

SUMMARY OF RESULTS

Unity Family Meeting

Monday, December 12, 2005

Pray In

Reverend Alice Anderson prayed the congregation in and introduced congregant and facilitator, Terri Sue Rossi¹. Ms. Rossi also facilitated the first Family Meeting.

Meeting Overview

The facilitator explained why the second Family Meeting was taking place. She explained that near the close of the last meeting, she had given congregants the option of holding a second Family Meeting but neglected to come back at end of meeting and receive direct feedback. She sensed, however, that a second meeting was in order, as did the presenters. Consequently, another meeting was scheduled.

She reviewed the agenda for the evening. She indicated that there would be some additional background information on matters that received a lot of attention at the last Family Meeting. In addition, there would be an update on where the budget stands. Finally, the majority of the meeting will be dedicated to resuming the congregant responses session. At the end of the meeting, the facilitator indicated that time will be dedicated to collecting some specific feedback from congregants using a special exercise to collect that information. The facilitator indicated that a break would be taken about half way through the meeting, if at least half of the congregants so desired.

The facilitator reviewed the work products congregants could expect from the Family Meetings. The first two products have already been posted to the Unity website: the initial congregant responses to Board members following the October letter and the Power Point slides from the November 21st Family Meeting. The Summary of Results from the November 21st Family Meeting are expected to be posted on December 15th and the Summary of Results from this Family Meeting are expected to be posted on January 1, 2006.

The facilitator then provided a definition of a “Town Hall”. She described a town hall as an organized meeting designed to collect and communicate information and to allow people to hear one another. In a town hall style format, everyone gets to hear everything at the same time. She acknowledged that a town hall style might not provide as much detail as a particular person would like, but it provides a starting point for deciding where other deeper conversations can be best focused.

¹ Ms. Rossi is employed by the Central Arizona Project. She is a policy analyst and a trained facilitator. In addition to facilitating this Family Meeting, Ms. Rossi also prepared the Summary of Results. She was not compensated for her services by the ministry or any other party.

The facilitator revisited the ground rules from the last Family Meeting. The ground rules are listed below:

- Be respectful to one another
- Accept criticism positively
- One person speaks at a time
- All questions are smart questions
- Actively listen
- Anyone can request a stop to pray
- Stay on schedule

To these she added one additional rule: to respect the timekeeper during the congregant response session. She asked if any anyone disagreed with any of the ground rules. No one disagreed.

Additional Background Information

Presentation by Mr. Bruce Mosby

Mr. Mosby provided an update on budget performance for the first two months of the fiscal year: October and November. He told the congregants that the ministry has actuals for October, but the November results are draft (although he feels they are a pretty good draft). He indicated that revenues for October were \$302,000 and for November, revenues were \$197,000 for a total of nearly \$500,000. Budget for October and November was \$438,000, so actuals are showing a positive variance of \$61,000.

Regarding expenses, Mr. Mosby indicated that the ministry is looking for expenses to take a down turn now that budget cuts are in place. In October, actuals showed expenses at \$204,000 and in November, expenses are expected to be around \$187,000. Year to date expenses are, according to Mr. Mosby \$392,000. Expenses were budgeted at \$377,000 showing a slight negative variance of \$15,000. Overall, Mr. Mosby reported the financial situation as being \$46,000 ahead of budget. He described this as a good thing, and that the ministry would need to continue this trend to stabilize operations.

Mr. Mosby then reviewed the General Operating Net Expenses/Revenues Chart from the last meeting with the first two months of this fiscal year included on the chart. This year, he explained, the ministry is \$10,000 in the black instead of being \$44,000 in the red at the same time last year. He again described this as encouraging.

Reverend Richard Rogers asked how the surplus helps the church with its cash reserves. Mr. Mosby explained that on October 1st, cash reserves were at \$250,000. Now they are at \$300,000 due to the positive variance. The objective is to reach \$600,000, so there is a ways to go, but the trend looks good. Reverend Rogers wanted the congregants to see how staying in the black trickles down to everything else. He added that the ministry keeps out of trouble by staying in the black. Mr. Mosby added that he meets with the church's bank regularly. When the church's performance is in the red, the bank has to do

a special report to its head quarters. Because of performance over the last year, the bank wanted to meet with the church to talk about the dynamics of the situation. In meeting with the bank, Mr. Mosby disclosed everything that is occurring including the Family Meetings, the budget cuts and the more recent tremendous performance in October. He described this month as really good and thanked congregants for their support.

