$4,064	\$16,308	\$16,254	\$54	\$51,208
BUILDING & GROUND EXPENSE						
CUSTDDIAL (1)	\$225	\$360	\$905	\$1,440	(\$535)	\$3,600
MAINTENANCE PERSON	\$483	\$483	\$1,933	\$1,933	\$0	\$5,800
PROPERTY/LIABILITY INSURANCE	\$371	\$417	\$1,583	\$1,667	(\$84)	\$5,000
CAPITAL IMPRVMTS, REPAIRS/MAINT						
Church Financed (6)	\$271	\$0	\$1,682	\$0	\$1,682	\$0
Foundation Financed	\$0	\$292	\$0	\$1,167	(\$1,167)	\$3,500
GROUNDS MAINTENANCE	\$0	\$42	\$183	\$167	\$16	\$500
UTILITIES	\$860	\$1,017	\$4,073	\$4,067	\$6	\$12,200
MEMORIAL GARDEN RENOVATION	\$225	\$0	\$9,100	\$0	\$9,100	\$0
SUPPLIES	\$177	\$167	\$682	\$667	\$15	\$2,000
TRASH COLLECTION	\$68	\$72	\$272	\$286	(\$14)	\$858
SERVICE CONTRACTS (8)	\$31	\$133	\$62	\$533	(\$471)	\$1,600
MILEAGE (for supplies) (1)	\$30	\$30	\$120	\$120	\$0	\$300
TOTAL BUILDING & GROUNDS	\$2,740	\$3,012	\$20,594	\$12,046	\$8,548	\$35,358

FIRST U.U. CHURCH OF PHOENIX
INCOME STATEMENT
FOR 4 MONTHS ENDING 4/30/90

	CUMULATIVE					
	APR ACTUAL	APR BUDGET	JAN-APR ACTUAL	JAN-APR BUDGET	OVER BGT (UNDER BGT)	ANNUAL BUDGET
ADMINISTRATION EXPENSES						
ADMINISTRATOR	\$1,365	\$1,365	\$5,460	\$5,460	\$0	\$16,380
ADMIN HEALTH INSURANCE	\$237	\$238	\$948	\$952	(\$4)	\$2,856
ASS'T TO ADMINISTRATOR (1)	\$416	\$516	\$1,664	\$1,664	\$0	\$4,160
HORIZONS EDITOR (1)	\$100	\$100	\$400	\$400	\$0	\$1,000
BOOKKEEPER	\$350	\$350	\$1,400	\$1,400	\$0	\$4,200
PAYROLL TAXES (FICA)	\$360	\$356	\$1,441	\$1,424	\$17	\$4,272
STATE COMPENSATION INSURANCE	\$51	\$50	\$203	\$200	\$3	\$600
OFFICE SUPPLIES	\$790	\$300	\$2,137	\$1,200	\$937	\$3,600
TELEPHONE	\$216	\$230	\$911	\$920	(\$9)	\$2,760
REPRS/SERV CONTRACTS (7)	\$0	\$83	\$161	\$333	(\$173)	\$1,000
POSTAGE	\$255	\$138	\$793	\$550	\$243	\$1,650
DUPLICATOR PURCHASE	\$349	\$200	\$5,502	\$800	\$4,702	\$2,400
MISC. ADMINISTRATION	\$0	\$2	\$0	\$6	(\$6)	\$18
TOTAL ADMINISTRATION	\$4,489	\$3,927	\$21,020	\$15,309	\$5,710	\$44,896
RELIGIOUS GROWTH & LEARNING						
INTERIM DIRECTOR (3)	\$1,173	\$1,075	\$4,691	\$4,691	(\$0)	\$12,900
INTERIM RG&L DIR EDUCATION	\$0	\$0	\$0	\$0	\$0	\$250
RG&L CONSULTANT	\$0	\$38	\$188	\$150	\$38	\$450
RG&L ASSISTANT (2)	\$433	\$430	\$1,723	\$1,720	\$3	\$4,515
PROGRAM MAT'LS & SUPPLIES	\$182	\$182	\$728	\$728	\$0	\$2,185
TOTAL R G & L	\$1,788	\$1,725	\$7,330	\$7,289	\$41	\$20,300
MUSIC PROGRAM EXPENSE						
ORGANIST (1)	\$325	\$325	\$1,300	\$1,300	\$0	\$3,250
INTERIM MUSIC DIRECTOR (1)	\$300	\$300	\$1,200	\$1,200	\$0	\$3,000
MUSIC & SUPPLIES	\$0	\$50	\$0	\$200	(\$200)	\$600
TUNING & REPAIRS (1)	\$50	\$13	\$100	\$50	\$50	\$150
TOTAL MUSIC PROGRAM	\$675	\$688	\$2,600	\$2,750	(\$150)	\$7,000
DENOMINATION EXPENSES						
UUA GENERAL PROGRAM FUND	\$358	\$358	\$1,433	\$1,433	\$0	\$4,300
PSWD DUES	\$92	\$92	\$367	\$367	\$0	\$1,100
MISC. COMMITTEE EXPENSE	\$0	\$8	\$0	\$33	(\$33)	\$100
TOTAL DENOMINATION EXPENSES	\$450	\$458	\$1,800	\$1,833	(\$33)	\$5,500

