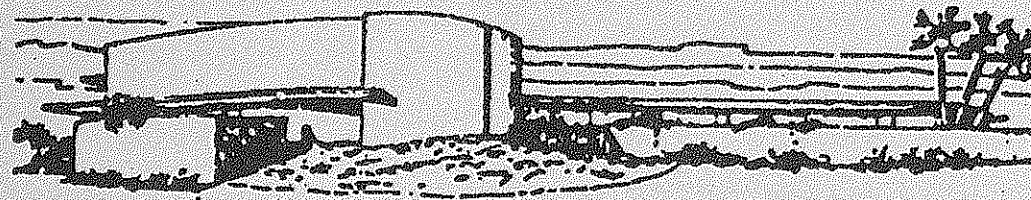


# ANNUAL REPORT JUNE 1992



*First Unitarian Universalist  
Church of Phoenix*

## The First Unitarian Universalist Church of Phoenix

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

The Minister is available by appointment. Preferred appointment times are Monday - Thursday 2:00 pm - 6:00 pm. He may be contacted Monday -Thursday, 9:30 am to 3:00 pm, through the church office. In case of emergency you may reach him at home (483-2795).

Religious Growth and Learning Director may be contacted in the RG&L office Monday - Friday, 9:00 am - 1:30 pm, phone number is 840-1588, or at home (784-4658).

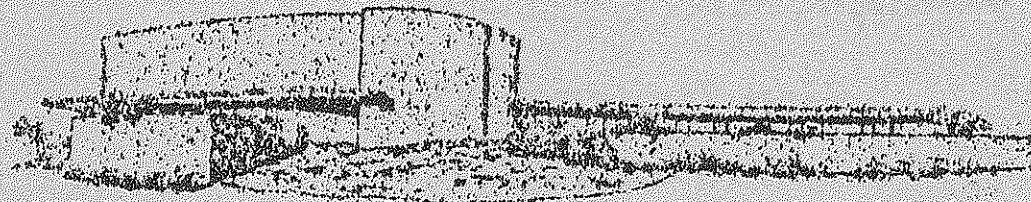
The Administrator's office hours are 9:00 am to 3:00 pm Monday through Friday. 840-8400

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UU Early Ed Cooperative Director: Bonnie Kertman, 840-0746

Desert View Learning Center: Piya Jacob, 840-8950

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**FIRST UU CHURCH OF PHOENIX  
1991-1992 BOARD OF TRUSTEES**

President

Diane Olson                      1992            (H) 483-3105      5201 E Paradise Dr      Scts            85254

Vice President

Rod Engelen                     1993            (H) 956-3754      3021 E Columbus        Phx            85016  
(W) 262-4833

Secretary

Jane Hudson                     1992            (H) 944-9578      905 W Mission Ln        Phx            85021  
(W) 381-8700

Treasurer

Jim Lynch                        1993            (H) 997-1538      7602 N 22 Pl            Phx            85020

TRUSTEES

Irving Bezman                  1993            (H) 942-6358      317 W Grandview La     Phx            85023

Susan Brenchley                1993            (H) 264-4426      105 W Georgia           Phx            85013  
(W) 997-6105

Kermit Butler                  1992            (H) 954-8424      2810-3 E Glenrosa       Phx            85016

Lani Comp                       1992            (H) 596-9503      5300 E Royal Palm Rd    PV            85254

Pauline Gay                     1992            (H) 483-2143      6513 N 86th St          Scts            85250

Janet McCall                    1993            (H) 947-2481      8507 E Montebello       Scts            85250

Susan McCraw Helms            1992            (H) 837-6709      14948 E Windy Hill       Fnt Hls       85268

Joan Roberts                    1993            (H) 943-9841      8727 North 9th Ave      Phx            85021

Nominating Committee: Debra Daniels, Larry Lorenzen, Felice Bews, Ellie Murphy

Board Meetings: Fourth Monday of each month at 7:15 p.m.

STAFF

Minister--Fritz Hudson            (W) 840-8400      4027 E Lincoln Dr        PV            85253  
(H) 483-2795      7129 Via de Paresia      Scts            85258

RG&L Director--Ann Scott        (W) 840-1588      4027 E Lincoln Dr        PV            85253  
(H) 784-4658      916 E Loyola Dr          Tempe        85282

Administrator--Lin Carr            (W) 840-8400      4027 E Lincoln Dr        PV            85253  
(H) 972-4436      10638 W Butler          Peo            85345

Music Director--  
-Richard Romero                (W) 970-0423      5925 E                    Phx            85018  
(H) 970-0423      Indian School Rd.

Admin Assistant--Marg Stallworthy

Custodian--John Sarber

Accompanist--Jay Finkelstein

Wedding Co-ordinator--Pauline Gay

**FIRST UU FOUNDATION OF PHOENIX  
1992**

<u>Board of Directors</u>	<u>Term Exp.</u>				
<u>Chair:</u>					
Bob Olson	1993	(H) 483-3105 (W) 254-4000	5201 E Paradise Dr	Set	8520
<u>Vice Chair:</u>					
Hal Howard	1993	(H) 943-1984 (W) 542-5275	101 N. 7th St, #106	Phx	8503
<u>Secretary:</u>					
Phyllis Hughes	1994	(H) 952-1685 (W) 542-1401	4819 E Calle Ventura	Phx	8501
<u>Controller:</u>					
Rod Groen	1993	(H) 938-7028 (W) 483-2303	4427 W Waltann La	Gln	8530
Lee Bendheim	1995	(H) 946-4026	5100 N Miller #31	Set	8525
Juanita Copeland	1995	(H) 942-7116 (W) 257-6811	847 E Village Cir. N	Phx	8502
Holly Heglund	1994	(H) 838-1721	1665 W Meseto Cr	Mesa	8520
Arlene Kole	1994	(H) 840-2028 (W) 840-1067	5124 E Calle del Media	Phx	8501
Larry Lorenzen	1994	(H) 867-0970	15009 N 33rd Pl	Phx	8503
<u>President, Board of Trustees (Ex Officio)</u>					
Diane C. Olson		(H) 483-3105	5201 E Paradise Dr	Set	8525
<u>Liaison</u>					
<u>Minister</u>					
Fritz Hudson		(H) 483-2795 (W) 840-8400	First UU Church 4027 E Lincoln Dr	PV	8525
<u>Administrator</u>					
Lin Carr		(H) 972-4436 (W) 840-8400	10628 W Butler	Peo	8534
<u>Foundation</u>					
<u>Nominating Committee:</u> Larry Lorenzen, Chair, Susan Goldsmith and Joanne Michael					
<u>Regular Meetings:</u> June 1 (7:00 p.m.), Sept. 28 (7:00 p.m.), Dec. 7 (7:00 p.m.), Jan. 10 (12:00 noon)					
<u>Annual Meeting of Foundation Members (Congregation)</u> Early February, 1993					

