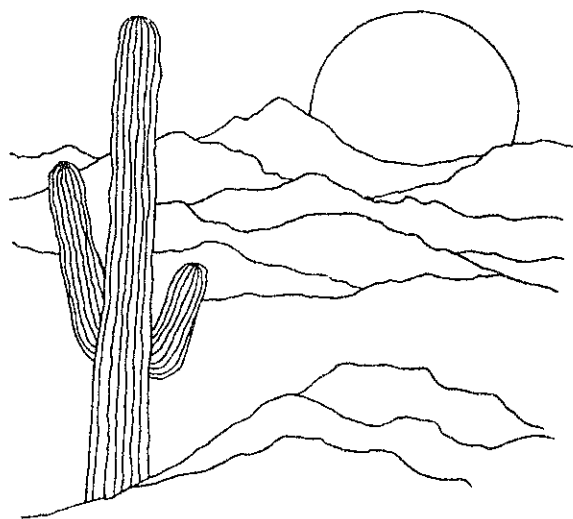


ANNUAL REPORT

1994-1995



***First Unitarian Universalist
Church of Phoenix***

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
1994-95 CHURCH LEADERS

TRUSTEES

President	- Jan McCall	Vice President	- Bill Hall
Treasurer	- Rod Engelen	Finance	- Marg Stallworthy
Building/Grounds	- Jack Holliday	Building/Grounds	- Bob Kammerle
People	- Paula Hurn	People	- Muriel Osder
Program	- Tom Brookshire	Program	- Sandra Lynch
Schools/Activity	- Lisa Evans	Schools/Activity	- Alison Magee

LEADERSHIP COMMITTEE LEADERS

Ministry - Al Finkelstein; Terie Slugocki
Off. Volunteers - Jet Muten

FINANCE COMMITTEE LEADERS

Canvass - Ellie Murphy; Kate Miller
Foundation - Rod Groen
Audit - Betty Scales
Fundraising - Irv Bezman

BUILDING & GROUNDS COMMITTEE LEADERS

Landscaping - Audrey Mawson
Memorial Garden - Jack Cummings

PEOPLE COMMITTEE LEADERS

Membership - Sue Baird; Rosalie Dunaif
Unicare - Nancy Hochwald; Sally Boyd
Nominating - Jim Lynch; Betsy Kammerle

PROGRAM COMMITTEE LEADERS

Religious Service- Tish Gauntt; Janet Johnson
Children's Growth- Diana Saylor
Adult Growth - Charlie Lynch
Music - Sharon Gaio; Richard Jahrmarkt
Social Action - Carol Cooper; Jane Pauk
Art - Lucienne Rusconi; Ellie Murphy
Denomination Aff.- Richard Stallworthy

ACTIVITY GROUP LEADERS

Alliance - Dot Oxman
Out-to-Lunch - Marianne Holliday
Outdoors Group - Gene Rowley; Sue Baird
SAWUURA - Randy McCraw-Helms
Soul Men - Charlie Lynch; Tom Broderick
Womanspirit - Diana Saylor
Wom. Spirituality- Sandra Lynch

NOMINATING COMMITTEE

**Members: Diane Olson, Sharon Gaio, Susan Goldsmith, Betsy Kammerle and
Ricky Michaud**

The six-member Nominating Committee is elected by the congregation. The Committee recommends six candidates to serve two-year terms on the Board of Trustees, two members for the Foundation Board, three members for the Nominating Committee and members of the Schools Council. This year a chair for the Membership Committee was recruited. The Committee met several times this year.

Happily, no vacancies occurred on the Board during the year.

Submitted by Jim Lynch, Chair

First U U Church of Phoenix
Summarized Balance Sheet
As of December 31, 1994

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Current Balance

ASSETS

Operating Cash

Total Deposit Accounts \$29,938.92
Total in Cash Boxes \$157.34

Total Operating Cash \$30,096.26

Other Current Assets

Total Grocery Store Scrip \$3,455.00
Total Accounts Receivable \$0.00
Total Prepaid Expenses \$0.00

Total Other Current Assets \$3,455.00

TOTAL ASSETS \$33,551.26

CURRENT LIABILITIES

Total Payroll Taxes Payable \$98.34
Total Min. Allowances Payable \$7,260.69
Total Pledges in Advance \$20,571.65
Total Due To Committees \$7,234.16
Total Deposits Held \$75.00
Total Pass-Through Accounts \$7,165.15
Total Payables \$406.95

