

**Congregation name**

Humboldt Unitarian Universalist Fellowship

**Congregation City, State, Website**Bayside, CA, [www.huuf.org](http://www.huuf.org)**Contact person**Primary e-mail [ms@huuf.org](mailto:ms@huuf.org) ; Richard Kossow [richardk@humboldt1.com](mailto:richardk@humboldt1.com) 707-826-1227Berti Welty [bertijo@humboldt1.com](mailto:bertijo@humboldt1.com) 707 476-0654Fellowship Office [office@huuf.org](mailto:office@huuf.org) 707.822.3793 and website <[www.huuf.org](http://www.huuf.org)>**Ministry title** Contract Minister **Starting date** August 2012 or ASAP**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:** 143 active members, 8 pledging friends**Av. Sunday attendance:** 94 [last 8 months] 54 [for July & Aug. 2011]**Religious Education Enrollment: Children** 46 **Youth/Teens** 12**Average RE attendance: Children** 21 **Youth/Teens** 6**Total operating expenditures:** 2010-11 \$132K **Total operating pledge income:** 2010-11 \$109K

projected thru June 2012 2011-12 \$171K 2011-12 \$131K

tentative budget 2012-13 \$179K 2012-13 \$137K

**Number of pledge units** - 107**How many Sunday services?** At present, single service throughout the year.**Others during the week?** none regularly**How many months per year is the church at full operating capacity?** 9 months, 3 months modified schedule**Describe the character of the surrounding community:** Rural university town**UUA District:** PCD **District Executive:** Rev. Robert Latham**UUA Annual Program Fund Contribution:** \$ 8120 **Fair Share?** yes**Ministerial Settlement Rep.:** Robert Miess [Bob@FloweringEnterprises.com](mailto:Bob@FloweringEnterprises.com) 408-781-7073**Compensation Consultant:** Dawn Bateman [dawn.bateman@sbcglobal.net](mailto:dawn.bateman@sbcglobal.net) 530-273-6471**Provide here your profile of the minister you seek (500 words recommended):**

Having had a half-time consulting minister for the past year, we have experienced the energizing effect a minister can have within a congregation. Our sense of community has increased, which has inspired members and friends to become more involved in the Fellowship community through the giving of their time, talents and financial support.

We are looking for someone who can assist us in continuing that forward momentum. While we grieve the loss of our minister, with whom we had bonded, we understand his need to geographically relocate. We release him in love. We are now ready to partner with a new minister in a synergistic shared ministry.

Helping us to continue the transition from having been lay-led to working in partnership with professional ministry requires unique skills and patience. We are seeking a minister who is grounded in the knowledge of how to work closely with congregations and individual members so that all feel honored and a part of a vibrant whole.

This versatile multi-talented minister would be in Fellowship with the UUA [or be a candidate for Fellowship, having completed both the internship and the Clinical Pastoral Education]. While we are initially offering a half-time minister contract, we are seeking a person who would welcome the opportunity to grow with our congregation.

Our minister must be able to deliver thought-provoking and inspiring sermons. We would look to our minister to instill in us a sense of spirituality and social justice, finding wisdom from a variety of sources, different religions, literature, humanities, sciences, the arts and the natural world. Historically we have sought a balance of focus in our services among spiritual, intellectual, and social justice objectives.

We would like a minister to present 1 ½ to 2 services a month. Further, our minister would represent us in the wider community. We feel that such ministerial community involvement helps to attract new members and to revitalize existing membership. Our minister should work closely with our Caring Circle, also providing pastoral counseling, care, and support to the Congregation.

We would expect this individual to be knowledgeable, flexible, enthusiastic, warm and caring, a good listener and able to empathize. Many in our congregation are seniors; we need our minister to be a counselor in time of need and compassionate in time of loss. Equally important would be the ability to relate to people of all ages. We have a strong RE Program and feel the need to continue to integrate the young families into our general activities. Our teens and young adults must also be able to relate to our minister.

