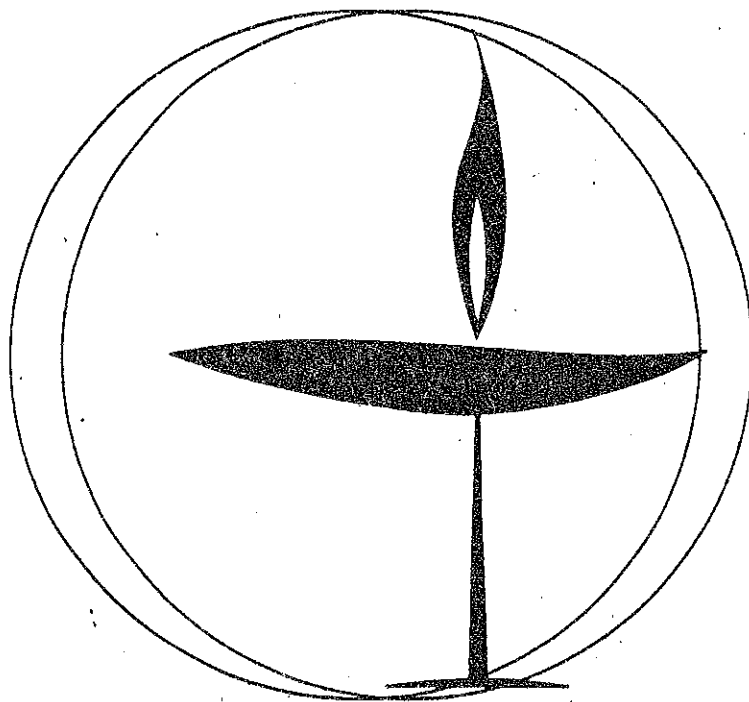


**THE FIRST
UNITARIAN UNIVERSALIST
CHURCH OF PHOENIX**



ANNUAL REPORT JUNE 1994

ANNUAL REPORT OF THE CHURCH BOARD, 1993-94

This has been a fruitful year with full agendas which were dealt with on the 4th Thursday of each month. We started the year with a full slate and even though we lost two members early in the year--Lani Comp, Vice President, had to resign from the Board when her obligations to the UU Early Ed Co-op greatly increased and Felice Bews, Finance Council, made a move to North Carolina--our structure is in place and on the whole working smoothly.

As you know each Board member serves as liaison to an area of our church life. Members' responsibilities this year were: Leadership Council--Joanne Michael/Jan McCall; Finance Council--Rod Engelen/Irv Bezman; Building & Grounds Council--Kermit Butler/Jack Holliday; People Council--Diane Collins/Paula Hurn; Program Council--Jeremy Mussman/Diane Mote; Schools Council--Gwen Worthington/Lisa Evans.

This has been a dedicated Board and has served the Church well. Our goals this year were to: 1) Develop a social action program offering broad participation, involving both service and action; 2) Create a Schools Council and establish its authority; resolve rent issues for 1994-1995; structure long-term relationship issues; 3) Evaluate and plan sound system improvements; 4) Complete the patio project; 5) Meet administrative staff needs; and 6) Project staff expansion to meet programming visions. Of these goals some have been met and the completion of others delayed because of the need for more planning time and/or more funding.

It has been a privilege to serve as President of such a wonderful Board and I value the opportunity of working with them all. I know Jan McCall, your returning Board members and new Board members will serve the Church well next year.

Joanne Michael

First Unitarian Universalist Church of Phoenix
 1994 Budget Proposal - Summary Report
 January 23, 1994

BUDGET ITEM	1993 REVISED BUDGET	1993 ACTUAL	1994 PROPOSAL	NOTES
INCOME				
Total Pledged Contributions	\$164,355	\$150,485	\$154,380	
Total Unpledged Contributions	\$14,000	\$15,716	\$15,500	
Total Fund Raising	\$10,000	\$11,382	\$25,435	
Total Foundation Funds Income	\$4,190	\$3,905	\$5,000	
Total Other Income	\$26,650	\$25,989	\$28,750	
TOTAL INCOME EXCEPT FOR PLEDGES	\$54,840	\$56,992	\$74,685	
TOTAL INCOME	\$219,195	\$207,477	\$229,065	
EXPENSES -- OPERATIONS				
<i>Leadership Council</i>				
Denominational Dues	\$9,643	\$9,643	\$17,231	409 members for half year at \$20; 431 members for half year at \$21
Total Staff Salaries	\$108,949	\$108,651	\$109,387	
Total Staff Benefits	\$18,574	\$18,458	\$18,443	
Total Staff Training/Professional	\$6,503	\$6,345	\$6,396	
Total Administration	\$18,750	\$18,212	\$17,500	
Total Personnel Committee	\$402	\$1,383	\$400	Assumes only one recruitment in 1994
Total Leadership Training/meetings	\$100	\$273	\$100	

