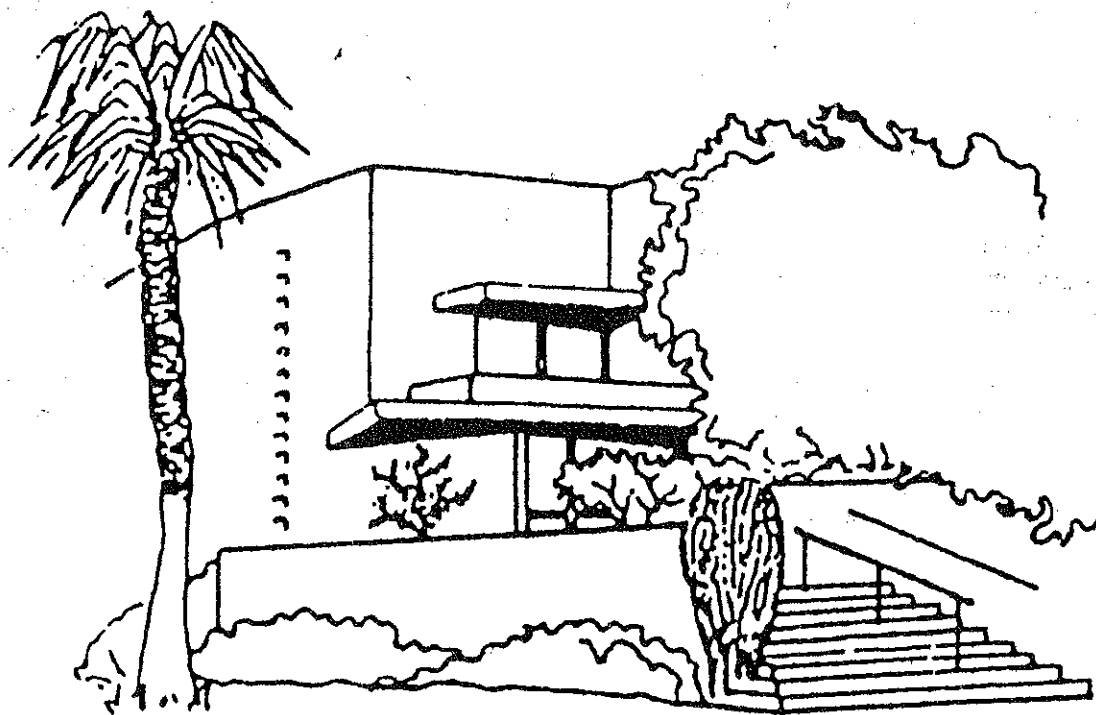


**THE FIRST
UNITARIAN UNIVERSALIST
CHURCH OF PHOENIX**



**ANNUAL REPORT
JUNE 1993**

April 27, 1993

Annual Report of the Church Board, 1992-93

This has been a year for the Church to become much stronger as an organization. With the Fritz Hudson's leadership, the 1992-93 Church Board clarified the roles of many committees and established or confirmed many Church policies. As a result, the Church is in probably the best position it has been in years to operate smoothly over time and through changes in leadership.

The roles of Board members have also been clarified and strengthened. Each Board member now has responsibility to serve as liaison with a broad area of Church activity. This provides much improved communication and coordination and more directly reflects the wide interests of committees and activities in Board deliberations. Having "junior" and "senior" chairs and trustees for each area also helps share responsibility and assures smooth transitions as leaders retire. The Nominating Committee has worked very hard and with much success in finding the right people to fill leadership spots.

The 1992-93 Board has given the Church outstanding service. Although it was shorthanded by several resignations, its remaining members joined productively in the various Church Councils and The Board. Their enthusiasm was evident in every area, from providing announcements at Sunday services to help in New UU orientation. In addition they were active in every major Church function, from the Bazaar to Recruitment Sunday. We should especially applaud those Board members who had to go the "extra mile" in obtaining child care to be able to participate in many of these activities. The 1992-93 Board has set a standard of service we all need to follow.

If you are asked to serve on the Church Board, please give it your most serious consideration. It is truly an opportunity to see and serve the Church "as a whole." And only by being whole can we be a meaningful community.

Submitted by Rod Engelen, Board President

LONG-RANGE PLANNING COMMITTEE

The Long-Range Planning Committee was formed in June 1992. The mission of the committee is to develop a five-year plan to guide the church on a course of action. In order for the plan to be successful, it is necessary that it reflect the ideas of the church members and friends. The process for doing this is to meet with church members and friends to solicit their ideas, use these ideas to develop a plan (or several alternative plans), present the plan(s) to the members and friends for their edification and eventual approval, and give the selected plan to the Board of Trustees for implementation. The plan will state the mission and goals of the church membership, outline the programs, both religious and social, that will complement the mission of the church, and show the staff, physical plant, and funding necessary to carry out the plan.