Within the limits of time, we seek a minister who would consult in major decision making, participate in varied events and become an integral part of the Fellowship community.

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

Since our founding in 1953, members have met to plan each stage of our development. Together, we have completed almost every endeavor we undertook. Every time the latest goals were reached, we embarked on a new exploration of what we wanted to do next.

Our congregation is a blend of the old and the new, the young and the young at heart. We are a Welcoming Congregation and actively participate in Social Action. We love to socialize and learn together, seeking spirituality, wisdom, friendship and support. A few of us have been around since our beginning in 1953, and visitors are also arriving every Sunday. We have an active Membership Committee that works to welcome visitors, provide Inquirer Meetings and involve members in the work and fun of the Fellowship.

We come from many religious perspectives, including Humanist, Buddhist, Pagan, Muslim, Atheist, Agnostic, Christian and Judaic. Some members continue to participate in more than UU traditions.

We have an engaged Social Action Committee with some members claiming that is the only reason they attend Fellowship. We have a strong RE Program with a half-time RE Director. The families of RE are supportive of the Program and have an established network of support and socialization. We have an active Teen Group and employ a part-time Teen Director. Music has always been an important part of our congregational life. We employ a pianist and part-time Choir Director.

Our Fellowship is greatly influenced by the unique environment of Humboldt County where the redwoods meet the ocean. It is home to one of the most environmentally aware universities in the world with high interest in the arts and outdoor activities. The Humboldt area is transitioning from a natural resource-based economy to an entrepreneurial, tourist, and information-based economy. Our Humboldt Bay region consists of Arcata, Eureka and several other small cities and communities in a mostly rural setting. We are about 300 miles from both the San Francisco bay area and Eugene, Oregon. We are culturally lively and quite self-sufficient. Humboldt State University forms the fulcrum of this remarkably liberal, environmentally aware community in a wildly beautiful and challenging terrain.

We were lay-led for a number of years during which time our membership included retired ministers who were very active and involved. In 2005 we hired Karen Harris, a Religious Studies instructor at Humboldt State University, as a quarter-time minister. She was not in Fellowship with the UUA. After working towards Fellowship for two years, she decided not to continue in a ministerial vocation. We returned to being lay-led for the next three years and were slowly losing a sense of community. Members were drifting away.

However, after we hired Dennis Reynolds as our part-time consulting minister in the Fall of 2011, that momentum shifted. With his help, we are returning to being a vibrant loving community that nourishes the spirit and motivates involvement. He has helped us transition from a founding-member centered leadership to one that is ready for shared ministry. Members who had drifted away are returning. New people are staying and becoming involved.

In addition, for the last year we have been consciously working on implementing the recommendations from the June 2011 Needs Assessment Evaluation<sup>1</sup> conducted by Mary Gleason, UUA Stewardship Consultant. Among other things, we are working on transitioning from being primarily transactional in our interactions to being transformational. We are trying to become more effective, rather than focusing on efficiency. We are examining the inclusivity and exclusivity of various congregational groupings. We are slowly transitioning from a Family sized congregational structure to Pastoral sized, including employing paid professionals.

---

<sup>1</sup> Link to this study found on congregational website: [www.huuf.org](http://www.huuf.org)

With regret, but understanding of the circumstances that mandate Dennis Reynolds' departure, we resume the quest for the minister with whom we will partner.

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

The contract minister will not supervise other staff at this time. The minister will be expected to work clearly and cooperatively with other staff.

**Congregational History**

**How and when was the congregation founded?**

The first Unitarian society in the area was founded in 1905. Its church building, located at Ninth and E Streets, Eureka, was dedicated in 1909, and was active until 1918 at which time it was closed, a casualty of World War I. Thirty-five years later, in 1953, a Unitarian fellowship was organized by several families associated with Humboldt State University who wanted liberal religious education for their children. They first met in private homes and later in the Native Sons of the Golden West on Third Street in Eureka.