**CONTACT PEOPLE  
for  
COMMITTEES/INTEREST GROUPS**

ALLIANCE	Billye Butler	954-8424
ART	Lucienne Rusconi	996-5970
BUILDING & GROUNDS	Kermit Butler	954-8424
CANVASS	Stan Lubin	371-8407
UNICARE	Debbi Goodman Jet Mutén	942-8371 451-3207
DENOMINATIONAL AFFAIRS	Marg/Richard Stallworthy	997-8611
EXTENDED FAMILIES	Marg/Richard Stallworthy	997-8611
FINANCE	Bob Kammerle Jim Lynch	953-3002 997-1538
FOUNDATION.	Bob Olson	483-3105
GREETERS	Bernie Hall	955-0544
HOUSEKEEPING	Audrey Engelen	956-3754
KIDS KAMP	Diane Mote Jack Putta	943-8290 894-2842
LRY	Dawn Emmett Jack Putta	957-8836 894-2842
MEMBERSHIP	Jack Holliday Pat Wilson	948-6098 345-0726
MUSIC	John Compere	998-7809
NOMINATING - Board	Debra Daniels Larry Lorenzen	678-4673 867-0970
OMBUDS	Fred Corbus	955-1152
PERSONNEL	Holly Heglund (W) 464-2381 (H) 838-1721 (Marilyn) Carol Jackson	839-3443
RELIG. GROWTH & LEARNING	Becky Bartness	(UNL) 948-7932
RELIGIOUS SERVICE	Hal Howard	258-0286

Contact People for Committees and Groups

Page 2

RELATIONSHIP DISCUSSION	Bob Fernie	(UNL) 371-1160
SAWUURA (Sierra Ancha Wilderness Unit, Univ. Religious Assoc.)	Paula Kulina (W) 492-4725 (H) 246-0180	
	Randy McCraw Helms	837-6709
SINGLES GROUP	Tish Gauntt	992-1563
SOCIAL ACTION	Ruth Amster	266-2088
	Diane Collins	956-0551
UU SERVICE COMMITTEE	Sandy Lynch	997-1538
UU-UN OFFICE	Eileen Melford	994-0788
WOMANSPRIT	Sandy Weir	483-6749

PRESIDENT'S REPORT  
1991-1992

It seems hard to believe that it was only nine months ago that Fritz and Ginny and Sally moved to Phoenix so that Fritz could begin his ministry with our church. So much has changed in those months that at times it has been hard to keep up with it all. Of all the changes that have occurred, I am most pleased with the evolving partnership of our professional staff as they work together to present our Sunday morning worship services. I have felt, particularly in the last month, that we are being treated to increasingly moving and powerful Sunday services....I'm recalling the morning that Ann Scott received an ovation for her reading of Bread and Jam for Frances, and then Fritz received an ovation as well for his poignant exploration of the question "Who Cares If I Take Care?"....or the Easter service when Richard Romero dazzled us once again with the choir's presentation of music from "Godspell". We are incredibly fortunate to have such a talented and committed professional staff, and I look forward with great anticipation to what they will bring to us in the future.

It is the Board's responsibility to work with our professional staff in managing the church. So let me quickly review for you some of this year's accomplishments. At the Board Retreat in September the following goals were set for this church year: to increase fun programming; to continue work on capitol improvements; to establish a caring committee; to increase church income; to improve church organization; and to develop plans for purchase of the new U.U. hymnals.

Lani Comp and Jan McCall, the Board liaisons to the Program Council, worked with the committees that develop church programming to address our first goal. This council initiated plans for a very successful fall Halloween Party and a wonderful spring Valentine's Day Party. They also brought to the Board a request for the much expanded music offerings provided by this year's Coffee Concerts. In an effort to promote the attendance of young families at all church events, a Child Care policy was adopted, and childcare is being offered more consistently.

Our liaisons to the Building and Grounds Council, Kermit Butler and Joan Roberts, have been working on our second goal. Fund the Future capitol improvements authorized by the congregation three years ago were completed during this church year: the annex roof has been completely replaced, the administrative wing of the church has been reroofed, the sanctuary roof has been repaired on a short term basis, the eaves have been repaired, final air conditioning upgrades have been installed, and three new swamp coolers were purchased for the annex. An energy conservation system has also been installed to provide individual room heating and air conditioning. A comprehensive Memorial Garden policy was adopted in March, and a committee is currently being appointed to administer requests for the burial of ashes in the garden area. Pauline Gay and Susan McCraw Helms, our People and Activities Council Board liaisons, have done a tremendous job in relating to a very large and somewhat unwieldy group of committees. With their nurturing care the Membership Committee has been strengthened and a new caring committee called UniCare has been established, which addresses the third Board

goal for the year.

In an effort to increase church income, the Finance Council has worked to establish better contact with new members, hopefully resulting in new pledges. Finance Council liaisons Jim Lynch, our Treasurer, and Irv Bezman presented several Finance policies for Board approval, including a policy that directs all bequests and gifts in memorial to be turned over to the Foundation for the church endowment. In January a new office computer and software package were purchased to facilitate combining office assistant and bookkeeping responsibilities in one staff position.

Work on the fourth goal, improving church organization, fell to Leadership liaisons Diane Olson, President, and Rod Engelen, Vice-President. Early in the year the Board was reorganized into liaison areas, with two Board members responsible for convening committee chairs in their area to discuss related concerns on at least a quarterly basis. The Board recently adopted an Organizational Charter that reflects this structure, as well as an outline of Board Member Responsibilities. A Committee Chair Workshop was held early in October, as well as a Renewal Workshop open to the entire congregation in January and a Leadership Workshop in February. February was a high point in the year with Fritz Hudson's Installation Service as Minister of this church.

Jane Hudson, Board Secretary, and Susan Brenchley, our Staff and Affiliates Council liaisons supported the RG&L Search Committee as it went through the process of selecting Ann Scott as our new RG&L Director in December. This council also brought Personnel policies and contracts for each employee to the Board for approval. In March the Board approved Communications Guidelines to assist staff in assembling newsletters, monitoring bulletin boards, and preparing Sunday announcements.

In summary, it was a very busy and very productive year. Those of us who agreed to serve on the Board during this transition period knew it would be demanding....and it has been. But it has also been very satisfying. Much is now in place that will reduce the work of future Board members and committee chairs, and I think I can speak on behalf of all the Board and say that we feel pleased about that. We have worked hard to accomplish the goals set last fall, and we have addressed all but the last goal, planning for the purchase of the new U.U. hymnals. That will have to carry over to the next Board. As I've said before, this has been a wonderful Board to work with....it has been a privilege for me to get to know each one, and to become good friends with so many that I had not previously known. I know Rod Engelen will have the same wonderful experience as he assumes the President's responsibilities.

Take care....

Fondly,

Diane Olson



## U. U. ART ASSOCIATION

1991-1992

The Art Association's aim is to provide varied and quality exhibitions to enhance our Celebration of Life services. This year our group re-evaluated and rewrote our Artists Agreement forms. This was a very precise detailed project. With a questionnaire we surveyed the response of our congregation in regards to Art in the Church. The response was positive. Our shows are found through connections in the Art Community. This creates a positive awareness of our Church attitudes and philosophy.

The Art Association members work extremely well together. Everyone is always ready to help in their respective expertise from providing shows to hanging, receiving, and labeling work. All of this is done through informal meetings when needed and by telephone. It is not necessary to be an artist to belong to the group. The Art Committee members are Lucienne Collaer Rusconi, Rocco V. Rusconi, Jackie Schulz, Dr. John Vergis, Florence Foltz, Ken Croissant, Ellie Murphy, Joanne Michael, Jane Truitt, Sue Kennedy, Dr. Eugene Grigsby, and Mary Ann Jones Brown.