TOTAL CURRENT LIABILITIES \$42,811.94

TOTAL LONG TERM DEBT \$19,873.12

TOTAL FUND BALANCES -\$29,133.80

TOTAL LIABILITIES & FUND BAL. \$33,551.26

	1995 Annual Budget	1995 Budget for Jan - April	1995 Actual for Jan - April	1995 Revised Proposal	Notes
INCOME					
Operating Fund Income					
Pledged Contributions					
Annual Pledges	148,989.00	51,396.00	44,360.32	148,989.00	
Pledge Discount	(12,664.07)	(4,368.66)	-	(12,664.07)	8.5% discount reflects experience
Net Pledges	136,324.93	47,027.34	44,360.32	136,324.93	
Partial-Year Pledges	3,000.00	570.00	2,055.00	8,200.00	
Post-paid Pledges	650.00	650.00	2,630.00	2,600.00	
Challenge Grant	-	-	2,030.00	17,850.00	
Total Pledged Contributions	139,974.93	48,247.34	51,075.32	164,974.93	
Total Unpledged Contributions	12,650.00	4,800.00	6,916.92	12,950.00	
Fund Raising					
Service Auction	2,000.00	2,000.00	5,488.80	5,488.80	
Grocery Certificates & Entertainment Books	3,148.00	1,138.00	1,174.00	2,973.00	
Igor's Jazz Cowboys	1,500.00	1,500.00	2,138.61	2,138.61	
Other	-	-	-	-	
Total Fund Raising	6,648.00	4,638.00	8,801.41	10,600.41	
Foundation Funds Income					
Capital Improvements	3,000.00	1,000.00	-	3,000.00	
Interest on General Endowment	1,100.00	368.00	-	1,100.00	
Grants from Foundation	1,600.00	533.00	-	1,600.00	
Memorial Garden	700.00	233.00	-	700.00	
Foundation Funds Income Total	6,400.00	2,134.00	-	6,400.00	
Other Income					
Room Expense Reimbursements	24,500.00	9,520.00	8,885.61	22,000.00	
RG&L Child Registration Fees	1,600.00	800.00	720.00	1,600.00	
Adult Program Fees	200.00	80.00	274.00	200.00	
Miscellaneous	1,600.00	557.00	1,706.35	2,100.00	
Total Other Income	27,900.00	10,957.00	11,585.96	25,900.00	
TOTAL OPERATING FUND INCOME	\$ 193,572.93	\$ 70,776.34	\$ 78,379.61	\$ 220,825.34	
Special Projects Income					
Committee Fundraisers/Funds from committees	500.00	167.00	600.00	600.00	
Total Special Projects Income	500.00	167.00	600.00	600.00	
TOTAL INCOME	\$ 194,072.93	\$ 70,943.34	\$ 78,979.61	\$ 221,425.34	
EXPENSES					
OPERATIONS					
Leadership Council					
Total Denominational Dues	4,355.50	1,452.00	1,451.84	5,855.50	
Staff Salaries & Allowances					
Minister	59,420.38	19,808.00	19,808.00	59,420.38	
RG&L Director	17,320.00	6,062.00	6,061.63	17,320.00	
Music Director	6,600.00	2,397.00	2,364.00	7,191.00	
Administrative Director	15,862.00	5,593.00	5,560.00	15,862.00	
Other Staff Salaries	24,034.00	8,201.00	8,099.57	26,157.00	Add July service support & office help
Total Staff Salaries & Allowances	123,236.38	42,061.00	41,913.20	125,950.38	
Total Staff Benefits	6,374.82	3,282.00	3,525.64	6,831.45	
Sunday & Evening Childcare	1,595.00	620.00	432.00	1,595.00	
Total Administration Expenses	17,600.00	6,730.00	5,467.53	17,600.00	
Personnel & Leadership Committees	200.00	-	-	200.00	
Total Leadership Council	\$ 153,381.71	\$ 54,145.00	\$ 52,790.21	\$ 158,032.33	

	1995 Annual Budget	1995 Budget for Jan - April	1995 Actual for Jan - April	1995 Revised Proposal	Notes
Total Utilities	12,515.00	3,440.00	3,872.01	15,015.00	Add July services + rate increases
Total Services & Supplies	15,815.00	3,064.00	4,279.23	16,125.00	Increase \$310 for Insurance (fixed 3 yrs)
Total Interiors	700.00	234.00	376.62	700.00	
Total Grounds Maintenance	550.00	83.00	154.37	550.00	
Total Memorial Garden	650.00	217.00	280.11	650.00	
Total Buildings and Grounds Council	\$ 30,230.00	\$ 7,038.00	\$ 8,992.34	\$ 33,040.00	
Total Art Committee	50.00	17.00	-	50.00	
Total Religious Services	400.00	225.00	225.20	400.00	
Total Music Program	950.00	351.00	235.00	950.00	
Total Rel. Growth & Learning	1,500.00	501.00	778.07	1,500.00	
Total Social Action	300.00	200.00	209.00	300.00	
Total Denominational Affairs	-	-	-	-	
Total Program Council	\$ 3,200.00	\$ 1,294.00	\$ 1,447.27	\$ 3,200.00	
Total Nominating	-	-	-	-	
Total Membership	200.00	66.00	79.07	200.00	
Total Unicare	50.00	17.00	50.00	50.00	
Total People Council	\$ 250.00	\$ 83.00	\$ 129.07	\$ 250.00	
Total Canvass	350.00	-	-	350.00	
TOTAL OPERATING FUND EXPENSES	\$ 187,391.71	\$ 62,560.00	\$ 63,328.89	\$ 194,872.33	
Expenses - Capital Investments					
Administration Capital					
Office Equipment Purchase	1,325.00	1,325.00	1,319.39	1,325.00	Folding machine
Copier Lease	1,050.00	440.00	439.52	1,050.00	Lease term ends Sept.
Total Administration Capital	2,375.00	1,765.00	1,758.91	2,375.00	
Buildings & Grounds					
Multi-Year Payments					
Eaves Repair - Loan Principal	-	-	-	765.16	Pay off 8/1/94 bal. + 7% interest thru
Eaves Repair - Loan Interest	54.78	19.00	18.28	44.63	5/31/95 (orig. payoff date was 1/31/95)
Parking Lot - Loan Principal	-	-	-	1,382.54	Pay off 8/1/94 bal. + 7.5% interest thru
Parking Lot - Loan Interest	99.57	34.00	33.20	115.23	12/31/95 (orig. payoff date was 7/31/96)
Sanctuary Roof - Loan Principal	-	-	-	2,929.83	Pay all arrears & resume regular
Sanctuary Roof - Loan Interest	659.14	219.00	219.72	874.35	payments per original schedule
Plumbing Repairs - Loan Principal	-	-	-	1,377.04	Pay 7.5% interest from 1/31 - 5/31/95
Plumbing Repairs - Loan Interest	577.64	192.00	192.56	335.40	& payments to payoff 7/31/98 with roof
Total Buildings & Grounds Capital	1,391.13	464.00	463.76	7,824.18	
Total Capital Expenses	3,766.13	2,229.00	2,222.67	10,199.18	
TOTAL EXPENSES	\$ 191,157.84	\$ 64,789.00	\$ 65,551.56	\$ 205,071.51	
EXCESS OF INCOME OVER EXPENSES	\$ 2,915.09	\$ 6,154.34	\$ 13,428.05	\$ 16,353.83	Accumulated deficit Y/E 1994 \$9,261
Less Y/E 1994 Deficit	(9,261.00)			(9,261.00)	Fin. Council recommends bal. added to
RESERVE/(Y/E Deficit) 1995	\$ (6,345.91)			\$ 7,092.83	reserve to allow over/under rest of 1995

