

Congregation name

Mission Peak UU Congregation

Congregation City, State, Website

Fremont, CA, MPUUC.org

Contact person

Michealle Havenhill, Search Committee Chair

Ministry title Parish Minister **Starting date** 9/1/2010

Is the minister expected to occupy a parsonage? no

How much of the S&H is attributable to rental value? To utilities? (not allocated)

Number of adult members:117 **Av. Sunday attendance:** 58 adults

Children & youth enrollment: 37 **Av. children & youth attendance:** 18

Total operating expenditures: \$159K **Total operating pledge income:** \$126K

Number of pledge units:73

How many Sunday services? 52 **Others during the week?** Christmas Eve

How many months per year is the church at full operating capacity? 12

Describe the character of the surrounding community:

Fremont is the fourth largest city in the San Francisco Bay Area, following San Jose, San Francisco and Oakland. Fremont lies on the southeast side of the San Francisco Bay, in Alameda County. It stretches from the Bay to the East Bay foothills, which include the Mission Peak for which our congregation is named. Fremont has a population of 213,000 and covers 92 square miles.

With its moderate climate and its proximity to major universities, shopping areas, recreation and cultural activities, employment centers, major airports, and the Bay Area Rapid Transit system, Fremont is a busy metropolitan area. Fremont includes people from a wide variety of cultures and ethnicities (see www.Fremont.gov).

Fremont has been named the most culturally and ethnically diverse city in the United States; over 140 languages are spoken here. In addition to Fremont's own offerings,

world-class universities, outstanding cultural and recreational offerings, three major airports, as well as many employment centers and shopping opportunities are accessible by the Bay Area Rapid Transit system or are within driving distance. Of particular interest to UU ministers is our proximity to Starr King School for the Ministry and the Pacific School of Religion in Berkeley.

In addition to having local city parks, Fremont is located in the East Bay Park District, which operates 65 regional parks, covering over 98,000 acres in its two-county jurisdiction, with more than 1,150 miles of trails. Fremont also borders part of the Don Edwards San Francisco Bay National Wildlife Refuge, the first urban National Wildlife Refuge established in the United States. These green spaces help to ensure preservation of the natural beauty that makes the Bay Area such a desirable place to live. They provide habitat for wildlife, including many rare and endangered species. The area offers an extraordinary choice of recreational and educational activities, including fishing, swimming, hiking, bicycling, picnicking, nature programs, golf, other active pastimes, or just relaxing in beautiful natural surroundings.

Together with Fremont, Union City and Newark make up the “Tri-Cities” area. Union City (www.ci.union-city.ca.us) is an ethnically diverse community of about 74,000 residents (20% white, 24% Hispanic, 19% Filipino). Newark (www.ci.newark.ca.us), is smaller, with a population of 42,271 (52% white and 29% Hispanic).

Most Mission Peak members come from the Tri-Cities area, although some come from Hayward (www.ci.hayward.ca.us), Milpitas (www.ci.milpitas.ca.gov) and San Jose (www.sanjoseca.gov). There is extensive information about all of these cities on their respective websites.

UUA District: PCD **District Executive:** Cilla Raughley

UUA Annual Program Fund Contribution: \$ 6384 **Fair Share?** yes

Ministerial Settlement Rep.: Bob Miess

Compensation Consultant: Dawn Bateman

Provide a profile of your congregation (500 words recommended):

Mission Peak was created 16 years ago by a few parents who sought religious education for their young children. Although those children are now grown, many of the original parents remain core members of the congregation. They and those who have joined them remain committed to quality religious education for children and youth. We also strive for stimulating, inspiring worship and a meaningful role in our community.

Our style of worship is traditional UU in format: lighting our flaming chalice is the ritual focus of our services. We sing from both *Singing the Living Tradition* and from the newer *Singing the Journey*, we do "Joys and Concerns" and we include the flower communion and water service in our worship calendar. In December we have a children's pageant which may be primarily related to Christmas, Hanukkah, Winter Solstice or have a blended focus. Our choir sings about once a month, performing a variety of music. We are used to hearing a range of views and styles from our Sunday speakers and have a strong Worship Associates Committee. Our lay-led services typically use members as speakers. We occasionally have services that do not follow the standard format, including a yearly youth service which this year was formatted by the youth as a religious quiz show.