The Art Committee and U.U. Art Association provided the following exhibits in the auditorium:

- Sep 1991 Artists of the Black Community - coordinated by Dr. Eugene Grigsby
- Oct 1991 Our own Church Collection - coordinated by Lucienne Collaer Rusconi
- Nov 1991 Acrylic Paintings by Jean Harney - coordinated by Lucienne Collaer Rusconi
- Dec 1991 Children Art Show and Christmas Banners - coordinated by Mary Ann Jones Brown and Lucienne Collaer Rusconi
- Jan 1992 Arizona Artists Guild Show - coordinated by Lucienne Collaer Rusconi
- Feb 1992 Photography Show - coordinated by Dr. John Vergis
- Mar 1992 Water-Media Exhibit - coordinated by Jackie Schulz
- Apr 1992 All Church Members Show - coordinated by Lucienne Collaer Rusconi
- May 1992 Collages, Acrylics, and Watercolors by Sue Kennedy - coordinated by Sue Kennedy

A 20% commission on all art sold went to the Church.

Lucienne Collaer Rusconi

**BUILDING & GROUNDS COUNCIL**  
1991- 1992

Rod Engelen chaired this council most of the last half of 1991. I started about the first of 1992. A lot of cleaning up of the interior areas, painting and fixing up in general was done in the summer and fall of 91 under Rod Engelen direction. Since the beginning of 92 we have concentrated on the cleaning and fixing up of the grounds around the church. With heavier than normal spring rains, there was a lot of over growth, causing more weeding, trimming, and cleaning of the grounds. We still have a way to go to reach our goals on such items as the roof of the Sanctuary, the drip cap areas on the overhangs and general improvements on the building and grounds.

Rod Engelen suggested we put forth an adopt an "Island in the parking lot" so that individuals, families, couples or groups could do their "thing" in planting and maintaining them. Audrey Schell a landscape designer, has helped in the overall planning of the grounds as well as advisor to "Island adopters". Those that have joined the Building & Grounds Committee and have been most generous with their time are as follows: I want to first mention Robert Lathers whose little pick up has saved a lot of energy in our collecting and hauling to the dumpster, sure beats a wheel barrow load at a time. Also he proved a great help at working on the watering system. We had to have three Saturday work days due to the fact that there was so much to be done. The thing about the B & G Committee is that it isn't just getting together and talking, it is real physical work with sweat, aches and pains, but with a real and great feel of accomplishment. Those that enjoyed this euphoria are: Rod Rodriguez, Walter Naken, Robert Lather, Brenda Mason, Tesfaye Gulilat, Frank Aston, Lucy Coombs, Ron Rohlring, Susan Goldsmith, and Billye Butler. Most of these people are also the basic core of the B & G Committee, but others are joining and we need more. As example Joan Roberts has joined the Board of Trustees as of April 92 and agreed to co-chair the B & G Council. We are proud of what we have accomplished this year and are looking forward to the next church year to do bigger and greater things.

Sincerely

Kermit Butler  
Chair

**Denominational Affairs Committee**  
1991-1992

The committee interfaces with the denomination beyond our church.

The Arizona Cluster consists of 10 Arizona churches and fellowships. Richard Stallworthy is the Co-ordinator appointed by the district. With the help of Conny LaFerriere, district executive, and Arizona graduates of the District's Leadership Training school, the Cluster conducted a skills conference at our church. Ferd Haverly of our church also assisted, and conducted a well-received workshop on Social Action.

The Pacific Southwest District (PSWD) consists of 55 churches within Southern California, Arizona and Nevada. Delegates to the annual meeting held May 15-17 in Pasadena, California were Marg and Richard Stallworthy and Diane Olson, well below our allotted limit of 9 delegates.

The Unitarian Universalist Association (UUA) consists of 1020 churches, mostly within North America, and will hold its annual General Assembly June 25-30 in Calgary, Alberta, Canada. Our 5 delegates are Ellie Murphy, Enid Jones, Marg and Richard Stallworthy, and Ann Scott; alternates are Gretchen Manker and Virginia Frogge.

The Committee conducted the Parish Poll to determine which resolutions the congregation recommends be considered at the General Assembly and provided to the board of trustees a list of prospective delegates to the annual meetings.

Submitted by Richard Stallworthy

**Extended Family**  
1991-1992

The Extended Family program offers opportunities for friendship in smaller, more intimate groups. Like a real family, the groups consist of people of all ages and a variety of interests. Newcomers are welcome to join at any time.

This year's extended family group met almost every month, usually on the third Sunday evening for a potluck dinner in the Johnson Room. Our average attendance was about a dozen people. One Saturday afternoon, some of us enjoyed a trip to Out of Africa, which we will probably repeat in the Fall for those who were not able to attend.

There is another small group of about eight, the core of an extended family group from several years ago, which still gathers occasionally at one of the local restaurants or at a member's home.

Submitted by Marg & Richard Stallworthy

**FOUNDATION REPORT**  
1991-1992

The Unitarian Universalist Foundation of Phoenix was established in 1974 as a separate charitable corporation to encourage, receive, invest and administer endowment funds for the benefit of the Church. In order to encourage gifts and bequests for the benefit of the Church, the Foundation was created as an organization separate from the Church and governed by a separate Board of Directors. In this way, the responsibilities of the Church Board for the current budget and operations of the Church are separated from the responsibilities of the Foundation Board to administer a permanent endowment for the long-term benefit of the Church.

As of May, 1992, the Foundation Board held over \$200,000 in five separate endowment funds. These funds were established by Resolutions adopted by the Congregation, the Members of the Foundation, during the mid-1980's. The Foundation Board administers the five funds in accordance with the provisions established by the Congregation in the adopted Resolutions.

The most significant action of the Foundation during the past year was its development, during two regular and one special meeting, of a unanimous recommendation to the Church Board that the Church Board adopt a policy that all unspecified gifts and bequests to the Church be transferred by the Church Board to the Foundation for addition to the Church's permanent endowment, rather than be used and spent as part of the Church's annual operations. The Church Board had requested recommendations from the Foundation and the Church Finance Committee on this subject.

The Foundation Board believes that the transfer by the Church Board of such unspecified bequests and gifts to the Foundation will encourage such gifts, because a donor will have the assurance that their gift, along with those of others, will be held in a permanent endowment and the investment income will "keep on giving" to the Church.

The Church Board accepted this recommendation at its November 25, 1991 meeting and adopted a Resolution that bequests, unspecified gifts and gifts in memorium be transferred to the Foundation for deposit into the General Fund or such other fund as directed by the Church Board.

The Foundation Board held a special meeting to plan activities to increase the awareness among the Congregation of the Foundation and its purposes and to encourage donations and bequests to the Foundation.

At a second special meeting, the Board met with our new Minister and discussed with the Church Board President the need for replacing and upgrading certain Church office equipment to increase the productivity of the Church staff. The Foundation agreed to provide in 1992 the balance of the funds necessary to purchase such equipment after other monies available to the Church Board for such purposes were used.