FIRST U.U. CHURCH OF PHOENIX
INCOME STATEMENT
FOR 4 MONTHS ENDING 4/30/90

	CUMULATIVE					ANNUAL BUDGET
	APR ACTUAL	APR BUDGET	JAN-APR ACTUAL	JAN-APR BUDGET	OVER BGT (UNDER BGT)	
COMMITTEE EXPENSES						
MEMBERSHIP	\$0	\$29	\$30	\$117	(\$87)	\$350
PLEDGE DRIVE	\$0	\$83	\$0	\$333	(\$333)	\$1,000
SUNDAY SERVICES (2)	\$0	\$50	\$125	\$200	(\$75)	\$500
SOCIAL ACTION	\$0	\$17	\$0	\$67	(\$67)	\$200
EXTENDED FAMILIES	\$0	\$4	\$0	\$17	(\$17)	\$50
SUMMER SERVICES	\$0	\$0	\$0	\$0	\$0	\$200
SPRING MEMBERSHIP COFFEES	\$0	\$50	\$0	\$100	(\$100)	\$150
TOTAL COMMITTEES EXPENSES	\$0	\$233	\$155	\$833	(\$678)	\$2,450
TOTAL EXPENSES	\$14,013	\$14,106	\$69,806	\$56,315	\$13,491	\$166,712
SURPLUS/(DEFICIT)	\$6,555	(\$153)	\$2,499	(\$505)	\$3,003	\$0

** Any minor addition discrepancies due to rounding

NOTES:

- (1) 10-Month Budget
- (2) 10 1/2-Month Budget
- (3) 11-Month Budget
- (4) Special Fund Raising:

Office Bake Sale	\$6.50
Fruit Sales	\$53.85
Art Sale Commission	\$10.00
Choir/Cabaret	\$200.00

	\$270.35
- (5) Miscellaneous Income:

Prior Yr Sun Serv Contrib	\$57.24
Sermon Tape Sale	\$35.00

	\$92.24
- (6) Church Financed Cap Imp/Reprs/Maint:

Annex Heating	\$282.31
Boiler Repair	\$24.00
AC Repair/Service	\$410.00
Carpet Cleaning	\$200.00
Reel-to-Reel Recorder Repr	\$99.20
Glass Doors Repair	\$241.53
Parking Lot/Electric Repr	\$369.10
Paint/Trim	\$55.36

	\$1,681.50
- (7) Admin Repairs/Service Contracts:

VNB--Safe Deposit Box	\$21.34
Copier Repair	\$139.29

	\$160.63
- (8) B&G Service Contracts:

Rural Metro Fire Protect'n	\$62.02
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COMMITTEE AND GROUP REPORTS

ALLIANCE

We have had our usual lively and interesting programs this year for our regular monthly meetings, held on the third Thursdays of each month: MIN JACK gave us a lively discussion on "Laughter", RICHARD VALENZUELA showed us a videotape of Anytown, our own PEGGY WILKINSON gave a stimulating book talk, just to name a few highlights. We have a business meeting at 11:30 a.m., super delicious potluck luncheon at 12:00 noon, and our programs at 1:00 pm. We are always delighted to have new members join us, both male and female.