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

In 1958 meetings were moved to the "old, cold, and mold" of Finnish Hall at 623 Third Street, Eureka. This stalwart little group of young, dedicated, but not affluent founding members soon embarked on a building program. Visionary yet practical, they designed a building that could be sold as a home should the experiment prove unworkable. The building was dedicated in 1962 and nobly served for twenty-eight years.

During that time the Fellowship had a proud history of courageous leadership from its members and its ministers. It provided spirituality, warmth, stimulation and companionship to its members and service to Humboldt County and the larger community. During the civil rights movement of the 1960's, our African American minister, Lewis McGee walked in the historic march at Selma, Alabama. In the 1980's we were a Sanctuary Congregation for a Latin American family.

As our Fellowship grew, new members joined with original families and our building exceeded its limits of capacity and became "stuffed, jammed, and crammed." Like the earlier brave group, we determined to house ourselves anew. We undertook a needs clarification, a capital campaign, and land and building design studies. The Fellowship created a beautiful architecturally-designed building in a wonderful setting in Bayside and moved in on August 21, 1993.

Between 1993 and 2005, the congregation was lay-led, with the assistance of Bob Botley and Byrd Helligas, retired UU ministers, who were members of our congregation. While many members wanted a return to professional ministry, prior financial commitments to the facility necessitated delay. After the period of part-time ministry with Karen Harris, we returned to being lay-led. In November 2011 we celebrated a return to professional ministry when we hired Dennis Reynolds to assist us in that transition. Our congregation's desire to continue a shared ministry was confirmed by that experience.

**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):**

Dennis Reynolds (11/ 2011-6/ 2012) Completed contract. Accepted a contract close to his terminally ill relative. Karen Harris (2005-2008) Completed an extended contract before she decided to focus on other pursuits.

Albert Thelander (1979-1993) Retired with a memorandum of understanding and sabbatical leave

Shawn (Bud) Nichols (1975-1978) Resigned and left ministry

Joy Atkinson (1974-1975) Limited contract

Michael Dickerson (4/1973- 6/1973) Temporary interim minister

Horton Colbert (1967-1972) Death

Lewis McGee (1965-1966) Resigned for health reasons

## **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?**

The congregation has not, in recent years, engaged in a deliberate missioning process. Our Aspiration, reaffirmed as we recite it with depth and feeling on Sunday mornings, is “May love be the spirit of this Fellowship. May the quest for truth be its sacrament, and service be its prayer. To dwell together in peace, to seek knowledge in freedom, and to help one another in fellowship. This is our aspiration.”

We seek to create a community of extraordinary freethinking people in the Humboldt area. We are a Fellowship that promotes compassionate values and action while supporting spiritual growth.

## **Congregational Strengths:**

In 2011 the Fellowship was selected by the readers of ‘The NorthCoast Journal’, a local weekly newspaper, as the “Best Church in Humboldt County”. As the Sept. 22, 2011 news article states

“Come Christian, Come Jew. Come Atheist. Come Pagan. Come Humanist. Come You. Come *All Of You*. “We, as a Fellowship,” say the Humboldt Unitarian Universalists, “affirm our covenant to explore and embrace openly the fundamental mysteries of existence, to nurture a sense of family, and to enhance the quality of life for ourselves, our children, and the larger community.”

They are religious pluralists. And monotheists. Keen on social justice and world peace and marriage equality and neighborly love and all that good stuff. Maybe not some folks’ cup o’ tea. But clearly absolutely the cup o’ Joe for most folks who voted.”

We are located in a very strong progressive community from which to draw members. Many Unitarian Universalists have relocated to the area due to its life style and natural beauty. The university community offers diverse cultural and educational experiences. The area will support a dynamic growing Unitarian Universalist congregation that has ministerial presence. Our congregation clearly embraced the opportunity to work in collaboration in shared ministry with Dennis Reynolds.