The committee held a series of meetings in members homes in October 1992 to solicit ideas and comments from church members and friends regarding where they envision the church to be in five years. The ideas were numerous and ranged over many subjects. The committee reviewed the comments and placed them into the following eight categories: 1) Buildings and Grounds, 2) Staff, 3) Programs, 4) Social Activities, 5) Social Action, 6) Membership, 7) Personal Involvement, 8) Financial. Many of the comments were contradictory to other comments. For example, some people want a larger church membership while others want smaller. Some think our social action is adequate while others want more. The two areas of consensus were 1) building and grounds maintenance; and 2) the creation of an atmosphere where people feel motivated for personal involvement.

Meetings were held with staff members and members of the Board of Trustees to discuss how to implement some of the ideas expressed, and also try to establish a priority of implementation. As the discussions continued, it was apparent that one plan at this time would not reflect all of the comments and ideas expressed. Therefore, the committee outlined six different scenarios for further study. Each of these scenarios would have a main theme for the church to emphasize, and the programs, staff, physical plant, and financing would be developed in concert to carry out the main emphasis of the plan. The six scenarios are: 1) Create Community, 2) Empower and Encourage Individual Growth, 3) Influence Public Policy, 4) Serve People of All Ages, 5) Center for Arts and Culture, 6) Be a Market Place for Ideas. The committee is currently working with these ideas in an effort to develop alternative plans for presentation to the church members and friends sometime in September or October.

Current members of the committee are: Ellen Bauman, Lance Decker, Rod Engelen, Peter Fears, Todd Heglund, Fritz Hudson, Larry Lorenzen, Joanne Michael, and Muriel Oser. Formers members are Lynn Trimble and Joan Urry.

OFFICE VOLUNTEERS

1992-93

The volunteer needs for the church office are many and varied including weekly bulletin board maintenance, weekly pamphlet rack maintenance, weekly name tag straightening and update, Horizons mailings every other week, weekday receptionists (answering phones, greeting visitors, and general office assistance), word processing, maintaining historical materials, and weekly mailings. Friday has been designated as "Mail Day" and you usually will find a crew on Friday mornings collating, folding, stapling, labelling, stamping, sorting and bagging with the always helpful assistance of our Administrator, Lin Carr.

Bob Rusconi has organized the Horizons volunteers and Joanne Michael the other office volunteers. On any given week you might have seen Trena Allen, Felice Bews, Earl and Eldra Carney, Mary Danakas, Ginny DeMarco, Jay Finkelstein, Hugh and Pauline Gay, Jack and Marianne Holliday, Bernie Hall, John Hurn, Enid Jones, Flynn and Jeanne Kelly, Norm Mayell, Joanne Michael, Ellie Murphy, Glenna Phelps, Jean Rahn, Bob Rusconi, Lee Spencer, Ruth Thistlethwaite or Nan Wheeler.

It has been a fun way to get to know other UU's while doing a service for our church. We are in the process of contacting everyone who designated "office assistance" on our participation survey and look forward to expanding our group.

Submitted by: Joanne Michael, Board Vice President

MEMBERSHIP COMMITTEE

The Membership Committee's purpose is to facilitate the Church's efforts to attract, orient and integrate new church members. Our primary duties were to organize and schedule greeters and host coffee hour around Sunday services; host new member receptions before Services of Inclusion; provide and support co-facilitator for New UU classes; take charge of two tables at the annual Bazaar; write cameos of new members, we were able to meet our responsibilities.

Jack Holliday, the Chair, organized, recruited and scheduled greeters and coffee servers for Sunday services. Jennifer Scott, Betty Foley and Pat Wilson, the Vice Chair, often assisted with greeting and serving coffee.

Jack Holliday and Pat Wilson set up and hosted the three new member receptions held in September, January and March which were attended by 59 of the 98 new church members.

Sue Baird co-facilitated three New UU classes and was assisted by Nancy Hochwald in November, Pat Wilson in February and Dee Walsh in April. There were about 50 participants and the classes were successful in connecting the new members to each other and into the Church community as a whole.

Jean Rahn wrote "cameos" of new Church members for Horizons and made follow up phone calls to visitors and prospective members.

The committee "staffed" two tables (jewelry and linens) at the Bargain Bazaar, the Church's annual flea market. Approximately \$800 was realized from these tables which were attended by Rosalie Dunaif, Jack Holliday, Pat Wilson, Sue Baird, Jean Rahn, Claudia Bridges, Dee Walsh and Darryl Sims.

NOMINATING COMMITTEE

The six-member Nominating Committee is elected by the congregation and is divided into three teams of two people each. A team is responsible for recommending Board trustees for two council areas, working with the current trustees who chair these councils. Committee members are also responsible for recommending nominees for the next year's Nominating Committee and for encouraging and recognizing active participation in all areas of leadership in the church. The Committee meets bi-monthly on a regular basis, more often if needed.

This year has been a particularly busy one for the Committee, which started off last summer with only three elected members and found its first job to be the appointing of three more members to complete its roster: Audrey Engelen, Sharon Gaio and Susan Goldsmith. Several resignations from the Board added to the Committee's work, but four highly qualified nominees were introduced to the Board, received approval and took office before the end of the church year: Felice Bews, Jack Holliday, Jeremy Mussman, and Gwen Worthington. The Board was thus able to end the year with a full twelve members. At the time of this report, all but one candidate for next year's Board of Trustees have been introduced to the congregation through biographies in the newsletter.