On the second Thursdays of each month our "OUT TO LUNCH" bunch samples different restaurants. During the past year we've been to many varied and interesting establishments, such as Anderson House, Chez Louis French Restaurant, Manuel's Mexican Food, Royal Palms Inn, the Scottsdale Culinary Institute, etc. We really get around, and it's FUN! Coordinator is DOT OXMAN, 944-5857. Call her if you are interested in joining us--everyone is always welcome.

Our philanthropies have included gifts to the Unitarian Universalist United Nations Office, the UU Service Committee, the House of Ruth Project, Andre House, Anytown, and Back-to-School Clothing Drive.

We are affiliated with the Unitarian Universalist Women's Federation at 25 Beacon Street in Boston, and also with the Pacific Southwest District in California.

Submitted by: Jean Berry

ART ASSOCIATION

Art is a growing living thing, like a flower growing from a seed. Artists work with their materials, colors, texture and space, which have no shapes of their own, and with their creative process, with a series of leaps of their imagination, they give form and beauty to a new object--a painting, a sculpture, a piece of jewelry. Only the artist can fully understand his or her artistic creation, but as a viewer we are invited to participate by looking and discovering for ourselves new ways of interpretation that we had never thought of. The making of a work of art is both joyous, painful, and full of surprises. Art is so much a part of human living that we could not imagine our lives without it. It surrounds us and makes us feel good, sad, happy. We can forever grow and learn when we do it or look at it. Art is a great part of our religious experience.

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The U.U. Art Association provided diverse and exciting exhibits monthly in the auditorium. Our exhibitions this year were: the Church Art collection in September, the Arizona Artists Guild in October, the November exhibition features Jane Truitt and Ken Croissant. The Christmas Banners and a very special exhibit of Chinese Scrolls belonging to Lorain and Frank Kadish were featured in December. In January we had the Photography Show and for February an exhibit of Dr. Eugene Grigsby's work. The Arizona Designer Craftsmen displayed their work in March followed by the All Church Members Show in April. In May a special exhibition of the collection of Joanne and Leroy Michael and paintings by students of Jackie Schulz.

Submitted by: Lucienne Collaer Rusconi

BUILDING & GROUNDS

Thanks to some major contributions of money and labor, progress has been made this year on the appearance of the church building and grounds.

The first major success was a fall clean-up day using funds donated by the Desert View Learning Center, the crew and services of Morgan Holt, parent of two children in the school, and volunteers from the church. Greatly overgrown trees were pruned, two large dumpsters of trash were hauled away, and concrete bumpers at the edge of the parking lot were more firmly anchored.

Second, with a major financial contribution from Gladys Klaus, the Memorial Garden was replanned and initial stages of its renovation were completed. Fund raising for the garden is continuing and additional improvements will be undertaken in the months ahead. Money is also being sought and permanently set aside to support garden maintenance.

Finally, with the help of several volunteers, most of the exterior trim of the church has been repainted, and all of it will soon be done.

There is much work yet to be done. However, if we can continue the rate of progress of the past year, the appearance of the church grounds will soon be much improved.

Submitted by: Audrey and Rod Engelen, Co-Chairs

CHURCH PRESERVATION

The purpose of this committee is to preserve the inherent beauty and dignity of the original architecture and to enhance the aesthetic appeal of the church. We take on the responsibility for decisions and approval for any proposed changes. We are in accord with promoting the desert environment in the landscaping of the Memorial Garden with native trees and plants and with the subdued color of the painted trim on the church. If you are interested in being on this committee, contact the chairperson.

Submitted by Virginia Frogge

CLASSICAL FILM SOCIETY

Highlights of the Spring 1990 season were the silent and sound comedies--Laurel and Hardy, Buster Keaton, Chaplin and the Likes of Charley Chase and Stan Laurel. This has been our pattern--the comics always draw.