Reverend Rogers pointed out that while being in the black helps with the cash reserves, it does not address the debt service issue. He reiterated that the church's debt service is \$450,000. He told the congregation that the ministry does not have a plan to address the debt service. He did not want people to forget that addressing debt service is critical. He indicated that things can and must be done about the debt service as it is a big chunk of church's annual costs. Mr. Mosby added that congregants are communicating about how to deal with the debt. Still, he cautioned, the ministry needs a process to bring the congregation and the ministry together to make those decisions. Through this process, the voices of the congregation will be heard and a collective decision can be made about how to eliminate the debt. Mr. Mosby agreed with Reverend Rogers about the seriousness of the debt issue and added that the bank also says this is the key. The church needs a plan to reduce or eliminate the debt as it places a heavy burden on the whole financial statement. As an example, Mr. Mosby commented that money paid for debt service could instead be used for building the reserve.

Presentation by Reverend Rogers

Reverend Rogers addressed some of the staffing issues over the past year. He acknowledged that eight ministers have left. He described this as staggering. Since he could remember, the ministry has been very consistent, but in the last year, eight ministers have left. He indicated that because of this, there have been stories and rumors. He told the congregation that ministers the congregation has loved left, went to other places and left the congregation not knowing why they left. Reverend Rogers wanted to open a space to acknowledge that loss. He further invited the congregation to be willing to move beyond this, because if the focus is on what others are doing then our own spiritual journey is missed. He told the congregation, "Let's move on. Let's move forward." He invited the congregation to say what needs to be said and heal what needs to be healed. He acknowledged that this has been tremendous turnover. The fact that the ministry is still in one piece is a statement about how strong the ministry really is. He explained that most ministries would not survive this kind of turnover. He acknowledged that much of the leaving has not made sense to the ministry. If there are questions that still need to be answered, things that still need to be understood, then he invited further discussion. He cautioned, however, that it may not be possible get all the answers. Sometimes it is not possible to know why spirit calls us do what we do. Sometimes, we must live with a certain level of ambiguity. He concluded his remarks by saying things do not always fit into a box.

Presentation by Mr. Bruce Mosby

Mr. Mosby explained that at the last Family Meeting, there were a number of questions about salary increases at the staff and Senior Minister level. Specifically, a number of congregants asked if Reverend Rogers received the same percent salary increases as staff. Mr. Mosby believes this issue came up because raises for staff have been minimal. Mr. Mosby explained that all staff had a 3% salary increase three years ago. Last year, staff received a 3% bonus. Over a three year period, this means staff received a 2% increase per year. Mr. Mosby explained that Reverend Rogers is paid through a contract with the Board. Over the same period, through his contract, Reverend Rogers received an average of 9% per year. So, according to Mr. Mosby, Reverend Rogers received 9% increases while staff received the equivalent of 2% increases.

Reverend Rogers acknowledged that this sounded terrible. Or at a minimum, it sounded terrible to him. He wanted an opportunity to explain this difference. He indicated that when he started serving on the Board for the Association of Global New Through (AGNT), he realized that compared to ministers of other similarly sized ministries, his salary was considerably lower. For some time, his salary remained low. When he negotiated his last contract with the Board, however, he and the Board agreed to compensate him at the same level as his peers. This is no different than salary adjustments for staff. When a salary is not aligned with the market, then the affected position is adjusted. So in 2004, Reverend Rogers salary was adjusted consistent with his peers, and he received a 27% increase. Reverend Rogers indicated that in September, he took a 25% cut in salary rolling his salary back to the 2001 level. So, what increase he received in 2004, went out in 2005. Reverend Rogers needed the congregation to hear that in context.