Three members of Mission Peak have become UU ministers, including one of our founding members, Barbara Meyers, who is our affiliated Community Minister specializing in mental health. Barbara conducts our Sunday worship several times a year and is an active member of our congregation. She maintains a part of our website (<http://mpuuc.org/mentalhealth/mentalintro.html>) that has become a very popular and well-regarded resource for the mental health community both locally and nationally. She also produces "Mental Health Matters" a public access TV program that was featured in the UU World magazine (www.uuworld.org/news/articles/102032.shtml).

A seven member Board of Trustees directs congregational affairs and creates committees as needed. Board members and the Canvass committee co-chairs are elected directly by the congregation. Committee chairs, Board members and other leaders comprise the Program Council which meets three times a year to review the church calendar and discuss topics of current interest.

Mission Peak is a veritable hive of activities. Program committees include: Adult Religious Education classes, Children's and Youth's Religious Exploration (CaYRE), Small Group Ministry, Cultural and Racial Inclusiveness Committee, Welcoming Congregation, Social Concerns Associates, Pastoral Associates, Caring Circle, Mental Health Committee, Caravan Women (a women's social group), Black and White Service Auction and Potlucks. Committees related to the function of the church include: Canvass, Finance, Facilities, Sunday Service Team, Membership, Newsletter, Ways and Means and Website.

For the past two years, Mission Peak has been delighted to rent its own sanctuary, office and other facilities from the First United Methodist Church. We are in the process of erecting a specially-designed, permanent sign on the street. This will give us the visibility we lacked at the daycare facility we rented for 12 years. Of those who do find us (mostly after reading our extensive web site at www.mpuuc.org), a high percentage actually join us as members or friends.

After enjoying rapid growth to 99 members during our first few years with Rev. Ben Meyers as our minister, we have grown more slowly under our second settled minister, Rev. Chris Schriener. For the last several years our membership and attendance have been

constant at 115 (+/-) members and an average Sunday attendance (adults, excluding RE teachers) of ~60.

Provide your profile of the minister you seek (500 words recommended):

Mission Peak seeks a minister who can help us build on our considerable strengths and realize our true potential by establishing a clear mission; growing our membership in diversity as well as numbers; and increasing our presence in the community. We believe that there is room in the Tri-Cities area (Fremont, Union City, Newark) for a stronger UU presence than is now felt.

The congregation clearly wants to build Mission Peak's presence in the larger community. For instance, members were enthusiastic when we recently elected to donate our undesignated offering to a local charity one Sunday a month. We are eager for ministerial leadership to assist us toward this goal.

Strong worship leadership is essential for a successful minister at Mission Peak. In focus groups and surveys, members clearly seek stimulating services. Our congregation is theologically diverse. We are not overly concerned about our new minister's personal beliefs, provided s/he is overtly inclusive of those who hold different views. We are used to a range of worship styles and language, and expect our minister to welcome the various points of view offered by our talented lay leaders. We also have a strong lay-led music program, and our congregation sings energetically. We would like our minister to be supportive of this tradition. Given that our community environment is among the most racially and culturally diverse anywhere, sensitivity to and awareness of cultural differences is a must.

Children's religious education is very important at Mission Peak. We have an experienced, well-regarded, paid Director of Religious Education. We expect our new minister to be interested in, and comfortable with, children and their religious education, but s/he will not need to spend a lot of energy in this area. We have strong lay leadership in our adult religious education program. We appreciated that our previous settled minister, now Minister Emeritus, was very active in adult RE.

Solid organizational structure and strong lay leadership mean that our new minister will not need to spend a lot of energy in this area. We are aware that our organizational structure will need to evolve as we grow. We will soon revise our bylaws and would like ministerial input.