The Committee also sponsored a successful Community Builders (Recruitment) Fair in March, recommended several people for the new Schools Council and will take great pleasure in helping to honor all church volunteers during the upcoming Recognition Sunday.

Submitted by Ellie Murphy, Chair

The Committee: Audrey Engelen, co-chair; Sharon Gaio, Susan Goldsmith, Larry Messerly, Richard Stallworthy

UNI-CARE
1992-1993

UNI-CARE seeks to demonstrate the Church's recognition of the inherent dignity and worth of every person and our interdependence with each other. UNI-CARE means "you and I care." The work of our group is caring actions for members and friends throughout the church year.

Since June of last year, we have contributed to building a sense of "community" in the church by organizing and distributing the Neighborhood Cluster lists, sponsoring the fall Neighborhood Cluster all-church potluck supper, and sponsoring the Valentine's Day "Let Me Call 'UU' Sweetheart" valentine making and potluck supper.

We have extended our sense of community to inactive members by reviewing who we haven't seen in church and making calls to let people know we think of them and miss them when they are not with us. We also have arranged for visits, mailed copies of the sermons, made calls, and sent cards to those who are with us in spirit but who are not able to attend services.

We regularly send cards and make calls to members and friends in response to joys, sorrows, and concerns--averaging 5-6 such contacts a week.

We've provided deeper care by helping organize memorial services, starting a grief/loss support group, providing referral information for various social services, providing some transportation, and meal/urgent needs help. And we have expanded our concept of care to include a larger vision of individual and collective "wellness."

We have created community among ourselves by meeting twice a month through December and once a month after that. Jet Muten and Debbie Goodman serve as co-chairs. Marty lee serves as treasurer. Sally Boyd and Jane Baker have organized the support group. Nancy Hochwald has supported memorial services and preparing the neighborhood cluster list. Diane Collins has given us inspiration for wellness and keeps us connected to the People Council. Eleanor Russell, Ruth Amster, Gay Cohen, and Billie Butler have provided calls, cards, and visits. We have also added new members.

RELIGIOUS SERVICES COMMITTEE

The Religious Service Committee is responsible for the nine services of the church year when the minister is absent, plus nine summer services. It also works with the minister and congregation to enhance the quality of all services. The aim is to present a wide variety of worship experiences both in content and in form. Summer services are often experimental e.g. Sufi Dancing & Intergenerational Games. Each member coordinates one regular service plus one summer service. New committee members are welcomed at any time. This past year Muriel Osder & Ricky Michaud have been co-chairs for September thru May while Barbara Walrafen was summer chair. In May Tish Gauntt becomes co-chair with Muriel while Barbara continues as summer chair.

Other members are Cynthia Barker, Cynthia Bell, Rachel Lamaide, Jeremy Mussman (Board liaison), Jet Muten, Gil Venable, and Steve Zeman. Fritz Hudson, Ann Scott & Music Director also attend.

RELIGIOUS GROWTH AND LEARNING COMMITTEE

1992-1993

The Religious Growth and Learning Committee is responsible for educational programs for children, youth, and adults within the Church Community. This broad purpose has been demonstrated in the RG&L Committee's diverse work throughout the year, while a new Committee structure offered broader congregational participation and a clear division of labor.

Special events coordinated and sponsored by the Committee during the 1992-1993 church year include the following:

- Summer Programming for Children and Youth
- RG&L Coordinators Planning Retreat
- Children and Youth Teacher Trainings
- Teacher Gatherings (A time to share ideas and brainstorm.)
- Children & Youth Curriculum and Registration Fair
- Adult Program Fair
- New Lives Ceremonies
- UNICEF/Pumpkin Sunday
- Native American Potluck
- UUSC Guest at Your Table
- Participation in Christmas Giving Project with Social Action
- Children's Art Show Reception
- Santa Lucia
- Teacher Recognition Ceremonies
- Secret Pal Program
- Hana Matsuri
- Easter Egg Hunt
- Special Sunday Curriculum Programming in Classes (Extending the adult experience into the classes and enhancing the learning for children and youth.)
- Endangered Species Month
- Parents' Planning Meeting (Feedback)
- Singing with Wendy Dupont

Events planned for May and June include the Youth Service, RG&L Teacher Recognition Lunch, and Ice Cream Social.

The RG&L Committee supported a program offering 6 children and youth classes on Sundays, a YRUU weekly group, and 11 special youth and adult classes; approximately 380 sessions. The total number of teachers or sponsors involved is 85, with 65 working in the Sunday program and 20 offering services in other areas. The total number of children registered in classes was 140, while the number of adults attending classes 127. Increased class size on Sundays will require modifications in space allotments, while the adult programming has been enthusiastically supported through involvement and feedback.