Robert H. Olson, Chair  
Foundation Board of Directors

**MEMBERSHIP, HOSPITALITY, & FELLOWSHIP COMMITTEE**  
1991-1992

Committee members are; Jack Holliday - Chairperson, Pat Wilson - Vice Chairperson, Judy Freigang - "Greeters & New UU's", Barbera Kerr - New Member Social Activities, Carol Cooper - New Member Profiles, Jean Rahn - Telephone, and Betty Foley.

This committee was organized in January 92. Our meetings are the first Sunday of each month after the service. In the past few months we have been organizing and writing down procedures on how we will accomplish our goals. In February at the Flea Market we set up the Jewelry table and made \$266.00. In February we organized our first "Service of Inclusion" & "Recognition Sunday" that was held March 1st. 38 New members were invited to attend the service and reception before hand to meet the Board Members. 22 new members attended and received Certificates and flowers. In March the committee signed up Greeters for before and after the service. Diana Saylor, one of our new members organized a Family Picnic at Scottsdale Railroad Park for all new members that had joined since the fall of 91. The Volunteer Recruitment Fair was held in March and we handed out flyers with the theme "Do The Spring Thing". However we didn't feel the Fair was a success for the amount of preparation we put into it. Judy Freigang organized a NEW UU program; April 9th the First NEW UU session had 20 members present, April 16th the second NEW UU session had 19 present (a number of questions were raised that could not be answered so a letter was sent to Fritz & Ann Scott asking them to help out), April 23 the third session was held with 18 members present and Fritz & Ann Scott attending.

Jack Holliday  
Chairperson

**MUSIC COMMITTEE REPORT**  
1991-1992

The Music Committee has as its chartered purpose the overseeing of the entire music program of the Church and serving as a liaison between the congregation and the Music Director.

During the past year a total of twelve people have served on this committee. Larry Messerly began the year as Chair but had to resign from both the Chair and later from the committee because of changes in his schedule. Other committee members who began the year on this committee but later had to drop off for a variety of reasons are Leslie Lindner, Susan Goldsmith, and Debra Giannini.

Current members of the committee are Trena Allen, Carolyn Broe, Frank Hermann, Paula Hurn, Larry Lorenzen, Carol Metz, Joyce Short, and John Compere, Chair. Richard Romero is ex-officio member of this committee and attends all meetings. Jan McCall is the Trustee Liaison to this committee.

Regular meetings are held once a month, usually the first Sunday of the month. Last summer a series of planning meetings were held with both the entire committee and sub-committees to map out the proposed music program for the year.

The two big congregation-wide music programs sponsored this year by the Music Committee were the Holiday Concert in December and Cabaret in May. The Committee worked closely with Richard to plan and promote these gala events. In addition, four Sunday afternoon Coffee Concerts were planned and sponsored by the committee. Funds raised at these events, beyond monies needed to pay expenses for food, performers, and advertising, are used to help supplement the amount allocated in the Church budget for the music program. In addition, our church choir participated in a program sponsored by Scottsdale Community College in honor of Martin Luther King Day.

Last summer under Larry Messerly's direction the committee approved trading in the Steinway grand piano (which was in bad need of rebuilding) in exchange for the rebuilding of the Mason and Hamblin grand piano, which also was badly in need of attention, at no cost to the church.

The Music Committee is in process of adopting a new charter and plans to continue working closely with our Choir Director, Richard Romero, in providing a dynamic, challenging, and rewarding music program for our church.

Respectfully submitted,

John Compere, Chair

**PERSONNEL COMMITTEE**  
1991-1992

The Personnel Committee for this past church year has consisted of, Joanne Michael, Betsy Kammerle, Carol Jackson and Holly Heglund as Chair.

This year the committee's structure has included, Fritz Hudson, Minister; Richard Romero, Music Director; Lin Carr, Administrator; and recent addition of Ann Scott, RG&L Director. The committee also includes Board of Trustee representatives, Jane Hudson and Susan Brenchley.

Throughout the past church year, with input from the staff, this committee has been changing job descriptions to agreement for services.

Another task has been to assist the staff with solutions to the various problems that come with any employment.

The Personnel Committee now has a charter that calls for three church members instead of the current four. Holly Heglund and Betsy Kammerle will be leaving the committee and Fred Corbus will be joining starting in the new church year.

The Personnel Committee sold the books and records at the flea market and we have \$163.00 profit. The committee decided to keep the money on hand and work on something for staff recognition. We want to thank Phil Campbell, Marg and Richard Stallworthy, and Steve Zeman for helping this committee sell the books and records at the flea market.

Respectfully submitted,

Holly Heglund, Chair



**THE GAY AND LESBIAN RELATIONSHIP DISCUSSION GROUP**  
1991-1992

The Gay and Lesbian Relationship Discussion Group is our UU outreach to the Phoenix gay and lesbian community. The group provides an alternative way for gay and lesbian singles and couples to meet people and a forum for discussing relationship issues. The group meets the 2nd and 4th Tuesday of each month at 7 P.M., at the church. Topics are usually discussed in groups of 8-10 people with a leader to help facilitate discussion. Some meetings are workshops or have special speakers. The group began in October, 1986 with 7 people. Today 40-70 people attend the meetings twice each month. There is no membership or dues, although a donation of \$1.00 is requested and donated to the church. Refreshments are available too. We rely on Horizons to help us get out the word to interested church members. It's a great place for lesbian and gay singles and couples to meet, talk and socialize.

In the past several years the group has provided a comfortable, non-threatening environment for gay and lesbian people to learn more about themselves and about psychological, social, legal 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, and overcome homophobia in themselves and others. Meetings for Spring 1992 included the following topics: January 14, What Makes People Happy; January 28, Fighting Homophobia & Heterosexism; February 11, Should Lesbians & Gay Men Have Legal Marriages; February 25, Do I Expect Too Much From A Relationship; April 14, Same Sex Dating - A Special Workshop; April 28, Sex, Love & Romance; May 12, How to Make & Keep Good Friends; May 26, Feeling Good About Being Gay or Lesbian; June 9, Do Lesbians & Gay Men Have Anything In Common; June 23, The Best & Worst Ways To Communicate. In addition, six of the meetings also offered a special discussion group which considered current lesbian and gay social and political issues.

Submitted by Bob Fernie, coordinator of the group since its inception in 1986. Additional information can be obtained by calling 870-9597.

**RELIGIOUS SERVICES COMMITTEE**  
1991-1992

This group was loosely structured but individual responsibility for specific tasks insured effectiveness. The only formal leader was the Chair.

The committee selected a speaker for the monthly Sunday Service which was not provided by the minister and supplied a coordinator to liaison with the RG&L director, Music director, and Sunday program editor. We also developed a standard Sunday Service format and a list of topics and speakers for future services. Variable membership averaged about 8-10 persons. Meetings were held the first Wednesday of the month, 6:00 to 7:30 pm. Currently the committee is engaged in planning the Summer Services.

Hal Howard

## RELIGIOUS GROWTH AND LEARNING COMMITTEE

1991-1992

Even though the Committee has experienced the distraction of several changeovers in the RG&L Department staff and adjustment to a new minister, the Committee has had an active and productive year.