We consider ourselves to be a warm and welcoming congregation. Both members and visitors report feeling a strong sense of community. We would like to grow, but we need to continue that strong sense of belonging that we now enjoy.

What role do the congregation and its leaders expect the minister to play in relation to the other paid staff?

We have a one-third time Director of Religious Education whom we expect the new minister to supervise. We have a part-time bookkeeper supervised by the treasurer, and childcare providers supervised by the DRE. Although we do not currently have a paid administrator, we want to add back that position. Currently our volunteer administrators work with the minister and other members as needed to produce the Sunday Order of Service and other tasks.

We expect our new Parish Minister to develop a covenant with Barbara Meyers, our Community Minister.

Congregational History

How and when was the congregation founded?

Our commitment to our religious education program for children is a reflection of our roots. In 1992 parents at a local playgroup had a conversation about religion. One parent was a recently ordained UU minister, another had been raised UU. They and some other parents decided to look into organizing a new UU congregation in Fremont and they contacted the District Executive to learn how to start this process. They began meeting at someone's home, and then they held twice-monthly worship services at a Community Center.

In the spring of 1993 two members attended a new congregation training session in Boston, and came away with practical ideas and lots of enthusiasm. Worship services were discontinued, but lots of planning took place. In June of 1993 we hired a part-time ministerial consultant. At Thanksgiving he led the first service.

About 50 people signed our membership book on Charter Sunday, May 1, 1994. The name "Mission Peak Unitarian Universalist Congregation" was chosen because it was going to serve the communities that are looked over by Mission Peak (not just Fremont), and because some of the founding members were from a Jewish background and felt uncomfortable with the word "church".

Note the three or four most important events in the congregation's history:

- Resignation of our first minister, Ben Meyers

Soon after chartering in 1994, we called our consultant as our settled minister. However in May of 1999 he resigned following a difficult time for him personally and for the congregation. Some wondered if Mission Peak could survive. Our lay leadership worked hard and our Interim Minister, Howard Dana helped us heal. We were ready to move on! We unanimously called a new settled minister in May of 2000.

- Becoming a Welcoming Congregation

Shortly after our new minister's arrival we resumed work on becoming a Welcoming Congregation and we studied LGBT issues over the winter of 2001/2002. We applied for official status as a Welcoming Congregation, which the UUA granted in June of 2002.

- Moving to our current location

For over 13 years our congregation held services and other programs at a children's center in Fremont. Eventually our landlords decided they wanted exclusive use of the space, and gave us notice. Finding a new home for the congregation was difficult, but people pulled together. Through contacts in the community we were invited to rent a separate multi-purpose building from the Fremont United Methodist Church (FUMC) on their beautiful palm-studded campus, where we moved in June 2007.

- Retirement of our minister, Chris Schriener

In July of 2008 our second settled minister retired. At a meeting of the members we voted (unanimously!) to honor him with the status of Minister Emeritus as an expression of our appreciation of his service to our congregation. We are looking forward to the return of Chris and his wife, Jo Ann to our congregation after our new minister is settled.

Shortly afterwards our Interim Minister, Joy Atkinson, was hired and we are now in search!

List, most recent first, all clergy who have served since 1950 and earlier ministers of great importance, and interim ministers since 1980 (minister name, date arrived, date departed, reason for departure):

Rev. Joy Atkinson: Sept. 2008-present (interim)

Rev. Barbara Meyers: 2004-present (community minister)

Rev. Chris Schriener: Aug. 2000-July 2008 (retired, Minister Emeritus Aug. 2008)

Rev. Howard Dana: Sept. 1999-June 2000 (interim)

Rev. Ben Meyers: Sept. 1993-May 1999 (resigned)

Current congregational life

Does the congregation have a mission -- not a mission statement, but a glowing coal at its center -- and if so, what is it?

Mission Peak has evolved several areas of mission, our children's RE program, mental health advocacy led by our community minister and social outreach led by our Social Concerns Committee. We have a mission statement which is several years old and we

are eager to revisit it with the input of our new minister. We have not had a congregational process to determine priorities or confirm a central mission.