The Children's Program Coordinator, Terie Slugocki, and her committee actively recruited teachers, encouraged communication between teachers and with parents, offered trainings, and assisted in supplementing the existing curricula.

Mick Mortlock, Adult Program Coordinator, worked with his committee to offer enticing adult programs and recruit facilitators. Interest and enthusiastic participation will prompt this committee to expand the offerings.

Dawn Emmett, Donna Cranswick, Rachel Reed, Doug Emmett, and Tom Brookshire were designated as participants on the Youth Program sub-committee. An active YRUU has been maintained and we have seen youth involvement on Sundays, but this is one area the RG&L Committee struggles with to encourage connection and participation. We search for ways to keep our youth involved, active, and interested.

Our diverse intergenerational activities were supported and appreciated, involving broad congregational participation. The Outreach Program Coordinator, Barbara Lubin, was responsible for UNICEF Pumpkin Sunday where we raised \$133 and the UUSC Guest at Your Table brought a record donation of \$646. Miriam Groen, the Rites and Recognitions Coordinator, worked to coordinate children and youth rites of passage and RG&L teacher and volunteer activities. Leslie Warner, the Special Events Coordinator, designed and organized a variety of multi-age activities taking place on Sunday mornings, including the Children's Art Show Reception, Santa Lucia, Secret Pals, Hana Matsuri, and Easter Egg Hunt.

The RG&L Committee worked closely with Ann Scott, Director of Religious Growth and Learning to develop, coordinate, and support adult, youth, and children's programming. We plan to alter the Committee structure somewhat, to redistribute the work load and encourage even broader participation. Childcare continues to be a most important issue, requiring considerable time and energy, with few clear guidelines. We plan to involve the entire church community in a discussion of this issue.

Respectfully submitted,

Lani Angell Comp
Chairperson

RG&L Special Events

UNICEF Pumpkin Sunday created imaginative pumpkins and a donation of \$ 132.57 . New this year was the showing of a UNICEF video the week prior to the event to better explain to children UNICEF's work. Additionally, there was no Pumpkin decorating "winner" as measured by donations, which no one seemed to miss.

The UUSC Guest at Your Table project followed, with similar collection boxes, which brought in record donations of \$ 645.99 . The participation of all persons, not just families with children, as well as affixing a label to the boxes with the return date, are attributed as contributing to the success.

Barbara Lubin

MUSIC COMMITTEE REPORT

June 1, 1992 - May 31, 1993

This has been a year of changes and challenges for the Music Committee. The biggest of these was the resignation of our Music Director, Richard Romero, at the end of February. The primary reason had to do with the fact that the budget pledge drive did not support the proposed salary raise. The Music Committee, in recognition of the fact that Richard was putting in many more hours than the current salary supported, had recommended a significant increase in the salary. The congregation approved it, but pledges didn't allow it to be actually put into place. Richard explained that his resignation was to push the congregation to decide just how much we are willing to put into the music program. To date, the search is still in progress for someone to fill the Music Director's position. Jay Finkelstein, our wonderful accompanist, is working with the minister to arrange for the Sunday music program until the Music Director position is filled.

The big events for the Music program included a Holiday Concert and a special program on Martin Luther King Day. The Committee also sponsored serving hot dogs after Sunday services as a way of bringing in extra money for the programs. Pauline and Hubert Gay give regular and dedicated service to this project.

The Music Committee members for this year have been as follows: Trena Allen (Co-Chair), Frank Hermann, Walt Hoesch, Paula Hum, Ellie Murphy (Choir President), Laura Russell, Joyce Short, and Bill Snowden. Jay Finkelstein (Organist) and Janet McCall (Board of Trustees Representative) also serve as ex-officio member of this committee.

Respectfully submitted,

John Compere, Chair

DENOMINATIONAL AFFAIRS COMMITTEE

The committee has overall responsibility for communication and contacts with the UU denomination beyond our Church. Richard Stallworthy is the Cluster Coordinator for the Arizona Cluster of UU societies and churches.

This year's Arizona Cluster Skills Conference was held in February at the UU Church of the Sun Cities, and included a workshop conducted by Ann Scott and DebbyJo Elliott, DRGLs of the Phoenix and Chandler churches respectively, as well as workshops led by Virginia Frogge and members of other UU Churches in Arizona.

Elaine and Everett Warner and Barbara Glenn are participating in the UU Metropolitan Growth Committee, a group of representatives from the 4 Phoenix-area churches which is planning for the Growth Workshop that will be presented locally in October, led by Chuck Gaines from the UUA.

Plans are being made for an exhibition of Transylvanian Folk Art here in the Fall. Paula Kulina, Ernie Garcia, Ray Manker, Ginny Gross, and Lee Bendheim are working on bringing the exhibit here, as well as on other activities to support our Transylvanian partner Church.

This year's Pacific SouthWest District annual meeting was held May 14-16 at deBenneville Pines. Our delegates were Richard and Marg Stallworthy and Fritz Hudson. The 1993 General Assembly of the UUA will be held in Charlotte, NC in June. Our lay delegates are Virginia Frogge, Enid Jones, Jim Lynch, Joanne Michael, and Diane Olson. Alternates are Sandra Lynch and Lani Comp. Ann Scott and Fritz Hudson will also attend.