Presentation by Reverend Rogers

Reverend Rogers started by saying he needed to apologize to everyone about the television ministry. He acknowledged that he made a commitment he did not keep that if television were not self-supporting the ministry would stop television ministry. He remembered that the commitment was specific to the Syracuse market and not about the Phoenix market. He realized that this is not the way it was brought back to him at the last Family Meeting. Since starting the television ministry, airtime has doubled. Because of this and because of the realization that the commitment to stop television ministry was understood by the congregation to be in all markets, staff has recommended that the television ministry be discontinued until this has been worked out with the congregants. Reverend Rogers indicated that there are other ways to air the message that will continue. He told the congregants that they can get a monthly DVD or they can watch it on the Internet.

Congregant Response Session

The facilitator re-introduced the panel that responded to questions at the last Family Meeting. In addition to Reverend Rogers and Mr. Mosby, the facilitator re-introduced

Board members Georgia McGraw-Ball, Ronda Fisk and Judy Schwiebert. She also introduced the chaplains present and thanked them for serving. The facilitator then explained the instructions for making comments including the addition of a fourth isle for written comments. The facilitator emphasized once again that written comments are as valid as verbal comments. She then opened up the town hall.

Item 1.

CONGREGANT: This congregant explained that she was confused about the timing of events. She explained that this second Family Meeting is occurring before we the results of the first Family Meeting have been posted. She thought it was odd that the second Family Meeting is being conducted before results are posted for the first one.

RESPONSE: The facilitator responded saying that the date for posting the Summary of Results for the first Family was set before the Second Meeting date was planned. Given the holiday schedule and her busy work schedule, December 15th was the earliest the facilitator could complete the Summary of Results for the first meeting. She apologized.

CONGREGANT: The congregant then continued explaining that it is hard to follow whom she should speak to about what in the church. She explained that she had an idea where instead of selling land, the church could do a concept of investing the land without really investing it. She keeps getting the “try speaking to” routine and she is frustrated. She asked whom the best person is to talk to.

RESPONSE: Ms. Schwiebert responded indicating that the Board is in an information-gathering mode. All of this input and feedback is coming back into an information pool. Based on what the Board hears, the Board will be meeting to determine the going forward process. She explained the congregant is having trouble figuring out whom to talk to, because there is no formal communication system in place today. The Board is in the process of establishing such a communication system. Mr. Mosby added that the concept the congregant has raised has been discussed by the Board and is not lost. It will be considered as an option or strategy for paying the debt. Reverend Rogers apologized to the congregant that she did not feel heard in the process.

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Item 2.

FACILITATOR: The facilitator read the first written comment, “Unity teaches the 4T program which promotes giving as a way to prosperity. If giving enhances prosperity, why doesn’t Unity Church give more and they will be more prosperous? In other words, practice what you preach. I’m not talking about giving more to Unity international—that is list giving to your self or to your sister Church. I’m talking about giving to the poor.”

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Item 3.

CONGREGANT: This congregant wanted to give thanks for opportunity to speak and be heard. She urged the ministry to take a look at the Church's home base and to not dilute it. The congregant specifically addressed revenues in July and August and wanted to know if those positive months were a result of bringing in guest speakers. She wanted to know what portion of the ministry's revenue comes from guest speakers.

RESPONSE: Mr. Mosby responded that the church brings in approximately \$200,000 a year as a result of guest speakers. For July and October, Mr. Mosby added that some of the revenues did have to do with guest speakers, but it was primarily because Sunday morning worship revenues were up.

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Item 4.

This congregant explained that she came to Unity of Phoenix because she can feel God's divine love. She told the congregation that Reverend Rogers' talks have transformed her. She added that there was little doubt the television ministry is raising the vibration of the planet and she would like to see the television ministry stay on the Internet. She, like others, has used the television ministry while away from Phoenix. She further wanted to honor all the ministers. She told the ministers that she loved them all and didn't know how to thank them. She told everyone that she is grateful to be at Unity and does not think the ministers have control over what congregants give to the ministry.

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Item 5.

FACILITATOR: The facilitator read another written comment, "Why does the congregation or its representatives on the Board not have input into hiring of ministers (other than Richard) and executive staff?"