Less successful in drawing audience was the presentation of the Arizona Readers Theatre--although the program was excellent.

A surprise hit was the "Story of Adele H.", an emotional film from France by director Francois Truffaut.

Fall 1990 will be the final season of the Society unless I can find someone to take over. Rising costs and less-than-hoped-for participation make this necessary.

Submitted by: Joyce Beadle

DENOMINATIONAL AFFAIRS

The Denominational Affairs Committee is the focal point for communications between the Pacific Southwest District (PSWD) and UUA headquarters and this church. In this capacity, the committee assists the Board of Trustees in the selection of delegates to various denominational meetings. Since September, we have attended or sent representatives to the following meetings:

PSWD Denominational Affairs Representatives (DAR) fall meeting--deBenneville Pines

PSWD Resolutions Meeting--Pasadena, CA

Two Arizona Cluster DAR meetings

PSWD Annual Meeting--Long Beach, CA

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In addition, we conducted the Parish Poll on resolutions to go before the 1990 General Assembly, and assisted the Board of Trustees in the selection of five regular and two alternate delegates for GA. This year's delegates are Sherri Burke, Enid Jones, Frank Kadish, Jim Lynch, and Sandy Lynch; alternates are Lorain Kadish and Gretchen Manker.

Submitted by: Margaret and Richard Stallworthy, co-chairs

FINANCE

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 1989 and how we are progressing at almost midpoint during our 1990 budget year.

We closed the books on our 1989 fiscal year in the black, with a small surplus. Some said it was a Unitarian miracle, considering our financial status at the end of November, 1989. But many families generously responded to make up for the pledge payment shortfall we were experiencing and they helped us end the year on a cheery note.

At the close of April in fiscal year 1990, we are slightly ahead in pledge payments and 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. We have also received over \$4,700 in donations towards the purchase of our office duplicator which has been a wonderful addition to our office equipment. Thank you all for your support.

Submitted by Diane Olson, Chair; Rod Engelen, Judy Henzler, Bob Kammerle, Jim Lynch, Ellie Murphy, Joanne Michael

FUND THE FUTURE

The Fund the Future drive is coming to an end. Pledges have come in on a regular basis, and it appears we will be able to fund several items on the approved list. The total amount pledged was \$59,275.00. We have collected, as of the end of April 1990, \$56,533.62. Funds have been dispersed as of April 30, 1990 as follows:

Administrative expenses	\$	636.63
Air conditioning repair		<u>18,972.00</u>
Total dispersed:	\$	19,608.63

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Recap

Amount collected	\$ 56,533.62
Amount spent	-19,608.63
Interest earned	+ <u>1,680.31</u>
April balance	\$ <u>38,605.30</u>

The next item on our list is the expense of bringing in our Interim Minister, estimated cost of \$3,000, followed by expenses for recruitment of the new permanent Minister. Then we must repair the roof. Thank you one and all for participating in achieving our goal to get the church in a healthy financial position.

Submitted by: Judy Henzler

GAY AND LESBIAN RELATIONSHIP DISCUSSION GROUP

The group provides an outreach for the church to the Phoenix area gay and lesbian community. It provides a comfortable, non-threatening environment for meeting people and discussing important relationship issues. It also helps people learn more about themselves and about social and political issues affecting them. In the past year some programs have helped participants learn how to meet people, make better friends, communicate more effectively with parents, children and other family members, develop extended families and overcome homophobia in themselves and in others.

Submitted by Bob Fernie

MEMBERSHIP

The Membership Committee's goals are to create a warm and inviting atmosphere for visitors, and to facilitate new members' and friends' integration into the congregation. We are the focal point for answering newcomers' questions, by staffing the Sunday morning Visitors Table, by assisting the minister with periodic "Conversations on Unitarian-Universalism," and by presenting the "New U.U." program three times per year. We have created a special welcome program for new members that includes New Member Packets, and a New Member reception to accompany the Warm Hand of Fellowship three times per year.

