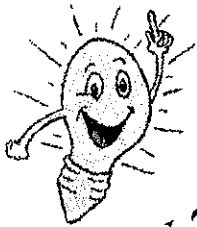


THE FIRST UNITARIAN UNIVERSALIST  
CHURCH OF PHOENIX, ARIZONA  
ANNUAL REPORT  
JUNE 1996



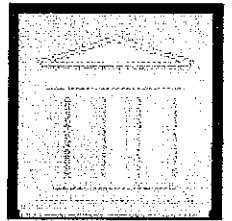
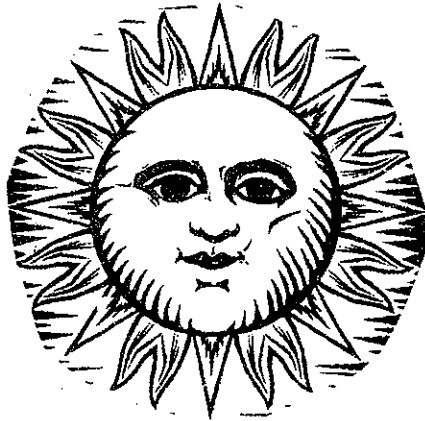
BUILDINGS AND GROUNDS

HOLIDAY CELEBRATIONS



VISION 2001

TASK FORCES

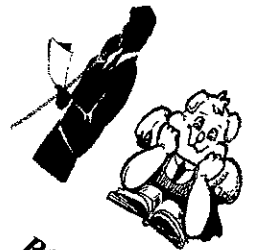


SOCIAL ACTION

ACTIVITY GROUPS



SAWUURA



RG&L



CABARET!



NEWCOMERS

**BIG  
EVENTS!**

BUILD THE DREAM

Celebrate Our  
First Church  
Home and  
Family!



## Board of Trustees

The 1995-96 year started with high hopes. The 1994-95 Board laid the groundwork for a number of important activities that came to fruition during 1995-96.

The annual meeting was held on June 4, 1995, and the budget was presented. One item addressed was the PSWD and UUA fair share dues. Our church was significantly in arrears. The Board voted to establish budget items which would allow us to meet our obligations for 1995-96 and the future.

Board membership consisted of: Bill Hall, president; Charlie Lynch, vice president (who later found it necessary to resign and was replaced by Ellie Murphy); Michael Hart, Mick Mortlock, Tina Calos, Muriel Osder, Marg Stallworthy, Treasurer; Bob Kammerle, Sandra Lynch, Tom Brookshire, Alison Magee and Carol Cooper.

Considerable in-service training took place during the year. We continued the good work started by the previous Board. All Board members were actively involved in fundraising. Each member was given lists of congregation members with whom to re-establish contact and from whom to solicit financial support. The fact that the canvass was successful was due in large part to the work of Board members and dedicated others.

During the year, the Board reviewed tapes prepared by UU Minister Terry Sweetser and had a fund raising effort called the Challenge Grant. Kate Miller created a real "winner" with a total of \$17,850. The results were significant and supplemented the budget in several critical areas.

In June, 1995, Bob Kammerle and Michael Hart of the Building and Grounds Committee helped establish new policies for the acceptance of gifts for the Memorial Garden.

Trustee training again was held on August 4 and 5. In September, a Build the Dream goal setting workshop was held by the entire congregation during which "Dream Forces" were established. Results were published and distributed to church members. Throughout the year, Dream Force goals like a new sound system and friendlier after-service social time have been fulfilled.

In the spring, five-year goals were set and published as a result of a "Vision 2000 Plan" created by church members attending a workshop by that name. Dr. Joyce Smith, a longtime UU minister, was the facilitator of the March 23 workshop. Workshop results have been published.

At the conclusion of this busy year, I want to thank all the Board members for their participation and the hard work that goes to keeping a church functioning. You're a great bunch!

Bill Hall

## Minister's Report

Fritz Hudson

My sermon "Chasing Rainbows" (June 2, 1996) presents my perspective on the current state of our church's ministry. Here are highlights of my personal investments over the past year.

As a member of our Board of Trustees, I spent considerable energy facilitating:

- \* our first "Build the Dream" annual goal setting and pursuit process;
- \* our "Vision 2001" process for identifying long-range improvements to our highest priority activities.

Most of my additional energy went into strengthening the activities we ranked highest in priority.

### 1. Sunday Celebrations

- \* Two services this year fulfilled Build the Dream Projects: a Statuary Garden service (March 29); an "Earth-centered Religion" service (May 5)
  - \* Twelve services this year were inspired by the member questions voted most-wanted by the congregation. ("UU Family Values", "Practicing UUism", "Earth-centered Religion", "Beyond Safe & Secure", "Living Simply", "Black & White, Rich & Poor", "Growing in Intimacy", "Acceptance & Judgment", "Relationship Difficulties & UU Values", "To Die Gracefully and Well", "The Future's Claims on Our Freedoms", "Heart & Mind in Balance." We began following these services with group discussions.
  - \* Two services this year paired me with outside speakers ("Vision 2001: A Prelude", "Buddhist Activism").
  - \* I coordinated three services this year featuring group church member presentations ("Beltane"; "Wholly Family"; "Masks of Ministry").
  - \* I arranged two services featuring visiting UU ministers Marshall Grigsby and Doug Strong.
  - \* I worked with four new service leaders (Susan Goldsmith, Jesse Hise, Fred Rozum, Mary Ellen Mussman) to strengthen presentations in my absence.
  - \* Six services this year were followed by congregational evaluation sessions.
- Special thanks to the Religious Services Committee (Janet Johnson, Tish Gauntt, Jim Lynch, Gil Venable, Tina Calos) and Service Evaluators Steve Magee & Lance Decker for their assistance in this work.

### 2. Sunday Children & Youth Programs

- \* Ann Scott and I began work on a full curriculum outline which identifies experience and knowledge goals for each age-grouping which will mark our children's development toward a mature ability
  - to draw on the UU Association's identified sources for our tradition, and
  - to affirm and promote the UU Association's covenantal principles.

### 3. Personal Contact and Support

- \* I worked with five new "Outreach Volunteers" (Jet Muten, Bill Parker, Gail Walker, Nancy Hochwald, Laura Adelia) to supplement my personal contact with hospitalized and home-bound members.
  - \* I assisted our Trustees to regularize a neighborhood communication system for special event invitations and canvass calls.
  - \* Ginny Gross and I succeeded in routinizing our visitor-to-pledger assimilation contact program.
- Special thanks to Unicare chair Julie Smart for broadening our outreach support work.

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

## Religious Services Committee

Members: Janet Johnson and Tish Gauntt, co-chairs; Jim Lynch, Gil Venable, Susan Goldsmith, Fred Rozum and Tina Calos.

The Religious Services Committee is proud of its offerings this past year. Among Sunday services prepared by the committee were a service on the Beijing Women's Conference with Gloria Feldt, former Executive Director of our local Planned Parenthood chapter; a musical presentation by Bill Bagwell and friends; "Reflections of a Native Son," by Dr. Marshall Grigsby, son of members, Dr. Eugene and Thomasena Grigsby, and ordained UU minister; John Compere's musings on learning too much from our mistakes; a 50th Birthday party for the United Nations; Gil Venable's "Remembrance" service, and Chuck Blanchard's presentation on "Power and Morality."