Congregational strengths:

Mission Peak's lay leadership is dynamic and capable. Visionaries and those who are detail-oriented work synergistically to effectively organize and execute church operations and activities. Nearly every member and friend of the congregation donates time and energy to some aspect of church functioning. Our church program is more extensive than those of many other churches of our size. We are eager to grow and become more effective in the larger community. We readily welcome visitors, encourage them to join and integrate them into membership. We have an extensive and current web site.

We have a good relationship with our landlords, effective worship, RE and meeting spaces including a dedicated church office and use of a commercial-sized kitchen. We have no financial debt.

Congregational challenges:

After a number of years of slow but steady growth under our previous minister, we have reached a plateau in attendance and membership. We have fewer visitors than we would like, probably in part because we lack visibility from the street. We are in the process of installing a permanent sign on the street which should help our visibility.

Our Sunday worship space is adequate for our current membership, but is nearly at capacity. Our congregation is reluctant to go to a two-service format because of a previous bad experience under our first minister.

Our children's religious education program has grown this fall, and we are short two classrooms. One of our classes meets in the church office and our youth group is meeting off site as a result.

Recent cost increases (rent in our present location as compared to our previous location and increase in the cost of our interim minister compared to our previous minister) have left our budget stretched. We are not currently able to support a paid administrator. The spread between our highest and average pledges has widened over the years. The current economy has made our financial situation more difficult as a number of our members have lost jobs.

What congregational issues are likely to be most pressing within the next couple of years?

We would like our program and membership to grow, but we do not have space for many more people. Fremont is not an easy area in which to purchase land and build a new church, buy an existing church of adequate size or rent suitable space and transform it to our needs. Making ourselves visible in our current location is difficult. Our landlords are sensitive to us asking for additional space.

Although we live in a very culturally and racially diverse area, our congregation is primarily of European descent. Of those not born in the US, most are of German, Canadian, or Chinese heritage. We have an active group (Cultural and Racial Inclusiveness Committee) dedicated to helping Mission Peak become a community where people of all ethnic and cultural identities feel welcome and safe.

Our Community Minister has attracted a number of people who have mental health issues. Integrating them into our congregational life continues to be a challenge.

What congregational issues are likely to be most pressing over the next ten years?

Affordable space is the long-term issue. Although we have a good relationship with our United Methodist Church landlords, their congregation is declining in numbers. It is not unlikely that they will sell their now very valuable property at some future time. If and when that time comes, we would need a sizable cash fund to buy it for ourselves.

Many of our members dearly want our own building. However, we do not feel that we can afford to buy anything remotely suitable without a significantly larger membership to pay for it. We believe that at least 200 members would be needed to support the cost of having our own building.

What congregational issues may never be resolved?

School activities during the week and athletic activities during the week and on Sunday make youth programming difficult.

Although there are enough volunteers and staff to do everything we think is essential, there are never enough to do everything we would like.

To what degree does the congregation possess a dominant theology?

We do not possess a dominant theology. We have always had a mixture of theological positions. Our members have come to expect that their beliefs will be treated respectfully and that our worship services will embrace a variety of theological language and religious styles.

Describe the role of music and the arts in the life of the congregation:

Our congregation sings well and enthusiastically from both *Singing the Living Tradition* and *Singing the Journey*. We have a choir that performs about once a month that is directed by a member who is professionally trained but unpaid. There are four or more musicians who alternately play hymns and special music for Sunday services. Occasionally others provide special music on Sunday. Once a year members perform music and poetry at a "Sunday Salon".

Our sanctuary is decorated each Sunday and for special events by a designated aesthetics person.

Describe the religious education programs for children, youth and adults

We have an active children's religious education program (Children's and Youth's Religious Exploration, CaYRE), with four classes and a youth group. We participate in the Our Whole Lives and the Coming of Age programs with other local UU churches. We have a bridging ceremony for our graduating seniors each year.