We have a rich history, current members who have been an ongoing part of that history, and a remarkable facility located in a beautiful creek valley. The wider community is welcomed to participate in HUUF events and to rent our facility for various purposes, from Sufi dancing to weddings, from meetings to concerts. We have strong RE, Social Action and Music Programs. Many lay-leaders have guided us in our growth and stabilized us in times of concern. We built a beautiful facility even when we were told by advisers that we “couldn’t swing it.” We are now nearly debt free of building expenses and purchasing costs for our seven acres.

Participation in HUUF has given many of us friendship, support, and a sense of community over the years. There are active men's and women's support groups, some of which have met for more than fifteen years. We have special interest groups and circle suppers. We recently had a weekend women's retreat which was a resounding success and strengthened our bonds.

We have a "can do" attitude, seizing on individual tasks, such as building an RE wing, planting and maintaining memorial and greeting gardens, installing solar panels, and becoming a Welcoming Congregation, then accomplishing them. We have a willingness to seek outside advice, as demonstrated by our Spring of 2011 UUA Needs Assessment, the recommendations of which we are actively striving to implement.

With the recent guidance of professional ministry, the congregation is willingly participating in a deepening of the worship experience. This has included times of shared silence as well as joyous song. The music program and its integration as an integral part of the worship experience, has been a part of this deepening. In addition to gifting the congregation with beautiful music the choir provides important peer support for its members.

With ministerial guidance, the Caring Circle has been reestablished and tightened its bonds within the circle itself. This has allowed its members to reach out to the larger congregation to provide greater depth of service. The Caring Circle, while deepening its connection and commitment, still seeks additional ministerial training and support

In addition to networking with like-minded organizations in the area, our Social Action Committee [SAC] is active in the larger community. Committee achievements include developing a support system for a neighboring community called "The Loleta Connection;" coordinating Fellowship members to feed the local homeless shelter once each week; assisting in organizing and attending Peace marches, LBGT, and environmental events, including helping to convince the Humboldt County Board of Supervisors to support gay marriage; establishing a Peace Garden on our Fellowship grounds; coordinating an ongoing book collection for the local jail; and serving monthly Fellowship luncheons to raise money for various charities and food banks. An open letter from the committee was recently sent to the County Board of Supervisors expressing concerns over restrictions to free speech [regarding limits on the Occupy movement demonstrations].

Maintaining continued commitments to these social action projects requires wider involvement than just the SAC. The Social Action Committee may be approaching a time of transition in reassessing how to facilitate the congregation's engagement with our larger community

### **Congregational challenges:**

Our 2008 Future Forum Report <sup>2</sup>[FFR] highlighted the paradox of a congregation wanting professional ministry, but without a clear understanding of how to pay for it. We are focusing on studying our congregation's money raising behavior and potential, hoping to bridge that paradox. As a previously lay-led congregation [and as one who also serves those who were previously unchurched] many members and friends lack knowledge of the costs of staffing. Deepening the understanding of what the actual costs and benefits of fully staffing the Fellowship with trained professionals [minister, director of religious education (DRE), administrator, and musicians] remains a challenge.

However, Members and Friends of the congregation have demonstrated an ability and willingness to commit to the financial well-being of the Fellowship through successful capital campaigns. Success in our most recent canvass shows an increased willingness to invest in ministry and other on-going operational costs. Our Spring 2012 pledge drive for 2012-2013 was successful. Although our largest donor moved from the area, we still increased our pledges by about \$15,000, or a 9.3% increase.

---

<sup>2</sup> Study can be accessed through congregation's website: [www.huuf.org](http://www.huuf.org)

Before Dennis' arrival, we saw a diminishing sense of community with not enough members and friends feeling that the Fellowship is their home, an important source of well being that they want to support with their time, talents and financial abilities. Our membership is generous with their support for many local causes and organizations. We are active in Social Action issues and raise money through lunches and special offerings for charity. We support UUSC and UUA efforts whenever possible, However, there is a clear lack of enthusiasm in giving our time, talents and treasure to our own Fellowship. With the leadership and sense of cohesiveness our consulting minister Dennis has provided, we are noticing a turnaround.

