



graceuccnj.org

Dear Family in Christ at Grace United Church of Christ,

What an incredible year we've had. It has been my distinct honor and pleasure to serve as your Council Moderator during this amazing year. What started as 'business as usual' quickly transformed into what we now call, "a new normal." Phrases like, "social distancing" and "under quarantine" have become a part of our vernacular while wearing masks and eschewing our hugs have become part of our physical beings. We started this year worried whether Grace UCC would survive this year of pandemic and ZOOM services, and I am beyond proud to report that not only did we survive, WE THRIVED!

Early this year, some of our congregants traveled to Puerto Rico to help clean up and rebuild after the hurricanes of 2019. In true GRACE fashion our congregation supported this effort by raising \$2,000 to help rebuild the roof of a church.

With intense gratitude, love and continued faith, we bid adieu in February to our previous Moderator, Mike Sisco, as he and Selma picked up stakes and moved to Pennsylvania. The congregation continues to hold them up in prayer and looks forward to continued worship together.

It was in March that the pandemic hit. Coronavirus precautions began to creep into our conversation, and plans had to be made to continue our services as safely as possible. Initially, we thought we could continue to gather in person. Provisions of hand sanitizers and elbow bumps along with individual communion cups were discussed. Then – quarantine. How could we continue to support each other in this crazy new environment? Pastor Dan and I had many conversations around the use of ZOOM to continue our worship together as a community. We made baby steps at first, learning more and more about the technology and best practices as we gained experience. I must say, our ZOOM services have proven to be a lifeline for me, personally. The ability to stay in touch with my worship family made the long days of quarantine bearable. I'd like to thank Pastor Dan, the Grace Council, and the entire congregation for their continued support and enthusiasm for this new way to gather. It is also exciting to see worshipers gathered from the far corners of the USA – California, Florida, Texas, Maine & Minnesota. Our attendance, in fact, is hitting an all-time high!

One of the conversations at the April council meeting was the continued support of our Grace family when we couldn't physically be together. It was then that the seeds for "Narratives of Healing" was born. Led by Don Manning, Council wanted to create an enshrinement of what we have learned during quarantine while compiling a narrative which will live on after the pandemic ends. Thus, a survey was created, and responses came in. A summary of these responses is available on our website, and I encourage everyone to read them through. The Narratives of Healing survey remains open, and congregants are encouraged to submit responses; there are no limits to the number of times responses can be sent.

One of the pitfalls of our early quarantine service life was the suspension of our laity service program. Asking our congregants to lead services and provide messages via ZOOM is a very different experience than in-person volunteerism. In true Grace fashion, however, I am very happy to report that the laity program suspension was quite short lived and is back in full swing, now being led by Carol Johnson.

Please reach out to her directly if you feel the call to serve as either service leader or message giver. We also continue to thank our laity leaders of The Table. Bill Taylor, Marianne Fimbel, and Jack Johnson have stepped back into their roles seamlessly and with great love.

While we can't foretell the future and can't predict when we will all be back together again in person, there are exciting opportunities to stay connected with your Grace family:

- Wednesday Night Bible Studies continue, led by Dan
- Men's Breakfasts have started up again; socially distanced and masked
- Women & Wine will be re-established in the coming months for a ZOOMed gathering
- Missions Opportunities continue!
 - Supermarket Gleaning (distribution of excess food to those in need)
 - RARE (Rapidly Accelerated Research Experience) at Lehigh which focuses on supporting/encouraging underrepresented students in the STEM field.
 - Annual Coat Drive
 - Furniture and clothing collections for homeless families in Family Promise
- "Get to Know You" profiles are being collected and posted to our website – Please participate! [Contact Kelly O. for details]
- Author visit, ZOOM event: Allison Garcia (date TBD) will discuss her new book Finding Seguridad [her follow-on to Finding Amor, a book we previously read as a congregation]

Finally, of utmost importance, is Council's commitment to social justice. In serving justice and loving kindness, we must make a statement of what we, as a church, stand for. To this end, two new activities were endorsed. The first is the birth of the "Social Justice Digest." Each week, new opportunities and information will be posted to the www.graceuccnj.org website outlining specific activities and actions we as individuals of faith can take in our continued fight against injustices endemic in our society. Secondly, the Grace UCC Justice Committee was formed. This group meets regularly to discuss ways in which the congregation can influence change at a macro-level. The first action will be the distribution of a letter to our local, state and federal representatives with a copy forwarded to the editor of The Democrat. This letter endorses the passage of the Anti-Racism in Public Health Act which would establish at the Centers for Disease Control (CDC) two new programs to address systemic health impacts and police violence. A copy of this letter was presented at a special congregational meeting on October 18 and endorsed. It is also attached to the 2020 Annual Report.