BOARD OF TRUSTEES

Program year 1994-1995 was an eventful year from a Board perspective. A looming fiscal crisis took much of the Board's energy and time for much of the program year. At the January, 1995 Congregational Meeting, the Board, in the person of President Jan. McCall, pledged that a series of "actions" would be undertaken to discover the roots of the problem and to address what was found.

Immediately, District Executive, Connie LaFerriere was asked to conduct an Assessment Process in February of 1995. She interviewed 67 members on their perceptions of "What do you think is going on in the Church, and how do you feel about it?".

Working with Connie's findings the Board committed itself to a retreat in March, 1995 to review and plan efforts. Recommendations were made to the minister that have either been acted on or are being considered for action. In April, the Board undertook a "visioning process" for itself with plans to introduce the process to the Congregation in 1996.

Canvass Chair, Kate Miller, in cooperation with the Executive Committee--Jan McCall, Bill Hall, Rod Engelen and Marg Stallworthy--launched a Challenge to the Congregation. The challenge was underwritten by a group of committed members and ultimately elicited enough funds to erase the deficit. In fact the effort, "Christmas in May", exceeded the original Challenge by \$1,700.

In other Board activities, Buildings and Grounds Trustee, Jack Holliday, saw the patio shade structure project come to fruition as a gift of the Bliklen family in memory of Virginia Bliklen. Bob Kammerle worked to define more succinctly the conditions for accepting and placing new art works in the Memorial Garden. U. S. West, under the guidance of Jack Holliday, negotiated a contract with First Church for the installation of cellular communication relay station(s) on church property thereby generating a revenue stream for the church.

The Jean Berry Memorial triptych painted by Art Committee Chairperson and artist, Lucienne Collaer Rusconi, was presented by the Berry Family and hung in the church entry, largely through the efforts of former Board member Kermit Butler.

The Birmingham Project was constituted as a committee of First Church with Jan McCall a member of the Steering Committee along with Minister Emeritus Ray Manker and members Juanita Copeland and Ruth Amster. Unitarian minister and author, Robert Fulghum presided over a highly successful Birmingham Project fund raiser filling the Sanctuary to a point last seen in 1963.

Paula Hurn and Muriel Osder as People Council Trustees, Sandra Lynch and Tom Brookshire as Program Council Trustees and Lisa Evans and Alison Magee as Schools' Council Trustees, along with other Trustees already mentioned, all deserve the highest recognition for their faithful attention to their commitment as First Church Trustees and sincere thanks for their hard work.

ART COMMITTEE

In September and October, 1994 we exhibited our own Church Art Collection. This year we received a major addition donated by Dr. Eugene Grigsby: A triptych, "One Holy Family." In the memory of Jean Berry, her husband and family also donated a triptych, "The Journey," by Lucienne Collaer Rusconi, which is now displayed in the Church Entrance.

This year the Art Committee donated the Christmas tree, \$50.00 to the Birmingham Project, and \$200.00 to the Church's special matching "Christmas in May" Fund.

The November Exhibition was the colorful work of Sheila Rose Luke, In December we had our wonderful annual Children's Art and the Christmas Banners. January's event was the exciting "Family Revisited," by Dr. Eugene Grigsby. February saw the large paintings of the Arizona Artists Guild.

The students of Jackie Schulz showed their bright watercolors in April. In May was held our yearly "Creative Talents Show" of our own church members.

Our Committee Members are Ellie Murphy, Florence Foltz, Ken Croissant, Sue Kennedy, May Ann Jones Brown, Dr. Gene Grigsby, Dr. John Vergis, Jackie Schulz, Lucienne Collaer Rusconi, and our very trusted "Hammer and Ladder Climbers," Bob Murphy and Bob Rusconi.

Respectfully submitted,

Lucienne Collaer Rusconi

MINISTER 'S REPORT - Fritz Hudson

My sermon "Are We Marching on Clay Feet?" presents my perspective on the current state of our church's ministry. This report highlights my personal ministerial investments over the past year.

To enhance our worship life,

- we carpeted the temporary sanctuary platform to make it look less temporary;
- we expanded the use of the "Living Questions Survey" to select ten service topics by membership vote;
- we used a congregational survey to determine the songs in Singing the Living Tradition which now form the core of our liturgy;
- we created and tested a service evaluation process which will be fully implemented during next year's services.