We are striving to improve our practices in regards to new members and visitors, as well as our pledge drive. A small percentage of our membership does continue to contribute generously, and that is why we are able to function as well as we do.

We've also suffered from a loss of the elders that founded our fellowship, gave us a "backbone" of tradition and practices, and whose dedication always made them say "yes" when asked to volunteer. A downside of the cohesiveness of our elders is what one member called having an inner and outer circle of members, where longtime members were very close and integrated with each other, but new and newer members weren't integrated with this elder group and so felt less welcomed. Thus, newcomers tend not to become as dedicated and committed as the founders/elders were. We are learning how to invite new members, or those who have been more on the periphery of the congregation, to fully embrace and be embraced by the congregation. Primarily due to a lack of volunteers to coordinate such activities, we were lacking a significant number of events to bring us together in community. Recently individuals have coordinated activities such as a women's retreat, ice cream social, Re-fashion show, pot lucks and Valentines dance. These were well received and are reaping rewards of community connections.

We went through a difficult time of recruiting volunteers for on-going committees, which with the help of professional ministry, appears to be turning around. People are beginning to step forward. As we commit funding towards professional ministry, prior proposals to have volunteer coordination become a staff function have not been implemented.

The June 2011 UUA Assessment Evaluation noted a need for us to become transformational rather than transactional, stressing effectiveness rather than efficiency, and becoming more inclusive.

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

Hiring a contract minister and continuing the transition from being a lay-led to shared ministry are our congregations most pressing issues. Continuing to strengthen our bonds of community and commitments of time, talents and treasure are crucial to our health and vitality. As per the recommendation of the Needs Assessment Study, we need to focus energy into the work of the membership committee. Money, aging demographics, lack of racial, economic and ethnic diversity, plus maintaining a working consensus continue to be important to our well-being.

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

Developing and growing the next generation of leadership who will assure that the living tradition of this Fellowship will continue to flourish is vital. We need to become more attractive and welcoming to larger numbers of this fertile liberal community, including its student and young adult communities.

### **What congregational issues may never be resolved?**

We are a geographically isolated congregation. We are 6 hours' drive from the S.F. area, and the nearest UU congregation is a 4 hours' drive. Air travel is costly. As long as air travel is limited and expensive, geographic isolation will always be an issue.

This geographic isolation also separates us from other UUs. Participating in the larger UU community is something we are working on through reading, activities, seeking advice from UUA and PCD and working with our membership.

**To what degree does the congregation possess a dominant theology?**

We would be hard-pressed to identify a dominant theology because we have an ever-changing balance of Humanists and spiritual seekers. Our programs include a variety of speakers: ministerial, academic, and community leaders. The Program and Worship Committee attempts to have a minister twice a month, often from the Bay Area. We seek a well-rounded selection of services to inspire us.

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

Music is a significant part of every service. We have an outstanding Pianist, Choir Director and Choir, as well as many talented musicians in our congregation. The Choir Director is a full-time faculty member at Humboldt State University and often integrates students from HSU in our Sunday service performances. We even like to sing!

Participation in the arts is deeply significant to many active members. An important cadre of women gather monthly for an art group. Art work is displayed in the sanctuary year-round. We have art and crafts groups and include art shows in our activities. Each year we have a members-only art show and are pleased to recognize our many artists. Our children are encouraged to develop their artistic skills in our RE Program. Drama is also encouraged in our RE Program, with children and teens presenting plays/performances during the year.