Respectfully submitted,

Richard & Marg Stallworthy, Co-chairs

SOCIAL ACTION COMMITTEE
1992-1993

Three members of the committee attended the Social Justice Empowerment Conference with Lola Peters, Associate Director of the UUA Department of Social Justice, in Prescott. A model for effective social action committees, the result of a survey of the congregations, was discussed. The committee has decided to adopt that model. The actual work of the committee is done by task forces, which are under the umbrella of an administrative social action committee. These are the task forces:

- * Booker T. Washington Child Development Center Sandy Lynch
A benefit for the Center with Igor Glenn's Cowboy Jazz band netted \$933.94, which was used for needed improvements to the buildings and landscaping.
- * Children Jeremy Mussman
This new task force is researching children's issues.
- * Homeward Bound Paul Daniels, Nancy Hochwald and Ruth Amster
Helen Scaggs and her three children will exit the Homeward Bound program and enter a transitional program on her way to becoming self-sufficient. This year Homeward Bound was chosen as 1 of 20 recipients of the 1993 President's Volunteer Action Awards.
- * Interfaith Cooperative Ministries Roy Gaintner
This task force renews an historical connection with ICM. The relationship will provide opportunities for hands-on experiences with this agency that serves those in need.
- * Recycling Paul and Joyce Klatt
Recycling of office paper marked the beginning of a recycling and environmental education program for the church.
- * Unitarian Universalist Service Committee Lisa Evans and Sheila Rogan
This task force provided a liaison between the congregation and UUSC.
- * Valley Interfaith Project Barbara Cawthorne and Ruth Amster
Some of the VIP projects are: housing, a pilot HMO, summer jobs for youth, and a summer and after-school enrichment program for three schools in Roosevelt School District.

Our Action Lunches, UU Day at the Legislature, and our furniture sale at the Bargain Bazaar were all successes.

Ruth Amster, Co-chair

Sheila Rose-Luke, Co-Chair

ART ASSOCIATION

The following artists exhibited their work in the Sanctuary - Auditorium providing us with interesting and exciting visual art:

September 1992 - Betty Braig - Acrylics and Watercolors.

October 1992 - Church Collection of Art.

November 1992 - Nancy Clauss - Pastels.

December 1992 - Annual Children's Art Show and Christmas Banners.

January 1993 - Expression of Black Culture Exhibition co-ordinated by Dr. Eugene Grigsby.

February 1993 - "Bold and Beautiful" - large paintings by the Arizona Artist Guild.

March 1993 - No Show. We wanted the congregation to be aware of our grey walls and we feel that these art exhibitions which represent creativity, time, and effort from the artists and logistics by the art committee should not be taken for granted. We hope that we have succeeded in a better understanding and acknowledgement of the artists and Art Committee's role and contributions to the church.

April 1993 - All Church Members Show.

May 1993 - Acrylics and Watercolors by Tish Gauntt.

We participated in an Art Sale during Amerifest. 30% of the sale was donated to the Church. 20% of all other art sales were contributed to the Church. UU Art Association members are: Lucienne Collaer Rusconi (Chair), Ellie Murphy and Jackie Schulz (co-Chair), Bob Rusconi, Dr. John Vergis, Florence Foltz, Jane Truitt, Sue Kennedy, Joanne Michael, Ken Croissant, Mary Ann Jones Brown, and Dr. Eugene Grigsby. The following new church members participated in the April All Church Members Set-up of the Show: Cinde and Myron Brower and Barbara Rhodes. Our Artist's Agreement Forms were thoroughly reviewed this year and a new Exhibition policy was established.

New Men Group

New Men was formed in 1992 to explore male gender identity issues. Discussions have explored friendship, cooperation, intimate relationships, bonding, having fun and other topics stimulated by Tom Owen-Towle's book New Men-Deeper Hungers.

The group closed its membership list in April to allow more safety and intimacy however members of the group are committed to help form new groups as numbers warrant.

For more information or to get a New Men group started please call Mick Mortlock or leave your name and number in the RG&L office.

Submitted by Mick Mortlock

THE GAY, LESBIAN AND BI RELATIONSHIP DISCUSSION GROUP

The Gay, Lesbian and Bi Relationship Discussion Group is our UU out-reach to the Phoenix area gay, lesbian and bisexual communities. The group provides an alternative way for gay, lesbian and bi 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 pm, at the church. Every meeting features a Rap Group and a special program. Some special programs are workshops or have invited speakers. Topics are often discussed in groups of 8-10 people with a leader to help facilitate discussion.

The group began in October, 1986 with 7 people. Today 50-60 people attend the meetings twice each month. There is no official membership or dues, although a donation of \$1.00 is requested and given to the church to help cover the cost of utilities and maintenance. 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, gay and bi singles and couples to meet, talk and socialize.