BUDGET ITEM	1993 REVISED BUDGET	1993 ACTUAL	1994 PROPOSAL	NOTES
Total Long Range Planning Committee	\$100	\$0	\$0	
<u>TOTAL LEADERSHIP COUNCIL</u>	\$163,021	\$162,965	\$169,457	
<u>Buildings and Grounds Council</u> (including Building Management)				(Combines Building Management and Buildings and Grounds Council. See "Expense, Capital Investments" below for additional items)
Total Utilities	\$16,000	\$13,802	\$13,750	
Total Services/Supplies	\$18,338	\$21,992	\$16,300	
Total Interiors	\$0	\$0	\$200	
Total Grounds Maintenance	\$1,560	\$1,516	\$1,550	
Total Memorial Garden	\$100	\$153	\$700	
<u>TOTAL BUILDINGS AND GROUNDS COUNCIL</u>	\$35,998	\$37,463	\$32,500	
<u>Program Council</u>				
Total Art Committee	\$50	\$0	\$50	Committee earns whatever it spends
Total Religious Services	\$700	\$916	\$778	15% less than 1993 actual
Total Music	\$2,147	\$1,989	\$1,825	15% less than 1993 budget
Total Religious Growth and Learning	\$2,440	\$2,562	\$2,082	15% less than 1993 budget
Total Social Action	\$1,100	\$1,000	\$935	15% less than 1993 budget
Total Denominational Affairs	\$100	\$0	\$100	
<u>TOTAL PROGRAM COUNCIL</u>	\$6,537	\$6,467	\$5,770	

BUDGET ITEM	1993 REVISED BUDGET	1993 ACTUAL	1994 PROPOSAL	NOTES
EXPENSES -- CAPITAL INVESTMENTS				More than 5-year life
Administration				
Office Equipment Purchase	\$100	\$93	\$100	
Copier Lease (3-year, \$1 buyout)	\$1,316	\$1,372	\$1,372	
Total Administration Capital	\$1,416	\$1,465	\$1,472	
Buildings and Grounds				
Multi-year Payments (Foundation loan payments)	\$2,872	\$2,872	\$4,855	
Current Budget Projects				
Air conditioning	\$0	\$0	\$1,000	
Phone system	\$0	\$0	\$0	
Auditorium Acoustics	\$0	\$0	\$0	
Total, Buildings and Grounds capital Projects	\$2,872	\$2,872	\$5,855	
TOTAL: CAPITAL INVESTMENTS	\$4,288	\$4,337	\$7,327	Does not include capital improvements made from special Foundation, Alliance or private donations.
RESERVE TO COVER 1993 DEFICIT			\$7,011	To recover 1993 deficit
TOTAL RESERVE, OPERATING AND CAPITAL COSTS	\$211,894	\$213,653	\$229,065	
TOTAL INCOME	\$219,195	\$207,477	\$229,065	
INCOME OVER (UNDER) EXPENSES	\$7,301	(\$6,176)	\$0	

BUDGET ITEM	1993 REVISED BUDGET	1993 ACTUAL	1994 PROPOSAL	NOTES
<u>People Council</u>				
Total Nominating Committee	\$100	\$133	\$100	
Total Membership Committee	\$800	\$496	\$600	
Total Unicare Committee	\$250	\$250	\$100	Use grant carryover
Total Hospitality Committee	\$100	\$155	\$0	
TOTAL PEOPLE COUNCIL	\$1,250	\$1,034	\$800	
<u>Finance Council</u>				
Total Canvass	\$700	\$1,218	\$700	
TOTAL FINANCE COUNCIL	\$700	\$1,218	\$700	
<u>Activities Council</u>	\$100	\$0	\$0	
TOTAL ACTIVITIES COUNCIL	\$100	\$0	\$0	Inactive Council
Total Discretionary Projects: from special Council fund raising			\$5,500	Expected to be offset by Bazaar and other fund raising (see income)
TOTAL OPERATING EXPENSES	\$207,606	\$209,147	\$214,727	