To strengthen our personal outreach,

- we developed a "Sunday-Visitor>New-Pledger" contact process utilizing publications, letters and phone calls, and have been rewarded with the most mid-year pledgers since record-keeping began four years ago;
- we initiated a "Trustee-to-Pledger" phone contact program which insures that each pledging household will be known by at least two Trustees;
- we have created an "Outreach Volunteer" program to supplement my personal visits to our hospitalized and home-bound members.

We maintained our core educational programs: New U, UU Theology, UU History. We added a mid-week "Daytimers" growth program.

Our "Evening with Robert Fulghum" program, co-sponsored by the Birmingham Project and the Metro Phoenix UU Council, strengthened our Valley UU connections. I continued my service on the G.W. White Memorial Fund Committee of the Pacific Southwest District.

To broaden our community outreach,

- we formed the Arizona UU Legislative Committee as ongoing sponsor of UU Day at the Legislature; (I spent part of my month's sabbatical leave developing legislative issue partnerships with Arizona Common Cause, Children's Action Alliance, Sierra Club, and the Arizona Ecumenical Association.)
- we supported the founding convention of the Valley Interfaith Project;
- our programs received coverage in The Arizona Republic twice during the year. (My own "Clergy Corner" columns also appeared twice in the "Tribune" newspapers.)

I want to thank our Committee on Ministry, (Al Finkelstein, Terie Slugocki, Tom Broderick, Jean Lawton, Judy Lambert, Jan McCall, and Bill Hall) for helping guide my investments. I also want particularly to thank our staff directors (Ann Scott, Ken Johnson, and Ginny Gross) for adding breadth and balance to my ministry.

Ministry Committee

The Ministry Committee was formed in January, 1955 with Terie Slugocki and Al Finkelstein sharing the leadership. The purpose of this Committee is to facilitate the relationship between the minister and the congregation. The Committee Members are Tom Broderick, Judy Lambert, Jean Lawton and Jan McCall. Four meetings have been held with Fritz Hudson, and the ministry plan and progress towards goals reviewed at each session.

RELIGIOUS GROWTH AND LEARNING DIRECTOR

This has been a busy and gratifying year as I juggled my work at First Church, my education and opportunities for networking with other UU religious educators. My classes at Arizona University in Religious Studies have nurtured me as they have broadened my religious knowledge and understanding. My trip to Madison, Wisconsin for the Liberal Religious Educators Conference in the fall helped me look at issues of power within individuals and in congregations. And my trips to California to act as a member of the Pacific Southwest District Religious Education Committee has helped me create a support group of people within our District doing the same work that I am doing. All three of these have placed demands on my whole family's time and energy that sometimes have been too much but overall has been very beneficial for me.

My role as a Sunday morning service leader grew this year. In the Sunday services I led with Fritz, I usually either led the opening section of the service or the intergenerational reflection time. When I worked with lay leaders from the Religious Services Committee I sometimes would also lead the Joys, Burdens and Sorrows portion of the service. This experience has been both rewarding as well as challenging.

I have felt gratified this year by results of the Children's Committee's decision to name as a goal improved attendance by RG&L families. We instituted an RG&L registration program that asked parents to pay a fifteen dollar registration fee twice a year and to make these commitments to our program: 1. Nurturance of your own spiritual and religious growth; 2. Regular family attendance; 3. A yearly pledge to First Church; 4. Active support of our Sunday Morning Children's Program; and 5. Talk with your young people often. We had a 23% increase in our average attendance on Sunday mornings. Several of our classes are bursting at the seams. This commitment to First Church was also demonstrated by the thirty parents who attended the parents Meeting in April. Our program is maturing and gaining strength.

In satisfaction and anticipation,

Ann J. Scott

RG&L ADULT EDUCATION COMMITTEE

The programs included discussion of "Infinity in Your Hand," co-facilitated by Mick Mortlock and Charlie Lynch. This began as an experiment in summer programming with a commitment of five weeks. The group decided to keep it going and it continued for a total of 19 weeks.

A second presentation facilitated by Midge Leigh was offered this spring for five sessions. "Ethics", cochaired by Joel High, Mick Mortlock and Charlie Lynch; "Rise Up and Call Her Name," offered by Jet Muten and friends, and "Daytime for Seniors," put together by Mary Ellen Mussman. We did several Contemporary Issues forums with topics on the environment, post-election ruminations, pre-legislature and UU Day at the Legislature with wonderful input from Tina Calos.

We established a book table presenting UU books from Beacon Press, put together, coordinated and staffed by Elizabeth Fries with more than incidental help from her husband, Greg Maston, and their twins, Nathaniel and Nicholas. A series of discussions exploring Fulghum's book, "From Beginning to End," will segue us into the summer.

All of this proceeded under the competent, professional guidance of our RGL Director, Ann Scott.

Submitted by Charlie Lynch, RGL Adult Ed Chair.

BUILDING AND GROUNDS

This has been a trying year for B & G with little or no funds to handle the multitude of required repair projects. Many of the minor repairs were taken care of by the B & G Trustees.

A bright star on the horizon appeared in October of 1994 when Joe Medrano was hired as our new custodian. Our church has never looked better. We are grateful to Rod and Audrey Engelen for their gift of a Visitor Reception Counter and their many hours devoted to the planting of new plants and shrubs and the weeding of our Memorial Garden. And thanks go to Kermit Butler, past B & G Trustee, for his continued participation and help on many projects this past year.