In addition, the Committee furthered the shared ministry of our congregation by working with Rev. Fritz Hudson to develop a team of Sunday service leaders. Present service leaders are Jesse Hise, Susan Goldsmith, Mary Ellen Mussman and Fred Rozum.

Evaluation of the First UU Church ministry was furthered with the committee's creation of ongoing Sunday services evaluations. Steve Magee represented the committee as an evaluation facilitator and regularly provided evaluation reports at Religious Services Committee meetings.

A note of thanks goes to Muriel Osder for her documenting committee proceedings and distributing committee minutes.

## **Religious Growth and Learning Director**

**This has been a year of broadening my experience with church politics. There are three areas that stand out for me. They are: my attendance at Board of Trustees meetings and retreats; the 'Building the Dream' process and results; and the focus the Vision 2001 workshop has given to me.**

**This was the first year that I behaved as part of the Board. Not a voting member, but a participant in Board retreats and monthly Board meetings. This was a joyful experience. Early on, the board decided that the experience of being a trustee should be rewarding. The board decided their meetings should leave people feeling more connected as church members. This board decided to intentionally change the culture of the board to live UU values during board meetings. I have a much deeper sense of church life after having been included in the life of the Board this year. It has been an honor to work with this group of committed UU's and I look forward to the coming year and the coming board.**

**The fall was filled with the excitement of 'Building the Dream'. First came the Saturday in September when one hundred First Churchers gathered to dream about what we might accomplish over the next ten months. What a wonderful and tiring day that was. This Spring, evidence of those goals began to show up. WOW! We really can set our collective mind to something and pull it off. In the light of this year's accomplishments, I am really looking forward to this coming fall's goal setting to see what we decide to accomplish next.**

**Church work has limitless possibilities. That's part of what makes it exciting and gratifying. On the other hand, that limitlessness can make it overwhelming. The results of the Vision 2001 workshop this Spring, guided my priorities. It has helped me see what I should be spending my time and energy on and what I should be encouraging others to take on and develop. I feel very appreciative for this collective voice. It is given me greater focus, I am saying 'I'm sorry' less often and 'go ahead, give it a try', more often.**

**I look forward to another year working with UU's of all ages trying to live our principles in everything we do.**

**In peace and joy, Ann**

## Treasurer's Report

Serving as your Treasurer for the past 12 months has truly been a great experience. The turnaround which this Church has made in its financial situation has been a pleasure to see.

We began in May of 1995 with a very successful "Christmas in May" special fund drive to offset a deficit which has been growing for several years. Thanks to the magnificent efforts of Kate Miller, we were able to reach and exceed that goal. This, coupled with several very successful "fun"-raisers during the year, allowed us to end 1995 by wiping out not only that accumulated deficit, but also over \$13,000 in outstanding debt to the Foundation.

Kate continued to lead us through our annual pledge drive in October, and with the help of Jana Weldon as pledge drive co-chair, the members of the Board of Trustees, and many members of the congregation who assisted with calling and opened their homes for neighborhood meetings, we received nearly \$20,000 more in pledges than in the previous year. This has allowed us to increase our contribution to the UUA and PSWD to Fair Share level as of July 1, 1996 and also to fund our Build the Dream projects for this year, give long-delayed salary increases to our hard-working staff and increase funding in several critical programming and building areas.

On the following pages, you will find a copy of the 1996 Budget which was approved unanimously at the Congregational meeting on January 28, 1996 and also a brief summary of our financial position as of April 30th, which is the most recent set of figures available before this report was printed. As you can see, we are still in good shape financially, although I must tell you that we did experience significant shortfalls in the income from two of our three major Spring fund-raisers.

As we go forward into the next 12 months, I urge you to remember that just having the pledges and fund-raisers in our budget is not the whole story - we have to collect the money too. We depend on all of you to make your pledge payments in full and in a timely manner, and to support our events by coming and bringing your friends.

I would like to take this opportunity to thank all of you for the very personal support that you have given to me over the past 12 months. Please welcome Tina Calos and Carolyn Gazin in their new roles as Treasurer and Finance Trustee, and give them your enthusiasm and your help to move us forward into our 50th anniversary year.

Marg Stallworthy  
Treasurer

FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX  
 TREASURER'S MONTHLY REPORT TO TRUSTEES  
 AS OF APRIL 30, 1996

BALANCE SHEET SUMMARY

Total Current Assets	\$55,039.49
Total Current Liabilities	44,361.11
CURRENT OPERATING BALANCE	10,678.38
OUTSTANDING LONG-TERM DEBT	-0-

INCOME & DISBURSEMENT SUMMARY

Current Month Actual =====	Current Month Budget =====		YTD Actual =====	\$(Over)/Unde YTD =====	Annual Budget =====
<b>INCOME</b>					
<b>Operating Fund Income</b>					
\$12,871.82	\$13,822.00	Total Pledged Contributions	\$54,880.88	-\$1,907.12	\$167,363.00
\$1,930.58	\$1,167.00	Total Unpledged Contributions	\$5,875.39	\$1,208.39	\$14,000.00
\$3,364.75	\$5,079.00	Total Fund Raising	\$5,553.75	-\$2,071.25	\$11,020.00
\$0.00	\$0.00	Total Foundation Funds Income	\$0.00	\$0.00	\$840.00
\$2,593.57	\$2,239.00	Total Other Income	\$9,743.69	\$481.69	\$29,605.00
\$0.00	\$0.00	Total Special Income	\$3,650.00	\$0.00	\$3,650.00
<hr/>					
\$20,760.72	\$22,307.00	<b>TOTAL OPERATING FUND INCOME</b>	\$79,703.71	-\$2,288.29	\$226,478.00
<hr/>					
<b>EXPENSES</b>					
\$14,566.07	\$14,583.00	Total Leadership Council	\$63,356.09	-\$2,701.09	\$178,134.00
\$2,435.05	\$2,348.00	Total Buildings & Grounds	\$10,737.22	-\$1,054.22	\$38,197.00
\$664.76	\$468.00	Total Program Council	\$1,836.46	\$296.54	\$6,447.00
\$633.41	\$94.00	Total People Council	\$806.47	-\$424.47	\$1,150.00
\$0.00	\$0.00	Total Finance Council	\$34.48	-\$34.48	\$750.00
\$0.00	\$0.00	Total Activities Council	\$0.00	\$0.00	\$0.00
<hr/>					
\$18,299.29	\$17,493.00	<b>TOTAL OPERATING FUND EXPENSES</b>	\$76,770.72	-\$3,917.72	\$224,678.00
\$0.00	\$150.00	Total Capital Expenses	\$0.00	\$600.00	\$1,800.00
<hr/>					
\$2,461.43	\$4,664.00	<b>EXCESS OF INCOME OVER EXPENSES</b>	\$2,932.99	-\$5,606.01	\$0.00