### COMMITTEE ACTIVITIES

Special events coordinated and sponsored by the Committee during the 1991-1992 church year include the following:

- UNICEF, Pumpkin Sunday and Awards for Best Pumpkins
- Guest at Your Table
- Thanksgiving Native American Potluck
- Santa Lucia Sunday
- Christmas Children's Kazoo Concert
- Hana Matsuri
- Secret Pals Program
- Easter Egg Hunt

Events planned for May include the RG&L Teacher Recognition Lunch, Water Fun Sunday and the RG&L Ice Cream Social.

### SUNDAY MORNING CLASS

New RG&L Sunday morning class curricula for all classes, were implemented this year. Overall the curricula worked well except that parent/teacher feedback lead to consideration and adoption of a different curricula entitled "Bridges" for the 3 and 4 year old class.

In that regard, periodic solicitation of parent/teacher feedback has been formalized through scheduling of discussion groups after each 8 week teaching session in which the minister, the RG&L Director and teachers participate, and scheduling of a year end discussion with teachers and parents.

Finally, in response to popular demand, the frequency of teacher training sessions has been increased from two times a year to a session prior to each eight week teaching segment (i.e., approximately 5 times a year).

### ADULT CLASSES

Adult classes coordinated and sponsored by the Committee include Parents as Resident Theologians, History of Unitarian Universalism, Childspace and Cakes for the Queen of Heaven. The Committee will continue to both solicit teachers for "core" classes and encourage new class offerings.

### RG&L OFFICE RESTRUCTURE/COMMITTEE RESTRUCTURE

In December, the Committee recommended, and the board subsequently approved, elimination of the position of RG&L Assistant Director. In addition, the Committee recommended that the RG&L Director position report to the Minister and Board and that consideration be given for creation of the new position of RG&L Minister. The latter position would be a ministerial position requiring a congregational vote for approval of the ministerial applicant. The Committee's recommendation that the RG&L Director report to the Minister and Board was subsequently approved by congregational vote and implemented.

The RG&L Committee also unanimously approved the restructure of the Committee, the purpose of which restructure is to create an opportunity for more broad based congregational participation in the Committee. The restructure creates 29 Committee positions with seven subcommittees and an executive committee. The restructure also includes a system of rotating co-chair to continuously develop new leadership. The Committee has adopted a new Committee charter consistent with the Committee's restructure plan. Implementation of the newly adopted Committee structure will occur over a one year period with full implementation by the spring of 1993.

#### COMMITTEE BUDGET AND FINANCIAL

The total 1992 Budget for the Committee is \$18,400.00, which sum includes salaries and professional fees for the RG&L Director and \$2,500.00 for program materials and supplies, and \$300.00 for childcare expenditures as of April 30, 1992 indicate no substantial variances with forecasted expenditures, and the Committee expects to meet its Budget by year end.

During the 1991-1992 church year an unbudgeted \$259.85 was raised through special fund raising efforts of the Committee, including three book and bake sales, participation in the annual Alliance Bazaar, and a snack sale at the SAC pet show. The Committee has earmarked these funds for use by the RG&L Director for her continuing religious education.

Becky A. Bartness  
Religious Growth and Learning Chair

**SAWUURA**  
1991-1992

SAWUURA holds monthly meetings, at which guests are welcome. The following list of names are the Board of Trustees: Ruth Amster, Lee Bendheim, Betty Bradshaw, Betty Byron, Ernie Garcia, Tish Gauntt, Enid Jones, Max Kaslo, Paula Kulina, Randy McCraw Helms, Susan McCraw Helms, & Bill Webb.

Key activities for SAWUURA during the last year include.

David Manker completed repair work on the stone cabin, including building a new roof and putting mortar between the stones.

Two work weekends were held to continue the construction on the winterized cabin. Tish Gauntt, Ernie Garcia and Paula Kulina donated building materials, and Max Kaslo, David Manker and Ray Manker organized the activities. All four remaining windows were installed, insulation and wall paneling was put in, and the deck and stairs were replaced. New deck railings and benches were built, and a pull-down attic ladder was installed. The labor was done by an army of volunteers.

SAWUURA participated in the All-Church Flea Market, raising just over \$1000.00. Tish Gauntt was a key participant, and donated many valuable antiques to the effort.

The Annual Memorial Day Weekend event attracted approximately 40 participants and generated over \$500.00 net income. The theme was "The Call of the Wild," and was facilitated by Susan Manker-Seale.

Bill Webb obtained pro-bono services from the law firm of Brown and Bain to assist us in fighting for tax-free status. They were able to help get favorable legislation passed and will represent us in a lawsuit against Gila County and the State of Arizona to have the law enforced. Many members assisted Bill with collecting supporting documents.

Since the fence around the property has been intact for over a year, grasses are naturally reseeding and helping to reduce erosion because cattle have been successfully kept out.

Submitted by: Paula Kulina, President

## SOCIAL ACTION

1991-1992

Dedicated committee members accomplished a great deal this year. Diane Collins and I wish to thank them for their help and to thank the congregation for their response to our appeals for money and goods to carry out our projects.

This is what we did together:

\* Beans for Andre House - In addition to our support by the weekly sale of bags of beans, we collected and delivered "Warm Stuff," sweaters, hats, mittens, scarves, and blankets at Christmas time, enough to fill a van and a station wagon chock-full.

\* Homeward Bound - The Gomez family is now self-supporting and, thanks to many of you, we have raised enough money to assist a new family for one year. The committee did the worship service on February 23rd to call attention to the plight of the homeless.

\* Valley Interfaith Project - Leaders from our church have been working with leaders from 30 institutions addressing issues in our communities. In the Roosevelt District, focus is on education. The West Cluster has an affordable housing project underway. San Martin de Porres Parish is establishing a drug-free, crime-free zone and cleaning up the environment along the river bank. Health care, children's issues, and job training are being researched. You are a member of VIP through the church membership. Please get involved.

\* Action Lunches - An innovation this year is the after-church informational meetings to focus on specific issues. Some of the topics were videotapes of the Bill Moyer show with Ernesto Cortes, VIP national organizer; the ambulance drive to Washington, DC, on behalf of national health care; the Adopt-A-Stream program, world peace, vegetarianism, and zero population growth. A lunch was served for \$3 and the proceeds donated to the organization presenting the program.

\* Vegetarian Cookbook - The committee is producing a cookbook which includes recipes to encourage people to eat lower on the food chain. This is healthier for humans and kinder to the environment. Two draft editions have been published and a final one is in preparation. We are still looking for recipes.

\* And we participated in the Flea Market and the Peace Fair, sold junk mail stickers and fruit from the statuary garden.

Altogether it was a very active and rewarding year. Join us next year.

Submitted by Ruth Amster, Co-Chair

Diane Collins, Co-Chair

**UNI-CARE**  
1991-1992

UNI-CARE began meeting in February 1992 as "Friends in Deed." A draft charter existed which formed the basis of organizing and establishing the group's purpose and structure. The charter was modified and adopted, with the group choosing co-chairs and a team synergy approach to accomplishing its work. The name UNI-CARE was adopted to promote the principle of "You and I Care" and to show our strong link to Unitarian Universalist principles. UNI-CARE is our church's effort to fulfill our covenant to our members and friends to provide help and support through social contact, visits, assisting in meeting acute needs, providing personal support and assistance, sending cards and letters, and helping with memorial services. The group has actively begun care and meets bi-weekly to coordinate its efforts to identify those in need of care and share information on caring actions that have been taken. The group has published a brochure about its services and has been introduced as a body to the church congregation. It has applied for a Foundation Grant for start-up funds to ensure these actions can continue. The group meets regularly in the church alcove on the second and fourth Wednesday of the month. It maintains a "bank" of individuals who are able to provide various types of care and support to the members and friends of the church, and it is working to organize neighborhood clusters as a way of knowing and caring for others in a more personal way.