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX
CANVASS REPORT RECORD

	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1994</u>	<u>1996</u>
Annual Pledge Units	268	280	285		
Annual Pledge Amt.	\$145,141	\$157,192	\$156,821		
Annual Pledge Avg.	\$542	\$561	\$550		
Total Pledge Units	285	304	_____		
Total Pledge Amt.	\$150,365	\$167,789	\$_____		
Total Pledge Avg.	\$528	\$552	_____		
Continuing Annual Units	_____	220	241		
Increased Annual Units	_____	81	95		
Increase Tot.Amt.	_____	\$16,579	\$11,733		
Increase Avg.Amt.	_____	\$205	\$124		
Decreased Annual Units	_____	30	38		
Decrease Tot.Amt.	_____	\$6,913	\$10,303		
Decrease Avg.Amt.	_____	\$230	\$271		
Maintained Annual Units	_____	108	108		
New Annual Units	_____	60	44		
New Tot.Amt.	_____	\$19,045	\$15,050		
New Avg.Amt.	_____	\$317	\$342		
Lost Annual Units	_____	65	63		
Lost Tot.Amt.	_____	\$21,859	\$27,448		
Lost Avg.Amt.	_____	\$336	\$436		
Loss from Death	_____	0	3		
Loss from Moves	_____	9	10		
Lost from Hardship	_____	13	7		
Loss from Dissatisfaction	_____	4	7		
Loss from Other Causes	_____	39	36		

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 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,

A Board vacancy occurred when Lani Comp resigned and Jan McCall was recruited to replace her as vice-president. In addition, Felice Bews moved from the area and Irv Bezman agreed to fill the spot vacated when Rod Engelen moved up to Treasurer. As the year ends the Board is at full strength. A full slate of six able candidates for the Board has been introduced to the congregation through biographies in the newsletter.

The Committee also recruited Joan Roberts and Paul Bliklen for the Foundation Board.

The Committee was a sponsor of the Annual Participation Canvas and Community Bulder's Fair in March.

The Committee thanks Audrey Engelen who worked tirelessly as Chair of this Committee as well as several others for most of the year.

Submitted by Jim Lynch, Chair

Members: Sharon Gaio, Susan Goldsmith, Larry Messerly, Richard Stallworthy

RELIGIOUS SERVICES COMMITTEE

The Religious Services Committee plans and co-ordinates the nine services of the church year when the minister is absent from the pulpit, plus the summer services. It also works with the minister and congregation to enhance the quality of all services, the aim being to present a wide variety of worship experiences in both content and form. Summer services are often experimental.

This past year Muriel Osder and Tish Gauntt have been co-chairs for September through May, while Barbara Walrafen is the summer chair. In June Janet Johnson becomes co-chair with Tish.

Other members are Ricky Michaud, Gil Venable, Jet Muten, Jim Lynch, Terry Robinson, Debbie Goodman and Bud Froelich.

New members are welcome at any time!

Tish Gauntt

1993 Annual Report UNICARE

UNICARE embodies our church's pledge to service and to strength in fellowship. UNICARE has provided help and support to church members and friends this year through social contacts and in-home visits for the home-bound; sending cards and letters at times of joy, sorrow, and concern; calling those we haven't seen in a while or who we think could use a word of cheer; helping with memorial services; and providing referral for needed support in times of crisis.

We have reached out to new members at the New Member coffees; we have spread the word of our activities at the Community Fair. We've supported our needs and the church's needs by staffing the book stall at the Bazaar. We have continued our efforts to build community within the church by hosting our Fall Potluck Supper, the Christmas Eve cookie reception, Valentine's making, and two of the Wonderful Wednesday suppers.

We operate as a team and share leadership responsibilities with co-chairs. Nancy Hochwald and Debbie Goodman have been co-chairs for this year. Co-chairs for the coming year will be Nancy Hochwald and Sally Boyd.