First Unitarian Universalist  
Church of Phoenix  
1996 Budget Proposal

	1995 Budget Revised 6/95	1995 Actual Results	1996 Proposed Budget	Notes
<b>INCOME</b>				
<b>Operating Fund Income</b>				
<b>Pledged Contributions</b>				
Annual Pledges	148,989.00	141,406.53	168,623.00	Pledges in hand as of 1/18/96
Pledge Discount	(12,664.07)	-	(10,960.50)	6.5% discount reflects experience (95 budget was 8.5%; actual shortfall 5.1%)
Net Pledges	136,324.93	141,406.53	157,662.50	
Partial-Year Pledges	8,200.00	9,564.00	8,200.00	
Post-paid Pledges	2,600.00	2,664.00	1,500.00	Experience shows this is 20% of prior yr shortfall
Challenge Grant	17,850.00	17,873.50	-	
<b>Total Pledged Contributions</b>	<b>164,974.93</b>	<b>171,508.03</b>	<b>167,362.50</b>	
<b>Unpledged Contributions</b>				
Identified	8,000.00	13,132.04	9,000.00	
Anonymous	4,950.00	6,601.34	5,000.00	
<b>Total Unpledged Contributions</b>	<b>12,950.00</b>	<b>19,733.38</b>	<b>14,000.00</b>	
<b>Fund Raising</b>				
Art Sales Commissions			250.00	
Cabaret		625.76	500.00	
Service Auction	5,488.80	5,899.78	5,000.00	
Igor's Jazz Cowboys	2,138.00	2,138.61	1,000.00	
Mel's Cowboy Evening			300.00	
Grocery Certificate Commissions	2,525.00	3,060.00	3,550.00	
Entertainment Book Commissions	448.00	441.00	420.00	
Other	-	91.06	-	
<b>Total Fund Raising</b>	<b>10,599.80</b>	<b>12,256.21</b>	<b>11,020.00</b>	
<b>Foundation Funds Income</b>				
Capital Improvements	3,000.00	2,900.00	N/A	
Interest on General Endowment	1,100.00	1,100.00	N/A	
Grants from Foundation	1,600.00	1,700.00	N/A	
Memorial Garden	700.00	700.00	840.00	
<b>Foundation Funds Income Total</b>	<b>6,400.00</b>	<b>6,400.00</b>	<b>840.00</b>	
<b>Other Income</b>				
Room Expense Reimbursements	22,000.00	19,852.51	22,000.00	
Interest Income	150.00	1,015.06	1,000.00	
Adult Program Fees	200.00	294.00	300.00	
Coffee Money	450.00	469.81	450.00	
RG&L Child Registration Fees	1,600.00	2,055.00	2,000.00	
Vending Machine Income		86.55		
Staff Fees	-	469.81		
Workers' Comp. premium reimbursement	-	420.35	425.00	From Co-op & Kids Kamp
Liability Insurance premium reimbursement		2,148.65	1,430.00	From Co-op & Foundation
Miscellaneous	1,500.00	1,620.46	2,000.00	
<b>Total Other income</b>	<b>25,900.00</b>	<b>28,432.20</b>	<b>29,605.00</b>	
<b>TOTAL OPERATING FUND INCOME</b>	<b>\$ 220,824.73</b>	<b>\$ 238,329.82</b>	<b>\$ 222,827.50</b>	
<b>Special Projects Income</b>				
From 1995 surplus			3,650.00	Use to fund non-recurring expense items
Committee Fundraisers/Funds from committees	600.00	725.00	-	
<b>Total Special Projects Income</b>	<b>600.00</b>	<b>725.00</b>	<b>3,650.00</b>	
<b>TOTAL INCOME</b>	<b>\$ 221,424.73</b>	<b>\$ 239,054.82</b>	<b>\$ 226,477.50</b>	



First Unitarian Universalist  
Church of Phoenix  
1996 Budget Proposal

	1995 Budget Revised 6/95	1995 Actual Results	1996 Proposed Budget	Notes
<b>EXPENSES</b>				
<b>OPERATIONS</b>				
<b>Leadership Council</b>				
<b>Denominational Dues</b>				Denom FY runs July - June Estimated membership = 320
UUA Annual Program Fund Dues	4,391.63	4,391.64	8,198.00	Pay at '95 rate for Jan - June '96
PSWD Annual Dues	1,463.87	1,463.88	2,840.00	Pay (\$17+\$6)*320 members for Jul - Dec '96
Valley Interfaith Project	-	-	500.00	
<b>Total Denominational Dues</b>	<b>\$ 5,855.50</b>	<b>\$ 5,855.52</b>	<b>\$ 11,538.00</b>	
<b>Staff Salaries &amp; Allowances</b>				
Minister	59,424.00	59,424.00	63,500.00	
RG&L Director	17,320.00	17,236.38	19,200.00	Includes \$1200 Professional Allowance
Nursery Supervisor	432.00	480.00	480.00	
Childcare Supervisor & Providers	1,595.00	1,051.86	1,500.00	
Music Director	7,191.00	6,663.00	7,350.00	Includes \$100 Professional Allowance
Administrative Director	15,862.00	15,754.00	18,100.00	Includes \$100 Professional Allowance
Admin Asst/Finance & Records Manager	9,000.00	8,875.85	13,104.00	Hours increased to 28 per week
Publications Assistant	1,875.00	1,931.23	4,500.00	Started Aug. '95; continued at same rate
Accompanists	3,482.00	3,289.20	3,600.00	
Summer Accompanist	N/A	-	300.00	
Summer Service Support Staffing	448.00	528.00	600.00	
Custodian	10,920.00	10,770.00	11,310.00	
Custodial Extra Work	-	405.73	-	
<b>Total Staff Salaries &amp; Allowances</b>	<b>127,549.00</b>	<b>126,409.25</b>	<b>143,544.00</b>	
<b>Staff Benefits</b>				
Staff FICA & Medicare	4,982.45	4,964.13	5,901.50	
Workers' Comp. Insurance	1,849.00	1,799.00	1,850.00	
<b>Total Staff Benefits</b>	<b>6,831.45</b>	<b>6,763.13</b>	<b>7,751.50</b>	
Administration Expense	17,600.00	16,505.88	14,450.00	
Personnel Committee	200.00	-	200.00	
Leadership Training/Meetings	-	75.00	150.00	
Long Range Planning	-	-	500.00	
<b>Total Leadership Council</b>	<b>\$ 158,035.95</b>	<b>\$ 155,608.78</b>	<b>\$ 178,133.50</b>	
<b>Buildings and Grounds Council</b>				
Utilities	15,015.00	14,861.22	14,825.00	
Services & Supplies	16,125.00	18,487.22	18,432.00	
Grounds Maintenance	550.00	642.53	650.00	
Memorial Garden	650.00	650.00	840.00	Exactly offset by funding from Foundation
<b>Dream Force #2 - Building</b>				
Sound System & A/C Evaluation			2,200.00	
<b>Total Buildings and Grounds</b>	<b>\$ 33,040.00</b>	<b>\$ 35,434.90</b>	<b>\$ 38,197.00</b>	