**Describe the religious education programs for children, youth and adults**

Our RE Director of more than fifteen years is a Mentor Teacher at HSU's Early Childhood Education program. We completed a new RE facility in 2002. Our Children's RE Program is a definite drawing card to our Fellowship. We have, in addition to our half-time RE Director, several experienced volunteer teachers and assistants plus a network of supporting parents. Each month the RE Program has two Sundays of curriculum (selected from UUA programs as well as developed by our RE Committee); one Sunday is devoted to social action activities and one to group worship. The Milestone and Coming of Age Programs at the end of the year are designed by the children, teens and teachers and are well attended and celebrated by the congregation.

The RE Committee has established all-Congregation Family Night programs three times a year where we get together to enjoy a dinner followed by activities such as a dance, board games, and holiday activities.

We also have a part-time Teen Director who guides the youth group in their activities. They have taken part in Pacific Central District teen activities [primarily cons] and made many friends outside of our immediate HUUF community.

We have a limited adult RE program. We have offered various Adult RE classes in the past and are currently working to reactivate the Adult RE program. There was an enthusiastic response to the several session book study group held this spring.

Although we are a college town, we currently have no activities for young adults. However, a few college students have been participating with our youth group.

## **Lay Leadership**

### **In practice, are responsibilities for governance widely shared or confined among relatively few members?**

Responsibilities are largely undertaken by relatively few members. The congregation relies heavily on a relatively small pool of volunteers. The congregation has become overly dependant on committed retirees, resulting in burnout. Some individuals have become entrenched in niches and patterns of behavior. We lack a leadership ladder to encourage and support individuals growing in leadership.

Governance mainly rests with the Board of Trustees, but individual committees have a great deal of latitude. We use the consensus model in all decision making; provisions for a vote are in our bylaws. Better training in the consensus process is a continuing challenge.

The governing body of the Fellowship is the Board of Trustees consisting of two co-presidents, a vice president, a secretary, a treasurer and two trustees at large. This body is responsible for personnel decisions, the financing and operation of our organization, including the creation of task forces and committees and the appointing of volunteers for special jobs such as bookkeepers, accountants and newsletter editor. They meet regularly each month as well as for a yearly Board Retreat.

There are many committees that are active at least part of the year. It is hard to estimate how many volunteers are on each committee, and many people serve on several committees. Our committees are suffering from general apathy at this time. The Program and Worship Committee coordinates regular Sunday services throughout the year.

All our committee chairs/ representatives meet as a "Council of Chairs" to discuss mutual activities, concerns and procedures. The Vice President of the Board chairs these meetings.

The primary governing force is the congregation and our decisions are made by consensus. We hold at least two Congregational Meetings each year. As the Needs Assessment study indicates, as we grow in numbers, a transition in decision making processes may be appropriate.

### **Describe the process you used to complete this form:**

- Invited member responses to the more challenging questions (CQs). Initiated with an October 2010 Newsletter article.
- Used a Board of Trustees email thread to write a draft to the CQs. This was a collective exercise.
- Collected membership demographic information and financial history in November.
- Circulated the draft to the congregation during December and January.
- The 2010 search task force finalized the document.
- The Board reviewed, amended as necessary, and approved the form.
- The 2012 search task force updated and rewrote the document.
- The Board reviewed, amended as necessary, and approved the form.

### **Name the committees that have recently had the greatest success:**

The Program and Worship Committee and Social Action Committee have experienced success. The Caring Circle has been reinvigorated.

**Name the committees that have recently had the least success**

Fundraising, finance and Pledge Drive Committees. Our recent successful canvass was coordinated by the Board of Trustees due to lack of a viable Pledge committee.

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

For 2011-2012

\$7,200

\$6,800

\$6,000

\$5,000

\$4,400

\$4,200

\$4,000

\$4,000

\$3,480

\$3,100

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

1991: Purchase of Grounds and Main Building Construction – Total cost \$659,630, with funding from the annual operating budget (\$9,275), capital campaign pledges (\$135,275), lending institutions (\$337,000), individual member loans (\$57,000 and \$19,080), and a \$100,000 UUA loan. Balance of Debt = Now paid in full

2002: RE Building Loan (Not a capital campaign)

Financed by contributions and loans by Fellowship members = 97,500; Balance \$37,699

2008: Building Improvement Loans -- \$35,000 Balance

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

Our facility is in very good condition, with an ongoing, modestly-funded maintenance program. It is fully accessible. Future plans include modification of the foyer and construction of an administration building.