Deborah Goodman

**UNITARIAN UNIVERSALIST SERVICE COMMITTEE**  
1991-1992

The Unitarian Universalist Service Committee works in the United States and around the world to support self-help development projects, promote human rights and provide emergency relief. The Service Committee is outspoken in defending human rights and advocating for justice and peace. It develops study materials for local congregations on issues ranging from Central America to the U.S.'s own "Children at risk". It advocates for these issues in the important bills that are up for a vote.

In our church, the local UUSC has been inactive recently. It is looking for a local volunteer to accept the challenge of this fundamental project. This past year its activity has been limited to supporting the national organization through the sale of holiday cards, T-shirts and jewelry. It has also published newsletter articles urging church members to support Action Alert.

Sandy Lynch



## FINANCE COMMITTEE

1991

Our Church fiscal year is on a calendar year basis.

The 1991 fiscal year ended in the black, with a surplus of \$4,288.00. Special fund raising contributed \$2,557.00 to our yearly income. Total church income for the 1991 fiscal year was \$181,222.00, an 8.7% increase from the previous year.

At the close of March in fiscal year 1992, pledges are ahead of budget, plate collections are good and the Flea Market was a great success, netting \$4,450.00 which was shared with the committees that did the work. Irv Bezman continues to raise money with the Fry's project. If we continue to pay our pledges and keep our expenses on budget, we should have another successful year. We thank all our members and friends who have generously supported the church.

Submitted by Jim Lynch Treasurer;

Finance Committee: Bob Kammerle Chair, Irv Bezman, Lin Carr,  
Judy Henzler, Jim Lynch, and Joanne  
Michael

**First Unitarian Universalist Church of Phoenix**  
**Year End Income Statement for 12/31/91**  
**Proposed Budget for Year 1992**

Period Ending 12/31/91 ACTUAL	Budget For Year 1991	Proposed Budget For Year 1992
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**\*\*\*INCOME\*\*\***

Pledge Income	\$127,560	\$140,000	\$145,140
Discount of 3% 1991- 4.5% 1992		(4,200)	(6,330)
Post Paid Pledges			1,600
Interest Income	2,020	600	500
Loose Collection	15,018	4,200	10,000
Room Expense Reimbursement	27,340	24,000	22,640
Special Fund Raising	2,557	7,000	7,380 <span style="border: 1px solid black; padding: 0 2px;">A</span>
Miscellaneous Income	4,888	2,000	2,000
Income from Operations	179,383	173,600	182,930

**FOUNDATION FUNDS INCOME**

Capital Improvements	0 <span style="border: 1px solid black; padding: 0 2px;">B</span>	4,700 <span style="border: 1px solid black; padding: 0 2px;">B</span>	4,500 <span style="border: 1px solid black; padding: 0 2px;">B</span>
Interest Income	1,839	1,780	1,700
Memorial Garden			720 <span style="border: 1px solid black; padding: 0 2px;">B</span>
Foundation Income	1,839	6,480	6,920

**\*\*\*TOTAL INCOME\*\*\***

\$181,222	\$180,080	\$189,850
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First Unitarian Universalist Church of Phoenix  
 Year End Income Statement for 12/31/91  
 Proposed Budget for Year 1992

Period Ending 12/31/91 ACTUAL	Budget For Year 1991	Proposed Budget For Year 1992
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**\*\*\*\*\*EXPENSES\*\*\*\*\***

**MINISTER EXPENSES**

Salary	25,879		21,707
Housing & Related	13,330		17,790
Retirement Fund	3,308		5,925
Health Insurance	2,860		5,608
Professional Expense	5,554		5,670
Subtotal	50,931		56,700
Interim Minister & New Minister Wage Increase to Begin Sept. 1.	325	53,208	945
<b>Total Minister Expense</b>	51,256	53,208	57,645

**BUILDING & GROUND EXPENSE**

Custodial	9,112	4,000	13,490
Maintenance Person	1,245	5,974	
Property Insurance	3,558	5,000	4,583
Capital Improvement & Maintenance			
Church Financed	5,293		
Foundation Financed	924	4,700	4,500
Grounds Maintenance	924	500	840
Utilities	15,892	14,022	14,500
Supplies	2,893	2,000	3,000
Trash Collection	1,124	996	1,160
Service Contracts	1,277	1,600	3,700
Memorial Garden			720
Mileage Reimbursements	97	300	380
<b>Total Building &amp; Grounds Expense</b>	41,414	39,092	46,873

**First Unitarian Universalist Church of Phoenix**  
**Year End Income Statement for 12/31/91**  
**Proposed Budget for Year 1992**

Period Ending 12/31/91 ACTUAL	Budget For Year 1991	Proposed Budget For Year 1992
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**ADMINISTRATION EXPENSES**

Administrator Salary	15,938	16,871	17,740
Administrator Health Insurance	784	3,114	0
Bookkeeping / Clerk	3,555	4,515	7,800
Horizon Editor	1,000	1,000	200
Accountant	7,200	7,200	1,200
Payroll Taxes	3,856	4,247	4,791
State Compensation Insurance	592	650	800
Supplies	7,084	4,000	4,800
Telephone	3,599	3,030	3,500
Repairs and Service Contracts	1,172	1,000	1,000
Postage	3,329	1,900	2,800
Administration Miscellaneous	753	700	
Professional Fees			100
<b>Total Administration Expenses</b>	<b>48,862</b>	<b>48,227</b>	<b>44,731</b>

**RELIGIOUS GROWTH & LEARNING**

Director	8,902	13,287	14,854
RG&L Assistant	5,285	4,515	646
Program Material & Supplies	1,999	2,500	2,500
Child Care	206		300
Professional Fees			100
Funds received from RG & L	-930		
<b>Total R G &amp; L Expenses</b>	<b>15,462</b>	<b>20,302</b>	<b>18,400</b>

**MUSIC PROGRAM EXPENSE**

Organist	3,348	3,348	3,498
Music Director	3,036	3,000	6,000
Music & Supplies	556	600	600
Tuning & Repairs	180	150	150
Professional Fees			100
Guest Musicians			100
<b>Total Music Expenses</b>	<b>7,120</b>	<b>7,098</b>	<b>10,448</b>

First Unitarian Universalist Church of Phoenix  
 Year End Income Statement for 12/31/91  
 Proposed Budget for Year 1992

Period Ending 12/31/91 ACTUAL	Budget For Year 1991	Proposed Budget For Year 1992
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**DENOMINATION EXPENSES**

UUA General Program Fund	7,237	6,931	6,931
P S W D Dues	2,111	2,022	2,022
Additional Funds Collected	-395		
<b>Total Denomination Expense</b>	<b>8,953</b>	<b>8,953</b>	<b>8,953</b>