Our active members include Sally Boyd, Melody Butcher, Debbie Goodman, Nancy Hochwald, Jet Muten, Gail Walker, and Judy Solman. Adjunct members who support us are Billye Butler, Esther Gaintner, Diane Collins, and Eleanor Russell. Members who have served well and have retired from the group this year are Marty Lee, Ruth Amster, and Jane Baker. New members who have recently joined us are Jane Privateer and Gerard Coady. New adjunct members are Lucy Coombs, Margo Newhouse, Allison Magee, and Marty Bridges.

We are now reviewing our charter and seeking our vision of our role for the next two years. The following is a draft of our "Statement of Purpose."

Our church members and friends are diverse and dispersed. UNICARE seeks to strengthen the sense of community within our congregation by:

Creating Neighbors

Recognizing Life's Passages

Nurturing Healing and Wellness

Providing Celebration.

ART ASSOCIATION ANNUAL REPORT

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

September 1993	The Romanian Photography and Folk Art Show
October 1993	The Romanian Photography and Folk Arts Show
November 1993	Jean Klafs Retrospective
December 1993	Children's Art Show and Christmas Banners
January 1994	Larry Stewart and Sebastian Pereira
February 6 - March 6	Lara Alberti
March 30 - May 1	All Church Members Art Show
May 1994	Church Collection

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. From this we donated \$500.00. UU Art Association Members are: Lucienne Collaer Rusconi (Chair), Ellie Murphy and Jackie Schulz (Co-Chairs), Bob Rusconi, Dr. John Vergis, Florence Foltz, Cindi Brower, Sue Kennedy, Joanne Michael, Ken Croissant, Mary Ann Jones Brown, and Dr. Eugene Grigsby.

Respectfully submitted,

Lucienne Collaer Rusconi

HORIZONS COLLATORS, FOLDERS AND STAPLERS

The following people assisted in collating, folding, stapling and preparing copies of Horizons for mailing during 1993-1994:

Bob Rusconi, Earl and Eldra Carney, Jean Kelly, Betty Foley, Glenna Phelps, Billye Butler, Pauline and Hubert Gay, Marianne and Jack Holliday, and Rod and Audrey Engelen.

Respectfully submitted,

Bob Rusconi

MUSIC COMMITTEE REPORT

This has been another year of changes and challenges. We began last summer with a retreat with our new Director, Ren Krueger. After Ren's probation period, it was determined to relieve him of his duties. The search was on again for a new Director. John Compere graciously led the choir during this interim period.

Ken Johnson was hired in January; thus, this has been a year of transitions and learning. Our big event was the Cabaret in April.

The Committee members for this year have been as follows: Pauline Gay (Vice-Chair and Choir President), John Compere, Walt Hoesch, Marianne Holliday, Larry Lorenzen, Ellie Murphy, Joyce Short (part of the year), and Bill Snowden. Ken Johnson, Jay Finkelstein, and Ruth Thistlethwaite were ex-officio members.

Respectfully submitted,

Trena Allen, Chair

WOMEN'S SPIRITUALITY GROUP

A new group, The Women's Spirituality Group, met weekly this past year. We read and discussed issues suggested by books such as The Sacred Dimensions of Women's Experience, The Chalice and The Blade, and The Feminine Face of God. We presented a Sunday morning service, "Reclaiming Our Spiritual Past," last November. Our main focus has been on each participant's personal exploration of her own spirituality. We also work together to develop simple rituals celebrating our connection to the earth.

Sandra Lynch

ANNUAL REPORT MEMORIAL GARDEN COMMITTEE MAY '94

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.

The Building and Grounds Council, headed by trustee Kermit Butler has included landscape maintenance with the Church landscaping volunteer efforts under the direction of Audrey Mauson, landscape consultant. A graphic survey is being made to show the boundaries, location and species of major trees and plantings.

In January '93 we published the names of the 43 UU's whose cremains are in the Garden. We now have 47 UU's and the 22 recorded living donor friends. The Memorial Garden Records have been filed with the Office and are available. There are "gaps" in the current information on record, so any factual information or corrections would be appreciated toward making our historic connections. 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 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 of the Memorial Garden. The Rules and Regulations along with the Memorial Garden Committee Charter have been compiled and are on file in the office, available for view by appointment with the Administrator.

SUMMARY OF ACTIVITIES

Survey of boundaries of memorial garden

Reconciliation of past landscape plans with on site conditions

Update "original" location plan as record of interees location

Development of written policies as set forth in Memorial Garden Charter as approved by the Board of trustees.