RESPONSE: Ms. McGraw-Ball responded saying that current Board policy allows the Board to hire only the Senior Minister. The Senior Minister then hires all of his or her direct reports. The Board follows the policy. She acknowledged that the policy could be reviewed. Reverend Maraj added that there is good reason the Senior Minister hires the Associate Ministers. This is because the Senior Minister is responsible for creating the synergy and rapport needed to carry out the spiritual vision of the church. To do this, the Senior Minister needs to freedom to develop his or her own team of ministers. The Board selecting the ministers, according to Reverend Maraj, would not be in the best interest of the congregants.

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Item 6.

CONGREGANT: This congregant, who spoke to a Board member earlier in the evening, explained that the church's biggest problem is communication. Specifically, he asked if Board meetings could be open to congregants. The Board member he spoke to said that this suggestion could be taken into consideration. Regarding fundraising, this congregant urged the church to conduct fund raising specifically for reducing debt and restoring the reserve. Regarding cookies, he was told that people could not bring baked goods because it's against some health rules. He found this hard to believe and noted that the teens conduct a bake sale each year. He also commented that at other churches there is usually a "flower fund" that includes a calendar where people sign-up to provide flowers for services.

RESPONSE: Ms. Fisk began by explaining that the first Tuesday of every month is when the Board meets. They are currently not open, but detailed minutes are taken at the meeting and posted shortly thereafter. Regarding cookies, there is some controversy about whether or not home baked goods can be used as it pertains to health regulations. Reverend Shannon Olesen added that the ministry has received a lot of feedback specifically about the flower and cookie fund idea. She was excited to announce the unveiling of a sign-up program for flowers and cookies. She informed the congregation that the month of January has already been taken care of. She introduced Jessica to the congregation and noted that if people wanted to sign-up for February and beyond, they could talk to Jessica after the Family Meeting.

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Item 7.

CONGREGANT: The congregant asked when a congregation is having difficulties financially or otherwise, how does Unity Village help? Specifically, she asked if it could assist by looking over books, giving guidance, etc.

RESPONSE: Reverend Maraj told the congregation that Unity Village only assists if the local ministry feels it's necessary. If the local church does not think the problems can be resolved locally, then the local church can request assistance in the form of consultants that cost money. Reverend Rogers added that sometimes there are grants, but each church is autonomous. Money generally goes from the local churches to Unity Village and not the other way around.

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Item 8.

FACILITATOR: The facilitator read another written comment, "Is Rev. Rogers going to be paid his salary during his sabbatical? At that last meeting, it was said that everyone got a 3% salary increase in the last three years combined. They someone asked what

Rev. Rogers's salary is and someone on the Board said that Unity policy is to not give out that information. If he and the Board are not ashamed about the size of his salary, he should be willing to tell the people what his salary, benefits and perks are. The congregation gave approx. \$2,500,000 to the Church last year and they have a right to know."

RESPONSE: Ms. McGraw-Ball responded saying that Reverend Rogers will get paid while on his sabbatical. Ms. Fisk clarified the Board policy that salaries of ministers and other staff are not disclosed. She emphasized that this is not just a Unity of Phoenix policy, but a national Unity policy. She told the congregants there is no shame in what the Board pays Reverend Rogers, and the Board feels he is worth every bit of his pay. Still, the Board will adhere to its policy and will not disclose the salary of any minister or staff person.

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Item 9.

CONGREGANT: The congregant requested that Unity keep the Internet ministry, as it is what brought her to Unity. She then asked Mr. Mosby to clarify what appeared to be a discrepancy in the revenues and expenses for the Bookstore specifically in July and August.

RESPONSE: Mr. Mosby described what the congregant was pointing out as an accounting anomaly. When anomalies are discovered, adjustments have to be made. This was the case for July and August. Reverend Rogers also pointed out that sometimes, the ministry would buy a large volume of a particular item in anticipation of demand in the next month(s). This could also account for a discrepancy.

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Item 10.

CONGREGANT: This congregant expressed gratitude for having the Family Meetings. She felt it took courage to do this. She asked if the ministry had received the "Consciousness of Christ" movie to show for the purpose of raising revenues.