In the coming year we hope to encourage more church members to join us in our efforts.

Submitted by: Paula Kulina

MINISTERIAL TRANSITION PLANNING

As you know, Ray, our minister is retiring this summer and the congregation is embarking on a process of selecting a new minister about a year from now, and having an interim minister in the meantime. The committee is responsible for planning this process and for laying out the steps that need to be accomplished to reach this goal. The committee is not a search committee and does not participate in anyway with the selection of a new minister. The committee has prepared and maintains a "Time Line" of all of the events which we try to make available in the office. Other documents produced include "Procedure for Nominating the Search Committee," "Search Committee Charter," "Committees Needed in Transition," and "Identification of Special Congregational Needs." The committee has also obtained several documents from Boston concerning the process.

As chairperson of the committee I would like to thank the committee members for their hard work this part year, especially Ruth Amster, and hope they can continue for the coming year, until the committee disbands with the arrival of a new, permanent minister.

Submitted by: Richard Stallworthy

MUSIC

The Music Committee tried to address the same items as the previous committee. A questionnaire was distributed to the congregation in September to try to recruit musical talent and to get suggestions for the music program. Only 14 were returned, so we didn't gather much new knowledge.

Due to the resignation of Alvin Marcus, Ken Walker was chosen as Interim Choir Director until January 15, at which time he would be given a review. The Committee formulated a Choir Director Job Description, as well as a Choir Director Evaluation Criteria, both of which were passed on to the Personnel Committee for approval.

The liaison from the Music Committee to the Sunday Services Committee coordinated the music for the Sunday services. Attention was given to try to offer more instrumental music, as requested from some members of the congregation.

In December, the Committee worked on the choir Christmas concert /Mexican dinner.

Ken Walker was reviewed in mid-January and was voted to remain as Interim Choir Director. That recommendation was forwarded to the Personnel Committee for approval.

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A children's choir was begun but had to be disbanded due to lack of participation.

In April, the Committee worked on the choir Cabaret concert.

The Committee will work to provide music for Ray Manker's retirement party in June.

The Music Committee will continue to coordinate the music for the church and to try to meet the congregations' needs and requests.

Submitted by: Trena Allen

NOMINATING

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. 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, 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. 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

OMBUDS

No matters of congregational or individual concern were brought to my attention during the year.

Submitted by Fred Corbus

PERSONNEL

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.

The focus of committee work this year has been developing policies and procedures for personnel activities which provide a basic structure for future committees and guidelines for church staff. The committee developed an organizational chart for use by staff and committees, procedures for evaluation of staff and staff recruitment and selection, formats for job descriptions and annual goal setting for professional staff. All job descriptions are now current and all staff have had annual evaluations.

The committee has established a vacation and holiday schedule for the full time staff and a personnel record keeping system is being developed. Currently the committee is in the process of filling two vacant staff positions.

As chairperson of this committee I would like to express my appreciation for the many hours of work contributed by committee members Bennett Burke, Eleanor Mast, Holly Heglund and our newest member Bob Butler. I would also like to thank the Music and RG&L Committees, Ellie Murphy, Joan Laurence and the members of the Board for their guidance and support.

Submitted by: Carol Hargis, Chairperson

PUBLICITY AND PUBLIC RELATIONS

This committees' aim is to integrate Unitarian Universalism into the broad scope of the community through community outreach/PR activities. It was agreed the committee goal should not be restricted to PR but should include enhancing communication within the UU community. With this in mind the committee devoted initial efforts to help streamline newsletter format. The committee is working to establish a better mechanism for ensuring all significant events/activities are brought to the attention of appropriate committee or church office people. This was considered essential for improved communication within the church and improved communication between church and community.

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We are also exploring the possibility of using advertising in the print and broadcast media, disseminating fliers, encouraging the use of church space by targeted groups and establishing a wayside pulpit.