B & G contracted with a new vendor, "AC by Jay Co," to handle our AC and Heating maintenance and repair which will save approximately \$1,200 per year. The Toro irrigation system was replaced and the Handicap Restroom became a reality.

The Berry Memorial Painting was dedicated. The ceiling over the Sanctuary was insulated. The Music Supply Room was remodeled as an office for our Music Director. As of the issue of this report, the Patio Sun Shade project is being erected in memory of Virginia Bliklen by Paul Bliklen, and their many friends who participated in our "Grubby Sunday," cleanup project.

There is so much needed in the way of physical improvements to the interior and exterior of our church: we are hopeful that this next year funds can be made available to achieve our improvement goals.

Submitted by

J. P. Holliday

CHILDREN'S COMMITTEE

The Children's Committee started the year with a bang with some changes that have received rave reviews from our RG&L teachers. Our young people leave the intergenerational time each Sunday and go to the annex playground for about fifteen minutes of snack and socializing. This is their fellowship or coffee hour. After sitting for twenty minutes or so, they run around, play ball, swing or climb a tree and watch the action below. The young people and adults have all loved this change. Another important change has been the ages of three-year-olds up to third graders all beginning their time together with a common opening. They take turns ringing a chime, lighting a chalice and saying their opening words together. They have all stuck with it throughout the year and the next group of teachers will begin next fall with the same ritual.

Our middle school aged youth have sustained both an active Sunday morning class and a Sunday evening youth group. They have had lots of fun this year, but the high point was the youth service they planned and led in April. The topic was 'lying' and the coffee hour was buzzing afterwards with First Churchers confessing to one another. It seems to me a clear sign of success. The evening group has met under the guidance of Diana Timmerman and Brenda Hoskins.

Our senior high aged youth, we thought, had all graduated last year or had lost interest in First Church. But, this Spring a group of six or eight high schoolers began meeting every other Sunday evening with Jack Putta and Maria Kitkowski. Wow!

Diana Saylor, Chair

FINANCE COUNCIL

1995 Participants: Irv Bezman, Bill Roberts, Marg Stallworthy, Betty Scales, Ellie Murphy and Kate Miller

The past year has been a busy one for the Finance Council. However, its work has been helped greatly by the fact that many new people have joined in efforts to meet the church's financial needs.

Irv Bezman has continued to coordinate the Supermarket Coupon sales program. Ellie Murphy and Kate Miller the Service Auction and the Cabaret, both successful fun- and fund-raisers. Betty Scales did special research on insurance and other issues. Marg Stallworthy organized budget proposals and monitored financial results. Rod Groen chaired the Foundation and provided oversight to the Foundation Investment Manager.

Although the financial canvass in the fall of 1995 did not meet either our expectations or needs, careful management and special fundraising efforts should allow us to get through 1995 without a major crisis. Energies now are being directed to making Church members and friends more aware of the financial requirements of running a major church and to prepare for effective fund-raising for the 1996 budget.

PROGRAM COUNCIL

Members -	Sandra Lynch	Board of Trustees
	Tom Brookshire	" "
	Lucienne Rusconi	Art
	Carol Cooper	Social Action
	Jane Pauk	" "
	Charlie Lynch	RG&L Adult
	Richard Stallworthy	Denominational Affairs
	Marg "	" "
	Joel High	RG&L Adult
	Diana Saylor	" Children
	Tish Gauntt	Religious Services
	Ellie Murphy	Art, Music, Etc.
	Sharon Gaio	Music
	Ann Scott	Church Staff
	Fritz Hudson	" "

The Council has been busy maintaining the interdependent web of church functions. We met several times to discuss, plan and coordinate various happenings, including two absolutely wonderful Wednesdays, a simply fabulous Friday, Holiday Events, and participation in the auction, revue, Igor's Concert, and other events.

THE MEMBERSHIP COMMITTEE

The Membership Committee continued to oversee the Sunday Service Greeters and Coffee Hour. The new procedure of having the Minister or service leader call for volunteers worked quite well. Members of the committee served as "team captains" for a month, on a rotating basis.

In January the Committee hosted a New Member Reception for about 20 people. Also, a New UU Class was held on three consecutive Sunday afternoons in March and had 11 participants

It is hoped that the Committee will do more to welcome visitors and promote membership in the Church, but will only be able to do this with a larger Committee.

Respectfully submitted,

Sue Baird

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. Lee and Nancy have resigned and Ruth Amster has volunteered to be a Committee member this year.

A measured drawing has been made to show the boundaries, location and species of major trees, and reference stakes have been set in the ground. Now we know what is what. Next, what and how to feed it? A video, "Walk Thru the Memorial Garden," has been started to record the various "Seasons of the Garden" and identify and inventory the species of trees and plants. "See How Our Garden Grows"?

Cynthia and Myron Brower, and Hanna and Bill Parker have each offered to donate sculpture and meditation environments to the Memorial Garden. The Board of Trustees has adopted a policy which will accommodate additions to the Memorial Garden.

Three additional UUs have been "Memorialized" this year. Six donations to the Memorial Garden have been made.

The Committee has determined the minimum donation for interment in the Garden to be \$100 per person. A brass nameline on the plaque may be requested for a charge of \$50. An Information Sheet /Application Form is available in the Church Office for use in establishing intentions, wishes and for making donations which are held in the Foundation Memorial Garden Fund, to be used toward maintenance.