In the past several years the group has provided a comfortable, non-threatening environment for gay, lesbian and bi people to learn more about themselves and about emotional, social, legal and political issues affecting them. Recent programs have helped participants learn how to meet people, make better friends, communicate more effectively with parents, children, and other family members, and to overcome homophobia and heterosexism in themselves and others. Meetings for Spring 1993 included the choice between a Rap Group and the following special programs: January 12, New hope for the future, January 26, Tom Panaccia In Person Discussing: The Military Ban On Gays, February 9: The Joys Of Being Single, February 23, New Friends, New Relationships: A Workshop For Meeting New People & Dating, March 9, Terrific Sex In The Age Of Aids: A Special Workshop, March 23, Feeling Good About Being Gay & Religious, April 13, Age Differences In Sexual Relationships, April 27, Bisexuality, May 11, Connecting With Others In The Lesbian, Gay and Bi Community, May 25, Gay Roots: Pride In Our Past, June 8, Feelings About Sex: A Special Workshop, June 23, Sex, Lies and Stereotypes.

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

THEATER GROUP

The Theater Group has completed its third season this month. The Group sees six plays each year at the Herberger Theater. Before the play a pot luck is held at the home of one of the members or the group eats at a local restaurant.

New members are always welcome. Call 997-1538.

Jim Lynch

WOMEN'S ALLIANCE

The Alliance is a woman's organization that enables UU women to join together for mutual support, personal growth and spiritual enrichment.

We are not a committee of the church, but act as an auxiliary to the church - supportive of the special needs of the church and responsive to community organizations.

The Women's Alliance meets the third Thursday of the months September through June at the church. 11:30 am - A short informal business meeting; 12:00 - A delicious pot luck luncheon; 1:00 pm - A program of interest.

We welcome all women to join us at our monthly meetings.

WOMANSPIRIT

1992-1993

Three Womanspirit groups have met regularly this year. Womanspirit groups build a spirit of sisterhood. Members share insights on various aspects of a woman's life experience, with humor more often than with pathos. The age range in each group, typically 30 through 80+, is one of the features members treasure most.

The groups had similar formats. Groups met in members' homes on Sunday evenings and the usual activities were a potluck supper followed by a discussion. Generally, groups met one Sunday evening per month but the Westside group increased to twice per month.

The year began with a Creative Programs for Women' gathering at the church on Sunday, October 4th. While sponsored by Womanspirit, representatives from other women's groups described their programs as well. The Womanspirit groups formed based upon members' residences (West, Northeast, and Southeast of the church). Groups remained open to additional members through their November meetings. A fourth group, "Earth-Centered Religion", met intermittently at the church on Sundays.

Examples of the discussion topics that were particularly meaningful to the various groups were: contrasts in the experience of advocating feminism versus living feminism; the meaning of the Christmas holiday to UU's; what triggers anger, where it comes from, and its spiritual and feminist implications; the most important decision we ever had to make; and women in the workplace.

Canvass

The Canvass Committee, co-chaired by Stanley Lubin and Jean Rahn, was charged with the responsibility of conducting the annual pledge drive. Changes were instituted in the drive designed to increase involvement of more members of the Congregation. About 40 people contributed their time and energy to help raise \$ 157,192, an 8.3% increase over last year. A supplemental drive recently conducted has raised an additional \$ 10,480 to be applied toward three of the Church's top priorities.

With anticipated smoother communication of the message (now that we have identified what is needed) and more lead time, the next canvass should produce even better results.

Kudos should go to the approximately 40 people who gave of themselves to help out on the canvass. It is not easy asking people to donate money these days. Special recognition should go to Jean Rahn, who spent scores of hours organizing the details of the effort and coordinating the committee activities. Most of all, thanks to those of you who dug a little deeper to help finance the growing needs of our Church.

Stanley Lubin,
Co-chair

First U U Church of Phoenix
Budget Proposal

	1992 Budget	1992 Actual	1993 Board Proposal
OPERATING FUND INCOME			
Pledged Contributions			
Annual Pledges '92: 268 @ \$542 avg	145,140	137,680	157,192
'93: 280 @ \$561.40 avg			
Pledge Discount '92=4.5%; '93=5%	(6,330)		(7,860)
Partial-Year Pledges	0	4,309	4,500
Post-paid Pledges	1,600	641	650
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Total Pledged Contributions	140,410	142,630	154,482
Unpledged Contributions	10,000	14,013	14,000
Fund Raising	7,380	7,647	10,000
Foundation Funds Income	6,920	6,671	4,190
Other Income	26,140	28,560	26,650
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TOTAL OPERATING FUND INCOME	190,850	199,521	209,322
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EXPENSES

Staff & Management

Staff Salaries

Minister	40,209	40,209	42,464
RG&L Director	14,854	14,796	15,810
Music Director	6,000	6,000	6,120
Administrator	17,740	17,740	18,095
Accompanist	3,348	3,423	3,415
Administrative Assistant	7,800	7,800	7,956
RG&L (Program) Assistant	646	721	0
Nursery Coordinator	0	0	0
Custodian	13,490	12,244	13,490
Summer Accompanist	150	150	150
Staff Merit Increase Fund	0	0	0
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Total Staff Salaries	104,237	103,082	107,500