Submitted by: Jim Willis

RELIGIOUS GROWTH & LEARNING

We are one of the most active and well known committees in the Church. We usually have a paid Director and part time assistant. The paid staff handle the day-to-day operational necessities. The committee is composed of volunteers from the congregation who meet monthly with the paid staff to orchestrate the operation of the children's Church school and plan and coordinate all aspects of the Religious Growth and Learning (RG&L) programs.

The children's Church School consists of 6 classes which are held during the adult Sunday service and are taught entirely by volunteers from the congregation. The following numbers of children were registered and/or attended the Church school program during the 1989-90 year: nursery educare-24, 3's and 4's-20, 5's--22, 6's and 7's-21, 8's and 9's-25, 10's and 11's-18. About 15 youth also attended meetings of the junior high and Liberal Religious Youth (high school students who met Tuesday evenings) groups. These numbers, of course, reflect the total of all individual children who attended throughout the year. Far fewer attend on any given Sunday because few families attend Church every Sunday.

In addition to the children's Church School, the Religious Growth and Learning Committee is responsible for adult learning programs, the Unitarian Early Education Cooperative (UEEC), Kids Kamp, and liaison with the Desert View Learning Center (DVLC).

The Religious Growth and Learning prospectus for adults this year included the following classes: Joseph Campbell and the Power of Myth and Liberals Read the Bible. These classes met on Sundays during the hour preceding the service. Sherri Burke also facilitated a Conflict Resolution Workshop on a Sunday afternoon.

The Unitarian Early Education Cooperative's purpose "is to bring parents and children together in a learning environment that supports children's growth and parents' participation in the process." It includes a Tuesday-Thursday 2 year old toddler group, a Monday-Wednesday-Friday 3 year old group, and a Monday through Thursday 4 year old preschool. These three groups all meet from 9 a.m. to 11:30 a.m. and come together in an optional extended care program called Lunch Bunch from 11:30 a.m. to 3 p.m. The cooperative aspects of UEEC include parents' attendance at monthly parent meetings, parents' participation in the classroom twice a month, and other supportive roles in the

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program. Each class has a paid teacher and aide who design the curriculum and room environment in consultation with the UEEC Directors Bonnie Kertman and Kathy Knowler (Church member), who has a Ph.D. in Early Childhood. Kathy, unfortunately, resigned at the end of the 1989-90 year but Susan Cedar, past Director, is returning as a consultant. Although only two children from the congregation were part of the co-op this year, children from Church families are given priority admission and there are five Church children registered for the 1990-91 year. The UEEC has a separate, self-sufficient budget including paying fees to the Church for room expense reimbursement.

Kids Kamp is a three-week day camp in June for children ages three through eleven years. The focus is on individual growth through play and creative expression. In the summer of 1989, 6 of the 65 children who attended were from Church member families. Kids Kamp also provides a 3-week, well-paid opportunity for youth employment as counselors; 8 of the 14 paid youth counselors in summer 1989 were Church members. The program is self-sufficient in its budget and the fee it contributes for room expense reimbursement usually covers the June cooling bill for the Church.

Desert View Learning Center is a private, alternative early elementary school that uses 4 of the Church school rooms during the week and uses other rooms in the Church by permission. DVLC is based on a philosophy of individualized instruction in a non-competitive ungraded atmosphere. Two children of Church families were registered during 1989-90 school year.

The UEEC and Kids Kamp are both historically Church-initiated programs under the overall direction of the RG&L Committee but usually function independently. DVLC is autonomous but its principles are clearly congruent with Unitarian-Universalism and a continuation of the educational philosophy of the UEEC. The RG&L Committee views all three of these weekday programs as outreach programs of a Unitarian philosophy in the nurture of young children to the larger Phoenix metropolitan community.

There has been a lot of transition in the RG&L program during this year. Our previous Director of 14 years, Donna Lee, remarried and accepted an interim ministry with her husband, Sam Wright, in the Marin County Church starting September 1989. The Committee worked with the Board of Directors over the summer to hire Church member, Sherri Burke, as an interim director. During the year, she has done an excellent job of maintaining and improving the programs and their operation and participating with the Pacific Southwest District Religious Education committee to broaden her experience in UU religious programs.