We have a three-year theme rotation for the direction of our religious education offerings for children: one year of Judaism and Christianity, one year of Unitarian Universalism, and one year of World Religions. This rotation provides a broad educational experience for students as they move through the program.

In the past year, the Youth Group met in the church office on the 1st and 3rd Sundays during the adult service at 10 am. Last spring the Youth Group designed and produced a worship service based on a religious quiz show theme that was both innovative and well received. This year, due to lack of space, the Youth Group is meeting once a month, off site.

Adult Education programs provide information about a wide variety of religions and philosophies, including the major religions of the world, earth-centered traditions, and secular philosophies of life. They also provide practical guidance in dealing with everyday problems, such as workshops on communication and personal relationships. Some of our programs are experiential: spiritual growth workshops, our annual spiritual retreat and our ongoing Small Group Ministry program.

Class offerings this fall include a monthly Inquirer's class for newcomers, a Soup and Soul group that is exploring Eckhart Tolle's *A New Earth*, History of Unitarian Universalism, A Labyrinth Experience and American Transcendentalism.

Lay leadership

In practice, are responsibilities for governance widely shared or confined among relatively few members? Give some examples:

Our lay leadership is our biggest strength. We have seven members of our Board of Trustees, 27 leaders who are listed in our directory of committees and interest groups, plus the six members of our Search Committee and three members who serve as our administrative staff. Responsibilities are widely shared among members.

Our Board of Trustees includes both longtime and newer members, as do our committee chairs and interest group leaders. We strive to integrate new members by asking them to serve in areas appropriate to their skills and interests (as well as seeking to involve them in other activities). Many former Board presidents remain active in various ways.

Our Program Council meets three times a year to discuss broad issues regarding the Mission Peak program as well as to consider new programs. Members of the Council include Board members, committee chairs and interest group leaders plus newer members invited for a view into our decision-making process.

Describe the process you used to complete this form:

Several members of the Search Committee provided input to this record. Information was obtained from archived church records, the Ministerial Search survey, a visioning workshop and focus group sessions. Other members, our ministers and the website were used as resources. Members of our Board of Trustees reviewed the information and provided suggestions. The Search Committee reviewed all final information.

Name the committees that have recently had the greatest success:

The Children's and Youth's Religious Exploration (CaYRE) committee has continued its activity in spite of the illness and subsequent death of our 08-09 DRE, Kevin Drewery.

Adult Education has expanded their program this year with many lay-led classes.

Cultural and Racial Inclusiveness Committee (CRIC) is into its first year and very active.

Name the committees that have recently had the least success

Welcoming Congregation has had a difficult time finding leadership and direction.

The Publicity Committee is not active currently.

Major financial support

List the dollar amounts of the ten largest operating pledges received in the most recently completed fiscal year

\$3,500

\$3,600

\$3,800

\$5,400

\$5,400

\$6,480

\$7,200

\$8,000

\$9,000

\$10,400

Pledged for current year (7/09-6/10)

Give the dates of the last two capital fund drives, and the funds raised (a) by contribution and (b) by debt

Mission Peak has not run a capital fund drive.

What is the condition of the church buildings, and what funds may need to be raised in the future? (note accessibility issues)

Mission Peak rents facilities. We do not expect to need significant funds to upgrade facilities. Cole Hall, which includes the sanctuary, office, kitchen and restrooms, is reasonably accessible from the parking lot, i.e., there are no steps to impede access and disabled parking is available. There are several steps between the sanctuary and the building where children's RE classes, associated restrooms and some meetings are held.

Ministry

Describe the process by which the minister will be called

We are following the Ministerial Settlement Handbook process, including the suggested timeline. We are working with our District Ministerial Settlement Representative, Bob Miess. Four Sundays starting with the last Sunday in January are reserved for pre-candidating services in nearby churches. Our candidating week will be in late April or early May.

Describe the process by which the Ministerial Search Committee (or its equivalent) was chosen

Open meetings were held to discuss the Search process and the Committee duties. All members were sent a letter inviting them to submit nominations for the Search Committee. Those who were nominated and indicated interest were interviewed by the Board president and invited to a further meeting where seven people indicated continuing interest. Those seven were asked to serve by a vote of the congregation. One member of the committee, who is a student at the Starr King School for the Ministry, dropped out when she received an unexpected offer of an intern position.