**Ministry****Describe the process by which the minister will be called**

Preliminary screening of prospective candidates will be conducted by the Search Task Force. The top candidates' packets will be forwarded to the Board, which will select and work out the details.

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

The 2010 search task force was reconvened [interested volunteers who were reviewed and appointed by the board]. Members not wishing to continue were replaced by board appointments.

**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
- ( 3 ) Adult religious education
- ( 1 ) Children's religious education
- ( 2 ) Committee structure/Volunteerism
- ( 4 ) Community building
- ( 1 ) Denominational activities
- ( 1 ) Facilitation
- ( 3 ) Stewardship - fostering generosity
- ( 2 ) Home visitation/ Hospital calling
- ( 3 ) Leadership
- ( 4 ) Membership growth
- ( 1 ) Music and liturgical arts
- ( 2 ) Pastoral counseling
- ( 4 ) Preaching
- ( 2 ) Scholarship
- ( 3 ) Social action
- ( 2 ) Spiritual guidance
- ( 1 ) Staff relations
- ( 4 ) Worship/Help with Program and Worship
- ( 1 ) Youth work
- ( ) \_\_\_\_\_

NOTE: We were uncomfortable with the forced choice nature of this section as our needs will vary from time to time

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

Our long history of lay leadership provides a rich and varied experience of working with many ministers. In 2005 we hired Karen Harris, M.Div. Harvard and an instructor in Religious Studies at our local university, as a part-time consulting minister. We supported her by establishing a Ministerial Relations Committee which helped her complete a number of the requirements of UUA candidacy.

Recently, although being disappointed that our minister, with whom we had bonded and who was instrumental in revitalizing our Fellowship, was leaving us, we understood his need and supported him in his transition to another UU congregation close to his terminally ill sister-in-law. Contingency plans were also being made to accommodate his need to spend considerable time elsewhere, were he to continue with us.

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

That the minister's personal life be conducted in a way consistent with UU values, being fair and open in all exchanges, both within and without the congregation.

### **Describe the worst mistake your new minister could make:**

Being dogmatic. Because we have been a lay-lead Fellowship for so long, establishing a cooperative relationship with the board and congregation is crucial to a successful ministry.

Note: Referring to the Fellowship as a church will alienate some members.

**Current Clergy and Church Staff (include all paid staff and interim minister, if any):**

Position	Date of hire or call	F/T or hrs per wk	Covered by health plan?	Covered by retirement plan?	Annualized compensation (S&H for clergy)	Supervised by/ reports to:	Is staff member a church member?
Consulting Minister	Nov. 2011	half-time	yes	no	38,500	B of T	no
Administrator	June 2010	30 hrs/wk	no	yes	22,308	B of T	no
RE Director	June 1996	20 hrs/wk	**	yes	18,916	B of T	yes
Pianist	July 2003	na	no	no	4,000	B of T	yes
Choir Director	July 2009	na	no	no	4,320	B of T	yes
Childcare Coordinator	July 2009	na	no	no	2,100	B of T	no
Teen Director	July 2010	na	no	no	2,700	B of T	no
			**Opted for additional compensation				

Source: HUUF 2010-11 adopted budget

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

**Table I Membership, Attendance, and Pledging**

Year ending	Data represents	Months	Adult members	Avg adult Sun attend	Child & youth enroll	Avg child & youth attend	No of pledge units	Total operating pledges	Oper pledge per pledge unit
Jun 2012	12 mo yr	12	142	94	43	21	116	115,000	1025
June 2011	12	12	145	89	55	21	106	116,074	1036
Jun 2010	12 mo yr	12	144	81	66	19	118	115,872	982
Jun 2009	12 mo yr	12	156	86	61	19	110	116,307	1057
Jun 2008	12 mo yr	12	160	93		24	122	112,540	922
Jun 2007	12 mo yr	12	175	93	58	17	115	104,399	908