RESPONSE: Reverend Rogers responded that they had received the movie; the ministry has reviewed it and decided not to show it. He said it was difficult to make that decision, but it was a matter of making choices.

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Item 11.

CONGREGANT: The congregant wanted to make three points. First, the ministry should prepare regular written reports. Specifically, the congregant mentioned monthly tithing reports that include dollars. He indicated that posting such reports in a single location is okay so long as the location is well advertised. Second, he has heard some rumblings at the Family Meeting that bother him. He asked that until the congregation has completed the overall plan (i.e. at least a three or five year plan), the ministry hold off on any drive to raise money. Finally, he wanted to compliment the ministry on putting together the Family Meeting. He indicated that he has been on several church boards but has never seen a meeting like this. He described it as very open and the information presented has been well researched.

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Item 12.

FACILITATOR: The facilitator read another written comment, “Why do we create a budget based on the amount we guess might come in as revenue, instead of asking everyone to pledge what they will give and base the budget on that (like many churches do)?”

RESPONSE: Ms. McGraw-Ball responded saying that the ministry is based on tithing as a spiritual process for giving and receiving and not going to a congregant’s house and asking for a pledge. She believes one reason people are drawn to Unity is because they do not feel “the squeeze”. Once a person takes the 4Ts class and sees the benefits of tithing, then he or she will gladly tithe. What people tithe is based on spiritual principles and not on pledges. She acknowledged that this is different from other churches.

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Item 13.

CONGREGANT: This congregant expressed how connected she feels with Reverend Rogers and that he has changed her life. She said, “It is about Richard”. She described Reverend Rogers as having a way of delivering a message that makes people want to change their lives. She told Reverend Rogers, “We love you and we will walk with you.”

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Item 14.

CONGREGANT: The congregant described Unity as her spiritual home. Here, she has met a wonderful community. She loves her church home, its messages and its music. She is grateful for all the sacrifices everyone makes, the movement, the love, peace and

lesson she has learned. She finished her comments by adding that she loves the church and appreciates having the church in her life.

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Item 15.

FACILITATOR: The facilitator read another written comment, “Is the detailed information discussed at Board meetings public information or confidential?”

RESPONSE: Ms. Fisk responded saying Board minutes are very detailed and available immediate following Board meetings. The only items that do not appear in the minutes are items from executive session. In addition to minutes, the Board is looking for other ways to communicate with congregants.

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Item 16.

CONGREGANT: This congregant suggested that the ministry take it on to know everyone by name. Under this nametag program, she suggested the church could purchase nametags in volume discounts and then offer them to the congregation at a higher price. The church could then use the difference to increase revenues. The congregant told the congregation that the ministry keeps changing and that people come and go. It would be nice if people had names. It would help the congregation get to know each other better.

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Item 17.

The congregant told the congregation that she had received a “sister alert” that she needed to come tonight and show support for this ministry and specifically for Reverend Rogers. She told everyone that she was at the Family Meeting for that purpose. She added that knowledge is power. She suggested posting Board minutes on the Internet. She suggested that if everyone knows what is happening financially in the church, then congregants will know when to increase resources.

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Item 18.

FACILITATOR: The facilitator read another written comment, “Why do we spend so much time talking about mundane things instead of talking about things that are important to all the people on the planet? 1 Thessalonians 5:15 says, “See that none render evil for evil unto any man; but ever follow that which is good, both among

yourselves, and to all men.” For instance, without clarifying the Church’s position, there are people who still come to this Church who believe that we have a right to be over in Iraq slaughtering people. Why hasn’t Rev. Rogers made it clear to everyone that such actions are the opposite of what Jesus taught? Rev. Rogers has got to get off the fence. Is this because Rev. Rogers knows that certain people who don’t want to live what Jesus taught would drop out of the Church and take their money with them?”

RESPONSE: Reverend Rogers responded saying another Unity position that he deeply respects is that Unity does not tell people what to believe politically. He acknowledged that this does look wishy-washy. But he would like his politics to be as invisible as possible to the congregation. He reinforced that Unity is not a church that tells people how to vote. Instead, Unity is a church that believes that Christ is in all of us, so we are all just as smart as he is. People do not come to the church to hear his personal opinions. He added that there are no easy answers to the points raised in the written comment. He believes there are people who come to the church who are more liberal than he is and people who are more conservative.