Ministerial skills and enthusiasms most needed by the congregation:

4-Crucial 3-Significant 2-Modest 1-Of less consequence

Note: use no numeral but "1" more than four times.

- 1 Administration
- 2 Adult religious education
- 1 Children's religious education
- 1 Committee work
- 4 Community building
- 1 Denominational activities
- 3 Facilitation
- 2 Stewardship
- 1 Home visitation
- 1 Hospital calling

- 3 Leadership development
- 4 Membership growth
- 2 Music & liturgical arts
- 3 Personal counseling
- 4 Preaching
- 1 Scholarship
- 2 Social action
- 3 Spiritual guidance
- 1 Staff relations
- 4 Worship
- 1 Youth work

Assess the capacity of the congregation to exercise forbearance and nurture in assisting a minister's development

Mission Peak leaders are used to working closely and supportively with the minister. Because of our past history, many of us are sensitive to the signs of burnout and overwork in both lay and clergy, and have learned to adjust our requests accordingly. We provided a sabbatical leave for our previous minister and would expect to provide it for our new minister as well.

What expectations, however silent, may there be about the minister's family and personal life?

We expect the minister to decide how or whether to share personal interests and family with us.

Describe the worst mistake your new minister could make:

The worst mistake our minister could make would be to become incapacitated due to over work and over commitment, i.e., burnout.

Current clergy and staff (include all paid staff):

Position:	Date of hire/call:	F/T or hrs. per week:	Covered by health plan?	Covered by retirement plan?	Annualized Compensation (S&H for clergy)	Supervised by/ reports to:	Is staff member a church member?
<u>Interim Minister</u>	<u>8/08</u>	<u>FT</u>	<u>yes</u>	<u>yes</u>	<u>58101</u>	<u>Board of Trustees</u>	<u>no</u>
<u>Director of Religious Education</u>	<u>8/09</u>	<u>13</u>	<u>no</u>	<u>no</u>	<u>16848</u>	<u>Interim Minister</u>	<u>no</u>



Ministerial Settlement System
 Congregational Record: Page Four

Congregation name: Mission Peak UU Congregation Fremont, CA

Please complete Tables I-III quinquennially since 1975 and annually for the last five years.

Table I Membership, Attendance, and Pledging	<u>ADD A RECORD</u>
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Year Ending	Data Represents	Months	Adult Members	Average Adult Sunday Attendance	Children & Youth Enrollment	Average Children & Youth Attendance	No. of Pledge Units	Total Operating Pledges	Operating Pledge per pledge Unit (col 6/col 5)
<u>2009</u>	<u>a twelve-month year</u>	<u>12</u>	<u>117</u>	<u>59</u>	<u>42</u>	<u>16</u>	<u>73</u>	<u>125754</u>	<u>1722</u>
<u>2008</u>	<u>a twelve-month year</u>	<u>12</u>	<u>112</u>	<u>59</u>	<u>53</u>	<u>16</u>	<u>71</u>	<u>132247</u>	<u>1863</u>
<u>2007</u>	<u>a twelve-month year</u>	<u>12</u>	<u>117</u>	<u>56</u>	<u>60</u>	<u>19</u>	<u>76</u>	<u>122985</u>	<u>1618</u>
<u>2006</u>	<u>a twelve-month year</u>	<u>12</u>	<u>106</u>	<u>52</u>	<u>54</u>	<u>21</u>	<u>64</u>	<u>117608</u>	<u>1838</u>
<u>2005</u>	<u>a twelve-month year</u>	<u>12</u>	<u>104</u>	<u>49</u>	<u>51</u>	<u>20</u>	<u>60</u>	<u>115408</u>	<u>1923</u>
<u>2000</u>	<u>a twelve-month year</u>	<u>12</u>	<u>81</u>	<u>46</u>	<u>45</u>	<u>28</u>	<u>69</u>	<u>78050</u>	<u>1131</u>
<u>1995</u>	<u>a twelve-month year</u>	<u>12</u>	<u>57</u>	<u>40</u>	<u>41</u>	<u>20</u>	<u>37</u>	<u>33754</u>	<u>912</u>