First Unitarian Universalist  
Church of Phoenix  
1996 Budget Proposal

	1995 Budget Revised 6/95	1995 Actual Results	1996 Proposed Budget	Notes
<b>Program Council</b>				
Art Association	50.00	50.00	50.00	
Religious Services	400.00	400.00	700.00	
Music Program	950.00	1,030.69	1,400.00	
Religious Growth & Learning	1,500.00	1,625.16	2,110.00	
Social Action	300.00	243.69	350.00	
<b>Dream Force #3</b>				
New Day Centre Project Supplies			200.00	
<b>Dream Force #4 - Sunday Mornings</b>				
Dramatic Musical Service			500.00	
"Earth-Centered Religion" Service			N/A	Funded from Guest Musicians budget
Statuary Garden Service			50.00	
<b>Dream Force #5 - Children's Programs</b>				
Sports Equipment			700.00	
<b>Minister's Program Enhancements</b>				
			387.00	
<b>Total Program Council</b>	<b>\$ 3,200.00</b>	<b>\$ 3,349.54</b>	<b>\$ 6,447.00</b>	
<b>People Council</b>				
Membership	200.00	79.07	200.00	
Unicare	50.00	41.64	200.00	
<b>Dream Force #1 - Community</b>				
Equipment purchase			750.00	
<b>Total People Council</b>	<b>\$ 250.00</b>	<b>\$ 120.71</b>	<b>\$ 1,150.00</b>	
<b>Finance Council</b>				
Canvass	350.00	578.80	750.00	
<b>Total Finance Council</b>	<b>\$ 350.00</b>	<b>\$ 578.80</b>	<b>\$ 750.00</b>	
<b>TOTAL OPERATING FUND EXPENSES</b>	<b>\$ 194,875.95</b>	<b>\$ 195,092.73</b>	<b>\$ 224,677.50</b>	
<b>Expenses - Capital Investments</b>				
<b>Administration Capital</b>				
Office Equipment Purchase	1,325.00	1,319.39	-	
Copier Lease	1,050.00	828.78	1,800.00	New copier lease
<b>Total Administration Capital</b>	<b>2,375.00</b>	<b>2,148.17</b>	<b>1,800.00</b>	
<b>Total Loan Repayments</b>	<b>7,824.18</b>	<b>9,395.21</b>	<b>-</b>	Loans paid off from 1995 surplus
<b>TOTAL EXPENSES</b>	<b>\$ 205,075.13</b>	<b>\$ 206,636.11</b>	<b>\$ 226,477.50</b>	
<b>EXCESS OF INCOME OVER EXPENSES</b>	<b>\$ 16,349.60</b>	<b>\$ 32,418.71</b>	<b>\$ -</b>	
Less Y/E 1994 Deficit	(9,261.00)	(9,261.00)		
Less balance to pay off loans	-	(13,085.95)		
Less carryforward to fund non-recurring items	-	(3,650.00)		
<b>RESERVE</b>	<b>\$ 7,088.60</b>	<b>\$ 6,421.76</b>		

## Adult Religious Growth & Learning Annual Report

The Adult Religious Growth & Learning Committee went through a process last summer of developing a group definition and statement of purpose. With this in mind the committee provided the congregation with a number of spiritually enriching and socially aware courses and speakers.

This year the courses that were offered included Building Your Own Theology led by Jan Tatman and Joel High, Liberals Read the Four Gospels led by Randy McCraw Helms and Our Chosen Faith led by Katie Tenerelli and Joel High.

The committee, in conjunction with the Social Action Committee, started a new program on Sunday morning called Sunday Morning Speakers Forum in which a variety of church members spoke on differing subjects of community interest with topics varying from current legislative issues to great Arizona hiking spots.

This year we continued the ever popular booktable which, along with books on various areas of UU concern, witnessed the addition of t-shirts and other gift items.

Respectfully submitted by  
Joel High  
Chair, Adult RG&L Committee

## Buildings and Grounds

We want to thank the members of our committee, members who have assisted us throughout the year and members who have been involved with the Facilities Dream Task Force: Bob Leesley, Jack Holliday, Ruth Amster, Jack Cummings, Marshal Smart, Mike Kern, Audrey Mawson, Igor Glenn, Ernie Garcia and Bill Snowden. We want particularly to thank Thor Anderson for the many hours of dedicated service to building maintenance and repair. Of course, thanks to the many members who contributed time to the maintenance of our church grounds through the "adopt an island" program and grounds work parties.

In the past year a varied number of achievements and efforts took place. Beginning last summer we participated with a team of members from staff, schools and finance which evaluated room use fees and the operational cost of building use.

An evaluation of the governmental approval process and cost necessary for the church to receive a use permit from the Town of Paradise Valley was conducted and a meeting was held with the Town of Paradise Valley.

A plan was devised with a group of church members to accomplish four goals the congregation set for itself in September. This plan which included priority building repairs as sanctuary lighting, upgrades and renovation to air conditioning, sanctuary sound system and bathroom facilities will be completed this summer.

Lastly, we would like to make special note of the many hours our dedicated staff contributes to ongoing day to day building issues. A complementary effort has been performed this year by part-time custodian Mark Grenard.

Respectfully Submitted,

Robert A. Kammerle, Chair  
Michael Hart, Co-Chair

Children's RG&L Committee

Children's RG&L Committee's year can best be described as challenging, widely varied, and also reassuringly the same. Our group of hardy volunteers (Carol Gibson, Victoria Littman, Jennie Raines, Kathleen Raife and Mia Zelek) facilitated new programming and coordinated many of the programs that we have come to count on during the year like UNICEF Pumpkin Sunday, the December Children's Art Show, a Spring Teacher Appreciation luncheon and Ice Cream Sunday.

The Committee provided support to our wonderful, giving Fall and Spring semester teachers and to our Fearless Director Ann Scott. Discussions have resulted in new childcare policies, a new Secret Pal Policy and the creation of a Children's Council. The Children's Council has met twice and is the result of the Children's Committee Task Force. Service Projects received increased attention in our Children's curricula and we are continuing to explore the Interdependent Web of Life in the spring curriculum.

We are currently putting together a summer program for children and youth that we hope will be exciting and stimulating.

Submitted by Sheila Rogan, Children's RGL Chair

\* \* \*

Children's Council

\$750 \$750 \$750

Your committee has been allocated \$750 toward your dream. What would your priorities be? That was the decision the Children's Council of First Church was faced with. After listing some 20 ideas on the blackboard, it was now time to vote on those dreams that they wished for. The children knew that we would try to make at least three of them a reality. What were the results? ALARMING, STUNNING SHOCKING, no just plain FANTASTIC! Their number one priority was not a candy machine, coke machines, field trips to McDonalds; no, they thought the church and classrooms needed painting. WOW! Building and Grounds committee we need to talk. Our second choice was some playground equipment . . . like a volleyball set which we have been pricing. The third choice was some board games which will be purchased in the near future. The Children's Council would like to thank the following people for their help:

Mark Slugocki  
Ann Scott  
Sheila Rogan  
Tom Brookshire

## Dream Team #1

Dream Team #1's primary objective is to build community within the church, welcome new members and visitors, and develop more opportunities to socialize with increased member participation.