Preparation of informational brochure

Coordination of memorial garden fund , landscape maintenance, operational funds distribution for expenses.

respectfully submitted,

Lee Bendheim

Jack Cummings,

Nancy Hochwald

SOCIAL ACTION COMMITTEE

We started the past church year in August with what has become our annual summer swim-eat-talk fest. We welcome anyone interested in any aspect of social justice and action to attend these get-togethers every year. (See the Horizon for details.)

Perhaps our best-known activity is the monthly Social Action Lunches. This year we sponsored speakers from such organizations as Results, Inc., Children's Action Alliance, The Clothesline Project, and Valley Religious Task Force. Other speakers included Senator Chuck Blanchard for MLK Day and U.U. Day at the Legislature, Lisa Evans for UUSC, and Jeffry Platts for protection of the environment.

Certainly the most moving activity we sponsored this year was the Clothesline Project, honoring abused women and children and raising consciousness about this issue. It was gratifying to have the Men's Groups of the church respond to this with their declaration against violence!

Through the process of our committee, your church sponsors a Homeward Bound Family each year. Jane and George Pauk were our liaisons to the Muñoz family this year. We sponsor the collection of goods and food certificates for Interfaith Cooperative Ministries. We maintain a supporting role in the Booker T. Washington school.

At Christmas time, in cooperation with the Religious Growth & Learning Committee, we helped our congregation provide food, clothes, toys and books for all of these organizations.

Probably the most stimulating activity we had was the Amerifest Concert with our own Igor Glenn and his jazz cowboys, sponsored in conjunction with the Music Committee. Our share of the proceeds of this event went to the Booker T. Washington school. MANY THANKS, IGOR!

The second annual U.U. Day at the Legislature was a great success. Our Legislative Task Force will be coordinating this event in 1995.

These are the most visible things we have done this year. Many more activities go on behind the scenes, both to make these activities possible and in addition to them. None of this would have been possible without the steadfast participation of many people. Those whose names we have recorded are: Ruth Amster, Cindy Bell, Carol Cooper, Lisa Evans, Al Finkelstein, Bud Froelich, Roy Gaintner, Marc Grenard, Susan Hunt & Michael Hart, Nancy Hockwald, Sue Kennedy, Sandra & Jim Lynch, Gretchen Manker, Jeremy Mussman, Jane & George Pauk, Glenna Phelps, Shielah Rose-Luke & Ken Luke, Fred Rozum.

With thanks to all the other members and friends who helped out and supported our Social Action Committee this year, and a special thanks to Alison Magee for all her hard work and commitment to the Clothesline Project.

Respectfully submitted,
Carol D. Cooper - 1994

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 during 1993-1994 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-facilitators for New UU classes, write cameos of new members and to assist during our annual Bargain Bazaar. We were able to meet all of our responsibilities.

Sue Baird chairs the Committee, while Rosalie Dunaif serves as Vice Chair. Members are Tess Doerr, Judy Freigang and Donna Seward. Also on the Committee during 1993 were Melody Butcher, Scott Butcher, Mary Danakas, Clancy Stockham and Pat Wilson.

DENOMINATIONAL AFFAIRS COMMITTEE

The Committee has overall responsibility for communication and contacts with the UU denomination beyond our Church. Richard and Marg Stallworthy co-chair, and are helped by Diane Olson. The new Metro Phoenix UU Council membership from First Church includes Rod Engelen, Muriel Osder, Elaine Warner and Everett Warner. Our Partner Church Committee consists of Lee Bendheim, Virginia Frogge, Ernie Garcia, Ginny Gross and Paula Kulina.

Activities this year included the Transylvanian Folk Art Show which hung in our Sanctuary during September and October; the UUA Growth Workshop led by Dr. Chuck Gaines and held here in October; the Arizona Cluster Skills Conference which was hosted by Valley UU Church in Chandler and a full contingent of delegates to the General Assembly which will be held in Texas early this Summer.

MEN'S GROUPS REPORTS

The New Men group continued to explore male gender identity issues this year, and was joined late in 1993 by a second group, the Soul Men, which approaches these concerns in a more personal, interactive setting. The two groups collaborated on a Sunday Service focusing on violence against women and children. The groups produced a very powerful Declaration which calls upon all UU men to stand up against Violence.

New Men is coordinated by Mick Mortlock, and Soul Men is co-ordinated by Charlie Lynch.