Table II Sources of Operating Income

Year Ending	Total Operating Pledges	Other Contributions	Fundraising Events	Endowment Investment Income	Building Rentals	Other Income	Total Income (sum of 1...6)	Total Endowment
<u>2009</u>	<u>125754</u>	<u>20469</u>	<u>10788</u>	<u>0</u>	<u>0</u>	<u>1649</u>	<u>158660</u>	<u>0</u>
<u>2008</u>	<u>132247</u>	<u>7949</u>	<u>7269</u>	<u>0</u>	<u>0</u>	<u>237</u>	<u>147702</u>	<u>0</u>
<u>2007</u>	<u>122985</u>	<u>8969</u>	<u>7728</u>	<u>0</u>	<u>0</u>	<u>568</u>	<u>140250</u>	<u>0</u>
<u>2006</u>	<u>117608</u>	<u>6207</u>	<u>9349</u>	<u>0</u>	<u>0</u>	<u>276</u>	<u>133440</u>	<u>0</u>
<u>2005</u>	<u>115408</u>	<u>5581</u>	<u>9313</u>	<u>0</u>	<u>0</u>	<u>167</u>	<u>130469</u>	<u>0</u>

<u>2000</u>	<u>78050</u>	<u>4500</u>	<u>4125</u>	<u>0</u>	<u>0</u>	<u>875</u>	<u>87550</u>	<u>0</u>
<u>1995</u>	<u>33754</u>	<u>3192</u>	<u>226</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>37172</u>	<u>0</u>

Table III Operating Expenses

Year Ending	Building & Grounds & Utilities	Minister's(s)' S&H	Minister's Benefits & Professional Expenses	Other Staff Compensation	Religious Education	Social Justice & Service	Debt Service	Other Current Expenses	Total Expenses (sum of 1...8)	Total Debt
<u>2009</u>	<u>31746</u>	<u>53455</u>	<u>29514</u>	<u>31736</u>	<u>2202</u>	<u>32</u>	<u>0</u>	<u>20808</u>	<u>158025</u>	<u>0</u>
<u>2008</u>	<u>24648</u>	<u>36720</u>	<u>36140</u>	<u>31107</u>	<u>3508</u>	<u>1377</u>	<u>0</u>	<u>14202</u>	<u>147702</u>	<u>0</u>
<u>2007</u>	<u>14397</u>	<u>34458</u>	<u>33188</u>	<u>30728</u>	<u>1179</u>	<u>450</u>	<u>0</u>	<u>25850</u>	<u>140250</u>	<u>0</u>
<u>2006</u>	<u>12356</u>	<u>37830</u>	<u>31187</u>	<u>27692</u>	<u>1331</u>	<u>0</u>	<u>0</u>	<u>23045</u>	<u>133441</u>	<u>0</u>
<u>2005</u>	<u>11449</u>	<u>42516</u>	<u>30909</u>	<u>26498</u>	<u>1388</u>	<u>0</u>	<u>0</u>	<u>17709</u>	<u>130469</u>	<u>0</u>
<u>2000</u>	<u>7300</u>	<u>48000</u>	<u>0</u>	<u>20817</u>	<u>1886</u>	<u>100</u>	<u>0</u>	<u>9447</u>	<u>87550</u>	<u>0</u>
<u>1995</u>	<u>5048</u>	<u>17093</u>	<u>0</u>	<u>4575</u>	<u>2599</u>	<u>0</u>	<u>0</u>	<u>7857</u>	<u>37172</u>	<u>0</u>

Explanation of anomalies in any of the above tables is welcome.

Notes: Church year is July 1 to June 30. 2009 data as of 6/30/09.
 Building & Grounds \$ Utilities is facility rental and phone expense