Staff Benefits

	17,262	17,508	18,264
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Staff Training/Professional

Minister	5,765	5,765	6,072
RG&L Director	100	93	102
Music Director	100	100	102
Administrator	100	100	102
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Total Staff Training/Profess.	6,065	6,057	6,378

Administration Expenses

	13,880	19,757	20,166
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Building Management

	26,943	28,894	29,550
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Total Staff & Management	168,387	175,299	181,859

**First U U Church of Phoenix
Budget Proposal**

	1992 Budget	1992 Actual	1993 Board Proposal
Council & Committee Expenses			
Leadership Council			
Executive	0	269	100
Personnel	0	150	100
Long Range Planning	0	249	100
Finance Council			
Canvass	1,000	640	700
Buildings & Grounds Council			
Maintenance			
Capital Improvements and Repairs	4,500	9,702	
Scheduled Projects			
Eaves Repair	0	0	1,600
Parking Lot Rescaling	0	0	860
Sanctuary Roof Replacement	0	0	2,150
Unscheduled Repairs	0	0	3,000
Total Maintenance	4,500	9,702	7,610
Housekeeping	0	37	100
Grounds Maintenance	1,560	1,385	1,560
Memorial Garden	0	40	100
Program Council			
Religious Services	700	626	700
Music Program	850	2,140	1,400
Religious Growth & Learning	2,800	2,705	2,800
Social Action	1,100	1,095	1,100
Denominational Affairs	8,953	8,953	9,743
People Council			
Nominating	0	72	100
Membership	800	727	800
Unicare Committee			250
Hospitality	100	0	100
Activities Council			
	100	0	100
Total Council & Committees	22,463	28,790	27,463
TOTAL OPERATING FUND EXPENSES	190,850	204,088	209,322
Deficit	0	(4,567)	0

The deficit amount shown above on this statement was caused by Air Conditioning Repairs and clean-up AFTER FLOOD DAMAGE plus some miscellaneous administrative expenses. Fortunately, the church entered the 1992 fiscal year with a surplus which enabled us to take care of these expenses, but start the 1993 year with only a very small reserve.

MEMORIAL GARDEN COMMITTEE

The Memorial Garden Committee was initiated by the Board in the Spring of 1992 with the appointment of a triumvirate to co-chair the committee.... Lee Bendheim, Jack Cummings, and Nancy Hochwald. Jane Hudson , former Board member , was very helpful as mid-wife to the new committee. (Jane edited the Rules & Regulations for the Memorial Garden which were approved in May of '92).

The Building and Grounds Council, headed by trustee Kermit Butler has been generous to include the landscape maintenance with the Church landscaping efforts under the direction of Audrey Schell, professional landscape consultant. We look forward to calling on Audrey when we move toward assessment of the existing conditions and plot the future administration of the Garden as an oasis in the "civilized wilderness". A graphic survey has been started.

In January we published the names of the 43 UU's whose cremains are in the Garden , and the 21 recorded living donor friends. The Memorial Garden Records have been filed with the Office and are available for viewing. There are "gaps" in the current information on record, so any additional factual information or corrections would be appreciated toward establishing our historic linkage. A comprehensive Map of the Memorial Garden is in the process of being developed.

The Committee has determined the minimum donation for interment in the Memorial Garden to be \$100 per person. A bronze plaque may be requested for a charge equal to the Church's cost. An information sheet , Application Form has been supplied to the Church Office for use in establishing intentions, wishes and concerns.

respectfully submitted,

Lee Bendheim, Jack Cummings, & Nancy Hochwald

MINISTER'S REPORT

Fritz Hudson

Note: This report summarizes the Minister's personal activities for the past year. The Minister's perspective on the state of our church this year may be found in the sermon "A Step Forward to Step Back" presented on Annual Meeting Sunday, May 23, 1993.

Each year my personal activities are directed to fulfill the responsibilities defined for me.

Our Church By-laws say that I will:

- * "(be) the religious and spiritual leader of the Church;"
- * "be in fellowship with the Unitarian Universalist Association;"
- * "oversee the activities of all staff, whether paid or volunteer," and "participate in the hiring of all staff;"
- * "(be) an ex-officio member of all committees except the Nominating Committee and a non-voting member of the Board."

My work with the Board of Trustees this year has been directed to fully set-up our Council system. All our committee and activity leaders now meet periodically in a Trustee-chaired Council to plan and co-ordinate our work together. While not a member of the Nominating Committee, I worked closely with Chair Ellie Murphy to insure full staffing for our Board and to create connections between committee leaders and church members willing to share in our ministry.

President Rod Engelen and former Trustee Jane Hudson worked with me this year to create a Committee on Ministry and Personnel Committee structure which insures that church members will share in the oversight of church staff. We have tested this structure in searching for a new Music Director this spring and it works well.