Jun 2006	12 mo yr	12	191	112		22	152	110,087	724
Jun 2005	12 mo yr	12	189				158	107,240	679
Jun 2000	12 mo yr	12	177				143	82,318	576
Jun 1995	12 mo yr	12	152				116	71,971	620
Jun 1990	12 mo yr	12	138		40				
Jun 1985	12 mo yr	12							
Jun 1980	12 mo yr	12							
Jun 1975	12 mo yr	12							

Source: HUUF Membership Committee

**Table II Sources of Operating Income**

Year ending	Total operating pledges	Other contrib.	Fundraising events	Endowment invest inc	Building rentals	Other inc	Total inc	Total endow
Jun 2012 projected	115,000	6,000	3,000		8,500	38,662*	171,162*	---
Jun 2011	108,681	6,186	9,407		6,332	8,970	139,576	32,137
Jun 2010	114,391	6,355	2,369	1,470 #	7,500	8,978	139,593	30,982
Jun 2009	105,972	6,080	518		7,110	1,288	120,968	
Jun 2008	110,059	6,164	9,812		6,814	-31	132,819	
Jun 2007	107,269	5,954	4,259		8,652	6,728	132,865	
Jun 2006	104,399	5,401	11,610		12,912	2,192	136,514	
Jun 2005	102,183	3,016	12,171		8,846	614	126,830	
Jun 2000								
Jun 1995								
Jun 1990								
Jun 1985								
Jun 1980								
Jun 1975								

Source: HUUF Financial Reports

# for the period 1/1/2008 to 11/15/2010;

**Table III Operating Expenses**

Year ending	Bldg, grnds, utilities	Minister S&H	Minister profess exp	Other staff comp	RE	Soc justice & ser	Debt service	Other curr exp	Total exp	Total debt
June 2012 projected	17,355	25,000	1,000	61,521	4000	3000	11,587	47,700	171,163*	-----
Jun 2011	19,342			57,945	3,544	3,500	11,584	36,197	132,112	69,365
Jun 2010	17,795	0	0	56,733	4,300	3,500	11,587	37,852	131,767	69,051

Jun 2009	20,945	6,094	0	37,691	4,010	3,000	8,520	31,484	111,744	74,941
Jun 2008	16,947	0	0	37,687	4,970	2,200	10,453	58,477 <sup>3</sup>	130,734	56,985
Jun 2007	19,590	0	0	37,178	4,641	1,500	17,692	57,502 <sup>4</sup>	138,103	66,989
Jun 2006	17,021	0	0	27,845	5,051	1,000	20,401	54,461 <sup>5</sup>	125,779	84,723
Jun 2005	17,947	0	0	29,129	3,509	1,000	34,817	32,226 <sup>6</sup>	118,628	93,099
Jun 2000										
Jun 1995										
Jun 1990										
Jun 1985										
Jun 1980										
Jun 1975										

Source: HUUF Financial Reports – 4<sup>th</sup> Quarter

### Explanation of any anomalies:

\* The dramatic differences between the figures for the years ending in June 2011 and June 2012 were due to the fact that we hired a minister, and paid for much of that with reserve funds which we had previously set aside for that purpose. The next budget also relies on about \$23,000 of reserve funds, but that too was planned.

<sup>3</sup> \$26,939 placed into the Ministerial Reserve Fund in 2007-08

<sup>4</sup> \$22,299 placed into the Ministerial Reserve Fund in 2006-07

<sup>5</sup> \$23,896 placed into the Ministerial Reserve Fund in 2005-06

<sup>6</sup> \$5,575 placed into the Future Fund in 2004-05