Director of Religious Growth and Learning

I would like to share two highlights from this year that have particular meaning to me.

We had been trying for a year and a half to get two adults and at least eight young people together to conduct an "About Your Sexuality" (AYS) class. We just hadn't been able to get two adults and enough young people together at the same time. This spring, much to my delight, we got two adults (Tom Brookshire and myself) and thirteen middle school youth together for an AYS program. WOW! We met for ten Sunday afternoons and one Friday overnight. We laughed, we learned and we talked. My experience confirmed for me that AYS is indeed a great program. Tom was a knowledgeable and joyful partner. And getting a chance to talk and process such an important issue with this terrific group of young people was an enriching and joyous experience for me.

I wept, sweat, wrote, rewrote and talked to many people in preparation for my first sermon, 'Abortion: A Personal Story' on February 13. It became more and more clear to me as I talked to people beforehand, that I would not just be telling my story. The story of an individual. I would be telling the story of hundreds and thousands of women. My experience was a common one. Speaking it out loud was not. After the service, many people told me how brave my speaking out seemed to them. I agree. It was brave. Not because of the number of people I was speaking to, but simply the act of speaking out. Many women acted with the same bravery as they spoke their stories after the service in the Lounge. Some spoke their stories out loud for the very first time. Once again I was reminded of the power of our voices to empower and heal.

There is no chapter of the Religious Coalition for Abortion Rights in Phoenix. Perhaps this could be another way to give voice, heal and empower.

Respectfully submitted,

Ann Scott
Director of Religious Growth and Learning

THE GAY, LESBIAN AND BI RELATIONSHIP DISCUSSION GROUP

The Gay, Lesbian and Bi Relationship Discussion Group is our UU outreach to the Phoenix 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 on the second and fourth Tuesdays of each month. Each meeting features a Rap Group and a special program; some of these are workshops or have invited speakers. Topics are discussed in breakout groups of eight to ten people with a discussion leader to help facilitate. Bob Fernie, who has co-ordinated the group since its inception in 1986, will be stepping aside at the end of this program year.

THEATER GROUP

The Theater Group is now into its fourth season. It sees six or more plays each year at the Herberger Theater after a potluck at the home of one of the members, or dining out at one of the Valley's restaurants before the show.

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. Although we are not a committee of the Church, we act as an auxiliary - supporting the special needs of the Church and responding to community organizations.

The Women's Alliance meets on the third Thursday of each month from September through May. A short informal business meeting is held before a delicious potluck luncheon in the Johnson Room. This is followed by a program of interest. We welcome all women to join us at our monthly meetings.

ADMINISTRATOR'S REPORT

I succeeded Lin Carr as your Administrative Director in October 1993. Over the next six months I hired Bill Oswald, our new Facilities Manager, and Jerry Sickler, our new Finance and Records Manager.

Together with Kermit Butler and Jack Holliday of the Buildings and Grounds Council, and Jack Cummings of the Memorial Garden Committee, we have corrected many equipment and facility problems of our 30 year old physical plant. Chronic leaks over some of the classrooms have been repaired; new filters and blowers for air handlers upstairs and at the west end of the building have been installed, along with additional insulation above the Sanctuary; all our old water supply lines have been replaced by copper and many of the slow drains have been cleaned out and replumbed. The landscape irrigation timer was replaced this spring after the old system broke down for the last time. During the summer months, Bill Oswald will convert the existing restroom at the west end of the hall into a handicap-accessible facility. Parents of the children in the Co-op Preschool and Desert View Learning Center, along with many Church members and friends contributed time, energy and a lot of love to our landscaping, buildings and administrative services. My deepest thanks to all of you.

Although we continue to miss Marg Stallworthy's presence in the Church office, we're glad to know that she will find ways to keep us out of trouble through her new role in Church leadership. Pauline Gay, our Wedding Coordinator and most steadfast office assistant, has been joined by a terrific group of volunteers including Ruth Amster, Nancy Hochwald, Hubert Gay, Jet Muten, Marianne Holliday and Bill Parker. Others too numerous to name are always there when they're needed. Jerry Sickler and I will take advantage of the slower pace of Church business during the summer to set up committee support and reporting procedures that are more user-friendly than those we've had to live with before. Among the changes I most look forward to will be installing our room use scheduling on our computer system and developing a new Horizons format and publication schedule.