Respectfully submitted,

Jack Cummings, Chair

MUSIC COMMITTEE

This has been a very successful year for music in the church, thanks to the efforts of many dedicated people and our great music director, Ken Johnson. One of the biggest challenges for the coming months will be finding someone to replace him since he has completed his doctoral program at ASU and will be relocating.

"Cabaret," was a success, both financially and artistically. Betsy Kammerle did a masterful job of putting together a show that involved more than just choir members.

Some Committee changes occurred in November when Pauline Gay resigned as Chair of the Music Committee due to more pressing concerns at home. The Committee members for this year have been as follows: Richard Jahrmarkt, Co-Chair; Choir President, Ellie Murphy; Treasurer, Jerry Whalin; Secretary, Ruth Thistlethwaite; Pauline Gay. Marianne Holliday, John Compere, Noelene Patterson, Bud Froelich and Walt Hoesch. Ken Johnson and Jay Finkelstein were ex-officio members.

Respectfully submitted,

Sharon Gaio, Chair

PEOPLE COUNCIL

UNICARE: An active committee under the leadership of Nancy Hochwald and Sally Boyd has provided quality "caring" to members of the congregation in need of the personal touch or aid of any kind in an emergency. Unicare established the altar flowers sign-up this spring which has been a success. Thanks to chair persons and committee members.

NOMINATING: Jim Lynch and Betsy Kammerle have done an outstanding job of filling all Board, Chair and Committee vacancies requested for next year. Jim has commented on the willingness to serve and the enthusiasm shown by the candidates when asked. Thanks to chair persons and committee members.

MEMBERSHIP: Sue Baird and Rosalie Dunaif have worked hard and enthusiastically all year on many Committee responsibilities: Sunday ushers and greeters; welcome newcomers information table in the church foyer and the New UU series. Special thanks to Diane Collins for the once-a-month Newcomers Coffee and to Marg Stallworthy and Erin Rogers for the weekly newcomers gathering table during April and May. This Committee has worked hard to facilitate the welcoming and establishment of potential members into the congregation.

Thanks to Muriel Osder who has been of exceptional help as Junior People Council Chair. She will make an outstanding Chairperson and Board member in 95-96. Welcome to Mick Mortlock, Jr. People Chairperson and Board member for 95-96.

Well done, everyone! Thank you.

Submitted by Paula Hurn
Chairperson

THE OUTDOOR GROUP

1994-1995 has been a year of great growth for the Outdoor Group. After averaging 8-12 participants for our activities for the past few years, this year it was not unusual to have 25 or more in attendance.

In addition to our customary Saturday day hikes, we also offered horseback riding, a white water rafting trip and a three day weekend at the Grand Canyon including a 3-mile hike below the South Rim. In May we offered "A Day in Sedona" day hike and picnic as a fund raiser for the Church and received \$185 in contributions. Our activity leaders during the year were: Melinda Tylee, Jay Curless, Elaine Knights, Lucy Coombs, Ron Rohlfing, Laura Rohlfing, Mike Yanko, Audrey Mawson, Gene Rowley, Mary Lynn Schroyer, Bill Parker, Hanna Parker and Sue Baird.

For 1995-1996 we will be offering two activities per month on the second and fourth Saturdays. The Outdoor Group Coordinators are Sue Baird and Hanna Parker

Respecfully submitted,

Sue Baird

RELIGIOUS SERVICES COMMITTEE

The RSC was--not unpleasantly--challenged this year by having to provide, in addition to our one-Sunday-a-month service, three other services during Fritz's sabbatical. Testing our ability to cope during that period was the unexpected cancellation, due to weather, of a speaker two days before his sermon was scheduled. (Thanks again, John Compere, for riding to the rescue.)

Such crises aside, we are testing this year a plan to evaluate Sunday Services on an ongoing basis in order to strengthen all parts of our services and Fritz's

Church members who are interested in a creative, congenial committee to work on are most cordially invited to join us at our monthly meetings on the first Thursday of the month at 7:00 p.m.

Co-chairs: Jan Johnson
Tish Gauntt

SAWUURA

(Sierra Ancha Wilderness Unitarian Universalist Religious Association)

Sawuura (pronounced sah-woor-uh) is our 109-acre wilderness retreat center located in the Sierra Ancha mountains south of Young, Arizona. It is owned, protected, and nurtured for the spiritual benefit of all UUs and their guests by an association of UU members from 1st Church and at least five other Arizona UU congregations.

In the past year, in addition to many individual and family retreats, group events at Sawuura included the annual Women's Weekend in September, two spring work weekends in April and May, a hiking group from Prescott, and our 12th annual Memorial Day Weekend on Nature, Religion, and the Arts. Physical improvements included the grading of the entrance road, major progress on the winterized cabin, a new porch for the upper summer cabin, clearing of more tent sites, an information display board with a public guest-book/journal, a nature trail with a guide to markers created as an Eagle Scout project by Travis Fears with his family, troop, and several Sawuura members. A Guidelines and Directions brochure was created, and the membership brochure was reprinted. The property tax dispute with Gila County slithers slowly toward resolution. The land, plants, animals, and spirit of Sawuura all seem quite healthy. Warm thanks to the many persons have contributed in the past year.

Everyone is welcome at the monthly potlucks and meetings held most months except summer, usually in Phoenix members' homes. For information on meetings, membership, or visiting Sawuura, call Randy McCraw Helms, president, at 837-6709, or David Manker, secretary, at 331-1136.