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Item 19.

CONGREGANT: The congregant explained that he used to pass by Unity everyday on his way to the golf course. One day he decided to stop in and has been coming ever since. Like others, he also uses the Internet service while away from Phoenix. He told Reverend Rogers three years ago, that very few things impressed him, but Reverend Rogers did. Regarding e-mails he has sent the church, he has never received any reply. He understands that things can fall through the cracks, but he has sent at least three e-mails and there has been no response. Finally, this congregant expressed concern that in the past there were fundraisers and he didn’t understand what the money was being raised for. He suggested that to be successful, congregants must know why money is being raised.

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Item 20.

CONGREGANT: This congregant wanted to add thanks to what everyone else has said. It was radio advertisements that brought her here to Unity. She would listen at work and the highlight of her night was hearing Reverend Rogers’ voice. She expressed gratitude for Reverend Rogers making Unity a great place. She thanked the other ministers as well. She described support at the church as outstanding. She also described the Family Meeting as wonderful communication.

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Item 21.

CONGREGANT: According to this congregant, she has been attending Unity for seven years. During that time, she has taken the detours of the century. She told the congregation that this church has loved her through it all. She grew up in a place where you were not allowed to think differently. The congregant comes here because of the third Living Love Commitment, “I love and accept you the way you are”. There is no pressure to conform to something that makes her uncomfortable. Unity is about love and acceptance.

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Item 22.

FACILITATOR: The facilitator read another written comment, “I don’t believe that the ministers’ salaries should be based on staff salaries; it should be based on their performance. I believe we have four superior ministers who should be compensated accordingly. Question: How can we, as congregants, best help the ministry move forward?”

RESPONSE: Ms. Schwiebert responded to the congregant’s question saying that by attending the Family Meeting, the congregation is off to a great start. She encouraged people to not only show up for Family Meetings, but also come to church regularly and to volunteer. Reverend Rogers supported Ms. Schwiebert’s comments adding that the ministry made a misstep when it moved in a direction that left people behind. He told the congregation that the ministry is based on people being connected. In the last couple of years, he explained, the ministry did not do that so well. Today, we are going back and bringing everyone up to the same place. What you can do, he told the congregation, is build relationships. That is how we live love. Relationships make a difference.

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Item 23.

CONGREGANT: The congregant expressed appreciation for Reverend Rogers’ spiritual centeredness. As the congregation sees Reverend Rogers grow and take steps forward, it inspires the congregation to do the same. She also expressed appreciation for the town hall and acknowledged that spiritual folks sometimes lose grounding. The town hall has been good focus for the congregation. She agreed with Reverend Rogers that we have grown and not everyone feels connected. She suggested that each congregant could start taking those steps to connect with one another including wearing nametags.

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Item 24.

CONGREGANT: This congregant expressed disappointment with the fiscal reporting of the church. He acknowledged that he was impressed the credentials of the Board, but still he did not understand why the Board did not know what was going on sooner. He explained to the congregation that he worked for the State of Arizona. His organization knew when it was in trouble within six months. He simply could not understand why it took so long at Unity. Regarding Reverend Rogers, he expressed deep appreciation. He recalled a trip that Reverend Rogers took to New Orleans after Hurricane Katrina. When Reverend Rogers returned, he told the congregation that poverty should not exist in our country. He agreed that the church should not tell him how to vote, but Christian responsible messages like “no more poverty” are appropriate. He noted that Unity appears to be moving away from biblical work. He misses that. He told the congregation that the church has a wonderful gift. He always hears just what he needs to hear when he comes to church. He never goes home disappointed.

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Item 25.

CONGREGANT: The congregant has been a member for twelve years. She was on the Building the Dream Committee. She has been able to see Reverend Rogers accomplish all that we see today. She expressed her support for Reverend Rogers. She was glad she came to the Family Meeting and expressed certainty that we can get through this as a church.

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Item 26.