I continue to be excited about the future of Grace United Church of Christ and am overwhelmed at the outpouring of support from our Council and congregation. It is only through your continued commitment to our community that we can proceed into 2021. Please continue to give to Grace; your resources, your time, and your energy. God is here; God loves us; and His Spirit Abides!

In Christ,

Christine Syltevik

Christine Syltevik, Moderator

October 23, 2020



Dear [Congressman Malinowski], [Senator Booker], [Editor of The Democrat],

We have seen the devastating impact of COVID-19 on Black, Brown and Indigenous communities; the violence of police brutality; and the profound disparities in healthcare faced by Black and Brown people. The federal government must declare racism a public health emergency and then take substantial steps toward addressing the deep chasms of inequity that exist in our country. One of the first steps can be passage of the Anti-Racism in Public Health Act (House Resolution HRES-1069/ Senate S4533), which would establish at the Centers for Disease Control and Prevention two new programs to address systemic health impacts and police violence.

As your constituents and as people of faith, we are urging you to support passage of this legislation to commit the federal government to structural change to advance health justice and provide the tools needed to do so. Thank you for considering this important legislation.

Sincerely,

The Congregation of Grace United Church of Christ

Flemington, NJ

2020 Annual Report- Pastor Report

Submitted by the Reverend Dr. Daniel J. Lundquist

INTRODUCTION

Almost sixteen (December 4, 2004) years ago we began the community of Grace United Church of Christ. Sixteen years and many wonderful, exciting, and blessed things have happened in our community.

Serving Justice, Loving Kindness: Grace UCC's mission statement is alive and well. We continue to refer to that statement, along with *No Matter Who You Are or Where You Are on Life's Journey You Are Welcome Here* as we name who and what we are as a church and community gathered together. It has been and continues to be an honor to work with each and every one of you. I truly believe Grace United Church of Christ takes to heart its mission and its vision. As such, we continue to be a welcoming and vibrant community.

The year 2020 has been an eventful one, primarily due to COVID-19 and our need to go online for the majority of our time together. Despite this struggle, both on an individual basis and as a church, our ZOOM experience has been filled with great worship experiences, Bible studies, laity worship, council meetings, and fellowship. It shows how resilient and caring we all can be!

WORSHIP/ SUNDAY

The main component here was the resignation of Shelly in March. She moved on to a new position closer to her home. We are grateful for her ministry. We have been blessed with her gifts as well and wish her well.

Joanne Hardgrove has agreed to be our temporary pianist, but this, too, has been put on hold because of the virus. Despite this, Joanne has participated in many of our Sunday ZOOM worship gatherings, and we are grateful for this, and we look forward to having Joanne with us when we return to in-person worship.

We continue to see wonderful monthly laity worship, where one Sunday per month (usually the last Sunday of each month) we are blessed with the laity leading every aspect of the worship experience. I have enjoyed the different voices and messages as well. This has been met with wonderful praise as we not only hear and give witness to many different voices in the church but give testimony to the concept of "the priesthood of all believers." (If you would like to participate, let Carol J. know as she organizes these Sundays and we are fortunate now to have her in this role. We are grateful for Christine S. having been in this role for years.)

In conjunction with the laity worship, 2020 continues to have three communion leaders on those laity Sundays: Bill Taylor, Marianne F., and Jack J. If you are interested in being a communion leader, please speak with Dan. Thank you all for making Sunday such a wonderful experience!

MISSIONS

As we worship, as we study and learn, we also reach out and help. A simple word for this is "mission".

Two of my favorite passages of the bible are a) Matthew 25: 31 ff. where we are encouraged to feed the hungry, clothe the naked, and visit those in prison; and b) James 2: 14ff. where it states,

“So faith by itself, if it has no works, is dead.” Both of these passages are prophetic and we here at Grace do a lot to make our faith not dead, but alive. Here are but some examples from 2020:

- Pennies and Nickels: This continues to be a great and well-received program. Each Sunday there is a silver, *change bowl* that is sent around during the offering. In it is placed loose change that is later converted to the support of mission projects both local and global. Then, led by Christine O., the children are given a choice of projects to support. Hundreds of dollars have been donated! In the absence of in-person worship, we have received several checks from the congregation supporting this ministry.
- Family Promise (FP): Led by Bill T. we continue to help the homeless in Hunterdon County. From being a support church, to helping raise emergency funds, to helping with moves, we continued our assistance efforts to those in our community who are without homes and/ or struggling to make ends meet.
- Coat Drive.
- EMF Fund: Helping others with medical, food related, etc. expenses.
- Child/ Elder Sponsorship: We, as a congregation, support both a child named Messia via the Christian Children’s Fund and an elder named Ms. Lhako. You get a chance to support this effort each Sunday as a small bag with their names is passed around during the offering. In the absence of in-person worship, we have received several checks from the congregation supporting this ministry.
- Flemington Food Pantry: Led by Elaine, we bring needed items for the local food pantry to church the last Sunday of each month. They are then brought to the pantry and distributed to those who are in need. We continue to see more and more support with this effort, and it is greatly appreciated. Of course, this ended in March but we still support FFP with our prayers and monetary donations. We still have many in our congregation who work with the pantry, including Bill, Duncan, Kelly, Jack, and Maggie. We thank them for their ongoing involvement.
- Coalition for Peace Action: Led by Peter, we continue to be involved with supporting the peace coalition. We are also a co-sponsor of their yearly conference held in Princeton.
- Another wonderful mission project every year is the Angel Patrol program where Christmas gifts are given to families and children. Thank you, Bill T., for leading this effort!
- RARE program: Thank you to Vassie and Bill for this recent support of students who are in need of support.
- We are a “Five for Five” congregation which means we support the greater denomination (UCC) in their five wider offerings, which are:

1: UCC Basic Support (OCWM- Our Church’s Wider Mission): Provides funding from congregations for Conferences and the national ministries of the United Church of Christ (Wider Church Ministries, Local Church Ministries, Justice and Witness Ministries, General Ministries, and Pension Boards).

2: One Great Hour of Sharing (Fourth Sunday in Lent): Channels resources for international programs in health, education and agricultural development, emergency relief, refugee ministries, and both international and domestic disaster response, administered by Wider Church Ministries, Global Sharing of Resources.

3: Strengthen the Church (Pentecost Sunday): Supports leadership for new and revitalizing congregations, programs for youth and young adults, and leadership development for the whole church. UCC Conference and Local Church Ministries carry out these ministries.

4: Neighbors in Need (First Sunday in October): Supports ministries of justice and comparison throughout the United States and Puerto Rico, including the Council for American Indian Ministries (CAIM), justice and advocacy, and direct service projects supported by Justice and Witness Ministries.

5: The Christmas Fund (Sunday before Christmas): Helps provide pension and health premium supplementation to low-income retired church workers, emergency assistance to clergy families in need, and Christmas checks to hundreds of annuitants, as administered by the Pension Boards.

JUSTICE

In addition to Mission Projects we have added a new section to our work- JUSTICE. The council believed it was important to do this in order to live out our calling to better, programmatically, “serve justice and to love kindness”. In other words, it has been felt that the “kindness” part of this phrase is going well, but we could do better in the “justice” area.

As such, we are in the process of working on more justice orientated tasks. A most recent one was to support a legislative issue around health care. More justice issues will be brought forward in the future.

FELLOWSHIP

In addition to these mission projects we have had wonderful fellowship - of course impacted now by COVID. From potlucks, to breakfasts to dinners, we continue to develop and grow, in large part, because of the relationships we share and nurture. Of note:

- Men’s Breakfast: we have now returned to an at least once per month gathering outside in which the men in the church are invited to gather for breakfast at the Country Griddle in Flemington. The socialization and laughter are very welcome.

These mission projects, justice initiatives, and fellowship, speak to our hearts and minds as we seek to be instruments of Christ’s peace and love here on earth.

EDUCATION

- Story Circle during worship for those 2nd grade and below. Thank you, Carol J, for hosting and sharing those important Bible stories! Since March, this has been suspended given the COVID issues.
- Adult Bible Study:
 - Wednesday evening Bible Study meets via ZOOM every Wednesday at 7 pm.

- Anti-Racism Book Reading/ Group: held with the Flemington Presbyterian Church and the Flemington Jewish Community Center via ZOOM every Wednesday morning at 10 am.

These small groups continue to be great gatherings of support as we question, learn and process our faith and life journeys.

COUNCIL

None of the above could have happened without the ongoing support and vision of Grace UCC's council.

Christine S. is our moderator, replacing Mike S. We are grateful for Mike's service and have already been blessed with Chris' leadership.