SCHOOLS COUNCIL

The Schools Council mission is to facilitate communication and resolve issues between the Church and the two resident schools, Unitarian Universalist Early Education Cooperative, and Desert View Learning Center. The Council meets five times each year and includes six voting members: Ellie Anderla, Susan Brenchley, Box Revette, Ginny Gross, Trustee Lisa Evans, and Trustee Alison Magee. It also includes the three School Directors as non-voting members: Ann Scott, Lani Comp and Piya Jacob.

The year began with our goal-setting process and continued by addressing business within that framework. Operational policies and procedures that govern day-to-day interactions were formalized and adopted. Issues of building maintenance and insurance were furthered. A letter of inquiry was received from a church member and its response is in process. Rent considerations for 1996-97 were compiled by Staff and Council Members who, in turn, formed a team of members from Staff and three Councils, Schools, Building and Grounds, and Finance, to prepare a rent recommendation this summer.

Lastly, to better communicate with the congregation and answer the most frequently asked questions concerning the schools, an Information Sheet is being prepared containing details regarding the schools and our relationship with them. When complete late this summer, this sheet will be available to the congregation on file in the Church Office

SOCIAL ACTION COMMITTEE

The Social Action Committee has continued during 1994-1995 to advocate and implement social action based on the goals and principles of our denomination.

The Legislative Sub-Committee, under the leadership of Tina Calos and Fred Rozum, accepted the organizational role for UU Day at the Legislature and felt that this experience offered the opportunity for UU's from across the state to organize and advocate for legislation consistent with our principles on an ongoing basis. A statewide committee of representatives of all UU churches was established, held a conference on January 14 and selected issues on which to concentrate. UU Day at the Legislature saw 100 UU's from 9 congregations attend an exceptionally informative day filled with excellent speakers and meetings with many legislators. The work of the statewide committee continues with the objective of making our collective voice heard at the legislature.

We were able to accept sponsorship of another Homeward Bound family this year. Michael Hart has been liaison to the Cannon family and we look forward to the addition of yet another family in the fall. The Munoz family has completed its second year in the program.

The Juvenile Justice Task Force under the leadership of Susan Hunt has concentrated on their study of the Juvenile Justice system, worked with the UU's for Juvenile Justice and sponsored a public forum at First UU.

Mark Grenard and Ruth Amster have kept us informed about environmental issues, arranged for Ed Fox, Director of Arizona Dept. of Environmental Quality, to speak at a lunch, and assisted with RE and church environmental projects.

Sandra Lynch has worked tirelessly for the Committee and the church, organizing the enormously successful, "Igor's Jazz Cowboys" Concert raising \$2,000 for Booker T. Washington Child Development Center and \$2,000 for the Church. MANY THANKS, IGOR!

Sue Kennedy has served as liaison to Interfaith Cooperative Ministries. Barbara Cawthorne has been the representative to Valley Interfaith Project. Sixty First UU members attended the Founding Convention in October. The Social Action Committee has donated \$450.00 to support VIP. Lisa Evans was our UUSC Representative. The annual Christmas Project with RG&L benefited Homeward Bound, Open Door Shelter for Abused Women and Children and ICM. Our monthly Social Action lunches and forums have provided a distinguished group of speakers. We became members of Mainstream Arizona.

Other active members have been Carol Cooper, Jim Lynch, Cyndi Tooley, George Pauk, Gretchen Manker, Shannon Garvin, Dawn Holliman, Al Finkelstein, Larry and Margo Newhouse, Bea Page, Jean and Dan Callahan, Roy Gaintner, Nancy Hochwald, Mary Ellen and Jeremy Mussman, Art Whitfield, Bill Snowden, Joel Thomas, Kim Van der Veen, Kasey and Steve Williams, and Mike Yanko. We are pleased that Margo Newhouse has accepted the position of Co-Chair for 1995-96.

Submitted by Jane Pauk, Co-Chair.

SOUL MEN GROUP

Our intent is to create a safe place of dialogue for men where men have permission and encouragement to speak personally and openly about their lives and experiences. Topics areas of focus this past year have been Fathers, children, balancing work and family, sexuality, competition and feelings forthcoming from everyday life.

Topic leaders include Tom Brookshire, Gerard Grady, Bud Froelich, Charlie Lynch, Steve Magee, Greg Matson, Mick Mortlock, Jeremy Mussman, Bill Snowden, Richard Stallworthy, Ed Welch, Andy Anderson, Mark Cohen and Tom Broderick.

UNICARE COMMITTEE

Unicare Committee members serve as arms of the church that facilitate our members and friends in caring for one another in time (s) of need. The kinds of things we do are visit those who are ill or homebound, phone and/or send cards to acknowledge special occasions and assist with memorial services.

In addition this past year, when Charlie Lynch provided the physician and flu shots in October, we helped him "deliver" them to 40-50 of our members, who took advantage of their low cost and convenience. Nov. 16th, Wonderful Wednesday, Unicare's team consisting of Sally Boyd, Nancy Hochwald, Jan Morris, Jet Muten and Gail Walker provided the supper and the Men's Group with Charlie Lynch, Steve Magee, Mick Mortlock and others helped serve and clean up.

Christmas Eve and holiday services were enhanced by Debbie Goodman arranging for refreshments with the help of Sally Boyd, Jan Morris, Jet Muten, Muriel Osder and Gail Walker. Ginny Gross and Nancy Hochwald took care of the Poinsettias.