My fellowship in the Unitarian Universalist Association has been expressed in several ways this year. Elaine Warner has catalyzed a Metro Phoenix UU Council to prepare for UUA Extension Director Chuck Gaines' visit next fall and I have provided support. I led canvasser training and a Sunday worship service in our Chandler church, exchanged Sunday services with our Glendale church, led Sunday services in our Flagstaff Fellowship, and consulted with leaders in the Prescott Fellowship. I also facilitated visits here by San Diego UU Minister Tom Owen-Towle, UUA Presidential candidate John Buehrens and UU Service Committee Program Associate Polly Parks.

Our Agreement for Ministry says that I will:

- * "provide professional leadership to the Church,"
- * "conduct worship services, weddings, funeral or memorial services,"
- * "(provide) pastoral counseling, calling and other such services"

Worship services I have conducted this year have included three presented in partnership with church members: ("Parochial Education for Unitarian Universalists" with Susan Goldsmith; "Public Witness, Private Acts, Personal Identity, Voices from the Washington March for Gay, Lesbian, & Bi-sexual Rights" with Bob Fernie et.al.; "Waves of Womanly Truth" with Sandy Lynch et.al.). Last spring's "Living in the Questions" shaped this year's topics, and this spring's conversational feedback service "Meaningless Rituals and Meaningful Rites" will

shape future services. I have conducted one private naming service, six weddings and four memorial services in the church's name.

I have responded to all forty-nine church-constituent requests for pastoral counseling, and I have initiated uncounted phone calls and fourteen visits to church constituents I have become aware were experiencing personal stress or isolation. I have also assisted our Unicare Committee in identifying and making contact with the approximately 110 members who received our mailings this year but were not present at church events.

Do these activities fulfill my responsibilities as "religious" "spiritual" and "professional" leader? In part, but not entirely. To extend our ministry beyond our walls, I responded to "Victory Together's" request to lead an Election Eve Prayer Meeting energizing adoption of the Martin Luther King Jr. Holiday, I responded to the Arizona State Senate's and the American Graduate School of International Management's requests to provide opening invocations at public sessions, and I have served as Treasurer of the Valley Interfaith Project. To deepen our ministry within our walls, I have continued to lead or co-lead such small group experiences as Spiritworks, UU Theology & UU Sociology seminars, New U and Membership Information Gatherings.

In ministry, I believe, leaders are not born, but made - molded out in the ever-thickening stew of a fired-up community - and I believe our heat may be almost at the point where this stew may begin to thicken.

Director of Religious Growth and Learning

This was my first full church year in my position as Director of Religious Growth and Learning. It has been both an exciting and challenging one.

I had two issues I named as priorities for myself. The first was to act as a sponge. I needed to learn as much as possible about this church, the denomination, religious education programming, and current members. I needed to attend as many pertinent meetings, conferences and workshops as possible that would add to my understanding of religious programming. I spent the year playing catch up which was very stressful. On the other hand the mode of learning and discovery is so exciting and rewarding that it certainly balanced out the stress. The year began with my attendance at General Assembly in Calgary, Ontario. This experience gave me ideas, contacts, and a depth of inspiration that lasted throughout the year. I also returned to college to complete a Bachelors Degree in Religious Studies. Although it is logistically difficult to juggle family, work and school I am thrilled to be once again on an education track.

The second issue I considered most important for the '92 - '93 church year was to help develop a support structure that would enable individuals, both on the committee level and as RG&L teachers, to feel good about their involvement and their contribution. I had heard many stories about people begrudgingly teaching children's classes. Several committee members told me how much they hated to come to meetings because they never knew from month to month what they would be asked to do. I am delighted to say, many children's teachers are looking forward to teaching again next year. They worked on four person teams for half the year and recommended we repeat this organization for next year. Almost everyone on the RG&L committee this last year is returning to the committee and many of them either continued with their position of leadership or increased their level of responsibility. Committees know ahead of time what the work load is for the year. Committee chairs look over a job description before agreeing to the position and agree to a two year term.

Overall I have a strong sense of satisfaction about this last year. We are rebuilding. We are connecting people. We are developing more leaders. We are empowering individuals, small groups and the congregation as a whole to take on responsibilities seriously and joyously. I look forward to continuing my attempt to contribute to our ongoing search for religious community.

Ann J. Scott

CHURCH ADMINISTRATORS REPORT

As another church year comes to a close, it is time for this annual report. The office had a few good changes this past year. The new computer program that we purchased is completely installed and as you can see from the directory is working. The financial side is installed and I hope you can tell from your giving statements that it is working very effectively. Most of the credit for those changes goes to our resident computer experts Marg and Richard Stallworthy. Without them I would be only half way through with it. Marg has got the financial side of the office work going smoothly. Our goal for this summer is to get the attendance part of the program running for the RG&L classes. If you did not know it, we have a new copier in the office. The old one was costing us more in repairs than a new one so we traded it in for a brand new machine. Last summers office hours seem to work so well that we will be open again this summer. Also, last summer I attended the GA in Calgary. I took part in the Association of UU Administrators and completed the first of the five seminars provided for certification in the AUUA. In all it was a good year. Looking forward to an even better year coming up.