Kelly O. is our vice-moderator after Mary B. retired after many years of service - thank you Mary! And, thank you Kelly!

Robert D. continues as our secretary - thank you Robert!

Bill T. is our treasurer. We are blessed to have him continue to do all those financial things as needed, oftentimes behind the scenes, of our church.

Jeanne T. is our financial secretary. She continues to do a great job and we are so blessed to have her on the council.

We have added two new members this year to council - Elaine D. and Don M. Welcome back Elaine! Welcome on-board Don!

We have "deacons and trustees" and yet, as we move forward, these roles have become interchangeable and it actually makes church work all that more inclusive! Those on the council except for the above: Jack J., Keith Y., Peggy T., Stein S., Sarah L., and Dan L.

We continue to be indebted to Kelly O. who is our webmaster and blog writer. Thank you, Kelly!

Thank you all on the council for doing those things that are oftentimes done with little recognition.

If you feel called to be a deacon or a trustee, feel free to contact Christine S. or myself. We would love to have you join the council!

CONCLUSION

A lot to report from 2020. All good, all blessings, and all things for which we can be grateful. ZOOM has been not that bad. I apologize if I have left anyone out by name, as I most likely did.

What a great place, what a great vision. What a unique church. Doing church here in and of itself is a mission; being *Open and Affirming is a mission* - let us never forget that. Let us never forget we did not exist until December of 2004. A lot of ground and growth has occurred in these past almost sixteen years. This is a place worthy of our time and our commitments. A place which tries to live its values which are:

No matter who you are or where you are on life's journey you are welcome here.

- We are guided by the teachings of Jesus.
- We make decisions with integrity in accordance with our beliefs.

- We act in the interest of peace and social justice.
- We promote and support opportunities for lay leadership.
- We conduct ourselves in a transparent and ethical manner.
- We maximize our community presence through collaboration and partnership.
- We continually act and reflect as we promote a learning culture.
- We nurture a community of extravagant welcome and hospitality.
- We celebrate our strengths and accomplishments and appreciate our fears and doubts.
- We embrace the diversity of each person's culture and spiritual journey.
- We seek out and use the knowledge and wisdom of our congregation in decision-making.

May we continue to live out these values as a church. May we point to them in all that we do and decide to do in the future. Lives have been transformed with each of the above points. We have discovered so many people's gifts. Let us continue to nurture each other's gifts. Let us continue to share these gifts with the larger community. Let us continue to define how we can continue to share these gifts and continue to be a place where truly ***no matter who you are or where you are on life's journey, you are welcome here.***

This is a special and unique place. God bless. Let us continue to grow and to help transform others from worry to hope, from fear to love (coat drive these next couple of weeks), from rejection to acceptance, from imprisonment to freedom. Let us continue to be agents of love, of salvation. Let us also stand up for those who need defending...

Respectfully and lovingly submitted,

Daniel J. Lundquist

Treasurer's Annual Report for 2020

It continues to be my honor to volunteer with the rest of Council in managing the financial affairs of the church. I am blessed to be aided in my responsibilities by Jeanne Taylor, who handles responsibility for aggregating and paying all our bills on a timely basis. Her contribution is invaluable. She and I are a wonderful team. It allows me to focus on my primary responsibilities of (1) properly capturing and reporting our financial transactions and (2) leading our financial risk management.

Overview of 2020 Results

Partly because of the pandemic, 2020 will end up being a difficult year from a financial perspective. I am projecting our revenue will fall short of expenses by about \$9,000. But that \$9,000 reduction in our surplus is better than what many other religious organizations are doing. **In my opinion, our church continues to be in a solid financial position.** The key areas I would highlight:

A. Attendance

The transfer to Zoom worship services in the month of March improved our attendance.

Avg YTD Attendance	2015	2016	2017	2018	2019	2020
January	41.3	42.8	31.0	33.0	31.5	31.5
February	34.8	38.0	38.5	31.8	29.8	27.3
March	38.8	51.8	34.5	40.0	28.6	34.0
April	59.0	32.3	48.6	45.6	44.3	51.8
May	58.0	39.2	34.0	23.0	29.5	43.2
June	48.0	29.0	48.3	30.0	29.0	36.8
July	40.3	28.2	34.0	29.6	30.0	34.3
August	36.6	34.0	32.8	31.3	24.8	34.2
September	41.0	35.5	31.0	29.0	28.8	37.3
October	49.5	35.0	34.0	29.0	27.0	36.0
Grand Total	44.8	36.6	36.7	32.6	30.2	36.7

Our church has a very good reputation in the community. That good reputation has helped in our efforts to grow our membership. We should continue our efforts to grow our congregation.