Alison Magee and Jane Privateer enabled Unicare to have a table on Sunday morning, where the church community can sign cards of congratulations, sympathy, anniversaries or birthdays. This table also serves as the place to order bouquets to celebrate those special occasions by Saying-It-With-Flowers and providing floral arrangements for Sunday Services. We are delighted with its success, so far.

WHO is on the Unicare Committee? Hopefully, YOU. We operate as a team, sharing the leadership responsibilities. This year Sally Boyd and Nancy Hochwald have been co-chairs. Ginny Gross, Jet Muten and Gail Walker "earned stars in their crowns" for always "being there." Other Unicare Committee members and friends whose help we couldn't do without are Billye Butler, Lynn Davis, Betty Foley, Debbie Goodman, Fritz Hudson, Alison Magee, Elaine Martin, Janet Morris, Muriel Osder and Jane Privateer.

This is our covenant: To share our strength and help one another. Sound familiar? We hope to expand our concept of care with Recognizing Life Passages, Nurturing Healing, and Wellness and providing Celebration. Please join us, not only in spirit, but with your presence.

Sally Boyd
Nancy Hochwald

VOLUNTEER CORPS

In the fall of 1994, at Fritz Hudson's suggestion, the corps of office volunteers was recruited to work in the church office, 9 a.m. - 3 p.m., Tues. - Fri.

This group proved to be a valuable asset working with the staff, under the guidance of Ginny Gross, our Church Administrator, and Volunteer Coordinator, Jet Muten.

Initially the group took on the tasks of phone answering, mail sorting, copying, etc. Later, each of the eight individuals in the group took on additional tasks such as maintaining Bulletin Boards, pamphlet rack, copying Fritz's sermons, reminder calls to people helping on Sundays as hospitality greeters, chalice lighting, grocery coupon sales persons, counting monies collected and getting deposits ready for banking, helping with those wanting to rent facilities, etc., etc./

This group was both able and responsible, with a great sense of comradery, enjoying potluck luncheons together every month or so. The corps of eight, consisted of Ruth Amster, Ellie Murphy, Jet Muten, Jane Pauk, Bill Parker, Gail Walker, Tish Gauntt, Jim Lynch, and Nancy Hochwald. Alison McGee, Muriel Osder and Gretchen Manker helped as substitutes.

An additional volunteer crew for collating the "Horizon" once a month was also assembled. This group was made up of Bob Rusconi, Marianne Holliday, Nancy Hochwald, Gail Walker, Bill and Hanna Parker, Bernie Hall, Shirley Anderson, Julie and Marshall Smart and Jet Muten. Lunches added to the enjoyment of our work party.

As proof that working together can be fun, all of the volunteers have signed on for next year.

Jet Muten, Volunteer Coordinator

WOMEN'S ALLIANCE

Thanks go to many members and husbands who helped make our programs interesting: Sandra Lynch, Elderhostels; Rev. Ray Manker and Jim Lynch, Genealogy, Gretchen Manker, Alaska Then and Now; Lucienne Rusconi got speaker for Medicare and Long-term Care Insurance; Rev. Susan Manker-Seale, Spirituality; and Sarah Dyrhaug (Ann Scott's daughter), Anytown Camp.

We always enjoy our Christmas Program of carols, gift exchanges and donations to Homeward Bound Family. Our interfaith ministry speaker for Church of Beatitudes told about their program for developing senior resources to help seniors.

Special thanks go to those who "Make the Wheels Go 'Round": Jeanne Kelly, the "hostess-the-Mostess"; Eleanor Vergis, the "horizon" editor who had interesting notices in on time without any reminding; Dot Oxman, treasurer; and Billye Butler, our birthday and get-well card chairman who addresses each card with beautiful calligraphy.

Though we no longer have fund-raising bazaars in December, our past profits have enabled us to contribute each year to many church and community such as: Church, \$995; handicapped bath and budget memorials, \$95; UUWF, \$100 award to "Ministry to Women", and Clara Barton Sisterhood for Betty Foley. Community donations went to: Back-to-School Clothing Drive, Planned Parenthood, and Anytown, bringing our total to \$1,995.

Other members not mentioned above: Betty Byron, Eldra Carney, Virginia Frogge, Pauline Gay, Lorain Kadish, Joanne Michael, Glenna Phelps, Anita Silverthorn, Pat Stauber, Elaine Warner, and Ellie Murphy.

Dot Oxman, Treasurer

WOMANSPiRIT

Womanspirit is a gathering of UU women for the purposes of sharing of ourselves, developing friendships and encouraging each other along our spiritual paths. At the Ingathering in September, 1994, we decided to divide into two groups. One has focused on studying and developing rituals. The second group decided to discuss a variety of topics, ranging from book and film discussions to spiritual autobiographies. Both groups have met monthly in the homes of participating women. The second group plans to continue meeting throughout the summer.

In September an Ingathering is generally held, at which time any woman may join a group and the character of the new groups is determined.

Diana Saylor

WOMEN'S SPIRITUALITY CIRCLE

Our main focus has been on each participant's personal exploration of her own spirituality in an atmosphere of support and trust. We enjoyed a wide variety of activities this past year. We read and discussed books: Women Who Run With The Wolves, Zen, and Writing Down the Bones. We worked together with the Men's group to create a Sunday morning service, "A Celebration of Life and Light", last June at the Summer Solstice. We celebrated Beltane with a traditional Maypole dance and music. We celebrated the "Coming of Age" of our daughters.

Sandra Lynch