It was decided in the course of Dream Team meetings that the team would focus on three goals:

- 1.) develop a coffee house style get-together after Sunday services which would include food and a forum for exchange of information.
- 2.) plan an intergenerational church retreat
- 3.) expand the Epicurean group's circle dinners. These goals were prioritized on the basis of the results of the "1995-96 Dream Projects Survey."

At this reporting, Dream Team #1 has planned and hosted two "Plaza sunDays," social gatherings with a Mexican theme, on April 28 and May 12 after church. These included food, music, information tables and a "current events" kiosk. Dates have been set and a Prescott site selected for a 1997 intergenerational church retreat.

Plans for a more inclusive year of "Circle Dinners" are being developed. Newcomers are being invited to join.

Church members who have dreamed, investigated, planned, phoned, shopped, and executed these goals are: Alison Magee, Robbie Kern, Terry Lockwood, Glen Lockwood, Muriel Osder, Shirley Anderson, Hanna Parker, Bill Parker, Barbara Lurie, Roger Lurie, Jet Muten, Julie Smart, Pauline Peverly, Louise Bercaw, Nelma Hall and Diana Saylor.

Submitted by Julie Smart, Dream Team #1 Coordinator

## Dream Team #2

Dream #23 stated, "Improve comfort and physical appearance of the church building, grounds and sanctuary to increase our sense of pride."

A combined Dream Task Force and Building and Grounds Committee went to work on that and is either nearing completion of the congregation's four highest priorities or has completed them.

The Board of Trustees has already voted to spend just under \$29,000 on four projects. The Foundation Board has voted to allocate just under \$19,000 for them and to loan the church about \$10,000.

At this writing, all that remains is a vote of the congregation set for June 2.

The projects planned are:

1. A new sound system for the sanctuary
2. Major repairs of the air conditioning system
3. Renovation of both the men's and women's restrooms
4. Replacing the kitchen floor

If the approval of the congregation is forthcoming, the new projects should be completed by the end of August.

An improved sound system, by the way, was the highest vote getter of all possible items in last fall's congregational survey.

The "other" priority item was the repair of the sanctuary ceiling light system to improve function and safety. That has already been accomplished thanks to Thor Anderson who did the job almost singlehandedly.

Others who participated and continue to participate in these dream projects are: Ruth Amster, Mike Kern, Bill Snowden, Jack Cummings, Jack Holliday, Bob Kammerle, Steve Magee, Audrey Mawson, Bob Leesley, Paula Cohen, Marshal Smart and Michael Hart.

Submitted by Michael Hart

### Dream Force #3

Facilitators: Christine Williams and Mary Ellen Mussman

Other members: George and Jane Pauk, Charlie Lynch, Gretchen Manker, Tina Calos, Jim Lynch, Sandy Weir, Susan Hunt, and Dan & Jean Callahan

The Build the Dream Task Force #3 met on several Sunday mornings for lively and meaningful discussion of how our church could fulfill its goal of all-age Social Action. Following the vote by church members, we made the following challenges our top priority.

1. An all-age, ongoing program to assist families at the New Day Center
2. Initiate "Minister's Call to Action"
3. Initiate a weekly "Social Action Minute"
4. Hold in-depth informational programs on legislative issues

The Task Force is pleased with the progress on each of these goals. First, a wonderful Easter-egg coloring celebration was enjoyed by UU families and the families from the New Day Center. A 3 on 3 basketball tournament is planned for June 1st. The Social Action Committee has initiated a Task Force to plan future events and focus on the fuller realization of this dream. Second, Fritz has enthusiastically agreed to provide a minister's call to action three to five times per year. Third, the congregation has enjoyed a thought provoking social action minute as part of each Sunday service since January. Finally, several timely programs on legislative issues were presented by the Social Action Committee and supported by the congregation.



THE FIRST UNITARIAN UNIVERSALIST CHURCH OF PHOENIX

MEMORIAL GARDEN COMMITTEE

RUTH AMSTER  
266 2088

JACK CUMMINGS, CHAIR  
840 6219

ROBERT LEESLEY  
995 1972

ANNUAL REPORT .... MEMORIAL GARDEN COMMITTEE MAY '96

The Memorial Garden Committee was initiated by the Board in the Spring of 1992. The Committee now is Ruth Amster, Jack Cummings, chair & Bob Leesley. Jack has resigned the chair this year.

A measured drawing ( 67"x 42" ) has been made to show the boundaries, location and species of major trees, integrated with the Memorial Garden Computer database. Temporary stakes have been set in the ground (some have been vandalized), but permanent markers need to be placed in the ground to identify "MAP CORNERS" so that the "MOSAICS" (11" X 17" usable size maps) can be utilized to keep track of where we are on the EARTH. Too hi tech ?? How else to maintain historical records ??

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 & inventory the species of trees & plants. "See How Our Garden Grows"?

Cynthia & Myron Brower and Hana & 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. The Parker sculpture is in place, the Brower Project is in the formative stage .

No additional UUs have been "Memorialized" this year, the total number remains at 51. No donations to the Memorial Garden have been made this year.

We lost three pines and one citrus this summer due to heat and disease. modification to the watering system is an ongoing project.

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 donation 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, interest from the Fund is to be used for maintenance of the Memorial Garden.

Ruth Amster is working with the church school children to encourage their connection with the Web of Life in Our Garden. Bob Leesley has been masterminding our new plant acquisition and installation as related to the seasons of Mother Nature. Jack Cummings continues to maintain records and maintain our position on the Earth.

Respectfully submitted,

Jack Cummings, Chair \_\_\_\_\_

## Music Committee

The choir began the year with a new director, Mary Ann Brilleslyper, who resigned mid-year. Richard Zielinski was hired to finish the year. He brings a wealth of musical knowledge and organizational skills to the choir.

Cabaret, the choir spring performance and fundraiser, was a complete success. More than \$700.00 was raised for the choir fund, and a like amount was added to the church coffers. More importantly, both performers and audience seemed to have a great time.

On a more mundane subject, the choir purchased a new cabinet to hold its growing library.

The choir looks forward to the new sound system and a more permanent, more acoustically, satisfactory home in the church auditorium. Also, Ollie the Trolley has been hired for the choir Christmas caroling party.

Music Committee Members: Richard Jarhmarkt, chair; Jerry Whalin, secretary; Joanne Michel, treasurer; Rick Zielinski (ex-officio); Jay Finkelstein (ex-officio); Sharon Gaio; Nolene Patterson; Walt Hoesch; Doug Van der Veen; Myra Banks; Jean Lawton; Sally Boyd, and Frank Hermann.

## Nominating Committee

Members: Steve Magee, Ricky Michaud, Nancy Hochwald, Leslie Warner, and Richard Jarhmarkt

The six-member nominating Committee is elected by the congregation. The committee recommends candidates to the congregation for six Board of Trustee positions, two Foundation Board positions, and three nominating committee positions. Board of Trustees and Nominating Committee are both two-year terms. Foundation Board members serve three-year terms.

This year, in addition to these positions, we filled one mid-term vacancy on the Board of Trustees and two mid-term vacancies on the Nominating Committee. Richard Jarhmarkt filled one of these positions serving only six months and has agreed to be placed on the ballot to serve a full two-year term beginning in June.