B. Balance Sheet

As of October 31st, we have unrestricted assets totaling \$70,750.95 and restricted assets totaling \$12,178.20. The details are shown in the table below.

Grace UCC - Summary of Financial Assets as of October 31, 2020					
Restricted Accounts					
Pennies and Nickels		\$47.46			
Messia / Ms. Lomo		(\$69.56)			
Emergency Missions (cash)		\$5,250.30			
EMF (gift certificates)		\$6,950.00		Prior Year Oct	
Grants		\$0.00		Month End	Prior Year End
Total		\$12,178.20		\$7,248.57	\$6,508.59
Unrestricted Accounts					
Operating		\$1,404.79			
PayPal / Other Receivables		\$3,417.50	YTD interest		
Savings/Money Market		\$63,124.44	\$255.10		
Certificates of Deposit		\$0.00	\$88.73		
Loans		\$4,251.69		Prior Year Oct	
Prepaid assets or (Unpaid obligations)		(\$1,447.47)		Month End	Prior Year End
Total		\$70,750.95		\$83,291.71	\$81,791.06
Total Assets		\$82,929.15		\$90,540.28	\$88,299.65
Net Worth (approximate)		\$70,750.95			

At the end of the 2019, our unrestricted assets were \$81,791.06. The reduction of (\$11,040.11) to \$70,750.95 is representative of our losses so far this year.

C. Mission spending

Our October 2020 year to date mission spending has totaled \$12,687.35. Our mission spending was partly in-kind donations and partly cash, spread over our restricted accounts and regular operating account (as shown below).

1. Pennies & Nickels	\$0.00	Restricted
2. Messia/Ms. Lomo	\$540.00	Restricted
3. Emergency Mission Fund	\$6,928.39	Restricted
4. Operating (cash)	\$980.55	Unrestricted
5. <u>Operating (in-kind)</u>	<u>\$4,238.41</u>	Unrestricted
Total	\$12,687.35	

Here is a more detailed listing of the recipients of our mission spending.

GUCC Oct YTD 2020 Mission Spending		Anticipated in Nov & Dec
Members of our congregation	\$2,398.91	\$350.00
Local non-members	\$4,414.39	\$1,000.00
Puerto Rico (roof repair/replacement)	\$2,000.00	
Flem Area Faith Leaders Assoc		\$250.00
Family Promise	\$2,714.96	\$500.00
America's Grow A Row		\$500.00
Peace Action Committee	\$100.00	
Flemington Food Pantry		\$750.00
Messia/Ms. Lomo	\$540.00	\$108.00
RARE Program (Lehigh)	\$519.09	\$300.00
Central Atlantic Confrence of the UCC		\$5,000.00
Hunterdon Interfaith Outreach Council (heating)		\$250.00
Pennies & Nickels		\$400.00
Year to date total	\$12,687.35	\$9,408.00

Members of our congregation, local non-members and local service organizations (like Family Promise and the Flemington Food Pantry) constitute the largest portion of our mission spending.

Mission related stewardship plea: Mission Spending for the year is projected to be approximately \$22,250. That level of spending is reflective that the need for support in our community persists. Our church has a big heart. Our church is committed to being a beacon of love for families in need, so it is important that our members go beyond their normal year-end catch-up payments. We need to continue to be *generous in our volunteering and in our donations* for the support of others.

D. Grants

We have not been successful in procuring any unrestricted grants for the specific needs of the church. The year is not over. But we are not anticipating a change in those results. Our revenue shortfall relative to our budget is largely due to our lack of success in garnering grants this year. In contrast, our other revenue sources have not been diminished by the pandemic, which is unexpected and very heartening.

E. Staff Management

Our pianist for the last five years resigned effective the second week of March. The payroll expense savings associated with that open position has accumulated to a significant amount.

F. Financial Results

So far this year, we've had an operating loss of **(\$11,383.94)** in our unrestricted account. Because of the pandemic, I don't think it is reliable to use past year end donation patterns to project where we will be at the end of the year. Having acknowledged the reduced confidence level, I project we will end the year with a **(\$9,000)** loss. Our budget for the year was zero (breakeven). So I expect we will miss that budget by **(\$9,000)**. (See pages 13 and

14 for the detail line items. Page 13 is the Unrestricted Accounts information only. Page 14 is both Unrestricted and Restricted Accounts information.)