**COMMITTEE EXPENSES**

Membership	551	350	700
Pledge Drive	727	1,000	1,000
Sunday & Summer Services	622	700	700
Social Action	200	200	100
Extended Families		50	
Hospitality			100
Miscellaneous Committees		100	100
Valley Interfaith Project (VIP)	800	800	1,000
Publicity			100
<b>Total Committee Expenses</b>	<b>2,900</b>	<b>3,200</b>	<b>3,800</b>

**\*\*\*\*TOTAL EXPENSES\*\*\*\***

<b>\$175,967</b>	<b>\$180,080</b>	<b>\$190,850</b>
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**EXTRAORDINARY ITEMS**

Endowment	30,526	
Restricted Contributions	2,310	
Endowment to Foundation w/interest	(23,475)	
Building Improvements	(10,328)	
<b>Total Extraordinary Items</b>	<b>(967)</b>	

1991 Surplus Carryover to 1992	(1,000)	1,000
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**\*\*\*\*\*SURPLUS\*\*\*\*\***

<b>\$3,288</b>	<b>\$0</b>	<b>\$0</b>
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Excess cash over liabilities as of 12/31/91	\$7,234
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**First Unitarian Universalist Church of Phoenix  
Proposed Budget for Year 1992**

**The 1992 Budget Accomplishments**

- o Support "E" Level Minister with Salary increase in Sept.
- o Upgrade RG&L Director's Salary.
- o Increase Music Director's salary \$3,000.
- o Horizons and bookkeeping combined into office staff positions.
- o Denominational Dues (UUA & PSWD) will pay the same as last year.
  - 100% = UUA Dues are \$26 for the first 6 months and \$29 for the second half of the year.
  - 100% = PSWD Dues are \$8 for the first 6 months and \$9 for the second half of the year.
- o Pay 100% of Valley Interfaith Project (VIP) Dues.
- o Increases in fixed costs, i.e. utilities & trash.
- o Discounted 4.5% against pledge income.
- o Increase Summer Programming.

**EXPLANATIONS**

**A Special Fund Raisers**

Auction - Service & Goods	\$1,500
Art Sale Commissions	300
Choir Cabaret	500
Directory Ads	500
Flea Market	1,500
Fry's Gift Certificates	2,880
Other fund raisers	200
	<hr/>
	\$7,380

**B Capital Improvements and Maintenance**

The Foundation can make available to the church some funds to offset the expenses for capital improvements and garden maintenance.

## WOMENS ALLIANCE

1991-1992

The Women's Alliance meets monthly on the third Thursday of each month except July and August. We have a short business meeting at 11:30am, pot luck luncheon at noon, and program at 1:00pm. We have various types of programs, usually on topics that are of concern and interest to our age group. Among them was a speaker on long term health care, exercise for health & pleasure. Book reviews are popular, as are programs on art and photography from our members.

We are loosely structured, having no formal slate of officers such as President & Vice-president, but work on a more relaxed volunteer system. We have a contact person, Billye Butler, who conducts the meetings and is a contact to the Church proper. Audrey Engelen did a great job as Program Coordinator, Dot Oxman is our very able Treasurer, Jeanne Kelly is our loyal and able Hostess "Hustler", Eleanor Vergis served this year as our Illness Coordinator, sending cards to those with whom we like to keep in contact. These duties will change at the end of June, our final meeting.

The Alliance sponsored two major fund raising events; a bake sale in Dec 91, and the all UU Church Flea Market in Feb 92. Audrey Engelen, Joanne Michael and Ellie Murphy headed this up, and all Alliance Members participated. We took in \$418.00, our part being \$209.00 and the equal amount went to the Church. Our group sponsored the bake table and worked the Linen table.

We have traditionally given to many causes from our own treasury, among them Back to School Clothing, Anytown, Planned Parenthood, etc. We support the Church, but do not take monies from it.

A part of Alliance is our Out To Lunch Bunch meeting the 2nd Thursday of each month, visiting various restaurants over the valley. Spouses are invited, and it is a special & pleasant way to socialize & get to know each other better. Anyone from the Church is welcome, as are visitors.

We welcome new members with new ideas and urge them to participate with us. We are affiliated with the U.U.W.F. and the Pacific Southwest District UUUF, whose mission is to enable U.U. Women to join together for mutual support, personal growth, and spiritual enrichment.

Come join us, please!

Billye Butler  
Contact person

A REPORT OF THE DEVELOPMENT OF THE MUSIC DEPARTMENT  
1991-1992

We have experienced much growth and development during this year. During the summer months the Music Committee met and discussed a five point plan to present to the Trustees in September.

That plan included development of the choir, Sunday afternoon concerts, the organization of the musicians of our congregation, a Christmas concert, and an Easter pageant. We also explored the possibility of the organization of a Unitarian orchestra.

The Music Committee has been effective in realizing the majority of their goals. We feel that the congregation is very supportive of the programming we have presented for Sunday services and outside concerts.

We have gone the full gamut from classical to jazz and rock 'n roll. Last February we produced a concert in cooperation with the Scottsdale Community College Orchestra and Prayer Assembly Choir. We celebrated Mozart's 200th anniversary last December and produced a choral montage from the hit Broadway rock musical, "Godspell" for Easter.

The success of this program rests largely on the support of the volunteers who meet weekly to rehearse and learn. We are presently preparing "Stardust Memories" for this year's Cabaret on May 2. Our volunteers and staff have given freely of their talents and time to support the efforts of our church leadership. It is our desire to serve the needs of this congregation with inspirational music.

We would like to thank you for being so supportive of our endeavors. The poet Arthur William Edgar O'Shaughnessy described musicians as follows:

We are the music-makers,  
And we are the dreamers of dreams,  
Wandering by lone sea-breakers,  
And sitting by desolate Streams;  
World-losers and world-forsakers,  
On whom the pale moon gleams:  
Yet we are the movers and shakers  
Of the world forever, it seems.

Respectfully submitted,

Richard V. Romero, Sr.  
Director of Music



## ADMINISTRATOR REPORT

1991-1992

How has my year gone? After 20 years in the Air Force working with all different kinds of religious faith I came to this job with a belief that nothing could surprise me. Boy was I surprised. So since August I have been learning "What is a Unitarian Universalist". I have come to the conclusion that, unlike other religions where you can identify character traits and behavior habits, UU's do not have any traits or habit that can be used to identify them. The members of this church are unique and it is a pleasure to work with you.

There never seems to be enough time in the day to get everything done that needs doing. Several people have volunteered to help out; Bob Rusconi, Bernie Hall, Earl & Eldra Carney, Jean Rahn, Joanne Michael, Ellie Murphy, & many many more. If it was not for the volunteers a lot of work could not get done in time. Thanks to all of you that stopped by the office and helped out.

When I interviewed for this job I was told that I would work a 40 hour week. After spending 20 years working whenever the boss said to no matter how long it took, the 40 hours a week sounded real good. After reviewing my time log for the last seven (7) months I find that I have averaged 47 hours a week trying to keep up with Fritz and others. I guess it is hard to break 20 years of training. But I also hate to say no to anyone that walks in and ask me to do something. I have enjoyed working at this Church and am beginning to feel a part of the community. Looking forward to this coming year.

Lin Carr  
Church Administrator

**Director of Religious Growth and Learning**

1991-1992

I have been in my position for three and a half months, now. As with any new job, these first months have been intense and have been filled with learning, developing new relationships and sometimes simply trying to remember to breath. The last one is especially true on hectic Sunday mornings.