Submitted by Betsy Kammerle, Chair

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## Denominational Awareness Committee

A Denominational Awareness Committee was organized by Sandra Lynch this year to expand the functions of the Denominational Affairs Committee.

The 1996 Budget schedules paying our fair share rate to the Unitarian Universalist Association (UUA) and the Pacific Southwest District (PSWD) for the first time since 1986 starting in the second half of the year.

The PSWD serves Southern California, Arizona and parts of Nevada. Delegates to the annual meeting scheduled for May 19-20 in San Diego are Marg and Richard Stallworthy and Sandra and Jim Lynch. A larger number attended the meeting in Tucson earlier this year.

Ministerial Sunday was held on May 19 to raise funds for ministerial students and ministers in need.

Members planning to be delegates to the 1996 annual General Assembly June 20-25 in Indianapolis, IN, are Gretchen Manker, Leslie Warner, Laura Adelia and Virginia Frogge. Sandra and Jim Lynch will attend as volunteers.

The Committee is planning to support the District's Chalice Lighter Program in the fall.

Membership of the committee includes Ruth Amster, Carol Cooper, Diane Collins, Tessa Doerr, Rod Engelen, Virginia Frogge, Susan Goldsmith, Ginny Gross, Joel High, Nancy Hochwald, Fritz Hudson, Mick Mortlock, Sandra Lynch, Ellie Murphy, Diane Olson, Ann Scott, and Elaine and Everett Warner.

Muriel Osder and Jim Lynch, Co-chairs

## Office & Horizons Volunteers

This has been a busy and productive year for our office and Horizons collating volunteers. Most were repeaters from the previous year or years, but we also expanded our ranks. Under the guidance of church office staff and the assistance of Volunteer Coordinator, Jet Muten, these volunteers assist church staff and provide member presence in the church office.

Office volunteers work three or more hours per week during church office hours: 9:00 am - 3 pm Tuesday through Friday. They log about 12 to 15 hours a month and 130 to 165 hours per church calendar year. Some do more. The range of job duties includes:

- answering the phone
- sorting and distributing mail
- maintaining & updating bulletin boards
- copying
- stuffing and stamping envelopes
- maintaining church and denominational pamphlet rack
- answering phone calls about activities, rentals, etc.

This year's office volunteers and substitutes are: Tish Gauntt, Bernie Hall, Nancy Hochwald, Muriel Osder, Jet Muten, Jane Pauk, Bill Parker, and Gail Walker.

Our "Horizons collators" meet for three to four hours once a month. These volunteers are: Shirley Anderson, Bernie Hall, Marianne Holliday, Nancy Hochwald, Jet Muten, Hanna and Bill Parker, Bob Rusconi, Julie & Marshal Smart, and Gail Walker.

Their work schedule is punctuated with lively conversation and a delicious potluck as the Horizon gets prepared for mailing.

Two volunteer luncheons, one at Christmas and one in May, were also held this year.

Our thanks go out to all these volunteers. They are an invaluable asset to our church community.

Jet Muten

Ginny Gross

## The Outdoor Group

Formed five years ago, this group organizes outings, primarily dayhikes, twice a month (2nd & 4th Saturdays).

This past year we took the following hikes with an average of 16 participants each time:

Pivot Rock near Strawberry; Woodchute Trail near Jerome; West Fork Trail and Thomas Point in Oak Creek Canyon; Butterfly Trail and Esperero Canyon Trail near Tucson; Rim Lakes Vista Trail on the Mogollon Rim; Bear Jaw-Abineau Loop Trail on Mt. Humphreys, Barnhardt Trail; Deer Creek Trail and Pine Mountain Trail in the Mazatzal Mountains; Mt. Wilson Trail and Boynton Canyon Trail near Sedona; Taliesin Wash Trail in the McDowell Mountains; Ford Canyon Trail in the White Tank Mountains, Rogers Canyon and First Water-Boulder Canyon Trail in the Superstition Mountains.

Our hike leaders were: Mike Yanko, Melinda Tylee, Elaine Knights, Hanna Parker, Jeannie Crewson, Ron and Laura Rohlfing, Julie and Marshal Smart, Gene Rowley and Audrey Mawson, Sue Baird.

We also enjoyed a wonderful picnic one day at Red Rock Crossing near Sedona. As this "goes to press" we have a group of 22 people who will be going to Havasupai Canyon for a four-day weekend organized by Myra Banks.

Submitted by,

Sue Baird & Hanna Parker  
Group Co-ordinators

## PEOPLE COUNCIL

The purpose of the People Council is to coordinate the committees which are involved in the church's efforts to attract people to the Church, integrate them into its activities and responsibilities, support and assist them in times of personal need, and retain them as fully participating constituents. The Council meets about 4 times a year with representatives from the participating committees. Each committee reports on current activities and discusses future plans with the rest of the Council for information and suggestions from one another. The People Trustees pass information and suggestions to and from the Board.

(For separate details of each committee see their separate reports elsewhere.)

This year the People Council has dealt mainly with transitions:

**Unicare-** has made the transition of leadership from Nancy Hochwald and Sally Boyd (co-founders ) of care in this form, to Julie Smart. Julie reported on plan for the committee and her many volunteers. She has also negotiated hospitality acquisitions from the Women's Alliance which is disbanding after many decades of service to the church.

**Membership-** a large task for greeting and integrating people into the church involves many volunteers. Coordination of many volunteers is a challenging one. The end of this year marks the transition of chairperson Tessa Doerr to Glen Lockwood as they will continue to work toward this difficult and rewarding activity. Special thanks to both of them and their committee as well as Paula Hurn who has faithfully presided over the newcomers coffee once a month on the patio.

**Nominating -** With Betsy Kammerle as chair they proceeded to successfully draw up and present a slate of Trustee and Nominating Committee nominations. They requested suggestions for procedure and names from us and the current Board of Trustees. They also filled empty positions that occurred during the year. Thanks to their hard work and results.

We welcome Bill Parker as incoming Jr. People Trustee who will be working with Mick Mortlock, Sr. People Trustee, as Muriel Osder ends her term on the board.

Submitted by Muriel Osder (Outgoing Sr. People Trustee)  
June 1996

## Program Council

### Members:

Sandra Lynch - Board of Trustees  
Tom Brookshire - Board of Trustees  
Lucienne Collaer Rusconi - UU Art Association  
Tish Gauntt - Religious Services  
Myra Banks - Music  
Richard Jarhmarkt - Music  
Janet Johnson - Religious Services  
Jane Pauk - Social Action  
Joel High - Adult RG&L  
Sheila Rogan - Children's RG&L  
Ann Scott - Church Staff  
Fritz Hudson - Church Staff

The Program Council worked on coordinating Holiday Events, Fabulous Fridays, and many special programs and activities throughout the year. Many of the functions of the council have been assumed by the committees and Task Forces with specific interests and enthusiasms.