Jean Berry, longtime Church member who assisted both Donna Lee and previous RE Director Peg Gooding intermittently through their

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tenures, continued as assistant. This helped immeasurably in maintaining continuity and in enabling both Sherri and the Committee to fill in gaps in our knowledge after Donna's departure. However, health problems made it necessary for her to quit in the spring. Her very unexpected death in May shocked and saddened all of us. Her bubbly zest for life and ready willingness to help in many areas is missed by members throughout the congregation.

The nursery program for the children under age 3 shifted successfully this year to what we call an "educaring" approach (from the work of L.A. infant specialist, Magda Gerber). Consistent adult volunteers arranged an environment for infants and toddlers that respected their individuality and their need to self-initiate exploration and create meaning in their world. This respectful learning approach has impacted the committee's planning for all age levels as we look more critically at facilitating individual search for truth in all the children. We've rearranged our age groupings slightly for the 1990-91 year and given each class a name that affirms their developmental needs: Nursery Educare (under 3), Explorers (3's and 4's), Searchers (5's and 6's), Voyagers (7's and 8's), UU Spirits (9's, 10's and 11's), Questers (12's and 13's). The age ranges are flexible so our groupings are able to be more fluid to meet childrens' individual needs without rigid categories. We are also planning to have the Affirmation class meet in the fall with About Your Sexuality being available to the same age group in the spring. We are hoping to have a retreat session to outline more effective and respectful plans for the junior and senior high youth.

The RG&L programs only succeed because of the constant generous participation and personal growth of many adult members of the Church. The Committee is always looking for new members to help with ongoing operation of programs and provide new insights for innovation as we all continue our religious growth and learning.

Submitted by: Carla Oswald Reed, Chairperson

RETIREES

No matter how you rate them--by friendliness, food, or fun--the monthly meetings of the Retirees group are among the best of all the gatherings at our church. There are only ten of them during the church year, and you're missing a good thing if you don't attend them all. Among the stimulating programs this year: an inspiring talk by Kevin Lunigan, Executive Director of the Arizona Center for Law in the Public Interest; an amusing treatment of humor by Min Jack; a discerning discussion by John Vergis. One month Ray and Gretchen Manker entertained the group in their home and shared reminiscences with us.

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Meetings are on the first Thursday of each month. Being retired isn't a requirement. Just bring a dish for the table and a lot of friendliness to share.

Submitted by: Eldra and Earl Carney

SAWUURA

During the past year the SAWUURA (Sierra Ancha Wilderness UU Religious Association) membership engaged in, participated in and accomplished the following:

1. Ruth Amster made contact with the owner of the grass-eating, shrub-stomping and dung-dropping cows. She conveyed our concerns and the air has been sweeter.
2. The fence has been repaired and completed. The perimeter of property is defined and secured.
3. The UU WORLD printed a short article on SAWUURA.
4. New brochures were designed and printed.
5. A budget plan was adopted.
6. A membership plan was developed to be adopted.
7. Two meetings were held at the Phoenix church to facilitate our common identity.
8. An aerial map was made of the property. It has been mounted, covered with plastic and would be a useful enhancement at our meetings.
9. SAWUURA hikes have been continued and expanded by "GM" Merrill and Shannon Garvin.
10. The tree planting tradition continued and is a conjoint Earth Day activity.
11. The road was evaluated and repaired.
12. The insurance costs were studied and our coverage maintained.
13. The property tax saga continues with new hope for sacred intervention and financial relief. Bill Webb serves as the SAWUURA NUNCIO.
14. Gene Wier continues as our valued honorary member in Young.

Submitted by: Max Kaslo, President

SOCIAL ACTION

"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has." --Margaret Mead

The Social Action Committee with its open membership of about 20 persons is enjoying a very active year. Our goal and issues for 1990 were selected by group process in Jan/Feb and reflected our strong individual commitments. Individual members of the

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committee have taken responsibility for their own areas of interest, reporting to and receiving ideas and support from the committee.