This is an exciting time to be involved in this church. It is a time of change and rebirth. It is a time that calls for creativity and commitment in all of us. It is a time that asks me to frequently be either assertive or restrained. As many of you know, it is the restraint part that I struggle with. It is a time that asks me to continually explore what tolerance for differences really feels and looks like. And best of all, it is a time for me and for all of you to help define what it means to belong to an intentional community.

I am grateful for this opportunity and delighted to be here!

In joy,  
Ann Jeannette Scott

MINISTER'S REPORT

Fritz Hudson

**"The Minister is the religious and spiritual leader of the Church. He or she shall have freedom of the pulpit and of speech. The Minister shall be in fellowship with the Unitarian Universalist Association. Except as specifically provided by the Board, the Minister shall oversee the activities of all staff, whether paid or volunteer. He or she shall participate in the hiring of all staff. The Minister is an ex-officio member of all committees except the Nominating Committee and a non-voting member of the Board."**

(First U.U. Church of Phoenix Bylaws)

This statement, adopted by the Church's voting membership, is my fundamental guide to your expectations for my ministerial activities. In this past year, church staff oversight and hiring activities have been given particular attention. I spent considerable energy working with the Personnel Committee, the R.G.&L. Director Search Committee, the Finance Committee, the Board Executive Committee, the Board of Trustees and every staff member to define and facilitate church-staff relationships. Our major achievements have been the hiring and initial integration of Administrative Assistant Marg Stallworthy, Administrator Lin Carr, and Religious Growth & Learning Director Ann Scott. At this date, I would say we are making reasonable progress toward, but have not yet achieved, fully integrated staff functioning. Also in progress, but not yet complete, is a shared understanding of relative roles for the Personnel Committee, the Minister, and the Board of Trustees in church-staff relations.

**"The Minister agrees to provide full-time professional leadership to the Church, including the conduct of worship services, weddings, funeral or memorial services, pastoral counseling, calling and other such services as are within normal ministerial duties."**

(Agreement between First Church Board & Fritz Hudson)

This statement is my second guide to your expectations. My worship service work has integrated exchange visits with three of our sibling Arizona U.U. churches into my all-but-one-service-per-month Sunday responsibilities, and added holiday evening services for Christmas and Passover. I have conducted memorial services (5) and weddings (8) for Church constituents, and worked with Wedding Co-ordinator Pauline Gay to arrange for other ministers to serve non-church-constituent requests. Likewise I have responded to all church-constituent requests for pastoral counseling (26), while referring non-church-constituents to community resources. I have initiated pastoral calls to church constituents as I have become aware of personal stress or isolation. With our new Unicare Group as my partner in personal ministry, I look forward to better defining appropriate expectations for my pastoral activities. I also look forward to working with the Personnel Committee and Board of Trustees to define for ourselves what the "normal ministerial duties" of this particular ministry should be.

My activity in this our first year together has been guided by one further statement, the proposal for initial priorities I made a year ago (June 2, 1991), prior to your vote to call me as minister.

**"My first priority will be to energize and facilitate consistent high-quality Sunday worship services for all ages - working with your Music Director and Director of Religious Growth and Learning, your worship and music committees."** - Services FOR ALL AGES, EVERY SUNDAY, has been our big new thing this year. Through trial, evaluation, negotiation and adjustment, our Religious Services, Music, and RG&L committees have now become full partners in their creation and DRGL Ann Scott, Music Director Richard Romero and I feel

we've begun to hit our stride as a worship leadership team. Our goal is a stronger sense of total religious community.

**"My second priority will be to facilitate and participate in creating a program of personal support and attention available to all members. I will work with your Friends in Deed committee and initiate a monthly minister led program to address issues of personal application of religious principles to daily life."** - Unicare, I believe, is what Friends in Deed dreamed of being. The energy of Trustee Susan McCraw-Helms and Unicare co-chairs Jet Muten & Deb Goodman have made this dream a reality. Spiritworks, meeting on the first Sunday of each month, has embodied my efforts to program assistance for personal religion. Attendance has ranged from 5 to 30 people per session.

**"My third priority will be to seek a personal, public role in public policy debate as a thoughtful Unitarian Universalist."** - The Valley Interfaith Project has become my primary vehicle for participation in public policy. I now serve on its Core Strategy Team and have participated in public actions addressing issues of education and crime control. I have also corresponded with the Phoenix city council to support ordinances banning discrimination based on sexual orientation, and I participated in a public vigil opposing Arizona's use of the death penalty.

**"My fourth priority will be to advise your President, Vice-President and Administrator in their efforts to build the administrative structure of the church."** - My most fervent advice to Board leaders has lead to a Church Organizational Charter which organizes the Trustees into self-perpetuating teams who chair councils of functionally related committee and group leaders. My most far-reaching advice to our Administrator is leading to an integrated computer data system which will help the People Council committees to integrate and retain our people and help our Finance Council committees to effectively secure and distribute support for our programs.

**"My fifth priority will be to listen for and name your feelings one to the other as you find one another, while I am applauding and encouraging all of your multiple efforts to build and diversify our community."** - I have addressed feelings of competition & distrust between Religious Services leaders, Music leaders, R.G.&.L leaders, Finance leaders, affiliate school leaders and Social Action leaders. I applaud the efforts of the Trustees, the Program Council and the church & school staffs to foster mutual understanding and cooperation among these groups. I have fostered the sharing of the personal joy, sorrow and concern which accompanies spiritual passages. I applaud your increasing willingness to share them in our weekly celebration of life.

Looking back and over these activities, I find my own feelings best named in these words: I exult in my sense that we are growing, ever-so-slowly, together.

Note: This report is limited to summarizing the Minister's personal activities for the past year. The Minister's perspective on the state of church life at this point in our history may be found in the sermon "A Step Forward to Step Back" presented on Annual Meeting Sunday, June 7, 1992.

PRESIDENTS OF THE BOARD OF TRUSTEES

1947	Milton Spear	1969	William Gooding
1948	Taylor Smith	1970	William Gooding
1949	E. B. Myrick	1971	Harry H. Hobart
1950	James Steward	1972	Harry H. Hobart
1951	Frances Locke Bishop	1973	Elaine Warner
1952	J. D. Filson	1974	Elaine Warner
1953	Frances Bishop	1975	Virginia Frogge
1954	Vernon Robbins	1976	Virginia Frogge
1955	William Bishop	1977	Gordon Patterson
1956	Roy Gaintner	1978	Muriel Osder
1957	Lee Binna	1979	Barbara Eastman
1958	Joe Wilson	1980	Randel Helms
1959	R.P.E. Dickinson	1981	Muriel Mason
1960	Ed Heler	1982	Muriel Mason
1961	Agnes Erickson	1983	Jesse Hise
1962	Hiram S. Davis	1984	Jesse Hise
1963	Hiram S. Davis	1985	Anne Upshaw
1964	Christ A. Olsen	1986	Hal Howard
1965	Wilson B. Wood	1987	Jeanne Peters
1966	Floyd A. McCracken	1988	Jeanne Peters
1967	Floyd A. McCracken	1989	Joan Laurence
1968	Archie H. Walker	1990	Diane Olson