Submitted by Tom Brookshire

## Schools

Conversations with Desert View Learning Center and the Unitarian Universalist Early Education Cooperative preschool have been characterized by a need for clarity in our relationships. Specifically, we have strived for clarity on financial, administrative and facilities related issues. To this end, the following changes have been made to the framework within which the church and schools operate:

- The Schools Council has been replaced by the Affiliates Council whose members are school representatives and church representatives from those areas of the church most affected by the school's occupancy. The group meets twice yearly to facilitate communication and problem solving.

- Church representation on the UUEEC board has been changed to reflect the current practice of one liaison representative.

- A separate budgetary group has been established to review and recommend room use contributions for the schools. It meets every two years and is composed of the Administrative Director and trustees from Finance, Building and Grounds, and Activities and Affiliates. Schools may submit suggestions and proposals and will be notified of meetings.

- Room use contributions were reviewed and established for the two year period 9/96-9/98. As a result, both schools will assume a larger share of costs associated with school use of church space, and also, more of the types of maintenance included in standard lease arrangements. An economic model was developed that is believed to produce the best estimate of costs associated with the schools occupancy. Detailed information on this model, and the process of determining room use contributions can be obtained from the church office.

Respectfully submitted by  
Alison Magee and Carol Cooper



## Social Action Committee

The Social Action Committee has had an active year implementing social action based on the goals and principles of our denomination.

Fred Rozum and Tina Calos have continued as coordinators of our legislative sub-committee and statewide UU Day at the Legislature. Coffees were held for legislators in three districts with 100 people attending. A statewide legislative issues forum was held at the Tucson UU church. A Phoenix school superintendent and Tim Hogan of the Center for Law in the Public Interest, spoke to us about public education and school finance reform. An environmental panel brought us up to date on AZ environmental issues. On UU Day, 75 UU's from eight Arizona congregations gathered at the legislature to hear a distinguished group of experts speak on issues of importance to lobby their legislators.

Social Action Lunches attracted large numbers of participants due to committee members who arranged lunches and speakers. Among the topics were: "The Political Agenda of the Radical Religious Right," Welcoming Congregation, "Block Grants," environmental panel, "Indigenous Struggles in Chiapas, Mexico," and New Day Center.

Homeward Bound, a transitional housing program for the homeless of which First UU Church is an active sponsor was continued this year with a new family under the direction of Michael Hart with help from Jane Pauk. In addition, the New Day Center was added as a new Task Force with Christine Williams and Mary Ellen Mussman directing this effort.

Other new Task Forces this year included the Political Discussion Group with Tina Calos and Jane Hudson as facilitators; Sunday Speakers Forum (co-sponsored with Adult RG&L) with Tina Calos as SA facilitator; The Social Action Minute, Jim Lynch, coordinator; Welcoming Congregation, a 10 series workshop, co-sponsored with RG&L, with Jim Lynch, David Manker, Dan & Jean Callahan, Jeannie Crewson & Ginna Rose, co-facilitators. Sharron Adams has organized our letter writing table with an emphasis on Amnesty International issues with great success.

Al Finkelstein and his committee -- Ruth Amster, Diane Collins, Margo Newhouse, Mark Grenard & Jane Pauk organized the Igor Jazz Concert, raising \$644.63 for Booker T. Washington Child Development Center and \$500 for the church general fund. The Social Action Committee contributed an additional \$355.47 to Booker T. to make our contribution \$1,000. Sandra Lynch and Mary Ellen Mussman continue as directors at Booker T. Washington.

Sue Kennedy has been persistent representative to ICM and with the help of Mark Grenard has insured a continuing flow of needed items. Susan Hunt has re-energized our Social Action Table. Ruth Amster & Mark Grenard continue as Environmental "watch dogs" with assistance of Deb & Dan Denis. Other active members have been George Pauk, Carol Cooper, Carolyn Gazin, Nancy Hochwald, Dawn Holliman, Heather McLellan, Bea Page, Gretchen Manker & Cynthia Tooley.

Jane Pauk & Margo Newhouse, co-chairs

## Sunday Services Dream Team E Report

The Sunday Services Dream Team met four times, in addition to the original Saturday meeting that formed all the Dream Teams.

We worked on three main goals: 1.) to help plan a service that would utilize the unique place of the Memorial Garden in the life of the church; 2.) to help plan a service that would emphasize our earth centered heritage, and 3.) to help plan a service combining music and drama.

The first two services were held this spring. The third was postponed until the fall. Ideas for the dramatic-musical service are still being discussed. If you have an idea you would like to have considered, talk to any member of the committee or one of the coordinators.

Those who participated in forming the ideas and goals of the Dream Team were: Tom Broderick, Mark Cohen, Carol Cooper, Betty Foley, Tish Gauntt, Jean Lawton, Sandra Lynch, Ray Manker, Kate Miller, Bill Snowden, Richard Stallworthy, and Jana Weldon. The co-coordinators were: Jesse Hise and Jeremy Mussman.

- Jesse Hise

## Unicare

Unicare activities this year included a poinsettia sale and church holiday display; providing flowers for various Sunday morning and memorial services; hosting memorial services and sending cards. The sending of cards was expanded to include all members of the church who might be friends of a person in grief or crisis.

The Women's Alliance bequeathed their silver service to Unicare for use in church functions. The pieces were inventoried and a list made to be kept in the church office.

Unicare funds were used to purchase a 60 cup Farberware coffee pot for use during church gatherings.

Unicare members are: Sally Boyd, Roy and Esther Gaintner, Nelma and Bill Hall, Nancy Hochwald, Jet Muten, Hanna and Bill Parker, Julie and Marshal Smart, and Gail Walker.

Submitted by Julie Smart, Unicare Chair

## UU Art Association

Each month we provided an Art Exhibition in the Sanctuary. During September and October 1995, the church permanent collection was on exhibition.

The flowers watercolors of Marty Manning were on display part of October and November, 1995.

December, 1995, consisted of the Children's Annual Art Show and our collection of Christmas banners.

For January 1996, three African-American Women Artists (Mary Gray, Clendolyn Corbin, and Marylin E.) displayed their art.

In February 1996, students of Dick Phillips showed 64 paintings. During March 1996, students of Jackie Schulz exhibited their watercolors.

In April 1996, the Arizona Watercolor Association had their Spring Annual juried show on display. There were 65 entries. On May 4th and 5th, we had a mini-art exhibition of Lucienne Collaer Rusconi's Southwest Paintings.

In May 1996, the Annual All-Church Members Show was shown. The members of the UU Art Association are: Florence Foltz, Ken Croissant, Ellie and Bob Murphy, Dr. Gene Grigsby, Jack Holliday, Sue Kennedy, Kermit Butler, Bob Rusconi, and Chairperson Lucienne Collaer Rusconi.

In addition, this year we lost our dear member and friend, Dr. John Vergis. He was a long time great help in our committee and adviser.

Each year we are able to donate to the church the 20% commission earned on each art sale.

Respectfully submitted,

Lucienne Collaer Rusconi

## UNITARIAN UNIVERSALIST EARLY EDUCATION COOPERATIVE

The Unitarian Universalist Early Education Cooperative (UUEEC) is an excellent school because of the entire community, including staff, parents, children, Desert View Learning Center, and the First UU Church of Phoenix. This caring community comes together to celebrate individuals, promoting growth in a respectful manner.