Overall, it's been a great year. The First Unitarian Universalist Church community has my gratitude for your patience with me when I have been too frantic to spend the time with you that you deserve. Your understanding about misspellings and miscommunication means everything to me. I look forward to another great year with you.

Jeff King, Administrative Director

MINISTER'S REPORT

My perspective on the state of our church at this point may be found in the sermon "Plumbing, Principles, and Politics" presented on Annual Meeting Sunday, May 22, 1994. This report highlights my personal activities for the past year.

My contributions to our worship life this year were significantly influenced by my interactions with church members:

- We rearranged the standard sanctuary set-up to create semi-circular seating and an open speakers platform;

- We created a "bowl of joys and sorrows" to allow us to express our feelings symbolically;

- We became more flexible in formats for the children's presence in the service, including several services where children departed immediately after the chalice lighting for a special "children's gathering;"

- I created sermons in response to member interest in population growth, violence, and democracy. I assisted Ann Scott in creating a service on the personal experience of abortion.

- We deepened our annual observances of "Native American Sunday" and the Muslim Great Feast 'Id al-Adha.

- We explored UU approaches to paganism and goddess religion.

Thank you to the Religious Services Committee for your counsel and assistance in these efforts.

In personal ministry, I performed 7 weddings and 3 memorial services, I responded to 21 requests for counseling, and initiated 17 visits & unnumbered calls/notes to members incapacitated or isolated. Thank you to the Unicare Committee for your full partnership in this ministry.

Our educational program was marked by the creation of 3 Wonderful Wednesday programs this year, in which I lead vespers services and seminars on Spiritual Autobiography, Building Your Own Theology, and Cakes for the Queen of Heaven. In addition I have continued to lead UU Theology, UU History, UU Sociology seminars, and co-lead New U and Membership Information sessions. I began work with the program of our Gay, Lesbian and Bi-sexual Relationship Discussion Group this year. Thank you to Ann Scott, Ken Johnson and the Program Council for your great work to expand these programs.

To extend our ministry into our community,

- I co-led our 30th Anniversary commemoration of the Birmingham bombing of 1963 and provided ongoing consultation to our work to bring a new casting of "That Which Might Have Been, Birmingham 1963" to the 16th Street Church in Birmingham;

- I lead the opening invocation at a Phoenix City Council meeting;

- I co-lead a public memorial service in Patriot Square following the Palestinian massacre in Hebron;

- I was a presenter at the Arizona Clusters UU Day at the Legislature;

- I have become an active participant in the Phoenix Corporate Clergy Association.

Thank you to Birmingham project initiators Juanita Copeland, Ruth Amster, and UU Legislative Day co-ordinator Jan Christian for making these efforts possible.

To strengthen our role in the ministry of the UU Association:

- I have been an active participant in the newly formed Metro Phoenix UU Council both preparing for and following on UUA Extension Director Chuck Gaines' visit with us;
- I've become an active participant in the Pacific Southwest District, serving as UU Minister's Association chapter co-ordinator for emergency ministerial services to the Tuscon church, and being elected to the G.W. White memorial fund committee;
- I co-led worship services at the annual retreat of the Sierra Ancha Wilderness UU Religious Association;
- I participated the Arizona Cluster ministers' coverage of the West Valley church's ministerial sabbatical.

Thank you to Elaine and Everett Warner for bringing the Metro Council into being.

Administratively, this year has been marked by staff transition. We conducted searches for the positions of Music Director, Administrative Director, Finance & Records Manager and Facilities Manager. In the process we refined our structures for staff oversight. Personally, I invested significant time in co-ordinating these searches and in providing orientation and training for our new staff. Thank you to our Trustees for taking your full share of this time-consuming work.

In our growing effort to celebrate and cement our many bonds with one another, Ginny Gross (my partner) and I hosted gatherings for our General Assembly delegates, our 25 year members, our current and former trustees, our Unicare Committee and our staff. Thank you G.G.!!!

Thank you to the Committee on Ministry, (Rod Engelen, Joanne Michael, Jan McCall, Muriel Osder, and Randy McCraw-Helms) for sage advice and solid support this year. My sense is that we are well- positioned now to enter the coming year with greater strength and energy to support broader and deeper programming both within and beyond our walls.

Fritz Hudson, Minister