Our action issues have included outreach to our own congregation and the larger community. Our social action table set up each Sunday in the back of the sanctuary, as well as regular updates in the Horizons, allows the congregation to share in our projects and interests. Our committee had a display booth at the Peace Fair and Earth Day community events. We hosted at our church the showing of the film "Romero" which raised \$240 to support the refugee work of the Valley Religious Task Force on Central America. The committee and our congregation raised over \$700 for the AZ AIDS Project "Walk for Life" fundraiser. We have set up on-going voter registration and a political letter-writing area in the church alcove.

Another committee goal is direct service to the hungry and homeless. We have raised \$2000 and are in the process of selecting a family to house for 12 to 18 months in our House of Ruth project. On Sunday mornings church members and guests have purchased over 400 bags of beans which are sold at our social action table for \$1 each to donate to the downtown food kitchen Andre House.

We continue our work with and commitment to Valley Interfaith Project (VIP), a coalition of 40 congregations working together to empower people and to work for progressive change in Arizona. Several committee members participated in a VIP action in South Phoenix to support the efforts of the people in that community to get better police protection from gang activities in their neighborhoods.

Other committee interest include the new UUSC "Promise the Children" program, care of our environment, recycling, peace issues, national health care, Martin Luther King Holiday, and animal concerns. Our successful projects and enthusiastic momentum reflect the wonderful support from the congregation. We look forward to developing more projects and involving more people.

Submitted by: Diane Collins

SOCIAL SINGLES

Social Singles is a discussion group that concentrates on dating and relationship issues. Attendance is usually under 15 and the gender varies. The age range is late twenties through the forties. A dollar is requested and refreshments are served. We meet every Sunday from 7:30 to 9:30 p.m. As of June 1 we will not be meeting until September 1. For further information call Sherry 952-0861.

Submitted by: Sherry Celine

UUSC

Ferd Haverly was selected for the National UUSC 1990 Social Action Leadership Award to be presented at the General Assembly in Milwaukee.

This has been a busy and productive year for the UUSC. Our minister, Ray Manker, continued to serve on our national board. We raised almost \$900 for the UUSC through our support of the "Walk Against Hunger," the sale of UUSC holiday cards and jewelry, and the "Guest at Your Table" program. We celebrated UUSC Membership Sunday and the UUSC's 50th Anniversary. We wrote scores of letters in response to Action Alerts on Central America and children's issues. We offered the "End Our Forgotten War" study program on El Salvador twice, with more than 40 individuals participating. Together with our Social Action Committee, we brought the movie "Romero" to our Church during Central America Week.

The Arizona Unit of the UUSC played a major role in support of the Peace Fair held in March at Heritage Square. We provided seed money, arranged children's activities and entertainment, and organized workshops. Forty area peace, justice, and environmental concerns groups participated, and 2000-3000 people attended.

Submitted by: Sandy Lynch

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.

In the fall, Eileen Melford succeeded Elizabeth Cummings as UU-UNO Envoy. Watch for UU-UNO activities on the special bulletin board just across from the office. The retirees had a special UN program in October.

Submitted by: Eileen Melford

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

WOMAN SPIRIT

Womanspirit groups are an important part of the church's commitment to the spiritual, growth and support of women. The first groups began in the early 1980's and although individual members come and go, there is a strong continuity from year to year.

Last fall after a group potluck, open to all women who were interested in joining Womanspirit, the members were divided roughly by the geographical designations of East, West and Central. The Westside group has a strong core of longtime participants. Although they took on several new members at the beginning of the year, the strongest commitment to the program continues to be those people who have been together as a group for a long time. The Eastside group originally began the year with twenty-six members with individual meetings running between ten and fifteen people. The Central group has been less stable and agreed to disband in early Spring.

Activities throughout the year are decided by the individual groups and generally reflect the different needs and interests of each. Groups meet the first Sunday evening of the month with a potluck dinner at a member's home. Discussion topics range from Feminist Theology to issues of role models and mentors, but most members cite support from the group as their reason for attending.

All women in the church are invited to the general potluck to be held in September when all Womanspirit groups reconvene.

Submitted by: Anne Bothwell

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	1990	Joan Laurence
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		