The purpose of a cooperative early education program is to bring parents and children together in a learning environment that supports children's growth and parents' participation in the process. UUEEC is committed to a hands-on, child-initiated curriculum in which all aspects of a child's cognitive, social, emotional, and physical development are promoted. Each child is valued as a unique, worthwhile, and capable individual. We establish a warm, flexible environment where children are encouraged to make their own choices, be responsible for their own behavior, and respect the physical and spiritual space of others.

Parents at UUEEC receive support and guidance in the evolution of their parenting skills through education classes, staff modeling of positive language and parenting techniques, and their own participation in the classroom. Informed parenting is fostered, with the goal of instilling a life-long commitment to their children's education and overall development.

The dedicated and hard-working staff at UUEEC remained stable this year, covering all of the classes offered at the school. The staff included:

Lani Angell Comp, Director

Sheila Rogan and Lani Angell Comp, Co-Teachers--2 Year Old Class

Josie Young, Teacher and Manuela Needhammer, Assistant Teacher--3 Year Old Class

Debi Stedron, Teacher and Nancy Doran, Assistant Teacher--4 Year Old Class

Debi and Nancy also taught Friday Friends for 4 Year Olds, while all staff members taught our extended day program, Lunch Bunch, at different times. The staff worked together to meet the individual needs of the children, strengthen the sense of community, and strived to present clear policies and a consistent voice.

UUEEC participated in fund raisers to meet budget, obtain special building improvements or equipment, or assist people in the greater community. We participated in the Arizona Walk for the Hungry, donated items and money to families in December, purchased several windows, painted, carpeted, and equipped classrooms, and recently installed a new play structure on the Nursery playground.

Respectfully Submitted,



## UU Epicureans 1996

UU Epicureans 1996 was formed to give members and friends of UU opportunities to meet like-minded people in small groups (8 to 10 people), enjoying good food, conversation and fellowship. It was opened to singles and couples, gourmet and nongourmet cooks. We had dinner groups hosted in group members' homes six times during the year plus a full-group December holiday party and year-end patio party. Forty people participated in the activities during the year, each taking their turn as host, co-host or bringing something for the dinner. Shirley Anderson and Pauline Peverly both led this group this year. Next year we plan to rename the group to better reflect our activity. The new name will "CIRCLE DINNERS."

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### ALL TOGETHER

ALL TOGETHER began around the dinner table of an Epicurean dinner at Roger Johnsonbaugh's home, with co-host Dawn Holliman. That dinner included children and it worked so beautifully that Roger asked about how we could include children in the group. It was suggested that perhaps a family dinner group could be formed and Roger immediately started with a sign-up at the church. Their first activity was an April picnic, attended by approximately 40 people, representing 17 families. Another outing at a member's home is planned for May. Roger Johnsonbaugh and Dawn Holliman are currently coordinating this group and they look forward to many more UU family gatherings.

UNITARIAN UNIVERSALIST FOUNDATION OF PHOENIX

The UU Foundation Board's members and term of office:

Joan Roberts, President	1997
Irving Bezman, Vice President	1998
Paul Bliklen, Secretary	1997
Marge Stallworthy, appointed to fill Diane Collin's term	1998
John Warner, Controller	1999
Doug Van der Veen, Director	1999
Bill Hall, ex officio	1996

(President of the UU Board of Trustees)

In 1974 the Foundation was created as a non-profit, tax-exempt corporation to provide a permanent program for encouraging and managing long range gifts for the benefit of the First Unitarian Universalist Church of Phoenix. Currently the Foundation funds are in a trust account with Northern Trust Bank of Arizona.

The Memorial Garden Fund and the General Fund's net income is available for projects by the First UU Church. Other monies are held for long term growth. Gifts to the Foundation can be made in various forms such as a bequest, a memorial, or a recognition gift. Through such generosity the future financial health of our church is supported.

In 1996 the Foundation received a bequest from the Walter Pepper estate.

Submitted by Joan Roberts

## Women's Alliance

Women's Alliance officially ceased operations December 31, 1995, after interesting fall programs which included a speaker from the Sojourner Center, a haven for women and their families who seek help when domestic violence strikes.

In November, we went to member Betty Foley's retirement center for a tour of the facilities and a delicious meal in their dining room.

Our last meeting was the Christmas party at Gretchen Manker's. We gave a donation of cash and gifts for the Homeward Bound family, swapped gifts, reminisced over the old photo album and sang Christmas carols.

To the church, as a Women's Alliance Memorial, we gave a concrete bench with our plaque on it which Kermit Butler installed.

Our final donations were to the Interfaith Cooperative Ministeries food bank, Back to School Clothing Drive, Anytown, a travel scholarship for a first-time General Assembly delegate and the Unitarian Universalist Association (UUA).

Dot Oxman

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## Unitarian Universalist Women's Federation

The Unitarian Universalist Women's Federation has been represented by the Women's Alliance which had its last meeting in December followed by a reunion party in April.

Now Women may join U.U.W.F. as an individual or as a member of Women of Wisdom (W.O.W.), our continuing church affiliation. At the present time, we have 20 members.

We are in the process of relating with Womanspirit and other study and spirituality groups. We are considering new programs and outreach to/for women's interests and concerns.

Virginia Frogge  
Coordinator - Liaison



Women's Spirituality Circle  
Annual Report

The Women's Spirituality Circle explores spirituality through reading, discussion, videos, ritual and sharing creative projects. The Circle gathers each Monday evening at 7:15 p.m. in the Library. While the Circle has no formal leader, Cheri Stalman serves as the contact person. She may be reached at 957-7964.

This year, our group branched out into many new areas of inquiry, in addition to the reading and discussion format of past years. We did read and discuss several books, including The Artist's Way by Julia Cameron, Crossing to Avalon by Jean Shinoda Bolen, and High Tide in Tucson by Barbara Kingsolver, as well as several essays and articles on women's spirituality. In addition, we shared many creative projects and presentations, including the making of mandalas, ceremonial brooms, and cornhusk dolls; discussing the Native American medicine wheel, reflexology, and "unplugging the Christmas machine"; and viewing two videos by Canadian filmmaker Donna Reed: Full Circle and The Burning Times.

Our year was rounded out by a number of rituals and celebrations which took place at the Church and elsewhere. As we have done in past years, we frequently celebrated the Full Moon in the statuary garden. We threw a "Zoning" party to celebrate living in the Arizona desert. We held a Fall Equinox celebration featuring a ritual reenactment of an ancient Sumerian myth, the Descent of Inanna. We celebrated Samhain (Halloween) with a bonfire, ritual and traditional games at a member's home. We held a "transition marker" ritual to mark those important events in our lives which are not otherwise honored by the larger society. We conducted a house-blessing ritual for one member. We celebrated the Winter Solstice in the Church Sanctuary with over a hundred members of the community. In late January, we held an "Aquarian Birthday Party." Many of our members celebrated Beltane (May Day) with other members of the Phoenix pagan community. All in all, it was an exciting year for the Women's Spirituality Circle, and we invite any interested women to join us in the year ahead!