FACILITATOR: The facilitator read another written comment, “Is Richard coming back after his 2 month leave? Or is he contemplating leaving our ministry? What’s his commitment?”

RESPONSE: Reverend Rogers told the congregation his plan is absolutely to come back indicating that he has three years in his contract. He simply needs some time away. He told the congregation that we have great ministers here and asked the congregation to support them. He just needs to take some time and stop.

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Item 27.

CONGREGANT: This congregant wanted to know for those who have sent e-mail messages, will there be a response acknowledging receipt of those messages.

RESPONSE: Ms. Fisk indicated that the Board does read the e-mail messages regularly. But because the Board speaks with one voice, it is virtually impossible to respond collectively to all e-mails, as they are numerous. The Board does compile the messages and discuss potential comments as a group. She suggested that if a congregant wants a personal response, then please specifically state that in your e-mail message. Currently, the Board uses e-mail to receive information and not to give information to the congregation.

CONGREGANT: He just wanted to make sure his e-mails were not lost in cyberspace. He also added that he recommends the church keep the land it purchased.

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Item 28.

CONGREGANT: This congregant explained that he is getting his master's degree in business and needed to interview a human resource guy. He interviewed Charlie Brown and found him very professional. He is very impressed with the church from a business perspective. He wanted to know how much debt the church has?

RESPONSE: Mr. Mosby responded saying \$4.3 million.

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Item 29.

CONGREGANT: The congregant agreed with Reverend Rogers that the ministry may have stepped off course, but anyone can he told the congregation. The important point is that the ministry realized this and is ready to get back on board. He described the ministers as great. He told the congregation that a lot of people talk to him. He said that sometimes people forget and want to point blame. "They say", he continued, "those Board members should have known what was going on." The congregant wanted to emphasize that no one Board member is responsible for what is going on. He added that some of the existing Board members would be running in January. The current situation should not reflect poorly on them.

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Item 30.

CONGREGANT: This congregant also expressed appreciation for Reverend Rogers and the other ministers. As a business grows, the congregant acknowledged, mistakes are made. The church may need to revisit how things are done and possibly revise policies. While we can blame the ministers and staff, the congregant told the congregation, "it is our fault too". The congregation has to own its share of the blame and do its part to resolve the situation. The ministers cannot do it all.

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Item 31.

CONGREGANT: The final congregant asked how we turn the lights on and keep them on all year long (referring to the lights on lawn outside the Family Life Center). “Peace, love, joy and hope. Let them shine”, he told the congregation, “let people know who we are.”

Congregant Two-Party Survey

The facilitator then conducted a two-part survey with congregants. The first survey asked congregants to express how they prefer to give and receive communication. The second survey asked congregants what issues they would like to see addressed in 2006.

During this period, the facilitator received a final written comment: “I came to this meeting to talk about getting out of debt. 90% of comments are not about the debt. Do you think we can have another meeting and stick to the problem at hand? What are we going to do to get out of debt? Know ye not that the borrower is the slave to the lender.” The facilitator responded saying that this is a good example for a single-topic focus group (one of the methods of the congregants communicating with the Board). She also indicated that the answer to the question is yes it is possible. When filling out the top issues to address in 2006, if this issue is important to you, then you should state that as your preference.

Pray-Out

Before praying out the congregation, Reverend Maraj made a couple of comments. He told the congregation that prior to coming to Unity of Phoenix, he was the senior minister at the Christ Church Unity in Kansas City. He was there for five years and during that time there was conflict for over three years. Even though his church had doubled in size, he still felt like a failure. But his old church went through a process like this, and afterward, they were a stronger church. He expressed his profound belief that like his last church, this will be a turning point for Unity of Phoenix. He acknowledged that some churches do fall apart at times like these, but for Unity of Phoenix, this will be a turning point.

Reverend Maraj reminded the congregation of the story of Mary of Joseph and how Joseph took a stand to support Mary. While Richard is gone, he suggested, the congregation gets to be Joseph and take a stand about how it is committed to the ministry. He told the congregation to take a stand to be in the black (referring back to financial charts shown by Mr. Mosby) not just while Reverend Rogers is on sabbatical, but all year.

Reverend Maraj then prayed the congregation out.