Please remember, in addition to having total assets (both restricted and unrestricted) of \$82,929.15, we do not have any debt or other significant obligations. So, despite the projected (\$9,000) financial shortfall as a result of the significant economic shock related to the pandemic, we continue to be financially stable. We are blessed to have the generous support from the congregation and the additional financial assets necessary to continue our missions, even if the pandemic continues through most of 2021.

Respectfully submitted,

A handwritten signature in cursive script that reads "Bill Taylor".

Bill Taylor, Treasurer, Grace UCC

Total Unrestricted Accounts Summary Results

Grace UCC 2020 Projected Full Year Financial Results and 2021 Proposed Budget							
		Column A	Column B	Column C	Column D	Column E	Column F
		Oct YTD 2020	Full Year 2018	Full Year 2019	Projected 2020	Budget 2020	Budget 2021
	Revenue						
1	Sunday Offerings	\$74,893	\$120,437	\$99,644	\$101,783.83	\$106,000	\$105,000
2	Other (Golf/AmazonSmile)	\$700	\$432	\$31,142	\$920	\$14,900	\$1,000
3	Restricted (Mes/P&N/EMF/Gran						
4	Total Income	\$75,593	\$120,869	\$130,785	\$102,704	\$120,900	\$106,000
	Expenses						
5	Staff related	\$67,883	\$84,691	\$88,638	\$80,251	\$86,838	\$86,900
6	Office lease	\$6,000	\$8,400	\$8,400	\$7,200	\$8,400	\$7,200
7	Rent FWC	\$7,095	\$7,800	\$7,800	\$8,580	\$8,580	\$8,580
8	Advertising/Website	\$909	\$1,681	\$2,029	\$1,091	\$1,500	\$1,100
9	Missions	\$631	\$10,780	\$13,724	\$9,631	\$8,526	\$8,500
10	EAD/Peace Conference	\$0	\$727	\$1,602	\$0	\$1,600	\$0
11	Insurance	\$2,211	\$2,135	\$2,130	\$2,211	\$2,200	\$2,300
12	Worship/Programs	\$489	\$1,123	\$634	\$587	\$750	\$700
13	Miscellaneous Other	\$1,759	\$4,403	\$3,178	\$2,111	\$2,506	\$2,500
14	Total Expenses	\$86,977	\$121,740	\$128,134	\$111,662	\$120,900	\$117,780
15	Change in Surplus	(\$11,384)	(\$871)	\$2,651	(\$8,958)	\$0	(\$11,780)

Total Unrestricted and Restricted Accounts Summary Results

Grace UCC 2020 Projected Full Year Financial Results and 2021 Proposed Budget							
		Column A	Column B	Column C	Column D	Column E	Column F
		Oct YTD 2020	Full Year 2018	Full Year 2019	Projected 2020	Budget 2020	Budget 2021
	<u>Revenue</u>						
1	Sunday Offerings	\$74,893	\$120,437	\$99,644	\$101,783.83	\$106,000	\$105,000
2	Other (Golf/AmazonSmile)	\$700	\$432	\$31,142	\$920	\$14,900	\$1,000
3	Restricted (Mes/P&N/EMF/Gran	\$13,138	\$4,579	\$30,197	\$13,138		
4	Total Income	\$88,731	\$125,449	\$160,982	\$115,842	\$120,900	\$106,000
	<u>Expenses</u>						
5	Staff related	\$67,883	\$84,691	\$112,638	\$80,251	\$86,838	\$86,900
6	Office lease	\$6,000	\$8,400	\$8,400	\$7,200	\$8,400	\$7,200
7	Rent FWC	\$7,095	\$7,800	\$7,800	\$8,580	\$8,580	\$8,580
8	Advertising/Website	\$909	\$1,681	\$2,029	\$1,091	\$1,500	\$1,100
9	Missions	\$13,769	\$15,359	\$19,921	\$22,769	\$8,526	\$8,500
10	EAD/Peace Conference	\$0	\$727	\$1,602	\$0	\$1,600	\$0
11	Insurance	\$2,211	\$2,135	\$2,130	\$2,211	\$2,200	\$2,300
12	Worship/Programs	\$489	\$1,123	\$634	\$587	\$750	\$700
13	Miscellaneous Other	\$1,759	\$4,403	\$3,178	\$2,111	\$2,506	\$2,500
14	Total Expenses	\$100,115	\$126,319	\$158,331	\$124,800	\$120,900	\$117,780
15	Change in Surplus	(\$11,384)	(\$871)	\$2,651	(\$8,958)	\$0	(\$11,780)